

January 17, 2023

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PATRICK F. GILL
WOODBURY COUNTY
AUDITOR RECORDER
COMM OF ELECTIONS
2023 JAN 17 PM 3:38

Woodbury County Selection Committee

Interviewing Team
Pat Gill
Tina Bertrand
James Loomis

Please entertain my resume and application for the position of Woodbury County Supervisor that is available in the district 3 of Woodbury County.

I would be excited to review my qualifications and experience as to what I can bring to the County Supervisor Team.

Thank you



Willard Brian McNaughton

Willard Brian McNaughton, MS, PHR

2156 HWY 20 Lawton, IA 51030
wbmac@viatel.net 712-251-6062

SUMMARY OF FUNCTIONAL QUALIFICATIONS

Commitment to Community

- Banner Township Trustee -Currently
- Woodbury Board of Adjustments- 2 -5year terms
- Served on KWIT Board – 2 terms
- Served on Lawton Town Council- 1 term

Education

M.S., Instructional Design, Wayne State College, Wayne, NE,
B.A., Environmental Marketing, Westmar University, LeMars, IA, 51031
A.S., HVAC and Energy Management, WITCC, Sioux City, IA, 51104

Management

- Over 30 years of management experience with a proven track record for successfully empowering teams through coaching, effective feedback, mentoring, encouraging creativity, and rewarding efforts
- Management of state grants to fund company-wide internal and external training solutions
- Responsible for managing all training programs, content, and data to ensure organizational effectiveness

Professional Experience

Mac's HVAC Sheet Metal Shop,

May 2002- Present 2023

Successful owner/operator of a HVAC sheet metal and service shop in the Sioux land area

- Managed sales and marketing strategies to build customer base and market share
- Supervised installation and fabrication crews to meet deadlines
- Provided training for employees on the fabrication and manufacture of sheet metal ductwork and fittings
- Instructed employees on proper use of tools and safe procedures
- Scheduled employee workload and monitored progress

Wells Enterprises Inc.,

March 2009- January 2014

Training Specialist,

Develop, manage and evaluate training and organizational effectiveness strategies that promote the development of a skilled, high-performing, motivated workforce focused on the achievement of company key performance indicators.

- Collaborated with business leaders to assess organizational functioning, develop improvement plans, and lead projects that support growth and drive results

- Designed and implemented company-wide training academy utilizing on-demand model, upskilling 100 shop floor employees and supervisors without impacting production or financial bottom line
- Produced company's first Training Manual and Leader's Guide to leverage content to sister plant without adding travel time and expense
- Successfully wrote and secured \$2.5 million grant dollars from State of Iowa used for co-developing employee training with WITCC

**EchoPoint Learning
Owner**

September 2011 - Present

Own, operate, and function as Senior Organization Consultant for consulting/educating/training company specializing in improving individual and organizational performance

- Provide comprehensive training programs for clients
- Design and develop new business practices, thus transforming corporate cultures, team solutions, and facilitating leadership development/training
- Create innovative programs that positively and strategically impact business objectives while guiding organizations to transcend dysfunctional dynamics
- Address deeply rooted, beneath-the-surface systemic causes of organizational problems/conflicts that plague instead of merely tackling known symptoms
- Contribute special insights to understanding and resolving conflicts, demonstrating sensitivity to misunderstandings on both personal and professional levels
- Leverage clients' competencies by providing a common vision and creating an energetic, inspired, and honest atmosphere

Rail Safe Training Owner

March 2008 – September 2011

Managed the training function responsible for designing and deploying rail safety training solutions to ethanol plants

- Partnered with business unit leaders and serve as a strategic resource to assess company-wide training and development needs as well as provide recommendations for change
- Developed an in-house "Trainer Certification program" to ensure integrity and consistency in the delivery of training materials and of the corporate "brand" when utilizing third-party trainers
- 100% Customer Retention Rate during engagement

**Interbake Foods,
Safety Manager,**

Nov 2006- Mar 2008

Responsible for employee health and safety function.

- Designed and implemented safety policies and procedures to ensure that the training needs were met
- Designed and implemented training for OSHA required safety
- Managed workers comp activities with RTW
- Conducted safety audits and implemented changes in work processes on lines.

**Thompson Electric
Safety Manager,**

March 2001- May 2002

Provided site safety leadership, ensure facility compliance with corporate safety standards, implement safety directives, improve safety performance, and ensure facility safety policies and procedures are aligned with governmental regulations.

