

COLIN BAENZIGER  ASSOCIATES  
EXECUTIVE RECRUITING

---

---

---

*Section 9*

*Lee A. Staab*

*Islamorada Village Manager  
Candidate Report*

---

---

**TABLE OF CONTENTS**

	<b><u>PAGE</u></b>
COVER LETTER AND RESUME	<b>1</b>
CANDIDATE INTRODUCTION	<b>13</b>
BACKGROUND CHECKS	<b>19</b>
CB&A REFERENCE NOTES	<b>23</b>
INTERNET SEARCH	<b>37</b>

---

---

*Cover Letter and Resume*

---

---

Village Council  
Islamorada, Florida

11 February 2022

Subject: Application for Village Manager

As a retired career military officer, senior executive in private industry and former city/county manager, it is my desire to serve Islamorada, Florida as the Village Manager. After joining the US Army following graduation from West Point in 1979, I had the honor to lead and serve with our nation's finest military and civilian personnel. As a US citizen, I am grateful to the military for giving me opportunities, both as a senior officer and later as a veteran. As a dedicated member of the community, I will work tirelessly with and on behalf of everyone to improve our community for our citizens and our visitors.

While serving in the US Military for more than 27 years, I worked closely with local communities, military personnel, family members, civilians, and government personnel at all levels. During that time, I managed more than 50,000 professional personnel and staff. In one of my last few assignments in the US Army, I was responsible for the infrastructure development at all US military installations in Europe, Israel, and North Africa. I worked closely with the military communities and the foreign governments that hosted the US military presence in their country. My area of responsibility included more than 50 countries. While commanding the Europe District of the US Army Corps of Engineers, we were faced with many budget cuts and constraints due to the conflicts in Iraq and Afghanistan. Thru open communication with my staff in each country, we identified unique ways of maintaining all required operations while reducing operational costs by more than 20%.

In my final assignment, I was responsible for all infrastructure and support services of Fort Riley, Kansas. The military, family members and civilians working and living on the installation numbered more than 60,000 personnel. In addition to the responsibility of support and logistics operations, I was responsible for all support services of the installation. This included human resources, police, fire protection, public works, local school districts, etc. Finally, I was responsible for all future infrastructure and support development planning. The experiences that I gained working difficult issues with local civilian and military communities were both challenging and rewarding.

At the federal level, I was assigned as the Executive Assistant to the Secretary of the Army (Installations and Environment) in the Pentagon. During that assignment, I was a senior member of the Department of the Army (DA) staff that developed the first public/private partnership for military housing. As a result of these efforts, we privatized military housing for Army personnel and family members assigned at all locations both in the United States and abroad. This public/private partnership concept resulted in improving the quality of life for all military personnel worldwide.

Following my retirement from the military, I had an opportunity to build upon my military leadership experience by working in a publicly traded company. For seven years, I was responsible for all infrastructure development oversight at all US Army and US Air Force locations in both Iraq and Afghanistan. In that capacity, I worked closely with senior US Military personnel, US personnel from the Department of State, and local foreign national senior personnel. Additionally, I was responsible for the planning, design, and construction of a major development in Abu Dhabi, United Arab Emirates.

## Section 9

This also required extensive negotiation with the Emirati Federal Government, the Municipality of Abu Dhabi, and the local governmental agencies responsible for oversight and compliance.

In 2012, I was fortunate to attend Harvard Business School and received an Executive Advanced Degree. The knowledge gained from that educational experience coupled with my practical experience of managing global businesses and a city of 60,000+, will serve me well as the Village Manager for Islamorada. I have worked closely with the public and professionals for the past 40+ years and look forward to bringing that experience to Islamorada.

In 2014, I returned to the United States and was selected as the City Manager for Minot, North Dakota. During my tenure, I established a community-wide resiliency program focusing on diversification of the economic base, affordable housing, risk management, environmental restoration, and recovery from the devastating floods of 2011. Working closely with the business community and citizen groups, I developed a visionary City of Minot master plan that enabled future expansion and economic growth. Additionally, I was honored to be chosen to represent the United States as a member of the International Souris River Board (ISRB). The ISRB is responsible for all international water issues along the Souris River. Furthermore, I was selected by the Souris River Basin citizens to represent the North Dakota interests in the Assiniboine River Basin Initiative (Joint US-Canadian Water Resources Grass Roots Coalition). Finally, I lead the resiliency efforts within Minot and the Souris River Basin as part of the HUD Resiliency Competition. As a result of our 70+ public meetings and a detailed submission based upon tremendous citizen participation, HUD awarded the City of Minot more than \$74M in support of that resiliency effort. Minot was one of only three cities in the United States selected as an awardee in this rigorous competition. Following award, I developed and executed detailed plans of economic diversification, hazardous mitigation, environmental restoration and resilient recovery.

Returning to Colorado in 2016, I was chosen as the County Manager for Grand County, Colorado. A resort community approximately 90 minutes from Denver, I developed the first strategic master plan for the community, focusing on tourism, modes of transportation, environmental stewardship and economic development. Requested by the Rocky Mountain Fisher House Foundation to serve as the President of the Board, I returned to the front range of Colorado and focused my energies on veteran-focused non-profit organizations for the past two years.

Throughout my four decades of professional experience, I have encountered and overcome many types of countless challenges and difficulties. By leveraging my personal leadership skills, my outgoing approach toward community interaction, and dedication toward finding and implementing the best solutions, I have been highly successful in working with communities across the nation and abroad. I am an active listener and speak when appropriate. Having faced many volatile and dangerous situations, I am very calm and focused on the community, the staff, and the desired objective. I respect and work well with elected officials. I receive guidance and advice from elected officials and community members, but I also take decisive action when necessary and accept responsibility for myself and all my staff. Finally, I have extensive experience in working with officials the local, county, state, and federal levels of government along with government agencies.

## Section 9

Although I have traveled throughout the United States and globally for the past 40 years, my wife, Wanda, and I are looking forward to settling down and becoming an integral part of a diverse and vibrant community where we can work collectively with the community in managing the future while maintaining the environment, serenity, beauty, stability, security and lifestyle that exists today. Observing the great state of Florida during the pandemic, I would be honored to serve the citizens of Islamorada who set the standard for our country during a time of great service and sacrifice. Selecting Colorado as our home following retirement and living in Colorado since 2006, my wife and I are looking forward to moving to Islamorada and the Great State of Florida.

I would be honored to live, work, and serve as part of the Islamorada community. I look forward to working with the Village Council, Department Heads, Citizens, and the professional staff of Islamorada.

Thank you.

Lee A. Staab  
4646 Delaware Drive  
Larkspur, CO 80118  
720-345-7305  
[leestaab@mac.com](mailto:leestaab@mac.com)



**Lee A. Staab**  
4646 Delaware Drive, Larkspur, CO, 80118 (USA)  
Cell (720) 345-7305, email: [leestaab@mac.com](mailto:leestaab@mac.com)



**SUMMARY OF QUALIFICATIONS**

Senior Executive Leader with 40+ years of very successful experience in leading large, complex, dynamic, public, private and military organizations. Highly experienced in providing leadership/management for formulation and achieving of strategic direction, operational and facilities management, infrastructure and master planning development, relationship building, government relationships, budget development and fiscal constraints, public speaking and organizational team building. A proven and mature leader possessing the highest ethical standards, open communication skills and transparency necessary to lead team members in achieving the highest standards. Has led highly complex, multi-national governmental and private organizations in the United States and in over 80 countries worldwide. A recognized innovator, problem solver and consensus builder with a 42-year career of mature, open and ethical leadership. Highly skilled in:

- |  |                                      |
|--|--------------------------------------|
| <b>Organizational Leadership</b>             | <b>Relationship building</b>         |
| <b>Communication and Strategic Direction</b> | <b>Personnel Development</b>         |
| <b>Program Management and Development</b>    | <b>Teambuilding</b>                  |
| <b>Human Resources</b>                       | <b>Business/Financial Management</b> |
| <b>Budget Development</b>                    | <b>Recruitment and Retention</b>     |
| <b>Infrastructure Planning /Development</b>  | <b>Public-private partnerships</b>   |
| <b>International Water Issues</b>            | <b>Resiliency Plan Development</b>   |

**EDUCATION and CERTIFICATION**

Executive Business Degree, Harvard Business School (2012)  
Master of Engineering (Structural Engineering), University of Illinois (1990)  
Master of Arts, National Security and Strategic Studies, US Army War College (2002)  
Bachelor of Science, United States Military Academy at West Point (1979)

**ACCOMPLISHMENTS**

**Organizational Leadership**

- As the City Manager of Minot North Dakota, managed a workforce of over 450+

personnel that provided all services for the City of Minot (population 60,000+). This included 12 separate departments, to include an international airport, with an annual budget in excess of \$141.4M.

- As the County Manager for Grand County, Colorado, managed all infrastructure and support operations for a tourism and agriculturally based county in the Colorado Rocky Mountains. This included more than 800 miles of roads, law enforcement, engineering, state-mandated support operations, and administrative functions.

- As the senior US Army Corps of Engineer Officer in Europe and Africa, directly responsible for 600+ people and a \$2.0B program of engineering and construction for the Department of Defense in Europe, the Balkans and Africa that included all construction programs on military installations, family housing, training facilities, and environmental programs.

- As the Commander of the US Army Corps of Engineer Office in Europe, managed a large construction program for the relocation of forces in Central Europe. This \$500M program facilitated the relocation of US forces.

- Directly responsible for the planning of the infrastructure, the coordination of all agencies involved in the transformation, and the oversight of the program budget (\$1.8B) required for transforming and modernizing Fort Riley, Kansas.

- As the Senior Vice President of Versar and President of Versar International, managed the entire international program for the company, resulting in 20+% profit margins from 2008-2014. International workforce included more than 700+ personnel in 7 countries.

### **Communication and Strategic Direction**

- As the City Manager in Minot, developed overall strategic direction for the entire community to include the City of Minot, Minot Air Force Base, local county, public school system, community health services, park district and local university.

- Lead Minot community effort in building resiliency within the community resulting in community selection as one of ten cities in US for Resiliency AmeriCorps. Additionally, lead Minot effort in the US Department of Housing and Urban Development (HUD) National Disaster Resiliency Competition. Minot was one of seven communities selected as a finalist and received \$74.3M because of these efforts.

- As the County Manager for Grand County Colorado, developed the 1<sup>st</sup> strategic plan for the county to include all of the incorporated towns, community organizations, private business leaders, tourism industry, and non-profit organizations.

- Appointed by President Obama as the first private citizen to the International Souris River Board. This board manages the flow of the Souris River which flows between Canada and the United States of America.

- To dramatically improve the US Army Corps of Engineers support to US Government strategy in Iraq and Afghanistan, established and accelerated virtual support in Europe to the Department of Defense reconstruction efforts in the areas of Program Management, Contracting, Legal and Design.

- Established and implemented cost reduction methods throughout the Europe District that reduced overhead costs by more than 20% in one fiscal year. The entire North Atlantic Division of the US Army Corps of Engineers adopted these



changes.

- As a major advocate for Army Transformation and Basing in Europe, managed the design, planning, and construction of the Army's Efficient Basing Program in Germany.
- Provided senior leadership to the Secretary of the Army in developing the privatization of Army housing and infrastructure on all Army installations worldwide. This program substantially improved the quality of life for all military personnel and family members.

### **Program Management and Development**

- As a major advocate for business transformation, established new relationships with the US Departments of State and Energy in their European offices.
- Developed the business development and operational plans for start-up operations for newly established company in the United Arab Emirates.
- Responsible for the construction of all military facilities in the Persian Gulf region totaling more than \$1.5B in support of Operation Desert Shield and Desert Storm.
- Responsible for all construction management and all US Government Support operations for Versar. Annual revenue exceeded \$60M from 2008 thru 2014.

### **Relationship Building**

- Re-established Minot's relationship with the International Souris River Board (Canada and US) resulting in the board's support for the City of Minot's application in the HUD NDRC Competition. Selected by the USA and State of North Dakota to as a US representative on the International Souris River Board.
- Established and maintained outstanding relationships with the Embassy staffs and United States country teams throughout all of Europe, Northern Africa and countries of the former Soviet Union.
- Established and improved trust-based relationships with host nation-states, Senior foreign officials, senior military commanders, environmental groups, customers and partners to guarantee efficient delivery.
- Developed relationships with high-end commercial and governmental clients in the United Arab Emirates while maintaining positive client relationships with US Government clients in Iraq and Afghanistan.
- Established personal business relationships with 120+ international business executives from the Harvard Executive Business School.

### **Personnel Development and Teambuilding**

- Established cross-department coordination working relationships resulting in improvement in services for the City of Minot. Established leader development program within the Young Professional Group, which focuses on developing leaders for city council and committees across the community.
- Served as the key person for reorganizing the Department of the Army Assistant Secretariat office staff post 9/11. In that capacity, provided assistance in the development of the new Installation Management Agency that now manages Army property all over the world.
- Leveraged relationships to engage customers, partners and opponents in

cooperative problem solving. Particularly effective at utilizing public engagements to draw detractors into the team.

- Managed the US Army Corps of Engineers relationships with the Government of Italy, the Government of Turkey, Spain, Israel, United Kingdom, Germany and numerous other countries in the European Command Area of Responsibility.
- Engaged with officials from over 80 foreign countries from 2002-2005.

### **WORK HISTORY**

#### **President, Rocky Mountain Fisher House Foundation, February 2019-Present**

Directly responsible for all capital planning, fund-raising, veteran support activities, community engagement and operations of the Rocky Mountain Fisher House Foundation. This organization works with the Veterans Hospital, Rocky Mountain Fisher House and the National Fisher House Foundation to provide a "Home Away From Home" at no cost to military members, veterans and their family members.

#### **County Manager, Grand County, Colorado, August 2016 – February 2019**

Directly responsible for all county operations and economic development activities within the county as directed by the Grand County Board of County Commissioners. Following years of deficit spending, directed the developed a surplus budget for fiscal years 2017, 2018, and 2019 using sound financial planning and strict adherence to procurement policies, priorities and procedures. Working with outside consultant experts, developed the 1<sup>st</sup> strategic plan in the history of Grand County. As a resort and tourist community, this strategic plan was vital to the economic growth of this mountain community.

#### **City Manager, City of Minot, North Dakota, September 2014-August 2016**

Directly responsible for providing professional leadership in the administration and execution of policies and objectives formulated by the City Council. Developed and recommended alternative solutions to community problems for city council consideration. Planned and developed new programs to meet future needs of a rapidly growing community. Responsible for development of the annual budget and fiscal responsibility for all operational departments within the City of Minot. Appointed by President Obama as the first private citizen to the International Souris River Joint Board of the United States and Canada.

#### **President, LWS & Associates Consulting, April 2014-Present**

Independent consultant specializing in international business operations in the Middle East, North Africa and other areas of high risk. Worked with three US-based companies and five companies located in the Middle East. Additionally, worked with the Wild Mane Ranch (non-profit) to establish business plan and financial plan for this disabled veteran organization.

#### **President, Versar Engineering and Construction, 2007-2014**



## Section 9

Directly responsible for all operations for Versar Engineering and Construction global operations with international concentrations in the UAE, Iraq, Afghanistan, Middle East, United Kingdom and the Asia-Pacific Region. Serves as the senior client manager for all Versar clients in the region. Provided direction, intent and oversight to start-up operations in Abu Dhabi, UAE. Provides oversight and management of all international US Government Contracts while managing daily engineering and construction operations in the United States.

### **Federal Program Manager, Tega EC, Colorado Springs, 2006-2007**

Directly responsible for the Federal Programs of Tega EC. Directly responsible for planning the acquisition of Torix General Contractors (100 personnel firm) into the Tega family of companies. Provided oversight and management of the Plasma Enhanced Melter (PEM) program which transforms municipal solid waste into alternate forms of energy. Additionally, served as the client manager for all federal, state, and local government clients.

### **Assistant Division Commander (Support), Fort Riley, KS 2005-2006**

Personally chosen by the Commanding General as the Senior Executive for all logistics, infrastructure, support and personnel operations in an organization of more than 20,000 personnel. Directly linked to the Base Realignment and Closure (BRAC), provided infrastructure development and planning for future growth oversees of the installation and supporting local communities. Directly responsible for the planning and development of the infrastructure, housing and support facilities for 20,000+ military personnel and family members.

### **Commander, Europe District, US Army Corps of Engineers, 2002-2005**

Directly responsible for 600+ people and a \$1.2B program of engineering and construction for the Department of Defense in Europe, the Balkans and Africa that included all construction programs on military installations, family housing, training facilities, and environmental programs. Provided engineering and construction support to 83 Army and Air Force installations and numerous Federal agencies and foreign governments. Provided contractual and legal support for construction and supply actions for Department of Defense in 93 countries throughout Europe and Asia.

### **Executive Officer, Assistant Secretary of the Army, Washington, DC 2001-2002**

Selected by the Department of the Army to serve as the Executive Assistant to the Assistant Secretary of the Army, served as the senior Army advisor to the Assistant Secretary. Prepared the Assistant Secretary for DA level budget meetings, congressional hearings and testimony, and executive level discussions on Army transformation. Responsibility included all US Army installations worldwide.

### **Battalion Commander and Inspector General, Fort Riley, KS 1996-2000**

**Engineer Operations Officer, Fort Lewis, WA, 1993-1996**

**Area Engineer and Program Manager, USAFA, Colorado Springs, CO 1990-1992**  
Supporting Operations Desert Shield and Desert Storm, directly responsible for the construction of all military facilities in the Persian Gulf region totaling more than \$1.5B.

**Company Commander, 54th Engineer Battalion (Germany) 1986-1989**

**Industrial Engineer, Michelin Tire Corporation, Columbia, SC 1985-1986**  
Directly responsible for the automation of two production processes and the implementation of a performance related pay program. The incentive pay program resulted in a 20% increase in daily productivity and a 50% reduction in shipping errors.

**Project Engineer, US Army Corps of Engineers Far East District, 1982-1984**  
Responsible for all US Army construction on the Korean Peninsula south of Taegu. Program total was more than \$25M annually.

### **PROFESSIONAL AFFILIATIONS**

International Souris River Board  
ICMA  
Harvard University Alumni Association  
Society of American Military Engineers  
US Army Engineer Regimental Association  
Association of the United States Army  
USMA Association of Graduates  
University of Illinois Association of Graduates  
Military Officers Association of America (MOAA)  
Fisher House Foundation

### **ADDITIONAL TRAINING & EDUCATION**

Executive Leadership Training (Harvard Business School)  
Executive Management Training  
Contract Law  
Construction Contracting  
Network Analysis Systems  
Contracting Officer's Course (US Army Corps of Engineers)



## **Section 9**

General Construction Inspection

Electrical Inspection

Mechanical Inspection

Value Engineering

Master Planning

Government Contracting for Engineers and Project Managers

Managing the Federal Employee Discipline and Performance Process

**Section 9**

---

---

*Candidate Introduction*

---

---

**LEE A. STAAB**

---

**EDUCATION**

Executive Business Program, Harvard Business School, Cambridge, MA  
Master of Science (International Relations), United States Army War College,  
Carlisle, PA  
Master of Science, Civil Engineering, University of Illinois, Champaign, IL  
Bachelor of Science, Civil Engineering, United States Military Academy, West Point,  
New York

**EXPERIENCE**

President, Rocky Mountain Fisher House Foundation	2019-present
County Administrator/Manager, Grand County, CO	2016-2019
City Administrator/Manager, Minot, ND	2014-2016
President, Versar International, Springfield, VA	2007-2014
Federal Client Manager, Tega LLC, Colorado Springs, CO	2006-2007
Deputy Commander, Fort Riley, Kansas	2005-2006
Commander, US Army Corps of Engineers, Europe	2002-2005
Executive Assistant, Secretary of the Army, Pentagon	2001-2002
Inspector General, Fort Riley, Kansas	1999-2000
Commander, 70 <sup>th</sup> Engineer Battalion	1997-1999
United States Army (Various Locations)	1979-1997

**BACKGROUND**

Grand County is located on the west side of the continental divide in Colorado. However, it is the main weekend and tourist destination for the residents of Denver. The majestic mountains, lakes and streams make Grand County the ideal location for both wintertime and summertime tourists. The rural county has a local population of only 27,000 residents but can swell to more than 300,000 during holiday weekends both in winter and summer. Grand County is strategically located along the I-70 corridor, which serves as the only major east-west thoroughfare within Colorado. Since it is only a two-hour drive from downtown Denver and the airport, Grand County is a vacation destination for tourists across the United States and around the globe. Winter Park resort is the primary winter ski destination, while Grand Lake, the headwaters of the Colorado River, is the primary summertime tourist destination. Grand County has minimal development and maintaining the ecosystem and natural beauty of the county is a primary goal for elected officials and county residents.

