



CLEVELAND HEIGHTS

**Council Committee of the Whole
January 15, 2025
11:30 AM
City Hall – Council Chambers**

Agenda

- 1) Call to Order/Roll Call**
- 2) Confirmation Hearing - Finance Director**
 - a. Rodney G. Hairston
- 3) Other**
- 4) Adjourn**

2025 - Finance Director

Contact Information -- Person ID: 53311830

Name:	Rodney George Hairston	Address:	Copley, Ohio 44321-3105 US
Home Phone:		Alternate Phone:	
Email:		Notification Preference:	Email
Former Last Name:	Hairston	Month and Day of Birth:	10/30

Personal Information

Driver's License:	Yes, Ohio ,
Can you, after employment, submit proof of your legal right to work in the United States?	Yes
What is your highest level of education?	Master's Degree

Preferences

Minimum Compensation:	\$0.00 per hour; \$0.00 per year
Are you willing to relocate?	Yes
Types of positions you will accept:	Regular
Types of work you will accept:	Full Time
Types of shifts you will accept:	Day

Objective

Seeking a challenging financial leadership role within government where I can utilize my strong analytical and financial skills to consistently exceed budget targets and provide guidance and assistance in the resolution of difficult financial issues.

Education**Graduate School**

Case Western Reserve University
<https://case.edu/weatherhead/>
 -
 Cleveland, Ohio

Did you graduate: Yes
 Major/Minor: Finance
 Units Completed: 60 Semester
 Degree Received: Master's

College/University

The University of Akron
<https://www.uakron.edu/>
 -
 Akron, Ohio

Did you graduate: Yes
 Major/Minor: Business Administration
 Units Completed: 128 Semester
 Degree Received: Bachelor's

Work Experience**Chief Financial Officer / VP Finance**
7/2023 - Present

Saint Martin de Porres High School
<https://www.saintmartincleveland.org/>
 6202 Saint Clair Avenue
 Cleveland, Ohio 44103
 216-881-1689

Hours worked per week: 45
 # of Employees Supervised: 5
 Name of Supervisor: Charles Napoli - School President
 May we contact this employer?
 No

Duties

Manage \$11 million annual operating budget. Develop annual budgets with operating managers; manage financial analysis and financial controls. Report monthly financial results to the Board of Trustees. Supervise a staff of three managers, total staff of 10 employees.

Serve as the Chief staff liaison to the Finance, Investment and Facilities Committees of the Board of Trustees. Supervise the Facilities Director to oversee the physical campus, including buildings and grounds maintenance, capital planning, and construction projects.

Manage all treasury functions and banking relationships. Develop and maintain strong relationships with bankers, investors and financial analysts. Oversee capital investments and school endowment funds. Administer and manage all employee benefit programs including health insurance, retirement, worker's compensation, life insurance. Manage insurance programs including property, casualty, medical and workers' compensation.

Reason for Leaving

Present

Chief Financial Officer

10/2021 - 5/2023

Cuyahoga County Board of Developmental Disabilities
<https://cuyahogabdd.org/>
 1275 Lakeside Ave E, Cleveland
 Cleveland, Ohio
 216-241-8230

Hours worked per week: 50
 # of Employees Supervised: 24
 Name of Supervisor: Kelly Petty - CEO
 May we contact this employer?
 Yes

Duties

Manage financial planning, financial analysis, budgeting, accounts payable, payroll, purchasing and information technology

Develop \$155 million annual operating budget. Develop annual budgets with 15 division managers; manage financial analysis and financial controls. Report monthly financial results to the Cuyahoga DD board including variance explanations. Supervise a staff of two division managers, total staff of 24 employees.

Manage all revenue sources totaling \$139 million including County/Local Levy Revenue, Targeted Case Management, Medicaid Administrative Claim, Title XX, Opportunities for Ohio with Disabilities (OOD) and Medicaid Waiver billing.