- Interpreted regulation and rules to ensure compliance of construction work shop
- Conducted job site inspections and audits to maintain safe and profitable work sites

- Prepared all OSHA and work compensation compliance data
- Provided information to government and businesses that requested safety information
- Developed safety training for employee to maintain a safe work environment
- Developed procedures for training employees for proper use of new equipment. Documented training records to ensure training were current for the industry

MidAmerican Energy Company

Month 1995 – Month 2001

Safety Supervisor

Responsible for designing effective safety programs, monitoring safety compliance and reporting safety issues and progress to superiors. OSHA safety managers must identify potential hazards and recommend solutions and ways to prevent them from reoccurring

- Provided management and employees the necessary interpretation and resources on matters relating to OSHA/DOT, Federal, State, Local and Company safety rules and regulations
- Prepared and filed all OSHA inquiries on injuries and manpower reports
- Conducted safety audits of work sites to assure compliance of OSHA/DOT Standards

THIS INFORMATION WILL BE PUBLIC

Information for appointment interview to Woodbury County Board of Supervisors

GENERAL INFORMATION

Name Willard Brian McNaughton
Phone 712-257-6062
Home Address 2156 Hwy 20 Lawton Ia 51030
Street City/State Zip
Email Address whmac@wiatel.net
Employer MAC's HLG & A/C (self employed)
Phone Business 712 944 5353
Business Address 2158 Hwy 20 Lawton IA 51030
Street City/State Zip

PLEASE ANSWER ALL OF THE FOLLOWING QUESTIONS:

Are you a resident of District 3, Woodbury County? Yes No

How many years have you been a resident? 68

Are you a registered voter? Yes No

Have you reviewed Iowa Code §331 to have a general understanding of the office, its powers, and its duties as a member of the Woodbury County Board of Supervisors? Yes No

SERVING ON A BOARD – Are you currently serving on any other appointed Board, Commission, or Committee?

Yes No

If yes, list here:

Banner Township Trustee

Have you previously served on any other appointed Board, Commission or Committee? Yes No

If yes, list here:

Woodbury Board of Adjustments

COMMUNITY INVOLVEMENT – Please describe your past and present community involvement including voluntary, social, city, church, school, business, and/or professional associations you have been involved in and are applicable to this application. (Include dates of involvement and any offices or leadership positions held.)

2-term Board Member @ KWIT Radio

POLITICAL INVOLVEMENT – The position of Woodbury County Board of Supervisors is elected every 4 years, except of cases of vacancy. There are slightly less than two years remaining on the vacant position for which you are applying. At this time, are you interested in running for the position after you fulfill the balance of the term?

Yes No

If yes, please list any campaign experience or involvement that you have had, including dates.

Ran for Position of County Supervisor 2018

REPRESENTATION – The position of Woodbury County Board of Supervisors is elected to serve all of Woodbury County, not just those in the district in which you live. Are you able to serve all of the constituents of Woodbury County – those who live the rural areas, the small communities, in addition to those living in Sioux City? Explain how any applicable experience and qualifications would facilitate your ability to represent and serve all of Woodbury County?

I live & work in rural areas, having served as trustee I have contact with Fire + Ambulance squads in rural Woodbury County.

SPECIAL QUALIFICATIONS – Please list any special qualifications for serving as a Woodbury County Board of Supervisor including skills, training, licenses, and certificates that you feel are applicable:

employee development, Construction Experience, PHR certification safety supervisor,

INTEREST – State why you would like to serve as a Woodbury County Board of Supervisor and what contributions you believe you can make:

I've always participated in community activities, and have a personal interest in seeing Woodbury County be progressive and productive on social & business need in the communities

WORKING RELATIONSHIP – Please state your basic understanding of the working relationship between the Board of Supervisors and other elected officials in Woodbury County, i.e., Attorney, Auditor, Sheriff and Treasurer.

Work in cooperative fashion with each department, then approve budgets, give inputs for supporting success for each.

NEPOTISM DISCLOSURE -- Please list any County employees and their department that you are related to.
(Nepotism will not disqualify an applicant)

None

PERSONAL REFERENCES -- Please list 2 references. The Committee may contact your references:

Name: Ron Stusse

Address: 3938 Forrest View Sioux City

Phone: 712 223-9210

Email: _____

Name: Ray Thomas

Address: 97 Cedar Lawton IA 51030

Phone: 712-899-5915

Email: _____

PROFESSIONAL REFERENCES -- Please list 2 references. The Committee may contact your references:

Name: Dennis Stubbs (Stubbs Construction)

Address: 2628 160th St Merville

Phone: 712 253-4353

Email: _____

Name: Terry Pierce

Address: 533 South St Merville

Phone: 712 251 3118

Email: _____

WOODBURY COUNTY BOARD OF SUPERVISORS REFERENCE -- Have you met or communicated with any of the current or past members of the Woodbury County Board of Supervisors to understand the duties and responsibilities of the Board of Supervisors? Yes No

CRIMINAL HISTORY -- Have you ever been convicted of a crime other than a simple traffic misdemeanor in the last 10 years? (A conviction will not necessarily disqualify an applicant from appointment.) Yes No

If yes, please explain and include the type of offense, jurisdiction in which it occurred, and date of conviction.

Is there any other relevant information that you believe is important for this committee to know about you in considering your application for the vacant seat on the Woodbury County Board of Supervisors?

I understand the role and responsibilities of the Woodbury County Board of Supervisors, and I am willing to serve?

Yes No

Signature William B. M. F. [Handwritten Signature]
Date 1/17/2023