Grand County's General fund budget was \$16.2 million, and the total budget was \$49.0 million. That number excluded major state capital projects such as ongoing road widening of both



**LEE A. STAAB**

---

Interstate 70 and US Highway 40. The County has more than 400 employees with 13 departmental supervisors/directors reporting directly to the County Manager.

The three most significant issues facing Grand County are:

- Environmental Protection/Preservation. As other areas of Colorado have embraced development, Grand County has cautiously approached limited economic development. All development within the County must sustain the natural beauty of the landscape, while protecting the water resources of the Colorado River and other rivers flowing from Grand County.
- Forest Fires. During the past two years, three major fires have devastated vast areas of federal forest lands within the county. As the population migration from the front range to the western slope of Colorado continues, fire prevention, mitigation, and fire safety will become more critical each year.
- Water Quality. The use of septic systems, soil nutrients and other pollutants continues to impact both the water quality and water temperature of local lakes, streams, and rivers. This has impacted the wildlife within the river systems and changed the flow volumes of major rivers serving the western parts of the United States.

**GENERAL, MANAGEMENT STYLE AND EXPERIENCE**

Islamorada is one of the most beautiful natural ecosystems within the United States. Throughout my entire career, I have worked tirelessly to improve the quality of life for people across the world. Given my years of experience, I believe that I am well qualified to be a major leader in continuing the village's efforts to preserve the ecosystem, improve water quality and manage development. I have the leadership experience, technical expertise and financial skills necessary to build upon the outstanding successes of Islamorada. Finally, I look forward to working with the leaders, professional staff, and citizens of Islamorada in preserving this "treasure of islands" for future generations.

I have a very personal approach to leadership. As a military officer, I was trained to always "lead from the front" and that has been my style throughout my professional career. I create an environment where personnel can develop skills and create opportunities for career advancement. I pride myself in developing future leaders and managers within any organization. I know that personnel recruitment, development, and retention is very costly. Therefore, I take pride in developing a work environment that results in personnel retention instead of personnel turnover. I do expect everyone to do their jobs and I develop/train all my managers.

I have valued every person/employee that I have had the pleasure to work with. I have learned valuable lessons from people across the world, and I believe that I have, in turn, taught them something about being a better leader and better citizen. If you queried any of my past

**LEE A. STAAB**

---

employees, they would say that I am personal yet professional. They would say that they learned from me every day and that they have taken some of these skills and applied them throughout their lives and careers. Finally, they would say that I expect much of myself and of my employees as well.

The elected officials I have served would likely say that I maintain the highest ethical standards, both professionally and personally. These officials would describe me as being highly competent, innovative, personal, fair, dedicated, and decisive. Elected officials that I have worked with at the federal, state, and local levels would say that I would take the direction and intent of the elected/appointed officials and get the job done. They would also say that I always kept them informed so that they could continue to make critical decisions when required.

My greatest strength is collaborative consensus building and mission accomplishment. The approach I utilize brings together visioning, planning, budgeting, designing, project management, operations, and stakeholders. I became the City Manager of Minot, North Dakota, to assist the community in recovering from the devastating floods of 2011 that resulted in 12,000 citizens losing their homes. Working with the city residents, surrounding communities, and the governments of Saskatchewan and Manitoba, we successfully secured \$74.3 million in federal funding to secure the resilient redevelopment of the city of Minot. We conducted 80+ public meetings both in the US and Canada to address water issues along the Souris River. As a result of these efforts, I was appointed by the Obama administration to represent the United States as a member of the International Souris River Board. Finally, we secured an additional \$250+ million in state and federal funding to develop a flood protection system throughout the city of Minot.

My major weakness or shortcoming is my endless pursuit for increased performance from everyone on the team. I take pride in personnel development, and I constantly work with junior leaders to create an environment where every employee improves her/his performance. Many junior leaders lack these skills, so I often become personally involved in personnel development. I must continue to develop my junior leaders so that they have the skill set and experience to develop personnel within their organizations.

Within every organization, I develop both individual and organizational performance metrics. I require a professional and thorough performance evaluation on each employee within the organization. At the beginning of each fiscal year, I work with all leaders to develop organizational goals and objectives. These goals/objectives are linked to the department budget. Throughout the year, department leaders are required to brief council members on progress and costs of each goal/objective. At the end of the year, I draft an annual department performance report for each department and the city. I brief this report to the city council and this report serves as a basis for the next annual budget.

I have been blessed to work with dedicated professionals throughout my entire professional career. As I noted above, I joined the team of dedicated staff in Minot, North Dakota to assist in

**LEE A. STAAB**

---

rebuilding the community. When I first arrived in the area, I met with thousands of residents who lost their homes and their memories. I accepted this position because I wanted to serve this remote community. I met with farmers and ranchers along the entire 150-mile-long area of the Souris River. Using “kitchen diplomacy” I secured the support of countless cattle ranchers and farmers. I was honored to represent this group of ranchers and present their issues to both the US congress and the government of Canada. We were successful in securing millions of dollars in funding, but the friendships that I gained from this experience remain priceless.

In terms of misgivings, I regret being able to achieve additional adequate federal funding to develop an additional route of access/egress from Grand County, Colorado to the front range of the state. The wildfires of 2020 highlighted the necessity to have a second evacuation route from forested lands during the fire season. As climate change continues to cause major destruction in forested lands across the western parts of our country, livelihoods of countless Americans are at increasing risk. From this experience, I learned that to achieve success with major issues, it requires a collective approach involving the entire community in a tireless effort.

The challenges I see facing the Village of Islands are:

- Continuing the efforts in improving the environmental protection and water quality of the island ecosystem for the citizens, visitors, animals, and entire Village of Islands.
- Actively and aggressively address the issues of sea level rise/climate change through the collective involvement of residents, officials at all levels of local, county, state and federal government (and agencies).
- Financial stability during times of limited resources and increasing demands will continue to be an issue facing the community for the unforeseeable future. This impacts both staff recruitment/retention and affordable housing for staff and residents.

During the first six months my efforts will involve:

- Meeting with staff, elected officials, business leaders, environmental leaders/advocates, citizen groups, and to some extent county/state officials to assess the village’s operations, concerns, positions, and dynamics
- Assessing the Village’s financial position and reviewing anticipated future trends
- Further familiarization with all issues, concerns, actions, laws and regulations related to water quality and development prior to my start date.
- Developing individual and group performance measures, goals and metrics for every individual and department within the Village. Upon completion, I will brief these performance measures to the village council.
- Spend some time working in every department. I learned a great deal by picking up trash as a city manager. I look forward to gaining priceless information and experience by working with our valuable employees.
- Take every opportunity to meet with residents, leaders and visitors.

**LEE A. STAAB**

---

Throughout my professional career, I have lived and worked in many locations throughout the United States and abroad. I have traveled to more than 150 countries and look forward to bringing my broad experiences of leadership, management, personnel development, and consensus building to Islamorada. In each location, I worked well with the media and operated in a transparent environment. I look forward to working with the local media in any format. I will keep the media informed on the village's operations and issues. Finally, I take my guidance in working with the media from the village council.

When it become know that I am being considered for the position of village manager, there will not be any person who I anticipate would contact Islamorada with any negative comments about me.

In my spare time, I enjoy all outdoor activities with my wife, Wanda, our children and grandchildren.

**SIX ADJECTIVES OR PHRASES I WOULD USE TO DESCRIBE MYSELF**

- Highest Levels of Ethics and Integrity
- Personable
- Dedicated
- Delegates Authority
- Maintains Responsibility
- Listener

**REASON FOR DEPARTING CURRENT POSITION**

I departed Grand County, Colorado to devote all my time and efforts to the Rocky Mountain Fisher House Foundation. The Fisher House Foundation provides cost-free housing for family members of military personnel receiving long-term treatment at military and veteran hospitals. My responsibility was to seek and secure the funding required to design and build a new Fisher House in the vicinity of the new Veteran's Administration Hospital in Denver, Colorado. After completion of the construction and dedication of the facility, I am ready to continue my career in public service by serving the citizens of Islamorada and calling it our home.

**CURRENT / MOST RECENT SALARY**

My final compensation in Grand County was \$165,000, plus vehicle allowance.



---

---

*CB&A Background Checks*

---

---

**Background Check Summary for  
LEE A. STAAB**

---

**Criminal Records Checks:**

Nationwide Criminal Records Search	No Records Found
County	
Douglas County, CO	No Records Found
Denver County, CO	No Records Found
Grand County, CO	No Records Found
Ward County, ND	No Records Found
El Paso County, CO	Not Available*
State	
Colorado	No Records Found
North Dakota	No Records Found

**Civil Records Checks:**

County	
Douglas County, CO	No Records Found
Denver County, CO	No Records Found
Grand County, CO	No Records Found
Ward County, ND	No Records Found
El Paso County, CO	Not Available*
Federal	
Colorado	No Records Found
North Dakota	No Records Found

**Motor Vehicle**

Colorado	No Records Found
----------	------------------

**Credit**

Excellent

**Personal Bankruptcy**

No Records Found

**Sex Offender Registry**

Not Listed

**Education**

Confirmed

**Employment**

Confirmed

**Social Media**

Nothing of Concern Found

---

\* Records are only available in this state for the past seven years and the candidate worked there prior to that period.

**Background Check Summary for  
LEE A. STAAB**

---

Under the Fair Credit Reporting Act, 15 U.S.C. 1681-1681Y, credit and bankruptcy information are very sensitive and should not be used in the consideration of hiring. The information is included for each candidate because we do not want you to be surprised if third parties raise what they consider to be a concern. Also, some states have limited the reporting to seven years, so any records older than that will not be available in those states. In addition, motor vehicle reports are limited to three to seven years, depending on the state.

**Background Check Summary for  
LEE A. STAAB  
Personal Disclosure**

---

**Personal Disclosure Questionnaire**

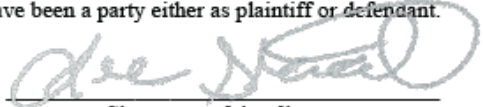
---

Name of Applicant: Lee A. Staab

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are sometimes made and that charges do not mean you were guilty. We also understand that you may have been wronged and needed to seek compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

Please explain any yes answers on a separate sheet of paper.

1. Have you ever been charged or convicted of a felony?  
Yes  No
2. Have you ever been accused of or have been involved in a domestic violence or abuse incident?  
Yes  No
3. Have you ever declared bankruptcy or been an owner in a business that did so?  
Yes  No
4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?  
Yes  No
5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?  
Yes  No
6. Have you ever been charged with driving while intoxicated?  
Yes  No
7. Have you ever sued a current or former employer?  
Yes  No
8. Please list all your social media accounts (Facebook / Instagram / LinkedIn / Twitter, etc.) and your personal web page if you have one. I only have a LinkedIn account for professional use.
9. Is there anything else in your background that, if made public, would cause you, our client or our firm embarrassment if it came to light through the press or any other mechanism?  
Yes  No
10. Please provide a list of any lawsuits in which you are or have been a party either as plaintiff or defendant.  
N/A

Attested to:   
Signature of Applicant

Please email this form via PDF DOCUMENT to [Lynelle@cb-asso.com](mailto:Lynelle@cb-asso.com) or via fax to (561) 621-5965 no later than 5:00 PM MST 02/28/2022.  
(Note: Please be sure to sign the form with your actual signature if you are sending Fax or PDF Document)

---

---

*CB&A Reference Notes*

---

---

Reference Notes  
Lee A. Staab

---

**Ray Jennings - EMS Chief/ Emergency Management Director, Grand County, CO  
970-531-9084**

Mr. Jennings has known Mr. Staab since 2016 when Mr. Staab became the County Manager in Grand County. Mr. Jennings and Mr. Staab had an excellent working relationship, as Mr. Staab is an incredible manager to work for and with. He ensures he spends time talking with all department leads and their employees. Mr. Staab was everything Mr. Jennings could hope for in a manager. He knows how to move mountains and Mr. Jennings would be more than happy to work with him again anytime.

Mr. Staab is personable and interactive with not only department leads but the frontline staff as well. He speaks with everyone so that any needs or wants can be brought to him directly. He truly wants to make the workplace the best it can be for every person. He brings people together at all levels of the organization. Mr. Staab met with department leads one-on-one every week, and had a meeting once a month for all department leads to come together and collaborate. In meetings with leads and supervisors he makes it a point to talk to them about taking care of the people in their departments. He happily listens to concerns and finds new strategies to improve the work-life balance of his employees. Mr. Staab not only makes the workplace a fun place to be, but he makes you proud to work for him and carry forward the flag. The pride he instills in those around him helps alleviate any minute issues from the day-to-day of government work.

Mr. Staab was responsible for hiring department leads during his time as County Manager, and the department heads then hire employees from there. The hiring choices he made while in this position were the right people for the job. One hire in particular that has served the county well is their IT manager. The candidate that Mr. Staab hired was a complete turnaround from the previous manager, and he has strengthened their IT department greatly. Mr. Staab has outstanding energy and superb knowledge. If there is something he is not familiar with, he takes the time to understand. He reads people easily and is skilled in getting to know those around him.

Mr. Staab does not make changes for the sake of change alone. When he began his tenure as County Manager, he took the time to understand the policies and processes in place, evaluate them, and then strategize to move forward to new growth and goals in the best way for the vision and team. Change is constant, but Mr. Staab minimizes changes to when they are necessary, and in any upcoming change he gets input both from within and outside of the organization to ensure it runs as smoothly as possible. He has conversations and actively engages those that could be affected before any change takes place.

Mr. Staab is not the kind of manager that sits behind his desk all day. He takes pride in being out front and leading the organization and works to get other organizations involved in the community. He is a great mentor and keeps others from stepping on landmines in their work. He brings the message they are wanting to convey to the forefront and ensures it is clear to all employees.



Reference Notes  
Lee A. Staab

---

Customer service is incredibly important to Mr. Staab. The customer is not only the community he serves, but also the employees that he manages. He understands well that everything is interconnected and the people he employs affect the customer experience.

When it comes to budgeting Mr. Staab is critical when making sure everyone understands their budget and adheres to it. While he was the county manager, Mr. Staab implemented a zero dollar balance budget, meaning everything was accounted for and there was no spending on unnecessary items or programs. He took the time to help everyone understand the components of the budget that affects them and overall everyone in the organization is more budget conscious due to his guidance.

Mr. Staab is very timely when handling projects and he handles stress with an incredibly calm demeanor. You could not get him amped up or upset, and he never says anything negative in public, he has a private discussion if called for. He is skilled in knowing when to address any negative feelings in the workplace and he does not shy away from the hard conversations, as they are needed in some cases, to improve the organization. On the flip side, he tells people when they are doing an exemplary job, and he started a monthly program where employees are publicly recognized and given a challenge coin.

There is nothing negative or embarrassing in Mr. Staab's history that Mr. Jennings is aware of. Mr. Staab has a strong stand on ethics and even had an ethics contract that department heads signed, stating they would not do anything morally or ethically belittling within the organization or be an eyesore in the community. He is very supportive of veterans and he is involved in multiple public boards. He simply does not get involved in negative programs.

In his 30 years of government work, Mr. Staab is one of only three managers that Mr. Jennings would happily work for again. Mr. Staab made a difference and helped him grow professionally and personally.

**Words or phrases used to describe Lee Staab:**

- True leader,
- Dependable,
- Trustworthy,
- Confidante,
- Supportive,
- Financially skilled, and
- Not a micromanager.

**Strengths:** Interactivity between departments, financial budgeting, management, personability.

**Weaknesses:** None Identified.

---

Reference Notes  
Lee A. Staab

---

**Kevin Woods - City Manager, Thornton, CO 980-239-2147**

Mr. Woods has known Mr. Staab since 2012, as the Vice President at Versar Engineering and Construction. Mr. Woods worked as a project manager in Afghanistan and Abu Dhabi, and Mr. Staab was his International Manager. Mr. Staab has always been well respected, calm, smart, and unflappable. He is incredibly intelligent and has a very calm demeanor. He works well under pressure and is very personable. Mr. Staab is quiet, but also charismatic and easy to get to know.

Mr. Staab is very observant and skilled in one-on-one interaction, while also being able to take on any large scale presentation. Simply put, his number one skill is getting to know people. He is excellent in creating relationships and surely brings this into city management, not only with his employees, but city council members.

Mr. Staab's discipline is unparalleled. He gets up at 4 a.m. every morning and runs 10 miles, even while in Afghanistan where the only option to do so was on a treadmill, staring at the wall. He is not boastful of this and does not bring it up. He is very disciplined, but modest as well.

Mr. Staab's position in the military was extremely senior, being the Deputy Commander for the 1st Infantry Division is not an accomplishment that many reach. His skills with leading and reading people surely had a part in this.

While Mr. Staab was Mr. Woods' manager, he travelled to Afghanistan or Abu Dhabi quarterly to meet and discuss how the projects were going, what was needed, and the next steps. The military also moves faster than typical municipal government, so Mr. Staab is highly skilled and trained in not only meeting, but exceeding deadlines. He is not someone who is necessarily incredibly innovative himself, but he sets the conditions for innovation among those he leads and he is very supportive of their ideas and visions. Mr. Woods learned a great deal from being led by him.

Mr. Staab leads by example, while giving the power to those under him to lead their troops. He is the consummate executive, in presence and leadership. He is used to responsibility being on his shoulders, and he manages it incredibly well.

A special skill of Mr. Staab's is that he has no issue when it comes to the details of contracts and helping to ensure everything is in the best interest of the organization. When things go south, he is calm and has a very cool demeanor. He is very collaborative and relaxes those around him, because the situation will be taken care of. He does not ever treat himself like he is the smartest person in a room, he always wants the ideas and opinions of those involved.

There is no blemish in Mr. Staab's personal history, and he is involved in many very positive endeavors, such as the wounded warrior project. He delivers and will be successful beyond any other candidate if selected. He has a wide breadth of knowledge and masters new things very quickly. Mr. Woods would absolutely work with or hire him again if the opportunity were given.

Reference Notes  
Lee A. Staab

---

**Words or phrases used to describe Lee Staab:**

- Smart,
- Calm,
- Collaborative,
- Disciplined,
- Comfortable with complexity, and
- Quietly confident.

**Strengths:** Discipline, calm demeanor, personability, presentations, leadership.

**Weaknesses:** None Identified.

---

**Kelly Oxley - Former Executive Assistant to the Board of County Commissioners and  
County Manager, Grand County, CO 303-419-6704**

Mrs. Oxley has known Mr. Staab since 2016 when he came onboard as the County Manager. He was wonderful to work with and for. Mr. Staab is quiet, efficient, and steady, he knows what needs to be done, creates a plan, and follows through. He is a truly wonderful leader who is organized, manages time well, and communicates extremely well with those around him.

Mr. Staab is skilled in making tasks exciting. Government work can feel slow, or tedious at times but he steps things up and gets people excited about their job and the difference they are making. When he came onboard as the county manager, Mr. Staab came into a situation where he had to handle internal bickering and fighting. He took this in stride and made the workplace a more understanding and cohesive place to be daily. Mrs. Oxley never spotted any weaknesses of his during his time as county manager.

Mr. Staab is a proficient decision maker, who consults with experts and those involved, but ultimately makes the decision based on what he believes is best for the organization. He put a focus on elevating each department and hiring people that allow and support their employees to reach their full potential. While Mr. Staab was the county manager, he brought with him a truly positive morale while balancing some difficult personnel issues that were passed to him.

When Mr. Staab stepped in as county manager, the budget was upside down and he needed to find three million dollars to save the county. The budget had not been updated in 20 years and he explained to everyone the details and importance of sticking to the budget. He sets high expectations, but he ensures they are understood and that everyone has the opportunity to voice concerns.

Mr. Staab is heavily involved in the community and wants people to know their municipal government is there for them. Every year, he hosts an Army/Navy game and he is involved in school events as well as the simulator drive with the police department. If anyone in the

Reference Notes  
Lee A. Staab

---

community wanted to meet with him, they could make an appointment as well. He is highly skilled in engaging people in one-on-one conversation and he feels like a friend when you speak with him. When he steps into a room with a large group of people, those in attendance get excited for what he has to say.

Mr. Staab always ensured that he communicated directly with those inside the organization. If there was anything Mrs. Oxley needed to know, she was told with no time wasted. He not only informed her of anything she needed to know, but he also asked her opinions and had an open door policy. He listens to those around him and uses that information to make informed decisions and create the best problem solving plan.

Mr. Staab is a silent motivator, in that he does not need to hype things up or act overly excited to get those around him enthused to do their part and really run with a project or goal. He knew when he needed to step to the forefront and be the guiding force for a project, as well as when he needed to delegate to his department leads and let them step into that role. He always gave deadlines for tasks and projects, and let people know to come speak with him if an extension was needed.

