



JAMES M. DAVY ASSOCIATES

Harnessing organizational knowledge for executive solutions



James M. Davy
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Experience

President, James M. Davy Associates, LLC [January 2006 to Present]

*JMDA provides **training and organization development** services to a broad range of business/ corporate, governmental and non-profit agencies. JMDA's area of focus is in the area of: **strategic planning, problem solving, team building, performance management, human resources practices and strategies, management and supervisory skills development and leadership and professional development**. JMDA assists clients streamline business operations and practices. JMDA utilizes a combination of **trainer and facilitation skills and techniques** to assist government, business and non-profit agencies in addressing planning and organizational performance needs.*

Instructor, Mercer County Community College, Center for Training and Development [2006 to present]

Serves as an instructor for courses related to appreciative inquiry, team building, organizational communications, strategic planning, management and supervision, leadership and professional development. Classes and facilitative services are delivered to corporate/business and not for profit clients.

Senior Consultant, Alman Group LLC [October 2006 to Present]

The Alman Group provides comprehensive government affairs and business development support to public, private and non-profit agencies.

Commissioner, Department of Human Services, State of New Jersey; \$10 billion budget; 25,000 employees. [January 2004 to January 2006]

Served as Chief Executive Officer of the Department of Human Services providing services to more than one million New Jerseyans – one of every eight residents-- among them are abused and neglected children; troubled youth and families; people with low incomes and residents who are mentally ill, developmentally disabled, blind, visually impaired, deaf, hard of hearing, have late onset disabilities, or

are addicted to drugs or alcohol. DHS is the state's largest cabinet level agency encompassing 12 Divisions, 25,000 employees and a budget for Fiscal Year 2006 of more than \$10 billion.

Child Welfare Reform

Planned and led a sweeping \$320 million transformation of the State's Child Welfare System—the most comprehensive reform of any child welfare system in the nation.

Decreased workers' caseloads to a historic low, implemented state of the art training, instituted national best practices for case interventions, improved medical services for DYFS children, expanded child abuse prevention services, increased services for substance abuse and mental health treatment, and expanded opportunities for disadvantaged families. Also launched a Safe Child Consortium comprised of corporate leaders, as well as created a Safe Child Fund to accept tax-deductible contributions to introduce child abuse prevention strategies statewide. Initiated collaborative innovative service initiatives with The Department of Community Affairs, Department of Labor and Workforce Development, Department of Education, Institutions of Higher Education and the Department of Health to provide more supports for troubled children and families.

Mental Health Reform

Served as a member of the Governor's Mental Health Task Force and was charged with responsibility to implement a sweeping \$26 million reform of the State's mental health system. The reform expanded the accessibility of mental health services through the Statewide network of screening centers and self help centers. Planned and advanced the construction of a new \$190 million psychiatric hospital to replace the Greystone Psychiatric Hospital.

Operation of the State's Psychiatric Hospitals, Developmental Disabilities Centers, and Residential Treatment Centers

Implemented measures to ensure that the state's six psychiatric hospitals, seven developmental centers, and three youth residential treatment centers have the staffing and resources needed to provide quality care for the consumers living and receiving treatment in those facilities. Took steps to ensure that all of the state's psychiatric hospitals and developmental centers achieved and maintained appropriate federal certifications.

Expansion of Community Based Services for the Developmentally Disabled

Planned and led an expansion of community-based treatment and living options for consumers with disabilities. Expanded an innovative program called Real Life Choices, which enables people with developmental disabilities to stay home with their families and have the appropriate support services and advanced other innovative solutions, such as a dramatic \$200 million expansion of supported housing for people with mental illness, developmental disabilities and other special needs. Doubled the number of service slots for individuals with traumatic brain injuries.

Expansion of Medicaid Services

Developed a \$40 million "wrap around services" program to protect 140,000 dual Medicaid and Medicare recipients from losing prescription drug benefits under the Federal Medicare Modernization Act; Implemented strategies to increase the enrollment of 250,000 more children in the state's NJ Family Care health insurance program; Initiated measures to collect an additional \$143 million from the Federal government to support individuals with developmental disabilities.

Chief of Management and Operations, State of New Jersey, Office of the Governor, Trenton, New Jersey. [January 2002 to January 2004] \$24-billion budget; 78,000 employees.

*Provided a strategic management focus for the cabinet and state government operations, as well as executive leadership in shaping the Governor's policy agenda in concert with the cabinet and resolving long standing and complex state problems, including: restructuring of the public higher education system; transformation of the Division of Youth and Family Service; creation of state's \$8.6 billion School Construction Corporation, the new Office of Counter Terrorism to bolster the state's homeland security; reorganization of the Division of State Police to comply with a Federal Consent Decree relative to racial profiling, delivery of medical and mental health services for the state's inmate population, the E-Z Pass system and the Division of Motor Vehicles; consolidation of the NJ Parkway with the NJ Turnpike; mediated the Newark International Airport lease agreement between the Port Authority of New York and New Jersey and the City of Newark which has generated an additional \$600 million for the City of Newark; and consolidation of twenty three separate workforce development programs into one Department of Labor administered operation. Provided strategic direction and advice to the Governor in closing \$9-billion in budget deficits covering three fiscal budget cycles and directed the labor negotiations with the State's 10 labor unions; Developed action plans to streamline State government operations to save taxpayer dollars. Worked with the State's 19 cabinet members to define goals and objectives to carry out the administration's policy agenda. **Represented the Governor on the NJ Domestic Preparedness Task Force and facilitated planning discussions among cabinet members relative to homeland security threat level response.***

Director- Transition Team, Office of the Governor-Elect, Trenton, New Jersey. [November 2001 to January 2002]

Conducted recruitment and selection of personnel for the Governor's cabinet and sub-cabinet and coordinated 20 departmental transition teams of 1000 people to study State government operations resulting in The State Government Transition Report which helped to shape the administration's policy agenda.