Led financial analysis for an information system upgrade to the Oracle Cloud financial reporting system. Completed vendor analysis, system analysis, system demos and cost analysis. Managed external consultants through complete system integration and implementation.

Reason for Leaving

Incoming CEO hiring new leadership team

Airport Comptroller

8/2013 - 10/2021

Cleveland Airport System
<https://www.clevelandairport.com/>
 5300 Riverside Drive
 Cleveland, Ohio 44135
 216-265-6000

Hours worked per week: 40
 # of Employees Supervised: 3
 Name of Supervisor: Christine Gilmartin - Chief Financial Officer
 May we contact this employer?
 Yes

Duties

Managed financial planning, financial analysis, budgeting, customer billing and procurement for Cleveland International Airport and Burke Lakefront airport.

Developed \$160 million annual operating budget and monthly forecasts. Managed accounts

payable, developed budgets with 35 senior managers; managed financial analysis and financial controls. Managed external auditors completed annual financial audit and annual report. Supervised a staff of three accountants.

Led financial analysis for an onsite Circle K Convenience store, BP branded fuel station, Burger King Restaurant and Passenger Vehicle Car Wash. Competed all due diligence, financial analysis, and financing alternatives for road modifications. Transaction resulted in \$1 million annual revenue stream.

Had direct oversight for all procurement contracts including professional service contracts, standard purchasing contracts, airport requirements contracts and citywide purchasing contracts. Annual contractual expenditures totaled \$75 million.

Managed insurance/risk management program for Cleveland Airport and Burke Lakefront Airport. Developed and implemented risk management strategies and insurance programs for property, general liability and automobile, including placements, negotiations, coverage reviews, and claims management.

Reason for Leaving

Resigned for new opportunity

Certificates and Licenses

Skills

Office Skills

Typing:

Data Entry:

Other Skills

Microsoft Office (Excel Powerpoint, Word, Access
Intermediate - 15 years and 0 months

Languages

English - Speak, Read, Write

Additional Information

References

Professional

Bahhur, Khalid

Commissioner of Airports - CLE

5300 Riverside Drive

Cleveland, Ohio 44135

Professional

Smith, Ricky

CEO Baltimore-Maryland Airport (BWI) (Former CLE Airport

Director)

7050 Friendship Road

Baltimore, Maryland 21240

Professional

Turner, Eric

Deputy Commissioner - Cleveland Airport

5300 Riverside Drive

Cleveland, Ohio 44135

Resume**Text Resume****Attachments**

Attachment	File Name	File Type	Created By
Cover-CH.docx	Cover-CH.docx	Cover Letter	Job Seeker
RH-Resume 2024-1.pdf	RH-Resume 2024-1.pdf	Resume	Job Seeker

Agency-Wide Questions

1. Q: Have you previously worked for the City of Cleveland Heights?

A: No

2. Q: Do you have any relative employed by the City of Cleveland Heights?

A: No

3. Q: Did you serve in the military?

A: No

4. Q: What source brought you in to apply for this position?

A: City of Cleveland Heights' website



SUMMARY

Financial management professional with several years of increasingly responsible experience in strategic planning, financial planning and analysis, financial modeling, acquisition analysis, operating and capital budgeting and business development.

- Financial Planning
- Financial Analysis
- eCommerce
- Operating/Capital Budgeting
- Financial Reporting
- Financial Modeling
- Strategic Planning
- Business Development
- Valuation Analysis

EXPERIENCE

SAINT MARTIN de PORRES HIGH SCHOOL, Cleveland, [REDACTED] **2023 to Present**

Member of the School Leadership Team. Manage financial/strategic planning, financial analysis, budgeting, accounts payable, payroll, purchasing, information technology, insurance/risk management, building operations and food service.