Mrs. Oxley is unaware of anything embarrassing or controversial in Mr. Staab's past and if ever given the chance she would hire him in a heartbeat. Mr. Staab left the position as county manager to retire, but he was not good at doing nothing, and knows he can help others to make a difference in the world. Any organization that can hire him would be incredibly lucky.

**Words or phrases used to describe Lee Staab:**

- Friendly,
- Efficient,
- Intelligent,
- Proactive,
- Caring, and
- Environmentally conscious.

**Strengths:** Networking, organization, communication, morale, personnel management.

**Weaknesses:** None Identified.

---

**Dave Lehner - Former City Councilman, Minot, ND 701-833-9898**

Mr. Lehner has known Mr. Staab since 2014 when Mr. Staab was hired as the city manager in Minot. Mr. Lehner was on the city council at the time but did not take part in the hiring decision. Mr. Staab was a fantastic city manager, as he was thorough and honest in this position. Mr. Staab is unafraid to say what needs to be said without mincing words.

Reference Notes  
Lee A. Staab

---

Mr. Staab has an incredible ability to research and collect all pertinent information to make a logical decision that is best for the city overall and the specific situation at hand. He could be very straightforward, or blunt in conversation but this can be seen as either a weakness or a great strength. Speaking of his character, Mr. Staab left this position years ago, but he recently travelled back to testify as part of a lawsuit that was ongoing during his time in Minot. While in the area, Mr. Staab reached out to Mr. Lehner to set up a time for coffee while he was in the area. This is something they did often while Mr. Staab was the city manager, and they often bounced ideas off of each other to help come to the best conclusion or steps moving forward.

Mr. Staab is also unafraid to make changes when the situation calls for it. He takes a look at the overall policy or practice in place and makes changes to become more efficient. He breaks the status quo if need be, but he uses logical thinking and rationale when coming to these decisions.

Mr. Staab was an outstanding city manager, but he also had state legislative connections and helped the city work with the Corps of Engineers to secure assistance after a flood devastated the area years prior. He is highly skilled in engaging people and helping in areas of opportunity or need. When he is given a task, project, or even just a concern, he takes action and gets things done. If there is a deadline for any task or project, he most often finishes these before the deadline, with plenty of time to spare.

When it came to communication, Mr. Staab most often communicated one on one with those he needed to pass information to. He is also skilled in written communication, sending emails and memos when necessary, but also making phone calls or calling people to a meeting when important or urgent information needs to be shared.

Mr. Staab is a leader who knows what is needed of him in different situations. He lets department leads take charge and does not micromanage them, but he also steps out front and gets people excited when needed. He is very customer service oriented and passes this vision to his department leads, who then ensure the same vision is implemented throughout the organization. He has very good financial skills and there was never a worry about the budget once he was there, they did not have any problems.

Mr. Staab is a truly honest man, who listens to all sides of a situation and makes decisions based on facts, not emotions. Mr. Lehner does not know of anything controversial in his past other than the normal fact that as part of a government, you ruffle some feathers along the way. Mr. Lehner would happily hire Mr. Staab if someone of his caliber and in his position were needed.

**Words or phrases used to describe Lee Staab:**

- Honest,
- Forthright,
- Easy-going,
- Capable,
- Friendly, and
- Outgoing.



Reference Notes  
Lee A. Staab

---

**Strengths:** Research, logical decision making, efficiency.

**Weaknesses:** Blunt.

---

**Lisa Jundt - Human Resources Manager, Minot, ND 701-857-4756**

Mrs. Jundt has known Mr. Staab since 2014 when he joined the municipal government as the city manager. Mr. Staab was a truly wonderful person to work under, who was excellent in his position and the organization did not want to see him go. His performance as the city manager was absolutely stellar. He is a very charismatic person with exemplary communication skills. He ensured everyone understood his plan and why things were happening. While working with him, Mrs. Jundt knew what was expected of her and had the structure to be the best she could.

Having a military background, Mr. Staab was not always as patient as some people may have liked. He was very easy to talk to though, and his door was always open. Mrs. Jundt always felt she could bring up concerns and he genuinely wanted to hear them and work with her to find the best solution. He is excellent at decision making and does not second guess himself.

Mr. Staab is a valuable change agent, as he brought information to their attention that they were completely unaware of before his arrival. He does not worry about keeping things the way they are just for the sake of it and is always looking to make the best possible changes for the organization and those working there.

Mr. Staab always had more energy than anyone else around him and was very involved in the community. During his time as city manager, there was a major construction project in their downtown business area. He made sure to speak with the business owners and work closely with them to persevere through the challenges that came along with lengthy construction. He was also involved in the Chamber of Commerce, the nearby Air Force base, and church in their community.

Mr. Staab is remarkably adept in both large groups as well as in one-on-one situations. He implemented monthly presentations to ensure all department heads were kept well aware of ongoing and new tasks or projects. He knows when to be the leader stepping out front and giving out information or support, as well as supporting department heads and giving them the tools to lead their employees. He communicated mostly through in-person meetings but also sent email updates and made calls to communicate when the situation called for it.

Mr. Staab implemented the zero-dollar budgeting premise, and this has helped the entire organization to not ask for things that were not absolutely necessary. He is not the type of leader who sits back and waits for things to happen, he is a leader by example. He does not fall to stress or negativity, he remains calm and positive.

Reference Notes  
Lee A. Staab

---

Mr. Staab was one of the best managers Mrs. Jundt had the pleasure of working with, and she would hire him in a heartbeat, as he would be a wonderful addition to any organization. He does not have anything negative or controversial in his past that Mrs. Jundt is aware of, and she is glad for the time she was able to learn from him as her manager.

**Words or phrases used to describe Lee Staab:**

- Charismatic,
- Energetic,
- Honest,
- Dependable,
- Loyal, and
- Personable.

**Strengths:** Communication, planning, structured.

**Weaknesses:** Could be less than patient at times due to military background.

---

**Chuck Barney - Former Mayor, Minot, ND 701-857-4756**

Mr. Barney hired Mr. Staab as the city manager of Minot, ND in 2014. Mr. Barney made the decision to hire Mr. Staab, who was undoubtedly the best candidate for the job. Mr. Staab is understanding, thorough, and hard working. When he began his tenure as city manager, he helped department heads work through issues that had been ongoing for quite some time. He is nurturing to those he leads and is wonderful at connecting with people.

The city of Minot had an opportunity for a federal grant of \$73 million dollars. As part of the application for this grant, they held numerous town hall meetings, and Mr. Staab was the organizer of these meetings, He gets very involved in the community and is always striving for what is best for those he serves. He works long hours to meet the needs of the organization and community. His engineering background is very helpful in his position. His only weakness is that he could have taken more time for himself, or time off to decompress. He never let it show if he was under stress, but Mr. Barney does believe he could benefit from a hobby and a little less working time.

Mr. Staab and Mr. Barney always had an open door policy with one another, where they could have open and honest discussions. In these one-on-one informal meetings Mr. Staab is relaxed and calm, and they were on a first name basis. In formal situations Mr. Staab always made sure to address Mr. Barney and Mister Mayor and set the example of professionalism for those around him. Mr. Barney relied on Mr. Staab for the day-to-day of their municipal government, and they spoke every day.

Reference Notes  
Lee A. Staab

---

All of the hiring decisions made during Mr. Staab's time as city manager worked out very well for them. He was analytical in interviewing and selecting candidates but also connected with people easily and knew who was the best person for the vision of the organization.

Before Mr. Staab became the city manager a flood displaced  $\frac{1}{4}$  of the population of Minot. They were having difficulty getting assistance from the Corps of Engineers, and Mr. Staab was able to secure the assistance they required, as well as securing a \$73 million dollar grant to transition the community into the future, after the flood had taken years to reconcile. The city was then able to move onto flood planning for the future.

Mr. Staab helped the community immensely and was very active with the people. He met citizens in coffee shops, helped with snow removal, and was present in town hall meetings. When it comes to those within the organization, he took people to lunches, and met regularly with department heads. He is confident in meetings both one on one and in large groups. In North Dakota, there is a legislative meeting every two years. Mr. Staab and Mr. Barney did the presentation at this meeting during Mr. Staab's time as city manager. Mr. Staab always made sure to keep Mr. Barney very updated with the everyday minutiae of the organization, as they had a one-hour meeting daily.

Mr. Staab is a leader who is out front. He is the leader with no doubt and does everything he can for his people. If a mistake is uncovered publicly, he takes the fall publicly, and then privately meets with the party or parties involved to investigate what happened and then guide them to a better process in the future.

Mr. Staab is skilled in financial aspects of the job, but he also knows how to delegate to the expert. They had a capable CPA as the finance director and he relied on them to know what they were doing. The finance department had 10 staff members in Minot, and they prepared the documents for Mr. Staab to review.

Mr. Barney would relish the opportunity to hire Mr. Staab again, as he is a hardworking person who knows what needs to be done. He has no blemishes in his past and creates a workplace that others are genuinely happy and proud to be a part of.

**Words or phrases used to describe Lee Staab:**

- Hardworking,
- Ethical,
- Personable,
- Analytical,
- Organized, and
- Leader.

Reference Notes  
Lee A. Staab

---

**Strengths:** Connecting with people, networking, organization, being involved in the community.

**Weaknesses:** Overworking himself.

---

**Kelly Hendershot - City Attorney, Minot, ND 701-720-2693**

Mrs. Hendershot has known Mr. Staab since 2014 when he became the city manager. When Mr. Staab started as the city manager, Mrs. Hendershot was the assistant city attorney, and he promoted her to the city attorney during his time there. He was an excellent boss and mentor. He is extremely ethical and a true leader. He set high expectations of those he led, but he was not unrealistic.

Mr. Staab does not micromanage, but always knows what is going on and spends the time getting to know and understand how things work with each person, in each department. Before Mr. Staab began working as the city manager, there was a rather large litigation matter that had already turned sour. Mr. Staab arrived and helped straighten out what was needed and even went back to Minot to testify in the matter after he had moved on from his position there.

Mr. Staab is a true leader, who had no prior local government experience when he became the city manager. He has a commanding presence, and when he walks in the room you know he is the one in charge, and you trust him as a leader to make sure things are done correctly. He is an excellent communicator and wonderful at building relationships both internally and externally. He is always on the go and runs every morning before the workday begins, arriving early to start his day.

Mr. Staab's only weakness in the position was the learning curve of local government, but he took it in stride and it did not take long for him to assimilate to the smaller city of Minot. He did have to travel between North Dakota and Colorado fairly often for family while he was in the position of city manager.

Mr. Staab is highly skilled in decision making and research. He fact checks and speaks with individuals before making a final decision. Once a decision is made, he quickly gets the information out to any parties needed to know, or who may be affected. Majority of the people he hired during his time as city manager are still working in Minot today.

Mr. Staab is always evolving and looking to do better. He helped secure the \$73 million dollar grant with the federal government that was imperative in disaster relief after a devastating flood. He was not slowed down by ongoing projects during his time in Minot; he still looked further for opportunities of improvement. He took time while there to organize the departments and staff into the best workflow and dispersed workloads in a way that improved efficiency.

Reference Notes  
Lee A. Staab

---

Mr. Staab regularly walked downtown to meet with business during heavy construction. He helped create a bussing system for the downtown businesses so that they could keep their doors open. He went to planning commission meetings while he was the city manager, which is something no city manager before him did, and none after him have followed suit. When he was back in town for the trial, many people were excited and wanted to make time to meet with him while he was there.

He was always sure to communicate often with people. Mr. Staab and Mrs. Hendershot shared a wall, and he often spoke to her after meetings to get her thoughts and perspective on matters.

Mr. Staab is not a “showy” leader, but he is a lead by example kind of guy. They had regular department head meetings and he created honest, trusting relationships with them. He leads and guides his department heads to do the same with their employees. One of the department leads he had a close working relationship with was the finance director, and this ensured that there was always clear communication regarding the budget. He is not intimidating, but it is clear that he is a leader. He always wants to know the perspective of the people and makes time to talk to people.

During one of Mr. Staab’s first public meetings, Mrs. Hendershot recalled him pacing outside and she was worried that he may have been nervous or stressed. He reassured her he was not stressed, as he had given briefings after 9/11 and spoken in many public arenas. He simply is always on the move and was thinking at that moment. His military background shines through, in that he understands and acknowledges that it is not worth getting worked up and stressed over small issues. He wants to help people and does not give in to frustrations.

Mrs. Hendershot does not know of anything controversial in Mr. Staab’s past and would absolutely love the chance to work with him again. From her knowledge, he left the position in Minot to move back to Colorado, as there were health concerns with a family member. He was a wonderful boss and coworker.

**Words or phrases used to describe Lee Staab:**

- Leader,
- Passionate,
- Energetic,
- Very kind,
- Smart, and
- Positive.

**Strengths:** Leadership, commanding a room, research, ethics, communication.

**Weaknesses:** Had to travel often between North Dakota and Colorado.

---



Reference Notes  
Lee A. Staab

---

**John MacMartin - Executive Director, Chamber of Commerce, Minot, ND 701-852-6000**

Mr. MacMartin has known Mr. Staab since 2014, when Mr. Staab became the manager for Minot. Mr. Staab arrived in the city during a difficult time, as there had been a major flood years prior that was still affecting the city, and many difficult things were taking place that needed attention. Mr. Staab had the right background and expertise to help the city move into the future.

Mr. Staab is an incredibly strong leader, proven by his military background as a Colonel and leading the European Division of the Corps of Engineers, which is lean to begin with. Mr. Staab does expect respect from those around him but was involved in all processes and was available and open to discussion as the city manager.

Mr. Staab makes informed decisions, but not all were perfect. His hiring decisions all worked out quite well while he was there, but some were questioned at the moment, and have not held over as well since he departed from Minot.

Mr. Staab is a leader that is very much out and involved in the community, and he took ideas and thoughts from within the organization and brought them to the people of Minot to get their opinions and thoughts as well. He is very skilled in getting the message he wants delivered and is a strong communicator. The communication specifically with Mr. MacMartin usually took place face to face or over the phone, and he often kept Mr. MacMartin well informed of pertinent information.

The city had a strong finance manager during Mr. Staab's time as city manager, so he did not need to worry about the budget or be too involved other than reviewing and getting the information to his department heads. He was instrumental in getting national resiliency funds to help the city recover from the 2011 flood they suffered. The only issue that has come from the national resiliency funds is that some people in the departments thought only rough plans were needed to apply for the funds, which was not the case, and they have now been locked into certain projects.

Overall there is no bad history that Mr. MacMartin can recall from Mr. Staab's past. He is calm under stress, a successful leader, and Mr. MacMartin would hire him if the right project called for his style of leadership.

**Words or phrases used to describe Lee Staab:**

- Efficient,
- Forceful,
- Driven,
- Informative,
- Strong, and
- Involved in the community.

Reference Notes  
Lee A. Staab

---

**Strengths:** Management, community, communication, calm under stress.

**Weaknesses:** None Identified.

---

**Prepared by:** Rebecca Whitman  
Colin Baenziger & Associates

---

---

*CB&A Internet Research*

---

---

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

[https://www.tbnweekly.com/beach\\_beacon/article\\_f691973c-132a-11ec-879c-e3822e59413f.html](https://www.tbnweekly.com/beach_beacon/article_f691973c-132a-11ec-879c-e3822e59413f.html)

Tampa Bay Newspapers  
September 23, 2021

**Madeira Beach city manager pick turns down the job**  
**City Manager Bob Daniels is running the city as interim manager**

Author: Wayne Ayers

MADEIRA BEACH — After a weeks-long city manager selection process that reduced the candidate list from 28, to seven, to four, and then two, and the final selection of **Lee Staab** from Colorado, the City Commission is now back where they started.

**Staab** has turned down the job, and Bob Daniels is running the city as interim manager.

Mayor John Hendricks informed the Beacon on Sept. 10 of **Staab**'s decision not to take the job. Hendricks said **Staab** wrote in an email that after 30 moves during his military and civilian careers, he and his wife “want to continue looking for the ideal location to call home.”

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

[https://www.tbnweekly.com/beach\\_beacon/article\\_773dc690-10d7-11ec-823c-8340f0e4bc06.html](https://www.tbnweekly.com/beach_beacon/article_773dc690-10d7-11ec-823c-8340f0e4bc06.html)

Tampa Bay Newspapers  
September 8, 2021

**Madeira Beach city manager is out; outsider picked to lead city**

Author: Wayne Ayers

MADEIRA BEACH — Following an extensive and exhaustive selection process that started with 28 candidates, the City Commission met in a special meeting Sept. 7 and made the final decision for city manager. In a close vote, a sharply divided commission picked **Lee Staab**, a Colorado resident with a mostly military background, over City Manager Bob Daniels to lead the city. The candidate field had been reduced from 28, to seven, and then to four. After the final four candidates were selected, one withdrew because he wanted a higher salary, and another for unspecified reasons, leaving only **Staab** and Daniels.

Before the vote was taken, it was clear from previous comments that two commissioners strongly favored **Staab**, two favored Daniels, and one — the mayor — would be the swing vote. Commissioners Doug Andrews and Helen “Happy” Price were for **Staab**. Neither of them had even included Daniels in their top five or top three list. Andrews’ criticisms of Daniels were frequent and sharp throughout the selection process. “To say that Daniels is the best candidate is absurd,” Andrews had said. Price was a strong supporter of **Staab**, saying, “If there’s anyone that can bring people together, it’s **Staab**.” Commissioners Nancy Hodges and Dave Hutson favored keeping Daniels. Hodges had said at a previous meeting, “I’ve read through everything and I thought Bob Daniels was the best.” Hutson said he had wanted to keep Daniels for stability.

With the commission split, Mayor John Hendricks became the swing vote that ousted Daniels as city manager and gave **Staab** the job. Hendricks had shown support in the past for keeping Daniels but was also impressed with **Staab**. When the candidates were narrowed to four, Hendricks said that **Staab** “has had experience all over the world doing different things. He’s very, very qualified.”

The commission members said very little at the September 7 meeting where they made the final city manager selection. They voted by paper ballot, with the city clerk reading how each member voted, with Hendricks, Price and Andrews for **Staab**, and Hodges and Hutson for Daniels.

After the final 3-to-2 vote was announced, Daniels spoke. He thanked the commission for giving him the opportunity to serve as city manager for the past two years. Daniels is currently serving as interim city manager since his contract expired Aug. 31. Then Daniels pointed out that the commission members had, “in this age of Zoom meetings,” never met **Staab** face to face. All of the interviews with **Staab** were electronic, with **Staab** in Colorado where he lives. “Hiring somebody for this type of position without even meeting with them face to face is just different,”

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

Daniels said. “It’s not in the best interest of you or your staff.” He advised the commission to consider “flying Mr. **Staab** in and have some type of meetings with him face to face.”

The commission agreed later in the meeting to bring **Staab** to Madeira Beach for a visit of two to three days or more, that would include contract negotiations and meeting staff members. He will be offered a salary of \$135,000 and “we will not go beyond that,” said Hendricks. That salary figure was given to **Staab** during interviews, Hendricks said, “and it was acceptable to him.”

To ease the transition, Hendricks recommended that there be an overlap period between **Staab** starting and Daniels leaving. The commissioners and Daniels were agreeable to doing that. **Staab** will be offered a 30-month contract, so that it will not end during budget season.

Hendricks spoke of his vote in a later phone conversation with Tampa Bay Newspapers. “Bob did a good job,” he said. “You’re not going to please all the people all the time.” But, he said, there were problems between Daniels and “a commission member,” and “we can’t have this type of discord going on at commission meetings.” Hendricks said his goal “is to settle the city down, and this will do that.”

He also said his decision to vote for **Staab** was “one of the most difficult I’ve ever had to make.” He mentioned **Staab** has no Florida experience, “which the commission has said they wanted, and that’s a problem for me.” “We’ll have to take a wait-and-see approach” with **Staab**, Hendricks said. “I hope he’s as good as his resume says he is.”

**Staab** is a former county manager of Grand County, Colorado, and a city manager in Minot, North Dakota. He has military background, and is a West Point graduate with 27 years as a commander of the Corps of Engineers. After retiring from the Army, he was president of a military-related company. He currently heads a nonprofit that works with military people and veterans seeking housing.



**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

Sky-Hi News (Granby, CO)  
May 30, 2019

**County considering ballot question to raise taxes for new public safety facility, mental health programs**

Author/Byline: McKenna Harford

With almost \$55 million in facility needs, the Grand County Board of Commissioners is having to make difficult decisions on what to prioritize and how to fund any upgrades. The county had previously identified the need for new or upgraded public safety, public health, human services and EMS facilities in the 2018 Grand Results strategic plan and began planning how to address those concerns. However, after months of conversations, the County Commissioners have decided it's likely too cost-prohibitive to invest in the needed infrastructure all at once and are now prioritizing the public safety facility, which houses the Grand County Sheriff's Office and the county jail. "The public safety, i.e. the jail and the sheriff's office, is number one just because that particular facility is the most run down and damaged from use," said County Commissioner Rich Cimino.