Chief of Operations—McGreevey for Governor Campaign, Woodbridge, New Jersey. [January 2001 to November 2001]

Provided day to day strategic management direction for all campaign operations.

Business Administrator, Township of Woodbridge, Middlesex County, New Jersey. [July 1992 to January 2002] New Jersey's 5th largest municipality- Population 95,000; \$76-million budget, including a water and sewer utility; 1000 employees. (Leave of absence from January 1, 2001 to January 15, 2002).

Provided executive leadership and direction for the municipal government through a goal oriented, strategic management focus. This resulted in the municipal tax rate being stabilized, operations streamlined and spending controlled. During this period a new 90,000 square foot municipal building was constructed and a 120,000 square foot community center construction was commenced. Led labor contract negotiations involving six unions.

Township Manager, Township of West Milford, Passaic County, New Jersey. [October 1989 to July 1992] Population 28,000; 80 square miles; \$17-million budget, including a water and sewer utility; 200 employees.

Using a goals oriented management approach, the municipal government focused on streamlining service delivery systems, such as garbage and recycling collections in which \$1-million was saved and promoting shared services with neighboring municipalities. Also provided leadership direction in responding to six incidents of groundwater contamination caused by leaking underground storage tanks. Led labor contract negotiations involving four unions.

Township Administrator, Township of Hopewell, Mercer County, New Jersey. [March 1982 to September 1989] Population 11,300; 60 square miles; \$7.2 million budget, including a water and sewer utility; 115 employees.

Situated in one of the fastest growing regions of New Jersey, Hopewell needed and was provided executive leadership in the area of land use management. Led the municipal government and community through a proactive planning process that resulted in a new Master Plan, a revised zoning ordinance, an affordable housing plan, the development of a water resources policy and water and sewer expansion plan. New roadway networks and expanded infrastructure were planned. During this period, a new municipal building was constructed and new municipal recreation complex was planned and commenced. Led contract negotiations with three unions.

Assistant Township Administrator, Township of South Brunswick, Middlesex County, New Jersey. [September 1978 to March 1982] Population 19,000; 42 square miles; \$12 million budget, including a water and sewer utility; 170 employees.

Provided administrative and executive support to the Township Administrator in all areas of municipal operations. Led team oriented approach to the reorganization of the water and sewer utility saving hundreds of thousands of dollars, streamlined recreation services to accommodate a growing population and provided budget development direction for the municipal departments. Assisted the Administrator in the area of human resources and labor contract negotiations.

Field Representative, New Jersey Department of the Public Advocate, Division of Citizen Complaints and Dispute Settlement. [September 1976 to September 1978]

Investigated and mediated citizens' complaints and disputes with state government agencies.

Other Experience

Adjunct Professor, Seton Hall University Masters in Public Administration Program. [fall semester 2000], Human Resource Management in the Public Sector and Non Profit Agencies.

Book

Noble Paths: Everyday People Serving Others: Discover Your Noble Purpose Through 'Appreciative Life Reflection' September 2008. I-Universe Publications.

Education

M.P.A., Maxwell School of Citizenship and Public Affairs, Syracuse University, New York, June 1976.

B.A., Political Science (1975), Thiel College, Greenville, Pennsylvania, May 1975

Municipal Executive Program, Rutgers University, Department of Governmental Services, 1987 to 1989.

Labor Management Certificate, Rutgers University, Division of Labor Relations, New Brunswick, New Jersey 1991.

Professional Organizations

New Jersey Municipal Management Association- 1978 to 2001.

President –1990; Vice President-1989; Treasurer-1988; Secretary-1987; Legislative Committee Chairman-1987; Executive Board member- 1985, 1986 and 1991; Spring Conference Chairman-1984, 1986, and 1989.

International City/County Management Association—1979 to 2001.

Chairman of Government Affairs and Public Policy Committee- 1994 to 1996; member of Government Affairs and Public Policy Committee 1992 to 1996; Chairman –Human Resources and Development sub-committee- 1993 to 1994; Member of Legal Center Case Selection Committee- 1991 to 1992

New Jersey League of Municipalities- 1978 to 2001.

New Jersey Department of Environmental Protection Municipal Advisory Committee- 1989 to 2001; Legislative Committee on Finance and Taxation- 1987 to 2001; Special Committee for review of Proposed Permit Reform Act and Impact Fees Act- 1989; Insurance Reform Legislative Committee- 1985 to 1987