Chief Financial Officer

- Manage \$11 million annual operating budget. Develop annual budgets with operating managers; manage financial analysis and financial controls. Report monthly financial results to the Board of Trustees. Supervise a staff of three managers, total staff of [REDACTED] employees.
- Serve as the Chief staff liaison to the Finance, Investment and Facilities Committees of the Board of Trustees. Supervise the Facilities Director to oversee the physical campus, including buildings and grounds maintenance, capital planning, and construction projects.
- Manage all treasury functions and banking relationships. Develop and maintain strong relationships with bankers, investors and financial analysts. Oversee capital investments and school endowment funds. Administer and manage all employee benefit programs including health insurance, retirement, worker's compensation, life insurance. Manage insurance programs including property, casualty, medical and workers' compensation.

CUYAHOGA BOARD OF DEVELOPMENTAL DISABILITIES, Cleveland, [REDACTED] **2021 to 2023**

Managed financial planning, financial analysis, budgeting, accounts payable, payroll, purchasing and information technology

Chief Financial Officer

- Developed \$155 million annual operating budget. Developed annual budgets with 15 division managers; managed financial analysis and financial controls. Reported monthly financial results to the Cuyahoga DD board including variance explanations. Supervised a staff of two division managers, total staff of 24 employees.
- Managed all revenue sources totaling \$139 million including County/Local Levy Revenue, Targeted Case Management, Medicaid Administrative Claim, Title XX, Opportunities for [REDACTED] with Disabilities (OOD) and Medicaid Waiver billing.
- Led financial analysis for an information system upgrade to the Oracle Cloud financial reporting system. Completed vendor analysis, system analysis, system demos and cost analysis. Managed external consultants through complete system integration and implementation.

CITY OF CLEVELAND - CLEVELAND AIRPORT SYSTEM, Cleveland, [REDACTED] **2013 to 2021**

Managed financial planning, financial analysis, budgeting, customer billing and procurement for Cleveland International Airport and Burke Lakefront airport.

Airport Comptroller – Finance and Procurement

- Developed \$160 million annual operating budget and monthly forecasts. Managed accounts payable, developed budgets with 35 senior managers; managed financial analysis and financial controls. Managed external auditors completed annual financial audit and annual report. Supervised a staff of three accountants.
- Led financial analysis for an onsite Circle K Convenience store, BP branded fuel station, Burger King Restaurant and Passenger Vehicle Car Wash. Completed all due diligence, financial analysis, and financing alternatives for road modifications. Transaction resulted in \$1 million annual revenue stream.
- Had direct oversight for all procurement contracts including professional service contracts, standard purchasing contracts, airport requirements contracts and citywide purchasing contracts. Annual contractual expenditures totaled \$75 million.
- Managed insurance/risk management program for Cleveland Airport and Burke Lakefront Airport. Developed and implemented risk management strategies and insurance programs for property, general liability and automobile, including placements, negotiations, coverage reviews, and claims management.

UNIVERSITY OF AKRON – University Park Alliance, Akron, [REDACTED]**2009 to 2013**

University Park Alliance (UPA), is a non-profit start-up real estate development corporation dedicated to the revitalization of University Park, the 50-block urban neighborhood surrounding The University of Akron.

Director of Finance

- Developed annual financial budgets, monthly forecasts, and 5-year projections. Managed monthly close process, monthly payroll, monthly finance committee meetings, financial analysis and financial controls. Managed external auditors in order to complete annual financial audit and 990 report.
- Led financial analysis for 13-property acquisition. Completed all due diligence, financial analysis and physical inspection. Secured \$140K commercial loan, managed appraisal process, financial loan requirements and closing process. Transaction resulted in \$100K annual revenue stream.
- Re-engineered UPA's information systems including PC hardware/software upgrades, server installation and cloud back-up. Hardware/software upgrades significantly improved UPA's data security.