An earlier facility needs assessment by Denver-based Reilly Johnson Architecture estimated the new public safety building would need over 50,000 square feet and would cost roughly \$33 million, but the commissioners will likely be returning to the drawing board for a new building design to hopefully lower the cost. "We definitely are going to shrink that design because we feel that we need to design something that is effective, but not overbuilt," Cimino said. Even with a smaller building, Cimino said voters can probably still expect to be asked for a temporary tax increase to help cover the costs.

Former county manager **Lee Staab** had estimated that a .5% sales tax increase or a property tax increase of 3.85 mills would cover costs for the public safety and health and human services office.

Until the commissioners get an updated design and cost plan for the public safety facility, it's unclear how much they might ask the voters for, but Cimino emphasized that whatever question ends up on the ballot the county isn't asking for the project to be entirely taxpayer funded. "We discussed that we want to share in the costs," Cimino said. "We would use existing budget for part, but we would likely need to ask for a short-term, additional new taxes, that we would intend to sunset once the jail is paid off."

Cimino also added that because the public safety departments are currently so entwined with the county's mental health system, the ballot question could also include funds for new mental health programs. "The safety net for mental health is often our sheriff or the town municipal departments and our jail, (...) so we think it makes sense to see if the public will support a public safety facility to also support some new mental health programs in Grand County," Cimino said.

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

A few of the financing options the county is considering include state and federal money, existing property taxes and funds from the 1% county sales tax, which is designated for infrastructure needs.

Moving forward, the county will be consulting with financial planning experts and a political consultants to lay out the plan for constructing the building and asking voters to raise taxes. As for the public health, human services and EMS facility needs, Cimino said commissioners are still looking into what upgrades can be done and if any of the departments can be moved to property the county already owns.

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

<https://www.kxnet.com/news/local-news/as-council-considers-next-steps-former-minot-city-manager-lee-staab-has-offered-to-help-alderman-says/>

KX NEWS  
LOCAL NEWS  
April 30, 2020

**As council considers next steps, former Minot City Manager Lee Staab has offered to help, alderman says**

Author: Tim Olson

**Lee Staab**, who served as Minot’s city manager from 2014 until 2016, has reached out to at least one city council alderman to offer his services in the wake of the firing of City Manager Tom Barry.

Alderman Mark Jantzer said at a special meeting of the Minot City Council Thursday that **Staab** reached out via email last week. “He indicated that he is willing to help us, if we should desire that,” Jantzer said.

Jantzer told KX News he believes **Staab** was offering to assist the city on an interim basis, not as a permanent employee of the city.

**Staab** stepped down from the city manager position in August of 2016. He became the county manager for Grand County in Colorado, a position he held until he retired in February of 2019.

Human Resources Director Lisa Jundt addressed the council to say that she believes **Staab** would be a trustworthy figure for city employees who were unhappy during Barry’s tenure as city manager. “In my opinion, Mr. **Staab** would provide some stability,” Jundt said.

Alderman Shannon Strait said he would not support bringing **Staab** back. “I’m not looking to go back,” he said. “Unfortunately, Mr. **Staab** chose to leave. He chose not to be here. I appreciate his response; I respect his service. But I don’t think that’s the direction that the community should be moving.”

The city council agreed to more fully discuss the possibility of rehiring **Staab** at the group’s next regular meeting, which is scheduled for Monday, May 4th.

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

[CB&A Note: Only the information relevant to **Lee A. Staab** is listed below.]

[https://www.townoflarkspur.org/sites/g/files/vyhlif766/f/minutes/reg\\_council\\_02-06-2020\\_meeting\\_minutes2.pdf](https://www.townoflarkspur.org/sites/g/files/vyhlif766/f/minutes/reg_council_02-06-2020_meeting_minutes2.pdf)  
February 6, 2020

**Town of Larkspur Colorado**  
**REGULAR COUNCIL MEETING**

Walter Korinke added a presentation of thanks to Wanda and **Lee Staab** for their dedication to helping the town. We want to thank both for their service to the town. Colonel **Lee Staab** for his unmatched wisdom and knowledge. Wanda for allowing us to access her husband during retirement.

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

[CB&A Note: Only the information relevant to **Lee A. Staab** is listed below.]

[https://www.co.grand.co.us/AgendaCenter/ViewFile/Minutes/\\_02122019-2052](https://www.co.grand.co.us/AgendaCenter/ViewFile/Minutes/_02122019-2052)  
February 12, 2019

**MEETING MINUTES**

GRAND COUNTY BOARD OF COUNTY COMMISSIONERS  
GRAND COUNTY DEPARTMENT OF SOCIAL SERVICES  
GRAND COUNTY HOUSING AUTHORITY

Commissioner Manguso moved to approve Resolution No. 2019-2-15, “A RESOLUTION BY THE BOARD OF COUNTY COMMISSIONERS OF THE COUNTY OF GRAND, STATE OF COLORADO COMMENDING AND THANKING MR. **LEE A STAAB** FOR HIS LIFE-LONG PUBLIC SERVICE AND FOR HIS DEDICATED SERVED TO GRAND COUNTY, COLORADO AS COUNTY MANAGER”

The motion passed unanimously.

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

Sky-Hi News (Granby, CO)  
March 1, 2019

**County planning \$55 million for new jail, EMS, health facilities**

Author/Byline: McKenna Harford

Grand County is currently planning for almost \$55 million in facilities construction over the next several years to replace several buildings that house various county services, including the county jail and EMS. County commissioners, however, are still discussing exactly how the new projects would be financed.

Through the 2018 Grand Results strategic plan, the county identified the sheriff's office, the EMS facilities in Granby and Fraser and the Grand County Public Health and Human Services offices as having the greatest need for new buildings. "The county, as part of the Grand Results strategic plan, developed a strategic result that said to assess the county's facilities and then determine what it would take in order for us to update some of the county's facilities," said former county manager **Lee Staab** during a commissioners' meeting Feb. 12. "So, over the last few months, we've been going through that process."

To address the needs, the county is considering building a new public safety office to house the sheriff's office and jail, which is currently located next to the county courthouse in Hot Sulphur Springs; new EMS facilities in Granby and Fraser and a consolidated, co-located office for public health and human services. "I think it would be much better customer service for health and human services if they were all in one professional building," commented Grand County Commissioner Rich Cimino. "Our employees themselves have got to get out of these decrepit buildings and into a professional building. The public is going to most, in my opinion, notice the health and human services improvement."

Using a facility needs assessment from Reilly Johnson Architecture, a firm based out of Denver, the county estimates that the public safety office would cost \$32.7 million, the EMS facilities would cost \$15.2 million and the health and human services office would cost \$6.75 million. The county has several financing options for the buildings, including asking voters to raise local sales or property taxes, applying for grants and taking advantage of certificates of participation, which is a type of financing where an investor purchases a share of the lease revenues.

According to Nate Eckloff of RBC Capital Markets, which is an underwriting service based out of Denver, the current standard certificate of participation rate is \$70,000 per year for 20 years buys \$1 million in construction. Within the existing budget, the county could afford around \$14 million in construction using a certificate of participation that costs around \$980,000 per year for 20 years, Cimino explained. "(The county) figured that we could probably devote a million dollars a year to paying off a project and (...) that would buy you about a \$14 million building," he said.



**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

But that would only cover one of the building projects, so the county would likely turn to its other options to obtain the remaining funds — potentially asking voters to increase taxes. Should the county ask for an increase in taxes, a .5 percent sales tax increase or a property tax increase of 3.85 mills would cover the estimated costs of both the public safety office and the health and human services office, according to **Staab**.

The facility needs assessment found that, with future growth in mind, the county will need around 88,000 square feet for a public safety office, including a new jail, the two EMS facilities and the health and human services office. However, as the commissioners consider financing options, plans for the new buildings may need to shrink to be affordable, Cimino cautioned. Once a financing decision is made, then commissioners will need to decide a construction timeline and finalized location for the facilities. "I think it's pretty much at the decision point," Cimino said. "We need to decide what's the final size, what's the final scope and how we're going to pay for it."

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

Sky-Hi News (Granby, CO)  
January 14, 2019

**Third time's the charm for retiring county manager**

Author: Lance Maggart

A tried-and-true military man, West Point-trained engineer and Harvard Business School graduate, **Lee Staab** has served as Grand County's lead administrator over the last two years. But that will end next month as he officially enters retirement. It will be his third attempt at retirement in his life — and this time he hopes it will stick. "I retired two times before and failed," said **Staab**, 62, with a wry smile. It was a bit of dry humor from a man whose demeanor tends towards hyper-professionalism. **Staab** will step down from his current position effective Feb. 15.

His first attempt at retirement was in 2006, after serving nearly 28 years in the U.S. Army. He ultimately reached the rank of colonel and held several noteworthy leadership positions, including as executive officer for the Secretary of the Army at the Pentagon. He remembers being inside the Pentagon on 9/11, and thinks back fondly on his command of the U.S. Army Corps of Engineers in Europe. His final duty was serving as deputy commander of Fort Riley in Kansas.

After spending over three decades in public service, not including the eight years he spent as a private contractor working for the U.S. Department of Defense in Afghanistan and Iraq, **Staab** said he is looking to spend more time with his wife, four children and 11 grandchildren. Part of his retirement, he explained, will be an effort to repay his wife for her years of support as he traveled the globe while in the Army and for forcing his family to move 32 times during his career. "She has allowed me to have fun for the last 40 years," **Staab** said. "When I enter into retirement, I will be by her side. It is time to pay her back." He also wants to focus on volunteering, with plans to become involved with national veterans service nonprofits, especially those working with disabled veterans and wounded warriors. "All of my success in life I owe to the U.S. military, the experiences I had there and the people I served with and commanded," **Staab** said. "I want to give back to the military and the people I served with. Those people have given a lot to our country. Those are the true heroes."

**A family tradition**

**Staab's** lifelong career in public service is something of a family tradition. Including his sons, who both served with the Armed Forces, the **Staab's** have a legacy of military service stretching back five generations. His family first fell in love with Colorado in the early 1990s, while **Staab** was assigned to the U.S. Air Force Academy in Colorado Springs. "We had a lot of good times there and fond memories," he said. "Our kids always liked Colorado. So we decided to come back here." After purchasing a home in Larkspur, **Staab** was called upon by his contacts in the Department of Defense who requested his help in overseeing reconstruction programs that were ongoing in Iraq and Afghanistan at the time. Roughly 12 months after finalizing his retirement from the U.S. Army in 2006, **Staab** returned to an active combat zone digging into civil

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

engineering projects such as military facilities, governmental agency buildings and police departments. His stint as a contractor ended in summer 2014. After returning home, **Staab** once again made plans to retire. Those plans changed, however, after a junior officer, who he had previously commanded, recommended **Staab** become involved in local government. It sounded like an intriguing idea, and eventually led **Staab** to once again leave his family behind in Colorado when he accepted the position of city manager in Minot, North Dakota. Minot had recently been inundated by severe flooding and **Staab** served in that position for over two years while the town secured \$79 million in federal disaster relief funds. But one day his son called him to talk about the future. "My son called me up and said, 'Dad, you were gone in the Middle East for almost eight years, now you've spent two years in North Dakota. At some point in time mom would like you to come home,'" he recalled. He didn't have to give up his dedication to public service, however, as his son informed him that Grand County had an opening for a new county manager. "I applied and was blessed enough that the folks here offered me the opportunity," **Staab** said.

#### A successful leader

Of his tenure in Grand County, the well-educated public servant said he is proudest of working with the various Grand County departments to develop a long-term strategic plan for the county government. "I think we have a plan that will set the future for the county," he said. "Regardless of who is the county manager, or who the commissioners are, if the county follows that plan and sets priorities based on that, I think the county will have very good direction." But Grand County's ongoing struggle with affordable housing presented the most challenging aspect for **Staab**, who admitted that the county has not been able to solve the issue. "As real estate continues to escalate in the county, how do we resolve that issue?" he wondered aloud. "It is a very complex problem."

During his decades of military experience, working as a private contractor and serving as a local government administrator, **Staab** has developed a deep understanding of leadership and the traits and habits that yield success, including distinguishing between management and leadership and understanding the importance of effective communication. His leadership philosophy can be distilled into a single phrase, one he found that every culture and language that he interacted with during his time in the military were familiar with in some form. "My one sentence was the golden rule," **Staab** said. "Do unto others as you would have them do unto you."

Something **Staab** also finds important, not only in leadership but also in life, is the significance of small gestures. As a young lieutenant, **Staab** had a man ask him how many people were on his Christmas card list. He had to think a moment. "It was my family and my wife's family; about four or five," he said. The man looked at **Staab** and said, "You need to get a bigger Christmas card list." Almost 40 years later, **Staab** corresponds every year with those he has served with, the people whose lives he has touched and those who have touched his. "I have almost 400 Christmas cards I send out," he said. "Now when I hear from these folks, some from parents of kids who I commanded, it makes me realize the most important thing I have experienced in my professional career are the people who I had the opportunity to serve with."

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

<https://rockymountainfisherhouse.org/foundation/board-staff/33-lee-staab>  
2019

**Rocky Mountain Fisher House**  
**ROCKY MOUNTAIN FISHER HOUSE FOUNDATION**  
**A Home Away From Home**

**ROCKY MOUNTAIN FISHER HOUSE FOUNDATION STAFF**

**Lee Staab**  
Board President

**Lee Staab** is a retired US Army officer and engineer. Over the course of his 27+ years of service, he had the privilege of commanding and serving with thousands of veterans. While in Europe, he oversaw the construction of the Fisher House in Landstuhl, Germany.

After retiring from the military in 2006, **Lee** worked with the Department of Defense as a civilian contractor, spending more than 7 years working in Iraq and Afghanistan.

Following his return to the United States, **Lee** continued his public service career serving as the City Manager for Minot, North Dakota and most recently as the County Manager for Grand County, Colorado.

**Lee** is a graduate of the United States Military Academy at West Point. He also has a Master's Degree in Engineering from the University of Illinois, an Executive Business Degree from Harvard Business School and a Master's Degree in International Relations from the United States Army War College.

He is married to his bride, Wanda, and they have 4 children and 11 grandchildren. He is looking forward to continuing to serve veterans and families as a member of the Rocky Mountain Fisher House Foundation Board of Directors.

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

<https://winterparktimes.com/government/county-manager-announces-retirement/>

Winter Park Times  
October 25, 2018

**County Manager announces retirement**

Author: Marissa Lorenz

Grand County Manager **Lee Staab** announced his retirement at the most recent meeting of the Grand County Board of County Commissioners, to be effective February 15, 2019. Manager since 2016, **Staab** came to Grand County with a long history of military and civic duty. A graduate of the United States Military Academy at West Point and the University of Illinois, he served 27 years in the US military, including in a position as Executive Assistant to the Secretary of the Army at the Pentagon. He would later attend Harvard University and serve two years as City Manager for Minot, North Dakota, before making his way to Colorado and Grand County, in order to be closer to his children and grandchildren.

As Grand County Manager, **Staab** has worked to streamline government processes, including day-to-day business, meeting formats, and the annual budgeting procedure. He has regulated the Board’s meeting calendar to allow for regular scheduling of both so-called normal business, regular updates from both County departments and community partners, and any other business that may present. And in 2017, he guided the County and all departments in the implementation of a zero-based budgeting process, a change meant to ensure that all functions within the County are analyzed for both need and cost and that all anticipated expenses are justified before approval.

Among other achievements, he oversaw the completion of an employee compensation review, adjusting salaries to be more in-line with market norms, in many cases, for the first time in years, and recently oversaw a shift in the County’s health benefit options, encouraging a financial incentive for employees to switch to a new health care plan that is anticipated to save the County millions in the next few years.

Then on Tuesday, supported by family and friends, he cited personal medical reasons, as he read a prepared letter of intent to retire. **Staab** referenced a medical emergency a few weeks ago that “force me to re-examine personal priorities” and “decide between family and my profession.” With his voice cracking, he spoke of his wife, Wanda, with words of praise, stating that “I will now publicly state that my main focus will be on my bride, my wife, and my best friend, who has stood by my side and supported me throughout my entire career. (...) Soon, she will have me always by her side, like it or not! I do look forward to that.”

He also made clear his intention to remain in Grand County, not just as a resident, but as an active community member. “Following my time with Grand County, I will be working closely with three non-profit organizations that are dedicated to assisting and working with veterans. I owe all of my successes in live to those military personnel who I have proudly served with, both

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

in peace and in war. I am truly blessed to have an opportunity to work with these true ‘Heroes’ once again. These selfless American veterans truly embody the principles of duty, honor and country.”

Mr. **Staab** will continue his dedicated civic service as a volunteer with the Rocky Mountain Fisher House, Team Rubicon, and Wounded Warriors. He speaks highly of all three organizations, some with which he has previous or personal connection. In Landstuhl, Germany, he oversaw the construction of the largest Fisher House outside of the US, which provides “a free home-away-from home” for families of active duty military, veterans, and their loved ones “while a loved one is undergoing extended medical treatment in an approved facility.”

Team Rubicon was suggested by his daughter, Angela, who works with disabled veterans. It matches military veterans with first responders in instances of large-scale disasters. He states, “As a senior officer and professional engineer, I believe that I can provide assistance to this outstanding organization (...) and am anxious to begin my continued service to our country by providing assistance to American citizens that have been victims of these tragic events.” And he says that he has been “honored and humbled to serve our nation’s finest and true heroes” through the Wounded Warriors program for the past few years, “providing one-on-one assistance to veterans who are in need.” He cites the prevalence of Post-Traumatic Stress Disorder among our nation’s veteran population and says, “By working closely with some of these veterans, I hope to assist them with their struggles in returning to our nation after going through the traumas of war.”

Until such time as his retirement, however, **Staab** assures that he will continue to work on “important long-term ‘Strategic Issues’ that will shape the future of our county for generations to come” and to work “with the BOCC and Grand County in any capacity to assist in a smooth transition.”

BOCC Chair Merrit Linke acted as representative of the Board, responding by saying that he had not been quite ready to speak to the Manager’s resignation. But he continued, acknowledging Mr. **Staab**’s contributions to the County. “One thing I have to say is that us three have a lot of work ahead of us. There’s some big shoes to fill here. I’m not exactly sure how that’s going to go, but it’s going to be difficult. (...) I hope that we can find someone to help us continue on that path [that Mr. **Staab** has put the County on.] So one more time– I appreciate what you do.”

As of the time of writing, the County had not responded to inquiries as to what next steps might be in looking for a replacement for Mr. **Staab** as Grand County Manager.

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

Sky-Hi News (Granby, CO)  
May 25, 2018

**County to make official decision next month on fate of short-term rental fees**

Author: Lance Maggart

Short-term rentals were back on the agenda for Grand County commissioners Tuesday afternoon during a workshop on rules, regulations and fee structures for the contentious housing accommodations. The workshop featured no formal action from the commissioners, but served as a prelude to an upcoming public hearing, scheduled for June 26, when the commissioners are expecting to make any official decisions regarding the future of the county's short-term rental program. Tuesday's workshop included a presentation by Grand County Manager **Lee Staab** that largely focused on potential future fee structures and the costs incurred by the county from short-term rentals.

**Staab** outlined three potential future fee structures that have been presented to the commissioners for consideration and potential adoption next month. The permit fee for short-term rentals in unincorporated Grand County was set at \$20 until it was increased to \$150 in May 2017. According to data provided by **Staab**, the county spends approximately \$431,000 per year to administer the short-term rental program. That figure is based on \$218,669 in direct costs, consisting of personnel costs, software costs and office costs. It also includes a determined \$212,500 in impact costs.

The county determined that each short-term rental costs the county approximately \$250 per year in impacts costs, related to impacts on infrastructure and other county services such as calls for response from the sheriff's office. Under the current permit fee structure, the county estimates an annual budget shortfall of \$318,500 based on total direct and impact costs.

The commissioners said the consideration of new fee structures that would increase the total fees assessed on short-term rental property applicants was not meant to disincentivize the creation of new short-term rentals and was meant to help make the program revenue neutral.

One fee structure includes potentially raising the flat fee assessed on permittees to \$600. Another proposed fee structure includes maintaining the current \$150 permit fee while also assessing a \$50 pillow count, or occupant fee, wherein a short-term rental would pay a one time annual fee of \$50 per occupant space advertised for the property.

The third potential fee structure outlined in the presentation was a tiered pillow count fee. According to the presentation under the tiered structure the annual permit fee would decline to \$100 and properties would then pay a set additional fee based on the number of occupants a given short-term rental can accommodate. The tiered fee structure included eight different fee tiers ranging from properties accommodating two to four occupants at an additional \$200 on the low end, to properties accommodating 36 occupants and above at an additional fee of \$2,000 on the high end.

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

Sky-Hi News (Granby, CO)  
November 14, 2017

**EMS proposal causes tension in Grand Lake**

Author: Lance Maggart

Grand Lake area citizens engaged in a lively and pointed debate Monday night as officials from Grand County government presented the community with a proposal to cease leasing ambulance staging space at the Grand Lake firehouse. Grand County EMS Chief Ray Jennings addressed a packed room of concerned citizens during the Grand Lake Trustees workshop Monday evening. Dozens of area residents converged on town hall for the presentation by Jennings with many attendees standing or sitting on the floor because of the crowded accommodations.

Jennings laid out data and statistics for Grand County EMS, detailing average response times, staffing details and budget constraints facing EMS, but explained the proposal in context of unnecessary costs. "What we are getting away from is paying for a physical location we are not at most of the time," Jennings said. "We are not at the fire station most of the time because we are in constant motion."

Jennings said the ambulance that is ostensibly stationed at Grand Lake, two days per week, is often called to other locations in the county as part of the regular ambulance shuffling process EMS must engage in as calls come in throughout the day. According to Jennings, Grand County EMS pays the Grand Lake Fire Protection District \$14,000 annually for staging space at the firehouse but said the total savings is not the driving force behind the proposal. "I am trying to show that we truly aren't here most of the time" Jennings said. "It hasn't really been about the \$14,000. Because we are not using the physical location, why would we pay the \$14,000?" Jennings said any savings derived from the proposal would go towards the purchase of supplies and salaries.

Funding for EMS is provided by a mill levy of two mills assessed on property within the county. Additionally the department derives revenue from fees assessed on patients who call for service. Jennings said EMS's fee collection rate for patient services is slightly under 50 percent. Grand County EMS's budget for 2016 listed the department's total expenditures at \$3,128,736.88. According to comments made in the meeting taxpayers in the Grand Lake area contribute roughly \$250,000 to the EMS budget annually. Jennings told those in attendance that the \$250,000 Grand Lake pays to the EMS budget is not enough to cover staffing costs for a full time dedicated ambulance in Grand Lake. Jennings highlighted other statistics including call volume and said Grand Lake accounts for roughly 15.8 percent of the calls EMS fields each year.

The majority of citizens attending the meeting expressed opposition to the proposal and questioned Jennings, and Grand County Manager **Lee Staab**, on a number of points ranging from call response and treatment times, to patient fee collection. Several potential solutions were raised to address citizen concerns about the proposal ranging from a Grand Lake focused volunteer EMS force, to a potential ambulance sharing arrangement between EMS and Grand



**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

Lake Fire. At the end of the meeting, Grand County Manager **Staab** informed the crowd that he would go to the board of county commissioners with a recommendation not to implement the proposed change, "until we come up with a solution." **Staab** noted he anticipates the issue going before the county commissioners for formal discussion next week.

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

Sky-Hi News (Granby, CO)  
October 21, 2017

**County anticipates \$1.2M budget surplus for 2018**

Author: Lance Maggart

Grand County commissioners learned Tuesday that 2018 will bring the county a million-dollar budget surplus. County Finance Director Curtis Lange, as part of a preliminary budget determination session, told commissioners that the county should anticipate a budget surplus totaling \$1,200,298 in 2018. Helping secure that surplus will be a one-time-only property tax abatement, totaling roughly \$959,000, that the county will receive next year. The abatement is due to lost property taxes related to the YMCA Snow Mountain Ranch property, which was formally declared tax exempt in 2014. The abatement alone was not the determining factor in the budget surplus for 2018, however. Lange told the commissioners that if the tax abatement is removed from the budget, the county would still anticipate a surplus of \$241,000 in 2018. The abatement will inject significant funding resources into several different budget items for the county.

While the general fund will receive the bulk of the abatement, \$712,000, Grand County EMS is set to receive \$127,000 from the abatement. The remainder of the abatement funds are broken down between retirement, \$69,000, human services, \$31,000, and road and bridge, \$20,000. Despite next year's influx of funding from the tax abatement, county officials are being cautious about how they spend the funds, and explicitly view the abatement revenue as a one-time-only occurrence, and not a dedicated revenue stream.

During discussions related to the budget, the topic of potential raises for county employees was brought up by the commissioners. County Manager **Lee Staab** explained he plans to revisit the issue next week after further reviewing the county's budget. "I am trying to make this independent of the YMCA dollars," **Staab** said. Commissioner Kris Manguso agreed: "It is not just this year, (**Staab**) has to make sure it is sustainable next year."

During his presentation to the commissioners, Lange showed that the county anticipates revenues of roughly \$42.6 million next year and total expenditures of \$41.4 million. The county's summary budget breaks costs down into four main areas: personnel costs, operating costs, non-operating costs and capital costs. Personnel costs were represented as the single largest area of expense for the county, totaling \$18,885,458 for the coming year. Operating costs were not far behind at an anticipated \$16,639,476. Grand County's capital costs for 2018 are anticipated at roughly \$4.3 million while non-operating costs came in at just over \$1.5 million. Local citizens still have an opportunity to request a rebuttal hearing regarding the county's budget proposals. Those requests must be received by county officials no later than Oct. 27. If a rebuttal hearing is necessary it will be scheduled for Nov. 7. According to county officials, if no rebuttal hearing is needed the final budget hearing for 2018's budget will occur Dec. 5. The board of Commissioners is required to approve a budget for the coming year by the end of December.

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

Sky-Hi News (Granby, CO)  
July 11, 2017

**County eyeing \$100K budget surplus**

Author: Lance Maggart

After crossing the year's halfway mark, Grand County's government appears to be on track to beat budget projections for 2017 and hoped to end the year with a surplus of over \$100,000. Grand County department heads are currently working to develop their 2018 budget proposals that they will present to the Grand County Board of Commissioners in October. As they do, they are keeping a close eye on the current budget's outlook to meet projections.

County officials at the start of 2017 projected a budget surplus of approximately \$100,000. The county projected revenues at \$36.4 million and expenditures at \$36.3 million for 2017. The county is on pace to meet that figure, according to County Manager **Lee Staab**, who anticipates ending the fiscal year with an even larger surplus. "We will be better," **Staab** said simply, adding that, as of early July, departments within the county are already showing expenditures below projected figures. "I am confident we are running above anticipated surplus."

This year was the first in several years that Grand County has projected a surplus, **Staab** indicated. The county had anticipated a \$3.9 million budget deficit in 2016, ending 2016 with a \$400,000 budget surplus though not before reducing staff levels, not filling vacant positions, and seeing a significant reduction in costs related to medical benefits, according to **Staab**.

As the departments prepare budgets for 2018, they are operating under a new paradigm, called zero based budgeting, instituted by **Staab**. **Staab**, who was appointed county manager last July, did not have time to implement his preferred budget development system last year but said he is moving forward with the plan this year and for years to come.

Under that system, department heads will develop budgets from a baseline zero figure. As **Staab** explained, zero-based budgeting removes assumptions about the costs of services, which are often taken from previous budgets without examination of the need of the expenditure in the first place. "You take out the assumptions of what it cost us last year," **Staab** said. "You are saying, what does it cost us to do it at this level? Then analyze the level of service then ask, do we want to provide more or less of that service?"

**Staab** said the point is enabling department to look at each one of its services and decide what is most important for the citizens of Grand County.

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

Sky-Hi News (Granby, CO)  
July 6, 2017

**YMCA of the Rockies donates tax interest to Grand County after lawsuit**

Author: Lance Maggart

Following a legal battle that lasted more than a decade, it was announced this week that YMCA of the Rockies will donate a portion of tax interest payments back to Grand County. YMCA of the Rockies, which has locations in Larimer and Grand counties, announced it will donate a total of \$1,098,948.76, split between the two counties. The crux of the legal battle was YMCA's claim that taxes were improperly levied upon its institution, which is considered a nonprofit religious organization, from 2002 to 2004. The donation represents 50 percent of the total interest repayment both counties were legally obligated to repay to YMCA, according to the announcement from Snow Mountain Ranch in Grand County. The remaining 50 percent of the interest payments will be kept by YMCA to cover a portion of the legal fees incurred while arbitrating the tax issue. "Grand County is pleased to put this matter behind us and focus our energies on serving our constituents," said **Lee Staab**, Grand County Manager. "We hope to work together with the YMCA of the Rockies to serve our community in the future."

The county government serves as the property tax collection entity for multiple special districts that were also impacted by the taxing dispute with YMCA. While the county's own budget was impacted by the proceedings, East Grand School District had the single largest individual share of the repayment figure — \$646,434 — of which \$392,419 derives from accrued interest. "I thought that was a pretty good olive branch," said Frank Reeves, East Grand Superintendent. "When I heard, I was pleasantly surprised they thought of giving that much back." Reeves said the donation now brings the issue to a close, for which he was grateful. "We have a great relationship with the Y," Reeves admitted. "This sort of thing could strain relationships so I am glad this is over. Not having this looming over us is worth every penny."

Julie Watkins, chief executive of YMCA of the Rockies, said the repayment is part of furthering YMCA's overall goals. "YMCA of the Rockies is pleased to provide this donation as we continue to focus on our mission of putting Christian principles into practice through programs, staff and facilities in an environment that builds healthy spirit, mind and body for all," Watkins stated. "We look forward to a bright future in both of the counties we are blessed to serve."

A YMCA of the Rockies spokesperson declined to provide additional comment as to why YMCA chose to donate the funds to Grand and Larimer counties. From 2002 to mid-2004, property taxes were levied on the Snow Mountain Ranch property in Grand County and an additional YMCA property in Larimer County. In December 2003, YMCA of the Rockies applied for a tax exempt status. That request was approved, reversed, appealed then reaffirmed.

After roughly 13 years in limbo, the legal question was decisively answered last December when the Colorado Supreme Court declined to review a lower court's decision exempting the properties.

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

Grand Gazette  
March 24, 2017

**Runoff, seepage and erosion threaten Highway 40**

By Grand Gazette

Last spring, as Hot Sulphur Springs Mayor Bob McVay was taking his dog for a walk, he discovered that the river bank along Park Street was sloughing and disappearing into the Colorado River. After nearly a year, his worries have not subsided as the Town of Hot Sulphur Springs (TOHSS) has reached out to the Colorado Department of Transportation, the Grand County Board of County Commissioners (BOCC), Department of Local Affairs, Representative KC Becker and Senator Randy Baumgardner. In fact, if anything, Mayor McVay's worries may have increased. "What we are trying to be is a little proactive," he explains, "it would be a terrible thing if someone gets hurt. I remember when we had 20 foot of bank along the highway and now it is not there. If we get a head start on this, we could save someone."

TOHSS has resigned itself to the fact that it could lose the portion of Park Street along the river, and in a letter to the BOCC, the TOHSS outlined its need to "develop a conceptual design for better controlling the storm water runoff and erosion conditions... The conceptual project would need to deal with both the topside erosion that is occurring when soils become supersaturated and slough off into the river as well as with the undercutting action of the Colorado River."

TOHSS received initial support from the CDOT to modify and eliminate the Y intersection where Park Street meets Highway 40. The paved right-turn access was removed last fall with the hope that reducing runoff from that paved approach, and re-directing its flow, would help alleviate some of the surface erosion that could be contributing to bank instability.

According to McVay, "While this provided a band-aid to part of the problem, a comprehensive plan needs to be developed for long term storm water and erosion control that include a solution to highway runoff. The current situation is such that the continued erosion will compromise Park Street, negatively impact water quality by increased runoff, and eventually impact Highway 40 if left unchecked."

Ed Duerr, Engineering Consultant with the TOHSS agrees, "Down river outside of the town boundaries we have additional concerns. We could lose Park Street, and it could continue down Highway 40. There is a broader concern... that this is not the only spot along the river this could be happening." He states the combined effect of runoff and seepage from the top and the erosion from the bottom from the Colorado River is happening concurrently.

District 3 Commissioner Kris Manguso and the representative for the transportation planning region, echoed the sentiments of both Duerr and McVay. "There is a broader issue and the beginning of a much larger problem. When we discuss runoff and seepage, we are beginning to discuss water quality. We also have rock fall throughout Byers Canyon that have already hit cars this year and caused accidents. The rock fall is a regular occurrence."

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

**Lee Staab**, Grand County Manager and a Structural Engineer, stated that he had walked the area a few months ago after this was brought to his attention by Mayor McVay. “It appears the erosion problem in the area along Highway 40 in Hot Sulphur Springs has been going on for some period of time. This area has significant erosion issues and needs to not only be looked at from an erosion stand point...but also the safety aspect for everyone who passes along there. It may be a matter of time before a portion of Highway 40, in the Hot Sulphur Springs area, may erode into the Colorado River. Engineering analysis and possible mitigation actions needs to be taken now because that is the only access and egress for many citizens in Grand County.”

David Eller, CDOT director of transportation in Region 3, responded to BOCC concerns in February in a letter. He writes, “We met on site with the Hot Sulphur Springs Mayor, Town Staff, and the town’s wastewater consultant Ed Duerr. We reviewed their concerns adjacent to a local street (Park St.) approximately 150’ from the edge of WB US 40. CDOT feels that the current state of bank erosion and scour is not currently a high risk for US 40 (photo attached). However, we did agree with the town staff that the bank erosion poses a threat to the local street (Park St.), but it is unclear how immediate that threat is as it appears the scour has occurred over a number of years.”

Eller continued, “At this time, CDOT cannot fund any contracted activity outside of right-of-way, but could help guide local staff in how to scope and deliver a project. We understand that funding this project could be difficult for a small municipality but getting a project well defined, with a clear cost estimate, would be a good first step in seeking funding through other sources. CDOT may not be the expert in pursuing special grant type funding that best fits this need, but we will be more than willing to try and help facilitate that process.”

The TOHSS does not have the funds to begin the initial studies and to implement the plan. TOHSS is considered a disadvantaged community and does not have the money to address its current concerns. In the past, the TOHSS has taken advantage of low interest loans and grants to meet the regulatory needs of constituents to improve water quality and to mediate water flow in the river.

The Town has little financial reserves because of recent water and sewer projects, the loan debt it is currently carrying, and the additional projects they are committed to within the water and sewer departments. In a letter to the BOCC, the Town cited this issue as being beyond their control and asked for a collaborative approach to its solution. And it seems there may be many stakeholders, in his letter, Eller commented that Colorado Parks and Wildlife and the United States Army Corps of Engineers would be additional stakeholders.

District 2 Commissioner Merrit Linke commented, “Ultimately, this may be similar to Highway 9 with many entities assuming the burden of the debt.” However, Linke did emphasize that the County was not financially responsible for highways and currently is navigating how to pave and maintain the county’s roads. Linke mentioned Club 20 may help. Club 20, an organization founded in the 1950s to advocate for western slope counties to receive highway funding.

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

Eller also assures the TOHSS and the County that disaster fund relief could be used. He stated in the letter, “In the event of severe flooding in the future that directly impacts US 40, CDOT would typically respond via an Emergency Project to assure stability. If necessary this could include a request for Emergency Funding to respond with any repairs adjacent to the highway to ensure US 40 remains operational as an important corridor with no suitable alternate route.”

McVay emphasizes that Highway 40 is the only corridor that is navigable across Grand County year round and when Highway 40 is closed it impacts the whole county. “What it will take?” he questions.

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

Sky-Hi News (Granby, CO)  
December 13, 2016

**Grand County Snow Mountain Ranch property retains tax exempt status**

Author: Lance Maggart

The local governments of Grand County derive their funding from multiple different sources from sales taxes to licensing fees to grants from the State and Federal government. But the single largest share of most of the tax revenue used to operate our governing institutions comes from taxes levied on property. For several years now the tax status of the YMCA Snow Mountain Ranch property in Grand County has been in a sort of legal limbo as County officials have filed legal challenges to its tax-exempt status.

All that changed recently when the Colorado Supreme Court decided not to review a Colorado Court of Appeals decision declaring the YMCA properties in both Grand and Larimer Counties as tax-exempt. The decision by the Colorado Supreme Court not to review the Court of Appeals decision means the lower court ruling, which declared the YMCA properties as tax-exempt, stands. That means Grand and Larimer Counties have no further legal recourse to contest the ruling.

**PAYBACK**

The governments of Grand and Larimer Counties will now be required to return previously taxed monies, derived from taxes levied on YMCA properties during 2002, 2003 and half of 2004, to the YMCA. For Grand County alone that figure is roughly \$1.3 million. The East Grand School District accounts for the single largest portion of the total repayment figure at around \$620,000. According to officials from East Grand a significant portion of the repayment costs are derived from interest accrued on the funds that were taxed in 2002, 2003 and 2004.

While the decision by the Colorado Supreme Court not to review the Court of Appeals ruling ends potential legal challenges to the tax-exemption of the YMCA there has been no formal ruling on how to move forward and officials are still working out the specifics of how repayment will be handled and when.

Grand County Manager **Lee Staab** sent an email to the Grand County taxing entities affected by the Colorado Supreme Court decision on Tuesday Dec. 6. The affected entities include: Grand County, the East Grand School District (EGSD), the East Grand Fire Protection District, the Fraser Valley Metro Recreation District, the Middle Park Water Conservancy District, the Grand County Library District and the Colorado River Water Conservancy District.

In the email sent to local taxing entities **Staab** states, "The affected governments must refund taxes collected in 2002, 2003, and the first half of 2004, plus interest." **Staab** goes on to state, "The next step for the Board (of County Commissioners) is to arrange a meeting with you, the affected taxing districts, to discuss scheduling of repayment to the YMCA the taxes received in prior years and the accrued interest."



**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

**EAST GRAND**

Officials from the EGSD are not quite sure how all this will shake out. "We have a lot of options we still need to look at," said EGSD Superintendent Frank Reeves. "At worst it will get paid next year by the County withholding tax money they would have sent to us."

Reeves went on to explain the EGSD could potentially have their share of the repayment covered by funds from the Colorado State Department of Education. "We are really no fault in this at all," Reeves said. "We don't decide who is taxed, we just collect the money that is taxed." But Reeves added, "We met with our attorney's last week to find out what options we have to repay this and quite honestly to see how we can prevent it from being a burden on the taxpayers."

**HISTORY**

The current iteration of the YMCA tax-exemption legal battle was initiated in the spring of this year when Grand and Larimer Counties filed briefs with the Colorado Supreme Court requesting a review of the Court of Appeals decision. The legal proceedings surrounding the tax-exempt status of the YMCA properties have been ongoing for over a decade now though.

The initial proceedings resulted from a unique set of circumstances occurring in the early aughts. Throughout 2002, 2003 and for half of 2004 Grand and Larimer Counties assessed taxes on property owned by the YMCA organization. In Dec. 2003 YMCA of the Rockies applied for tax exempt status for its two regional properties, Snow Mountain Ranch in Grand County and the Estes Park Center in Larimer County. The 2003 application for tax-exempt status was for religious purposes and charitable use property tax exemptions.

The YMCA properties were initially granted tax-exempt status but the Colorado Board of Assessment Appeals reversed the decision, effectively declaring the properties not tax-exempt. That decision was brought before the Colorado Court of Appeals that issued a ruling in April 2013 vacating the Board of Assessment Appeals' decision.

After the appellate court ruling in 2013 the Board of Assessment Appeals reversed their previous decision and granted YMCA of the Rockies religious use exemptions but did not issue a ruling on the charitable exemptions requested by the YMCA. On Jan. 22, 2015 the Colorado Court of Appeals reaffirmed the tax-exempt status of the properties.

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

Sky-Hi News (Granby, CO)  
November 15, 2016

**Shortened workweek discussed further**

Author: Travis Poulin

Talk of a shortened workweek has gathered much attention in the last few months—mainly regarding the County Administration Building. The Grand County Board of County Commissioners (BOCC) held a continued discussion on the matter at their November 15 meeting. A shortened workweek would mean county services would be closed one day a week (Friday), but employees would continue to work 37.5 hours by increasing the hours on the other four days. Commissioner Tollett said she requested the continued discussion be on the agenda because she has had so many questions from the public concerning the potential for a shortened workweek.

During the discussion the results from a survey conducted by the Clerk and Recorder's office were presented. The survey asked the public what extended hours they would prefer, if any, or if they wanted to keep the hours as they are. There was also a chance for the public to comment on their opinion. The survey results and comments can be found online in the supporting documents for the November 15 BOCC meeting. The survey was conducted from July 28- November 10, and gave the public four options of what a shortened workweek would mean for county employees. There was an option for a 7:30 a.m.-5:30 p.m. day; a 7 a.m.- 5:30 p.m. day; a neutral option; and an option opposing a shortened week.

Results of the survey

7:30 a.m.-5:30 p.m.: 33.12 percent (308 votes)

7 a.m.-5:30 p.m. 45.02 percent (428 votes)

Neutral: 14.30 percent (133 votes)

Opposed: 6.56 percent (61 votes)

Grand County Clerk and Recorder Sara Rosene stated that the survey showed that citizens supported the shortened workweek. Commissioner Tollett suggested they find another option, such as an internal four-day rotation so the offices could stay open five days a week still, but employees would only work four days. Commissioner Linke said he felt there were two separate problems: one is the need to provide relief for employees. The second is the hours for the public. Linke said It wasn't necessarily clear in the survey if citizens were accepting of the office being closed on Fridays, or only in favor of extended hours for five days a week. "It's not just about what we want, it's about what we have heard from our citizens, and it's also what they want," Rosene said.

County Manager **Lee Staab** said he appreciated everything the Clerk and Recorder's office does, especially the Motor Vehicle Department. **Staab** then said he felt they need to clarify some of the data to see if citizens really understood what, exactly, the shortened workweek would mean, and have another discussion at a later point in time. The discussion was left with a resolution to

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

be determined in the future after more data is conducted. "At this point the four-day workweek is not being considered, but it is not off the table," Tollett said. The board will continue working on another way to receive feedback from the public. "We will begin to look for another step forward," Tollett said.

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

Sky-Hi News (Granby, CO)  
October 27, 2016

**Grand County budget balanced**

Author: Travis Poulin

County Manager **Lee Staab** gave a budget update at the Tuesday, October 11 Grand County Board of County Commissioners (BOCC) meeting. **Staab** presented the balanced budget for the county to the BOCC. He showed a series of slides that show the county's budget through four categories: personal, operations, capital, and revenue. Budget hearings were presented to the BOCC on October 3- 6. After, **Staab** went back through the budget and walked through it at the meeting.

**Staab** said they had made several changes to their budget since the budget hearings from the week before. Notable changes were made to the Road and Bridge Department, Economic Development, and EMS and OEM changes were made that brought them from the red to the black.

**Staab** said he met with the Sherriff's office and made several changes to their budget, and decreased the total by around \$470,000.

**Staab** said he moved the emergency operations funding to the County Manager's budget, because that is where it belongs. If there is any emergency in the county, the County Manager has the authority to spend up to \$250,000, which increased the County Manager's budget, but decreased the Sherriff's budget. The County Manager's authority, in this case, is just for financials while the Sherriff still retains the authority to act on the situation. There were several unchanged budgets including social services, juvenile, and county attorney.

The end of the presentation showed the county's budget as a whole for the four categories: Personnel was reduced by \$29,000; Operations was reduced by \$389,000; Capital increased by \$3,400; and Revenue increased by \$571,000.

Through the sound of applause over the speakers (that was part of the slideshow) of the BOCC meeting room, **Staab** presented what this meant for Grand County: We were in the red by \$1.4 million, and we are now in the black by about \$100,000.

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

Sky-Hi News (Granby, CO)  
October 11, 2016

**County Manager duties, authority defined**

Author: Travis Poulin

The Grand County Board of County Commissioners (BOCC) passed a resolution defining the duties and authority of County Manager **Lee Staab** during their Tuesday, October 11 meeting. The authority given to the County Manager was granted with respect to employees appointed to various positions, departments, and offices. The organizational chart was approved last week during their Oct. 4 meeting.

The resolution states that the BOCC delegates to the County Manager the authority over the director, supervisor, or position including airport operations, assistant county manager, community development, county CSU extension services, fairgrounds, finance, human resources, information systems, juvenile services, maintenance, and water quality. The resolution gives the County Manager hiring and firing authority over the positions stated.

The resolution states that the County Manager may appoint competent employees to each of these positions and have the power to dismiss, suspend and discipline all such appointees. The County Manager shall also have the power to authorize the department head to appoint and remove subordinates serving under the department head, according to the resolution.

According to the resolution, the County Manager may designate himself or some other officer or employee to perform the duties of any office or position under County Manager control which is vacant or requires administration due to the absence or disability of the incumbent, and is authorized to set aside any action taken by a department head and may supersede the department head and the functions of that office.

The resolution also states that the County Manager shall be responsible for the coordination of the administrative heads of each function identified above, and for the review and analysis of the operation and administration thereof.

**Organizational chart**

The chart depicts elected officials, appointed officials, and manager functioning positions, and shows the hierarchy of where authority lies throughout the county. Also outlined on the chart are the areas where Assistant County Manager Ed Moyer's focus will be directed.

Assistant County Manager Moyer's focus includes County Extension, Road and Bridge, Maintenance, Water Quality, Fairgrounds, Airport Operations, and the Tabernash Sewer. County Manager **Staab** will have direct supervisor authority over the areas.

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

Sky-Hi News (Granby, CO)  
October 4, 2016

**GC Sheriff's Dept to use body cameras**

Author: Travis Poulin

The contract between Grand County and Taser International for the purchase of 15 body cameras for the Grand County Sheriff's Department was approved by the Grand County Board of County Commissioners (BOCC) at their Tuesday, October 4 meeting. The motion approved the release of capital in the amount of \$15,000 for the purchase of the cameras, docking stations, and data storage. After the initial purchase, there will be a yearly data storage fee of \$5,136 for five years.

Grand County Undersheriff Wayne Schafer presented the contract to the BOCC. Schafer said the Sheriff's department has tested many different types of body cameras, and that the cameras produced by Taser International seem to be the best fit for Grand County. The Granby Police Department is currently the only law enforcement in Grand County that is using a body camera system.

County Manager **Lee Staab** commented that he had seen the use of body cameras in North Dakota, and he liked the results. **Staab** said he had observed many issues that were originally contentious, but then resolved quickly by reviewing camera footage. "With the data, it usually just takes a two minute conversation, and the discussion is over," **Staab** said. "You can say 'here's what actually happened.'"

The Sheriff's Department is hoping to get enough data to last 60 days after each use of the cameras, Schafer said. The officers must turn the camera on for every contact they make with someone, and remembering to do so will be a learning curve for the officers. The Sheriff's Department is developing their own training protocol for the use of the body cameras using guidelines that Schafer said had worked successfully for other police departments. Schafer said he is confident that the patrol officers will learn and use the body camera system correctly.

Body cameras are a controversial issue with police departments all over the country, and Schafer referenced body camera issues in the news. He said the incidents seen through the media are usually the worst cases, but that the Grand County Sheriff's department patrol officers handle themselves professionally, and that over time, the body camera system will help alleviate some complaints.

County Attorney Alan Hassler expressed concern with body cameras saying that in his experience there are some issues that can cause the cameras to be ineffective. Hassler referenced potential situations where the angle of the body camera would not show what really happened enough for sufficient evidence.

He also brought up the potential situation where the data from a camera had been overwritten by the time a complaint was filed, stating that Federal lawsuits can be brought up to two years after

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

an incident. Hassler suggested that the Sheriff's department must be aware if an incident is likely to bring a complaint so they can keep the data. Schafer said it would be a learning process, but the Sheriff's department will have to use judgment on what data to archive. With events that are likely to bring criminal charges and uses of force, the data will be saved.

According to Public Information Officer for the Sheriff's office, Lt. Dan Mayer, there will also be policies regarding officers who forget to turn their cameras on. He said it is fairly easy to notice if an officer continually forgets to turn their camera on and it will eventually become the same situation as any other disciplinary action. Mayer also noted that officers should be aware that the camera system is in place to protect them so it should become a matter of habit to turn them on. Mayer said he feels body cameras are great tools when used correctly.

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

Sky-Hi News  
September 29, 2016

**Q & A with County Manager Staab**

Author: Travis Poulin

HAVE YOU HAD THE CHANCE TO MEET MUCH OF THE COMMUNITY THUS FAR?

I have been able to attend several events including Constitution Day, two events in Winter Park, the council on aging, and the High School bike races at Granby Ranch. I have had the opportunity to understand, from a citizen perspective, the issues we face as a community in Grand County.

WHAT CHALLENGES HAVE YOU ENCOUNTERED?

Not knowing a single person in Grand County, I knew I had to learn what some of the local issues are. I felt confident coming into the position, but knew I still had a lot to learn. I spent a lot of time listening at the commissioner meetings and was able to learn a lot.

WHAT ARE SOME OF THE MOST IMPORTANT ISSUES YOU SEE IN GRAND COUNTY?

Providing adequate compensation for our government employees that work so hard for us. Protecting the environment and water rights also needs to be at the front of everyone's mind; citizens should respect the fact that we are the stewards of the land here, and balance our recreation activities with the resources we have. I found out that until you live here, you don't quite understand the challenges facing the community.

WHAT HAVE YOU ENJOYED MOST THUS FAR?

The opportunity to meet the citizens of Grand County. They have been warm and receptive of my wife and I and we are integrating ourselves into the community. We have also enjoyed the beautiful landscape. Grand County has all the beauty of Colorado without all the traffic many other areas have.

ARE YOU GETTING ALONG WITH THE BOCC AND OTHER ELECTED OFFICIALS?

I am getting along great with the BOCC after five meetings now, and have enjoyed meeting every elected official in Grand County. I have tried to see the challenges facing each town through their perspectives and look at the challenges holistically.

NEXT BIG TASK



**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

My most immediate concern is developing the 2017 budget. I've never been a person who looked at just a single year for finances. I like to look at both short term and long term—up to five or seven years in advance. When you do that you must have a grasp on all the potential expenditures and revenues in the county. You have to try and improve other people's money coming into the county while not placing a burden on the taxpayers.

**FINAL COMMENTS**

Every day is a pleasure working with the people in Grand County. My door is always open to any citizen with questions, concerns, or ideas, and I will go anywhere in the county to speak with someone.

**DO YOU SKI?**

Of course.

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

Sky-Hi News (Granby, CO)  
September 22, 2016

**County approves legal representation for Manguso**

Author: Sky-Hi News Staff Report

At their Tuesday, September 20 meeting the Grand County Board of County Commissioners (BOCC) moved to approve a resolution authorizing the County Attorney to execute a letter of retention engaging Marilee Langhoff, P.C. to represent Commissioner Manguso in the matter of an employee complaint.

The County Commissioners and County Manager **Lee Staab** had no comment on this story, but said they will provide information when their lawyers advise them to do so.

Kristen Manguso took office in January 2015. She represents District 3, which encompasses Kremmling, Parshall, and Hot Sulphur Springs.

As of September 22 nothing related to this issue had been filed with the Grand County or District Court. We will continue to update this story as more information is available.

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

Associated Press State Wire: North Dakota (ND)  
September 2, 2016

**Fixing new parking ramps could cost Minot \$251,000**

Section: News

It could cost Minot about quarter of a million dollars to finish two new downtown parking ramps that have been plagued by problems. City officials learned last month that the ramps' exterior isn't sufficient to protect them from weather damage and the cost of fixing the problem isn't covered by the developer. The city then authorized spending \$4,800 on architectural fees.

Architects have since concluded that fixing the problem will cost between \$226,000 and \$251,000, according to the Minot Daily News (<http://bit.ly/2bEZOpH>). Funding is to come from cash reserves from city sales tax revenue. The ramps opened earlier this year after years of construction marked by contractor disputes and delays. The original bid was \$10.5 million, but the final cost was nearly double that.

Fixing the exterior will add to the final cost. City Manager **Lee Staab** has said it's necessary to prevent damage to electrical and mechanical systems. The city's Finance and Improvement Committee this week voted to recommend the city proceed with a call for construction bids.

The material that will be used can't be installed at temperatures below 40 degrees, which could be an issue in the fall, but architect Gloria Larsgaard said heated shelters could be installed around work areas.

The current exterior finish has been criticized for giving the ramps an "unfinished" look, despite student artwork that has been added to brighten them up. "The sooner this is done the better," said Pam Karpenko, a planning commission member and a downtown business owner. "I am more concerned about getting rid of that ugly yellow building."

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

Sky-Hi News (Granby, CO)  
July 20, 2016

**Meet your new county manager, Lee Staab**

Author: Travis Poulin

**Lee Staab** answered a few questions about his new roll as Grand County Manager. **Staab** will begin serving as manager on August 29. He served in the military for more than 27 years and was assigned as the Executive Assistant to the Secretary of the Army in the Pentagon. He graduated from the United States Military Academy at West Point and the University of Illinois with degrees in Engineering. In 2012 he attended Harvard Business School and completed the Executive Education Program. In 2014 **Staab** was selected as the City Manager for Minot, ND.

What are a few of your goals as county manager?

First, it is to understand the needs of the citizens of Grand County. It is very important to hear directly from the citizens of our county. Therefore, I will take some time to learn about the opportunities facing our county. It is my intent to learn about the county by conversing with the citizens, the elected and the appointed officials within the county.

Where are you planning to live in Grand County?

My wife, Wanda, and I are planning to purchase a home in Granby. We did have the opportunity to look at homes while we were there, and we settled on a home that will be sufficient for us when we have our large family visit.

What is appealing about Grand County to you?

When I first looked at the position of County Manager for Grand County, the most appealing aspects of the job were the people, the location and the environment. Having lived in Colorado for several years, I have grown to enjoy the friendliness of the people of our state. During my recent trip to Grand County, my wife and I were welcomed at every location that we went. Although we were total strangers, everyone commented on the positive aspects of Grand County. Most everyone had a genuine concern to both retain the pristine environment of the county, while looking at "Smart" development within the county. I am very anxious to living and working in the Grand County Community.

What outdoor sports do you participate in?

Our entire family enjoys all of the outdoor activities that Grand County has to offer. I have been a long distance runner for many years, and plan on continuing with that sport in the higher elevations of Grand County. Both the summer and winter activities are so very appealing. Wanda and I love the outdoors, so we will be spending most of our free time enjoying the beautiful scenery.

What do you see in the future for Grand County?

**Internet – Newspaper Archives Searches**

**Lee A. Staab**

*(Articles are in reverse chronological order)*

---

One of the reasons for my desire to work with Grand County: The positive future for the community. Although relatively small in population, Grand County is a desirable location for many other citizens of Colorado. The attractions to Grand County (landscape, small communities, outdoor activities, and wonderful people) are priceless. As a community, Grand County can leverage those resources to develop a positive future for the county, while maintaining the quality of life that attracts and retains everyone here.

How will you spend your first 90 days as County Manager?

As I have done with all of my many professional jobs, I usually spend the first few weeks and months getting to know the people who I will work with and the citizens of Grand County, whom I will work for. I expect to attend almost every public event, regardless of the location within the county. That personal interface, with the citizens of the county, will give me a clearer understanding of the opportunities facing Grand County. With everyone working together in a synchronized effort, we will be able to embrace the opportunities of the county, and move the county forward in a direction that benefits everyone.

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

<https://www.minotdailynews.com/news/local-news/2016/07/minot-leaders-agree-departing-city-manager-lee-staab-will-be-missed/>

LOCAL NEWS  
July 8, 2016

**Minot leaders agree departing City Manager Lee Staab will be missed**

Author: unknown

Minot is beginning the search for a new city manager with a pretty good idea of what to look for. City council members and others who have watched outgoing City Manager **Lee Staab** for the past two years are hoping there's another like him out there somewhere. "**Lee** set the bar high for our next city manager," council member Dean Frantsvog said. "It's going to be challenging to find a person to replace him." Frantsvog said the city will be looking for someone who shares **Staab**'s management skills and ability to relate to employees working in the different levels and types of jobs.

Viewing the next several years as a critical time for the city, council member Shaun Sipma said he will be looking for a city manager who, like **Staab**, has a strong work ethic, enjoys people and has the skills to bring people together to address flood protection, resilience and economic vitality. The key is not just to manage but to encourage collaboration, he said. "If we all get on the same page, that's where we are going to find our most success, and I think that's what **Lee** identified early on," he said.

**Staab**, who came to Minot in September 2014, announced Tuesday that he will be leaving Aug. 20 due to several changes in his personal life. The news was disappointing to many residents. "It's the saddest day that Minot has had in a long time," said Lianne Zeltinger, a Minot resident who has followed Minot's government and flood recovery. "He's a man of principle and high integrity who kept his eye on the mark." She said she appreciated **Staab**'s willingness to get out into the community, his ability to bring out the best in employees, his work ethic and the way he attacked problems. "Nothing was insurmountable, including the two parking ramps. Although it wasn't an ideal situation, he found out how to get it done," she said. "We were very, very very fortunate to have him as long as we did. This was truly special."

"I believe that **Lee** has brought a tremendous amount of energy to the community," said John MacMartin, president of the Minot Area Chamber of Commerce. A few of the areas where he has left an impact include the completion of the downtown parking garages, the completion of a new airport terminal and the work done in the National Disaster Resilience Program, he said. "**Lee**'s leadership will be missed," he said. "The Chamber would wish him well in his future endeavors."

Chris Lindbo, president of the Downtown Business and Professional Association, also cited the progress made in the city under **Staab**'s leadership. From the downtown's standpoint, the completion of the parking structures after many months of construction and delays was a major

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

accomplishment, he said. Stephanie Hoffart, president of the Minot Area Development Corp., said **Staab** will be missed. “He’s done a great job for Minot,” she said. “He’s been an important piece of recovery for us, and I think it’s going to be a big loss. In the amount of time he was here, he’s done a lot of good things.”

“We have been fortunate to have him as our city manager. I have personally enjoyed getting to know him and working with him,” Council President Mark Jantzer said. “I think this has been a very good two years for both **Lee** and for the city. I think it was clear he enjoyed the work, and I think that in looking at what has gotten accomplished in those two years, we have cause to be very grateful. “While some, including me, would have liked for his employment to have gone longer, I think the value of the work that got done in two years was more than probably most people would have accomplished in that job,” he added. “I understand **Lee**’s reasons for departing and respect that. We will, hopefully, find a very capable leader to replace him.

“It’s a loss,” Sipma said. “We had found somebody who picked up a very big torch and was carrying a very big Minot flag and taking on challenges that not a lot of people could or would want to do, and I think did it in the absolute best manner that most could hope to do. It certainly is a blow.”

Several months after **Staab** arrived, Sipma had shadowed him for a week to better understand the workings of the city. He had many conversations with **Staab** about issues facing Minot. Sipma said **Staab** showed by example that having the right mentality, much can be done by an individual or group of people who are motivated to move the city forward. “We were lucky to have him for the time he was here,” Sipma said. “He’s laid some great groundwork and now we have to build on those foundations.”

Council member Ben Berg said Minot was fortunate to have **Staab**’s leadership through the particular period that he has been in office. “In his short time that he was with us, I think he’s really kind of pointed the city in another direction in a more positive direction,” Berg said. “Overall, he’s just a person of character. He’s able to lead people and get them to fully understand a concept. He does his research. He does his homework, and he isn’t afraid to try something different and go against the way Minot has always done things, which is something I think Minot needs and has needed. “I hate to see him go but understand a lot of times family comes first,” he added. “It’s a loss to our community, but I think we need to do a thorough and extensive search to find somebody with a similar leadership style.”

Council member Miranda Schuler said Minot was fortunate to have someone of **Staab**’s caliber for as long as it did. “I wish it was longer than two years,” she said. “He’s been just a huge, driving force for a lot of things that have been going on in our community. He’s so highly respected and not just in Minot.” Schuler said **Staab**’s engineering and military background brought leadership skills that Minot would do well in looking for in a successor. “He just really was a blessing for Minot when we really needed him,” she said.

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

Sky-Hi News (Granby, CO)  
July 6, 2016

**Lee Staab appointed Grand County Manager**

Author: Travis Poulin

After about two weeks of contract negotiations, **Lee Staab** has been selected as Grand County Manager. **Staab** served in the military for more than 27 years, and was assigned as the Executive Assistant to the Secretary of the Army in the Pentagon.

He graduated from the United States Military Academy at West Point and the University of Illinois with degrees in Engineering. In 2012 he attended Harvard Business School and completed the Executive Education Program. In 2014 **Staab** was selected as the City Manager for Minot, ND. He currently resides in Larkspur.

**Staab** will be paid \$145,000 a year and begin serving as manager on August 29.



**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

<https://www.kxnet.com/news/staab-to-resign-as-city-manager/>  
July 5, 2016

**Staab To Resign As City Manager**

Author: Tim Olson

(**Lee Staab**, Minot City Manager) “Throughout my professional career, I’ve had to make tough decisions, and this is a very difficult one for me. It is with my utmost respect to the citizens of Minot that I will submit my resignation as City Manager.”

With those words, Minot City Manager **Lee Staab** announced that he’ll be stepping down in late August. **Staab** delivered the announcement in a statement to the City Council tonight. He became Minot’s City Manager in September of 2014. Prior to coming to Minot, he spent twenty-eight years with the U.S. Army Corps of Engineers.

**Staab** said that changes in his personal life require him to make a “regretful and tearful departure” from Minot. In his statement, he called his year and a half as City Manager a privilege, and praised his colleagues.

(**Lee Staab**, Minot City Manager) “I have the deepest respect for all those who put themselves in front of the public every day, with the only intent to serve the public. I have been privileged to serve with many outstanding persons who have chosen to serve our great nation.”

Mayor Chuck Barney responded to the announcement, saying that replacing **Staab** will be no small task.

(Chuck Barney, Mayor of Minot) “These are big shoes to fill. Very big shoes to fill. We’ve made tremendous progress in the two years that Mr. **Staab**’s been in our community. And I don’t want slip-back. I don’t want slippage back to what was. I want to keep pushing forward.” Mayor Barney says the preliminary process of finding a new city manager has begun.

**Staab**’s final day as City Manager will be August 19th.

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

Bismarck Tribune, The (ND)  
July 2, 2016

**Minot seeks salary increase**

Author: unknown

A Minot city committee is suggesting wage hikes next year for city employees that would increase salaries by 4.21 percent from 2016. The proposal would cost nearly \$1 million in additional funds.

The Minot Civil Service Commission took public input on the plan Wednesday. The group's recommendation will go to the Minot City Council. The proposed pay hikes start at 2.5 percent, but vary among employees. The city wants to compete for workers with comparable communities and private businesses.

City Manager **Lee Staab** says the city's ability to attract workers has improved "significantly," but it's still a struggle to fill technical positions.

The proposed increase is a lower percentage than in recent years. For 2016, salaries increased 5.5 percent at a cost of \$1.2 million.

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

Associated Press State Wire: North Dakota (ND)  
April 10, 2016

**Minot to seek consultant for working with planning office**

Author: unknown

The city of Minot will look for a consultant that will work with its planning office. The Minot City Council decided Monday that the search can start, the Minot Daily News (<http://bit.ly/1MiPwHE>) reported. The city will look for a firm that can give help and guidance regarding planning issues amid the city's efforts to fill department positions, with planning director and planning technician positions vacant.

Carter Thompson, who resigned as principal planner in March after less than a month on the job, has alleged that the city isn't abiding by its code regarding zoning applications. Thompson has stood by her earlier statements. Differences between Thompson and the city have focused on applications for a zoo sign and a takeout restaurant's parking.

The zoo is under public use zoning, and there aren't sign regulations for areas zoned as public under city ordinance. Thompson says commercial zoning was being used in public zones by the city, and that the zoo's sign doesn't meet requirements if commercial sign regulations are used for public zones.

City Manager **Lee Staab** has said that the zoo is only under public zoning regulations, and that commercial zone sign regulations don't apply to public zoning. Signs in public zones have no restrictions.

With the restaurant, Thompson says it would take a disproportionate share of parking at a shopping center in order to meet minimum parking spaces needed.

**Staab** said the application hasn't been given a final decision by the Minot Planning Commission and City Council, with him also referencing an ordinance section allowing for a written agreement for shared parking among entities operating at different hours.

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

Associated Press State Wire: North Dakota (ND)  
March 29, 2016

**Minot city manager defends ethics of city employees**

Author: unknown

Minot's city manager is defending the ethics of city officials in the wake of criticism by the principal planner who quit after less than three weeks on the job. Carter Thompson resigned last week after being hired in early March. She criticized the city for what she said was the inequitable administration of city zoning codes and called the city a "dysfunctional, nightmare situation."

City Engineer Lance Meyer said earlier that his department adheres to the city zoning rules. City Manager **Lee Staab** on Monday said Thompson's accusations were groundless. "I have not seen any evidence of any unethical behavior on behalf of any department," he said. "These people are truly dedicated professionals, and I have never seen a harder-working group of people."

Thompson cited examples of what she said were businesses getting favorable treatment and said zoning ordinance enforcement was based on "who you are and who you know." **Staab** disputed that, saying Thompson mischaracterized some examples and that "everything that's done by the city staff goes before multiple checks and balances to include the planning commission, City Council."

Members of the citizen group #MakeMinot that is seeking a smaller and more accountable city government is calling for an independent probe.

"I think it's a good opportunity for a complete assessment," spokesman Shaun Sipma said. "We've touted from the beginning that we want to improve our form of city government to make things more accountable, to improve trust."

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

Associated Press State Wire: North Dakota (ND)  
February 23, 2016

**Minot residents get up-close look at new airport terminal**

Section: Business, News

Minot-area residents got an up-close look at the city's new \$43 million airport terminal over the weekend. The facility doesn't become operational for another week, but officials held a public open house on Saturday and thousands of people showed up, according to the Minot Daily News and KMOT-TV.

The project, which took about five years to complete, included an initial study, design work and 2½ years of construction, according to Airport Director Andy Solsvig. "The facility is a game-changer for the community," City Manager **Lee Staab** said.

Minot is on the edge of the western oil patch, and passenger numbers at the airport have tripled in recent years as energy production has boomed. The new terminal will be able to handle about 300,000 annual boardings — three times the number of the current facility.

Passenger numbers in North Dakota last year dropped by about 5 percent from the previous year, largely due to the slump in the oil industry. Boardings are still about double what they were before the oil boom began in earnest in 2008.

Minot's new terminal has six gates, four with jet bridges. It also has state-of-the-art monitors and boarding areas, a sports bar-style restaurant and a play area for children. It has hundreds of window panes to allow in natural light. "The community really needs a modern, nice airport," said Michael Arellano, who lives at Minot Air Force Base.

The last flight at the old terminal is Sunday night. The first flight from the new facility is Monday morning, Feb. 29. Local officials will conduct a ribbon-cutting ceremony. An official dedication that will include Gov. Jack Dalrymple is scheduled for May 6.

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

Billings Gazette, The (MT)  
February 2, 2016

**years since flooding have been difficult**

Author: Barry Amundson

Milo Schmeichel lived along the Souris River in Minot for 40 years. He's no longer there as the sometimes confrontational buyout of his home and half-acre of land was finalized in mid-January. Although he wasn't all that happy with the price he got for his home and land and argued with the city about appraisals and other property issues, he no longer has to worry about flooding — like during the city's worst-ever flood in 2011 that left water inside his home over the top of the doorways. He wasn't alone in that flood that is nearing its five-year anniversary as more than 4,100 businesses and homes were inundated with the late June floodwaters causing the evacuation of 12,000 city residents.

Schmeichel — a contractor who was nearing retirement — tore down his home and moved into a manufactured house after the flood. That's what he sold, along with the land and an unattached garage, to the city in the buyout. His home is about the 230th to be purchased along the river that winds through the city, but there are hopes that more deals can be done in the coming months as glimmers of hope emerge in Minot that flood protection is finally getting closer.

For many, though, it's been a difficult five years. Schmeichel said he can't retire yet because of payments on his new home in the southern hills of Minot, but he said there's "not much you can do about it. You have to go along with your life — go with the flow. But I know I'm a lot poorer now than before the flood. "There are a lot of people more disgusted with the city than I am (about the buyout procedures and federal regulations). But you have to go on with your life and make the best of what you are going to get. I lost some sleep over this, but I don't want to fight with the city anymore." He loved his home along the Souris that curls from Canada through north-central North Dakota and back into Canada. The riverside lot had little wind, no close neighbors and a quiet seclusion away from the main roadways. "But I'm just glad it's over with," he said. However, what's not over is the long road still ahead — but perhaps getting closer — for the city as it nears that fifth anniversary of the flood.

**'The forgotten flood'**

Despite being one of the worst in the state's history, U.S. Sen. Heidi Heitkamp, D-N.D., calls it "the forgotten flood." Because of that, Minot Mayor Chuck Barney said he's not going to quit telling the story of the flood that destroyed parts of the city that has now grown from about 40,000 people in 2010 to 50,000 or more with the onset of the oil boom. Barney plans to keep memories of the 2011 flood alive until the work is done to complete a greenway park area along the river, move city hall and housing to higher ground and get permanent flood protection walls and levees in place with a diversion ditch. The city's big boost earlier this month — that raised spirits — was when it won a competitive federal grant from the Department of Housing and Urban Development for about \$74 million to help in at least part of that work. Barney said the city already has started a "plan of action" to use the funds. HUD gave the city 90 days to further

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

develop what they want to do with the funds. However, there's been no official word yet either or how the city can use the HUD funds — with word expected by late February.

In the city's application for the grant, some of the Minot plan highlights were expanding on the home buyout program to increase the approximate 230 already purchased and move city offices out of the floodplain to downtown. The plan also calls for moving the Minot State University art and nursing programs downtown and creating that green space along the river that will connect parks on the west and east side of the city and provide an area for higher water.

The mayor said there simply "ecstatic" over receiving the grant that Heitkamp said "rose to the top" after the Minot application was received and reviewed by numerous federal agencies and selected from 40 finalists including those from New York City and New Orleans. Not bad for a small city, Barney said. He said one of the keys, he thought, was that they held 67 community meetings to gather input and support for proposed projects. It also didn't hurt that the state's congressional delegation, including hometown native U.S. Sen. John Hoeven, R-N.D., have been working to keep the plight of Minot alive in Washington, D.C.

Barney and city manager **Lee Staab** have made numerous visits to the nation's capital as they continue to pursue the federal dollars needed to finish projects. They always bring along a video of the flooding five years ago to help tell the story. "We know we have a problem out there (in D.C.) when some refer to our city as Mee-not," Barney said. State funding has also been a big help, Barney added.

The next major effort is to secure funding to complete permanent flood protection — similar to what's in place in Grand Forks and advancing in Fargo — to prevent another disaster. A key to that is working with and securing funding from the U.S. Army Corps of Engineers or other possible federal sources. Already underway is the first part of the plan from funds received earlier to protect the city's water treatment plant along the river. Barney said the work is already in progress and should be done by the summer of 2017.

Other permanent flood protection work almost completely designed and ready to go are floodwalls, levees and pumps. The work will stretch along the river from its bottom in the middle of the city to where hills take care of flood worries. Barney said these projects are planned in three phases with a critical fourth phase needed to complete the protection. The fourth phase includes a completion of the floodwalls and a diversion channel that will mean about 60 percent of the land flooded in 2011 is protected providing a major effect on flood insurance rates for many city residents. City finance director Cindy Hemphill said the city is still looking for funding to complete the first phases of the project. "We're about \$40 million short," she said. "We continue to pursue funds from state, federal or anyone who wants to help," she said. "We'll even take donations," she said, half in jest. Hemphill hopes dirt can be turned in 2017 on the first floodwalls and levees, although work continues on the design and environmental assessments. Then it'll be time to work towards starting on the diversion ditch — also a key and final part of the project. It's hoped design work on that final phase can start before then.

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

[CB&A Note: Only the information relevant to **Lee A. Staab** is listed below.]

eNews Park Forest (IL)  
August 20, 2015

**Mayor Emanuel Launches Resilience AmeriCorps with Cities of Service, Corporation for National and Community Service and The Rockefeller Foundation**

Author: Gary Kopycinski

CHICAGO—(ENEWSPF)—August 20, 2015. Mayor Emanuel today joined Cities of Service, the Corporation for National and Community Service and the Rockefeller Foundation to announce the 10 cities which together form the first Resilience AmeriCorps cities in the United States. The cities of Anchorage, Ala., Boulder, Colo., Chicago, Ill., El Paso, Texas, Minot, N.D., New Orleans, La., Norfolk, Va., Pittsburgh, Pa., Phoenix, Ariz., and Tulsa, Okla. were selected for local vulnerability to climate-related risk, demonstrated commitment or efforts to improve environmental resilience, and City Hall capacity to host and implement Resilience AmeriCorps in their cities.

The Obama Administration announced the Resilience AmeriCorps initiative on July 9 in response to recommendations from the White House's State, Local, and Tribal Leaders Task Force on Climate Preparedness and Resilience. Each Resilience AmeriCorps city will receive \$25,000 and dedicated AmeriCorps Volunteers in Service to America (VISTA) members with which to implement programs that engage residents, community and nonprofit leaders in impact volunteering and other efforts to improve climate-related risk awareness, planning and resilience in low-income communities. The first-year pilot leverages Rockefeller Foundation support, Cities of Service's expertise and VISTA members from the Corporation for National and Community Service to build and lead impact volunteering initiatives in concert with each city's mayor's office, spearheading citizen engagement efforts that include education, facilitation and program implementation and using service as a strategy to achieve greater civic resilience.

The U.S. Department of Energy (DOE), Environmental Protection Agency (EPA) and National Oceanic and Atmospheric Administration (NOAA) will extend subject-matter expertise and specialized support to the Resilience AmeriCorps initiative, including strengthening local program leaders' understanding of climate-related risks and helping them to create a comprehensive suite of responses to address them.

Resilience AmeriCorps cities were selected by committee comprised of senior staff and experts from Cities of Service and the Rockefeller Foundation, in conjunction with the Corporation for National and Community Service and its federal partners. The cities are:...

Minot, North Dakota  
Mayor Chuck Barney  
City Manager **Lee Staab**  
Chief Resilience Officer Donna Bye



**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

Population 46,321

The initiative builds on an existing partnership between Cities of Service and the Corporation for National and Community Service. Earlier this year, Cities of Service launched neighborhood revitalization initiatives with AmeriCorps VISTA members in seven cities across the country. Resilience AmeriCorps applies the same model of embedding VISTA members in City Halls, where city chief executives benefit from increased capacity and support with which to design and deliver sustained community programs that meaningfully address specific local challenges.

The Rockefeller Foundation has invested more than half a billion dollars in building resilience around the world over the past decade, from early involvement providing support to New Orleans in the aftermath of Hurricane Katrina, to its 100 Resilient Cities global effort, to its continuing partnership with the Department of Housing and Urban Development to innovate in how federal disaster recovery dollars are spent – first with Rebuild By Design, a competition to drive resilient recovery in Hurricane Sandy-affected communities in the Northeast, and currently through the National Disaster Resilience Competition (NDRC). Resilience AmeriCorps opens a new chapter in the Foundation's commitment to building resilience across the United States, one that reflects its long history of supporting the next generation of innovators and leaders.

###

Cities of Service is a national nonprofit that supports a nonpartisan coalition of mayors and city executives to design and implement high-impact volunteering initiatives addressing multiple issues from supporting youth and education, to disaster preparedness and neighborhood revitalization. It provides technical assistance, programmatic support, planning resources, and funding opportunities. Founded by Michael R. Bloomberg in 2009, Cities of Service is comprised of more than 200 cities in the U.S. and UK whose mayors are committed to engaging citizen volunteers to solve local pressing challenges. Cities of Service helps coalition cities share solutions, best practices, and lessons learned, as well as spreads awareness about meaningful work happening in cities. Learn more at [www.citiesofservice.org](http://www.citiesofservice.org), and @citiesofservice on Twitter, Instagram and Facebook. The Corporation for National and Community Service is a federal agency that engages more than five million Americans in service through its AmeriCorps, Senior Corps, Social Innovation Fund, and Volunteer Generation Fund programs, and leads the President's national call to service initiative, United We Serve. For more information, visit [www.NationalService.gov](http://www.NationalService.gov).

For more than 100 years, The Rockefeller Foundation's mission has been to promote the well-being of humanity throughout the world. Today, The Rockefeller Foundation pursues this mission through dual goals: advancing inclusive economies that expand opportunities for more broadly shared prosperity, and building resilience by helping people, communities and institutions prepare for, withstand, and emerge stronger from acute shocks and chronic stresses. To achieve these goals, The Rockefeller Foundation works at the intersection of four focus areas – advance health, revalue ecosystems, secure livelihoods, and transform cities – to address the root causes of emerging challenges and create systemic change. Together with partners and grantees, The Rockefeller Foundation strives to catalyze and scale transformative innovations, create unlikely partnerships that span sectors, and take risks others cannot – or will not. To learn more, please visit [www.rockefellerfoundation.org](http://www.rockefellerfoundation.org).

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

Associated Press State Wire: North Dakota (ND)  
June 23, 2015

**Minot still in the running in flood grant competition**

Author: unknown

Minot has advanced in a national competition for a portion of nearly \$1 billion in federal disaster recovery money as it continues to rebound from Souris River flooding in 2011. Minot, Ward County and the Souris River Joint Board together have been competing against nearly 70 other applicants in the Housing and Urban Development's National Disaster Resiliency Competition, which aims to help communities recover from disasters and make them better able to handle future disasters by giving them up to \$500 million.

The Minot-area bid is among 40 that have advanced to the next round, based on an outline of what they want to achieve. Those selected for the competition's second and final phase will now develop specific projects, due in October, with award recipients named early next year.

The Souris River flood damaged or destroyed more than 4,000 homes and other structures in Minot in June 2011, causing nearly \$700 million in damage. The city submitted a competition proposal in March focusing on five areas: flood protection and river management; safe, affordable housing; resilient transportation and infrastructure; economic development; and strategies to support vulnerable populations. The city earlier this month appointed longtime City Planner Donna Bye as chief resilience officer to bolster the bid.

Minot will hold public meetings as it develops its specific project, as it did when it developed the outline, according to City Manager **Lee Staab**. "It is critically important for us to have the public's input as we really get into the nuts and bolts of what we can do with these federal funds" should Minot be awarded any money, he said.

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

Bismarck Tribune, The (ND)  
March 12, 2015

**Minot parking ramp impasse ends**

Author: unknown

A months-long impasse on the construction of two parking ramps in downtown Minot has ended. City officials on Wednesday said construction will begin later this month and the structures are expected to be completed this year.

Two parking lots were torn up in November 2013 so construction could begin on the ramps that are to provide 225 parking spaces, but activity stopped shortly afterward when subcontractors left after not getting paid.

Minot City Manager **Lee Staab** says the contractor continues to resolve difference with subcontractors, but the city isn't a party on those discussions.

The city originally set aside about \$5.5 million in federal disaster recovery money it received after the 2011 Souris River flood for the ramp projects. Road closures and detours will be announced in the following days.

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

Bismarck Tribune, The (ND)  
February 17, 2015

**Minot finalizing recovery application**

Author: unknown

Minot is finalizing its application for part of nearly \$1 billion in federal grant money to boost flood recovery efforts. The city, Ward County and the Souris River Joint Board together are competing against nearly 70 other applicants in the Housing and Urban Development's National Disaster Resiliency Competition, which aims to help communities continue recovery and enhance resilience for future disasters.

Minot is recovering from the June 2011 Souris River flood that damaged or destroyed more than 4,000 homes and other structures, causing nearly \$700 million in damage.

City officials on Tuesday night are holding their final public meeting to gather input on what should go into the application. The first phase of the competition requires communities to develop an outline of what they want to achieve. "The public input that we've gotten from the first two meetings, we're going to tell them (Tuesday) what we've received and here's what our application looks like and then we want the public input to say we either missed something or we have it all in there," City Manager **Lee Staab** said.

The application is due March 15. HUD will announce results in June. Those selected for the competition's second phase will develop specific projects that will be eligible for up to \$30 million. Projects are due in October, with award recipients named in December.

"We need to embrace the fact that we have an asset called the Souris River instead of fearing the fact that we have the Souris River coming through the city," **Staab** said. "That's really the type of attitude we are taking to this entire competition, and that's the vision we are taking to this first application."

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

<https://www.theminotvoice.com/minot-news/city-council-changes-leases-on-parking-garage-projects-3680/>

TheMinotvoice.com  
October 17, 2014

**City Council Changes Leases on Parking Garage Projects**

Author: Josh Wolsky

— City of Minot Official News Release —

The Minot City Council today amended leases on the parking garages currently under construction in downtown Minot. In order to get construction of the downtown parking structures back on track, the Minot City Council amended leases with the developer, Cypress Development, so they could secure additional funding necessary to complete the project.

City Manager **Lee Staab**: “It’s incredibly important that we get the construction of these parking structures back on track. We must allow access to downtown residents and business owners, as well as keep parking available so we can continue to encourage people to patronize downtown Minot.” **Staab** says the city continues to work with the primary contractor, Shaw/Lundquist so the project can move forward as quickly as possible.

City Finance Director Cindy Hemphill informed the council that this is the first step to getting the parking structures back on track, and that the developer hopes to secure financing within 60 to 90 days of the new agreements being signed.

It is important to note that there is no disagreement between the City of Minot and the developer or the contractors. This was simply action taken by council to help the developer secure additional funding.

The City Council approved the following:

The following documents from the original set of documents approved by the Council will be terminated in their entirety.

Four Year Leases (both sites)  
Declaration of Condominium Agreements (both sites)  
Memorandum of Purchase Options

The following documents are either new or amended with a brief explanation as necessary:  
Nine Year Leases (both sites) – The nine year leases call for the developer to construct and complete the projects. The developer will own and operate the commercial and residential properties. The city will own the parking structures. During the term of the lease the developer agrees to pay rent (“Rent”) to the City as follows: (a) each year on January 1, Developer pays the City One Hundred Dollars (\$100); and (b) in addition on October 15, 2016, Developer shall pay

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

the City One Hundred Twenty Eight Thousand Seven Hundred Fifty Dollars (\$128,750); on October 15, 2017, the Developer shall pay the City \$127,500 and on October 15, 2018, Developer shall pay the City \$126,250.

In addition to the Rent due to the City, income received from the use of the Parking structures, and costs incidental to the maintenance thereof, must be reported to the City on a quarterly basis.

For purposes of such Federal reporting requirements, “Program Income” shall be defined as annual revenue generated from Public Parking Passes (net of fifty percent (50%) of the operating expenses, maintenance and replacement reserves) in excess of \$25,000.00. Program Income must be returned to the City on an annual basis for use by the City on eligible CDBG activities.

99 Year Leases (both sites) – The 99 year leases commence upon substantial completion of the project improvements. During the term the developer agrees to pay to the city as follows: (a) \$100 per year for the land lease; (b) \$100 per year for the parking improvement lease. Program income will remain the same as defined in the nine year leases.

Cypress Development Management Agreement – provides that Cypress Development will provide management and development services related to the Renaissance and Central Avenue Sites. It further requires Cypress to pay all expenses, costs, and advances related to the development of the properties as described in the Development Agreement and the Work Letter.

Amendment to the Development Agreement to acknowledge the changes to the ground leases. Added Exhibit F – Parking Management Agreement Proposed Terms – all revenues from the weekday and all hours public passes will be used to determine the program income, 129 spaces.

All other income will be for the benefit of the developer as manager of the parking ramps.

Changes to Exhibits F-1 and F-2 to allow for the opportunity to change the funding schedule if additional loans are grants are provided to the city and to acknowledge the change in the funding required for the project.

Amendment to the Construction Management Agreement replacing W&B Construction Management Services with Gallagher Construction Services, LLC.  
Amend the Work Letter to be consistent with the Development Agreement.

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

Bismarck Tribune, The (ND)  
October 16, 2014

**New Minot city manager seeks community engagement**

Author: Jill Schramm

A runner who logs 10 miles a day, Minot's new city manager has covered a lot of ground in his first few weeks on the job. Besides exploring various neighborhoods, **Lee Staab** has been getting a look at what goes on inside and outside Minot city government. Whether running, visiting the mall or taking in a local event, he strikes up conversations with people to find out what they think about community. "They would very sincerely tell me about some of the issues that, from their perspective, are facing the city," he said. "Everybody has a perspective on the growth. That's probably the number one issue I speak to people about."

**Staab** said he may not be able to reduce the amount of traffic or finish the street construction any faster, but he is committed to ensuring Minot's quality of life isn't jeopardized as it grows. The best way to do that is to involve as many people as possible in the conversation, he said. His excursions into the community have shown him the importance of strong neighborhoods, the energy of downtown, the challenges of business ownership and the impact of property taxes on elderly residents on fixed incomes. The faces of the people he's met and their insights into life in Minot linger with him long after the encounters, he said.

As he runs, he said he reflects on the people who have entrusted him with an obligation to do the right thing for Minot. "We have such an energy here and such an opportunity to do this right, and I hope that I can help to make the right decisions so we can develop the city of Minot for the people who have chosen to call Minot home for many generations and those who are choosing it now and for the next generation to come," **Staab** said.

**Staab** said his positive impression of Minot from a visit last July has been reinforced in his first two weeks on the job. However, he also sees Minot as a community still recovering three years after a devastating flood. People have told him they want to see progress, and **Staab** said he is committed to that. "We have a responsibility to revitalize that area," he said. "We have a continuing responsibility to not only those people who have chosen to rebuild in that area, but to people whose homes will eventually be purchased by the city." "I am very impressed with the quality of solutions the city is looking at in order to assist the people who were affected by the flood. When I look at the actions we are taking now and the conversations we are having with people who are most affected," he said. "Everyone has concern for that individual homeowner. They are trying to do the right thing and they have developed enough varied solutions that, given enough time, hopefully, we can address the issues with each of those homeowners."

**Staab** said he intends to devote a great deal of effort to flood protection. He already has met with the State Water Commission and plans to meet with the U.S. Army Corps of Engineers, an organization of which he once was a member. **Staab** was a colonel in the Army and deputy commander in Fort Riley, Kansas, when he retired from the military in 2006. He had been with

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

the Army nearly 28 years, serving in the Pentagon at the time of the terrorist attack in 2001. Upon his discharge, he went to work with a company providing services to the U.S. government, largely working in Iraq and Afghanistan.

He tells a story about posting his philosophy on a board at work upon assuming his first command in the Army. He later discovered no one ever read it. Nor did anyone read the two-page philosophy he later posted at his next command. By the time he was named commander with the Army Corps of Engineers in Europe, his philosophy was down to a single sentence, which he had his staff, scattered across Europe, translate into their local languages. He would start staff meetings with that statement. "What I wanted people to understand is that we are going to seek a lot of assistance internally within the organization in order to do the right thing. As long as we respect other people's opinions, we will come up with the right thing to do," he said. "We were very successful and we got a lot of opinions from people. What I learned from that is there's never anyone's voice too small to be heard."

It was a four-star Army general who taught him another lesson about brevity when he insisted **Staab** cut a 15-page presentation in half and present it in 16 minutes. **Staab** said it's that kind of terse, memorable message he wants to take to the state Capitol in Bismarck to educate legislators about Minot. "There has to be a clear, concise vision of where the city needs to go, and all the people who are driving that change can't lose focus on what the broader vision is," he added. "If you get caught up in day-to-day details, you get frustrated with the lack of progress. We need to not lose focus. I cannot lose focus. We need to make sure we continue to press forward."

He noted there are good city employees and a lot of other smart people from the city council to the business district working on developing Minot for the future. "I am almost in awe at the amount of energy that's put into doing that," he said.

As he adds his energy to the mix, **Staab** is hoping his future decisions for the community turn out as well as the choice that brought him and wife, Wanda, to Minot. "In the two weeks we have been here," **Staab** said, "it's just affirmed that we made the right decision."



**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

Bismarck Tribune, The (ND)  
July 23, 2014

**New Minot city manager to start in mid-September**

Author: unknown

Minot City Council President Mark Jantzer says the experience of the incoming city manager will be valuable as the community continues its recovery from the 2011 Souris River flood.

**Lee Staab**, 57, graduated with an engineering degree from the West Point military academy and later earned his master's degree in engineering from the University of Illinois.

He worked for the Corps of Engineers for 28 years before spending more than seven years in private industry. He has made more than 50 trips in connection with his work to Iraq, Afghanistan and the United Arab Emirates.

The City Council officially hired **Staab** for the city manager job at a special meeting on Friday to replace the retired David Waind. He starts his duties on Sept. 15.

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

[CB&A Note: Only the information relevant to **Lee A. Staab** is listed below.]

[http://perrypark.org/wp-content/uploads/07\\_2014\\_Minutes.pdf](http://perrypark.org/wp-content/uploads/07_2014_Minutes.pdf)  
July 3, 2014

**MINUTES**  
**Perry Park Metropolitan District**

Board of Directors Meeting  
Location: Perry Park Country Club

Walt Korinke then introduced **Lee Staab** to the Board. **Lee** has agreed to fill the remaining two years of the term to which Gary Masterman had been elected. **Lee** gave a short summary of his background and explained his most recent employment with the Army Corps of Engineers.

Walt then moved, and Jim Cassidy seconded, to accept **Lee Staab** to the Board of Directors. Walt administered the oath of office to **Lee**. **Lee** will serve as Vice President.

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

Business Wire  
May 10, 2012

**Versar, Inc. Announces Plans to Acquire Charron Consulting Construction, Inc.**

Author: Michael J. Abram

Versar, Inc. (NYSE Amex: VSR) announced today that it has reached an agreement to acquire Charron Construction Consulting, Inc. (“Charron”). Charron, headquartered in Dulles, Virginia, is a national construction project management firm that has provided construction management services since 1992 for a broad spectrum of projects including office, retail, industrial, civic, and various government facilities. The Charron transaction is expected to close within the next 30 days and contains customary conditions to closing. The acquisition price will range between \$3.0 - \$3.5 million and will be satisfied with cash, a seller note, and payments under an earn-out. The acquisition is expected to be accretive in the first year. Charron is expected to provide the Company with over \$4.5 million in annualized gross revenue and contracted backlog of over \$8.8 million. Tony Otten, CEO of Versar, said, “The acquisition of Charron Construction Consulting is a great strategic fit for Versar and will strengthen our U.S. based construction management practice. We are extremely excited about the opportunities this combination offers and expect the combination to solidify our global engineering and construction division.”

Charron’s management will stay intact and report to **Lee Staab**, Versar’s Engineering and Construction Group’s Sr. Vice President. Chris Charron, Charron Construction Consulting, Inc. CEO, said, “This combination will provide new opportunities for us to expand our federal government construction management work and leverage Versar’s existing client base.”

VERSAR, INC., headquartered in Springfield, VA, is a publicly held international professional services firm supporting government and industry in national defense/homeland defense programs, environmental health and safety and infrastructure revitalization. VERSAR operates a number of web sites, including the corporate Web sites, <http://www.versar.com>, <http://www.homelanddefense.com>, <http://www.geomet.com>; <http://www.viap.com>; <http://www.dtaps.com>; [www.ppsgb.com](http://www.ppsgb.com); [www.adventenv.com](http://www.adventenv.com).

CHARRON CONSTRUCTION CONSULTING, INC., headquartered in Dulles, VA, provides professional project and program management services for governmental, judicial, commercial, institutional, retail, and industrial clients. Services include a full spectrum of agency construction management roles as well as LEED/sustainability consulting. Charron operates its corporate website as [www.charronconsulting.com](http://www.charronconsulting.com). This news release contains forward-looking information. The forward-looking statements are made pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995. Forward-looking statements may be significantly impacted by certain risks and uncertainties described herein and in Versar’s Annual Report on Form 10-K filed with the Securities and Exchange Commission for the fiscal year ended July 1, 2011, as updated from time to time in the Company’s periodic filings. The forward-looking statements are made as of the date hereof and Versar does not undertake to update its forward-looking statements.

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

Associated Press News Service, The  
April 27, 2007

**State law could aid Army push for greener installations, KS**

Author: John Milburn

FORT RILEY, Kan. (AP) - A new state law could pave the way for a project at this Army post converting garbage into fuel for machines and vehicles or even into something ground up and layered on 127 miles of tank trails. It's the latest example of military efforts to be better stewards of the environment and part of a goal of getting 25 percent of the military's energy from renewable sources by 2025.

Gov. Kathleen Sebelius signed a bill Friday allowing the state to work with federal agencies and private contractors to secure funding for energy conservation projects, such as the one at Fort Riley. It also removes a \$5 million cap on energy conservation improvements for state facilities. "This is a way that we can speed that process along," Sebelius said after signing the bill. "It's good public policy."

A demonstration project by Tepas, Inc., of California is showing the Army and surrounding communities how to convert tons of waste to renewable fuels and materials for roughly the cost of sending it to a landfill. Called a plasma electron melter, or PEM, the technology was designed to deal with hazardous waste but has evolved for general use, lessening the cost of placing waste in a landfill and monitoring that waste. "The potential is pretty incredible, if you think about it. The days of the incinerator and landfill could be over," said Col. Ty Smith, Fort Riley's garrison commander. "Whether the thing proves out or not, I don't know."

The project began earlier this year when a mobile unit was built and brought to Fort Riley for demonstrations, and the tests will continue through June. If adopted, a two-burner unit could be operating within two years. The company wouldn't disclose the total cost of such a unit. The waste project joins other environmental projects at Fort Riley, including recycling more than 26 million pounds of waste each year and establishing a conservation buffer to prevent urban encroachment on its perimeter. "Even doing all of that, there a certain amount of waste that we're going to generate," said Herb Abel, chief of Fort Riley's environmental programs.

If the PEM technology pans out, it will eliminate waste generated each day by more than 12,000 soldiers, their families and civilian employees on post. The post also could mine existing waste contained in landfills on post. Abel said waste that isn't recycled now is taken to area landfills and buried.

And Chuck Williams, assistant deputy undersecretary of defense for installations, said: "One of the things we're striving for is seeing how quickly we can make our installations self-sufficient for energy." "If this turns out to be a technologically viable and inexpensive way to do that, just think of all the things we put into landfills that we no longer have to put in to landfills," he said. "It's a win-win situation for everybody, especially if they share it with the city of Manhattan."

**Internet – Newspaper Archives Searches**

**Lee A. Staab**

*(Articles are in reverse chronological order)*

---

**Lee Staab**, a retired Army colonel who once served at Fort Riley now a regional director for Tepas, said its technology creates renewable energy, such as liquid fuels or gases for generating electricity or powering vehicles. A solid byproduct, a glasslike substance, can be ground for use as construction aggregate or road ballast or ground finer for use in roofing shingles. **Staab** said a ton of waste, which would consume 180 cubic feet of landfill space, can provide 2 cubic feet of reusable byproducts.

The technology was developed by the Department of Energy and Innovative Environmental Technologies more than a decade ago. When **Staab** joined Tepas, he asked whether it could be re-engineered and demonstrated to Fort Riley officials. The demonstration has gone well so far, he said. "When you look at fees for landfills and transportation, it's very competitive with that," **Staab** said. "With the cost of the fossil fuels, costs are increasing. The larger the system, the more cost effective."

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

February 28, 2007

**In the United States Court of Federal Claims**

No. 04-1719 C, No. 05-114 C, No. 05-1172 C, and No. 06-49 C  
(CONSOLIDATED)

(Filed: February 28, 2007)

Motion to compel responses to requests for production of documents; RCFC 26; RCFC 37; work product privilege; attorney-client privilege; duty to preserve evidence; restoration of back-up tapes

**DAMICH**, Chief Judge.

Before the Court in this government contract case is Plaintiff's Motion for Order Compelling Discovery with Respect to Defendant's Responses to Plaintiff's Requests for Production of Documents in Case Nos. 04-1719C, 04-1792C<sup>1</sup> and 05-144C. For the reasons set forth below Plaintiff's motion is GRANTED-IN-PART and DENIED-IN-PART.

<sup>1</sup> To the extent that Plaintiff seeks relief in Case No. 04-1792, the motion filed in this consolidated case (Case Nos. 04-1719, 05-114, 05-1172, and 06-49) is improper.

The Plaintiff, AAB Joint Venture, entered into a contract with the Defendant, United States, Government to design and construct a storage and logistics base in Elad, Israel for use by the Israeli Defense Force. When AAB performed exploratory borings, the ground revealed different subsurface conditions than those shown in the geological report. AAB then filed suit requesting compensation for the increased costs incurred as a result of the alleged differing site conditions. AAB filed 4 additional complaints concerning this subject.

In 2005 AAB served the United States request for production of documents and interrogatories. Plaintiff contends it has not received any response from Defendant on these requests. Defendant identifies individuals who observed Plaintiff's, and or its subcontractor's earthwork, and/or foundation excavation operations on the project. The communications went back and forth with the Plaintiff writing that they did not receive all that was asked for from the material the Defendant was sending.

Below are the 3 paragraphs in which Mr. **Staab** is mentioned:

- In response to Interrogatory 1(f), Defendant identified the following 27 individuals known to have generated email related to the subject matter of this litigation: ...Colonel **Lee A. Staab**;...
- ... memo from Col. **Staab** to MOD, which refers to February 10, 2003, letter from MOD regarding geotechnical issues;h. ...
- The individuals for whom no e-mails have been produced, according to Plaintiff, are...Colonel **Lee A. Staab**,... Pl.s Mot. at 22.7mails, correspondence, or other documents from these individuals.

[CB&A Note: To view the entire case, please follow the link below.]

<https://fddocuments.us/document/in-the-united-states-court-of-federal-first-request-for-production-of-documents.html>

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

Manhattan Mercury, The (KS)  
August 16, 2005

**Post welcomes - new leaders for - expansion era**

Author: April Blackmon

FORT RILEY - Two soldiers were welcomed back to Kansas recently as they get set to help in Fort Riley's upcoming expansion. Col. Dana Pittard assumes responsibilities as the assistant division commander (maneuver); and Col. **Lee Staab** takes over as assistant division commander (support).

Both are to serve vital roles as Fort Riley prepares for expansion with the arrival of the 6th Brigade, 25th Division and the return of the 1st Infantry Division, said Maj. Gen. Dennis E. Hardy, commander of the 24th Infantry Division (Mechanized) and Fort Riley. "**(Staab)** is going to be a key component of this team," Hardy said.

In his introduction of Pittard, Hardy said, "Now, as the Big Red One gets ready to return, I look at **(Pittard)** as the leading edge in that maneuver." Pittard began his military career at Fort Riley in 1982 after graduating from the United States Military Academy at West Point. He returns to the post after serving as commander of the 3rd Brigade, 1st Infantry Division, which deployed in support of combat operations in Iraq from 2004 to 2005. "Let there be no doubt. It is a war we must win," Pittard said.

**Staab**, a native of Hays, also graduated from the United States Military Academy at West Point. He first served as platoon leader and executive officer of Company B, 34th Engineer Battalion at Fort Riley. **Staab** later returned to Fort Riley as commander of the 70th Engineer Battalion. **Staab** returns to the post after serving as commander of the U.S. Army Corps of Engineers, Europe District, in Wiesbaden, Germany.

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

<https://ufdcimages.uflib.ufl.edu/AA/00/06/14/30/00005/Fall-2002.pdf>

Engineering in Europe  
U.S. Army Corps of Engineers, Europe District  
Fall 2002

**Change of Command**  
**Engineering in Europe**  
Author: Brian Temple

Col. **Lee A. Staab** took command of the U.S. Army Corps of Engineers, Europe District from Col. Michael R. Pelkey, July 24 in Wiesbaden, Germany. Approximately 240 guests gathered at the Wiesbaden Army Airfield to witness the exchange of the colors. **Staab**, who recently served as the Executive Officer, Assistant Secretary of the Army (Installations and Environment), said he and his family are privileged to work with the Europe District team. “We’re looking forward to working with you, working for you, and living among you during the next three years,” he said to District employees, United States Army Europe (USAREUR) and Bauamt officials, and customers. “I pledge to continue providing professional engineering support while building a strong relationship with you all.”

Building relationships and providing quality service are cornerstones the District builds upon. Cultivating both while tackling new challenges will be a task for **Staab**, said Brig. Gen. M. Stephen Rhoades, Commander, North Atlantic Division. “This is a great organization. Mike [Pelkey] has positioned this organization for success and you’ve got the flag of responsibility. You will continue ... to bring this organization to the next level of success. I have every confidence in you to be able to do that,” Rhoades said.

Rhoades said Pelkey moved the District forward through some of the most difficult times it has seen in 40 years, and that the District is poised for **Staab** to continue its pattern of growth. Col. **Lee A. Staab** holds the Europe District Colors across from outgoing commander Col. Michael R. Pelkey during the July 24 ceremony. Brig. Gen. M. Stephen Rhoades, North Atlantic Division Commander, at left, officiated. Lloyd Caldwell, Deputy District Engineer, also participated.

Europe District will be key in meeting the needs of the nation through deployments and future contingencies, Rhoades said, and **Staab** will hold the reins of the District as it moves toward protecting the interests of the free world. Rhoades said through the District’s leadership and teamwork, Europe District has gone beyond Europe to a global reach. Pelkey also recognized the team’s accomplishments. “You look across Europe and you look at all the installations and all the projects that have been accomplished in the last three years – it’s mind-boggling,” Pelkey said. Pelkey ends his three-year tour to become the director of the Common Leader Training Directorate at the Maneuver Support Center, Fort Leonard Wood, Mo

[CB&A Note: Also found on this website - ‘Golden Rule gilds work environment’ by Col. **Lee A. Staab**]



**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

Manhattan Mercury, The (KS)  
June 6, 1999

**Engineer Battalion to Change Command**

The 70th Engineer Battalion will change command Thursday at 9 a.m. on Cavalry Parade field. The outgoing commander is Lt. Col. **Lee Staab**. He will take over as the Post Inspector General.

The incoming commander will be Lt. Col. Mark Loring. He is coming from the 937th Engineer Group where he was the deputy commander.

**Internet – Newspaper Archives Searches**  
**Lee A. Staab**  
*(Articles are in reverse chronological order)*

---

[CB&A Note: Only the information relevant to **Lee A. Staab** is listed below.]

[https://www.pof.usace.army.mil/Portals/35/docs/Library/Archive/1984\\_EGE\\_04.pdf](https://www.pof.usace.army.mil/Portals/35/docs/Library/Archive/1984_EGE_04.pdf)  
April 14, 1984

**US Army Corps of Engineers**  
**Far East District**  
**EAST GATE**  
**EDITION**  
**SEOUL KOREA Vol. II**

Congratulations to Capt. **Lee Staab**, who received the Meritorious Service Medal on March 27. Capt. **Lee Staab** (Pusan Project Office) left on March 29 for Fort Belvoir, Virginia where he will attend the Officer Advanced Course.

---

Research Compiled by:      Shannon Farr  
   Colin Baenziger & Associates