FIRSTENERGY CORPORATION, Akron, [REDACTED]**2006 to 2009****Senior Finance Manager – Energy Delivery**

Developed strategic business plans, financial budgets, financial analysis and benchmarking for transmission and distribution business units

- Completed spin-off valuation study of the Towanda-Waverly region of the Penelec Service Territory. Developed valuation models forecasting future purchased power requirements, future profitability on restructured service territory, pro-forma financials, reliability improvements (SAIDI), and asset allocation.
- Led the 2007 Energy Delivery 5-year, \$1.2B operating budget process. Streamlined process by creating input templates for data collection from regional offices, reconciled financial projections, managed SAP input deadlines.
- Led annual benchmarking study of electric utility companies using FERC Form 1 financial report. Calculated key metrics on reliability, cost management, safety and customer satisfaction.
- Completed \$250 million study for new vehicle lease versus buy. Developed mathematical models for key cost drivers, vehicle delivery, cash flow and depreciation. Reduced annual vehicle expenses by \$2 million.

AVANDEL HEALTHCARE Inc., Seattle, Washington**2000 to 2006**

Joined Avandel Inc. a venture capital-backed, early-stage eHealth company that provided Internet-based medical, financial and risk management solutions.

Director, Financial Planning and Analysis**Controller, Finance and Accounting**

- Completed \$8 million acquisition study. Completed pro-forma balance sheet and income statement, acquisition framework, revenue and expense analysis, valuation, strategy development, and synergy decomposition.
- Developed financial projections and presentation materials for investor presentations. Completed revenue projections and management discussion and analysis for Avandel Private Placement Memorandum Convertible Preferred Stock offering. Secured \$25 million in venture capital.
- Managed revenue and expense planning, financial reporting, monthly financial forecasting, payroll, capital budgeting and long-term planning. Managed a staff of 4 accounting/finance professionals.

MICROSOFT CORPORATION, Redmond, Washington**1998 to 2000****Senior Pricing Analyst**

- Managed price waterfall model for software pricing to software resellers, retailers and educational institutions. Analyzed trends and competitive developments impacting the volume licensing business. Identified revenue growth opportunities from new/existing/proposed programs and initiatives.
- Developed business case analysis and financial modeling for new software programs, licensing & pricing models. Developed financial projections and presentation materials for SPAR senior management.

Recruited to SABRE, a \$2.9 billion division of AMR Corporation/American Airlines, a \$42 billion commercial airline. Managed airline sales accounts, financial planning, financial analysis, and strategic planning.

Senior Account Manager – Airline Sales and Marketing

- Provided technical and financial B2B sales consulting to airline partners and developed strategies to increase incremental revenue through electronic travel distribution products including Travelocity.com. Increased major accounts to \$400 million in annual revenue, (■■■■ Airways, Southwest Airlines).

Senior Marketing Analyst – Airline Sales and Marketing

- Prepared detailed business cases for new product revenue development, which included capital requirements, rates of return, NPV, IRR, ROI, competitive analysis, new product pricing models, valuation models and sensitivity analysis.
- Managed financial projections and monthly reporting metrics for *Travelocity.com*; an advertising-supported, fee-based travel product web-site.

Senior Financial Analyst / Financial Analyst

- Developed \$300 million annual revenue budget for the Subscriber Revenue line of business. Plan included development of financial projections for ancillary products, consultation with product managers, due-diligence and monthly reporting metrics.
- Completed acquisition analysis of Computer Reservation System (CRS) with market opportunity of 1,000 locations in 33 international countries. Transaction resulted in \$5 million annual revenue stream.

EDUCATION

**WEATHERHEAD SCHOOL OF MANAGEMENT
CASE WESTERN RESERVE UNIVERSITY**

Master of Business Administration

THE UNIVERSITY OF AKRON

Bachelor of Science in Business Administration

Major: Finance and Accounting

OTHER

Extensive experience with Microsoft Word, PowerPoint, Excel, Access and Project, SAP, Hyperion including V-Lookup, H-Lookup, pivot tables, visual basic, excel spreadsheet macros, data tables, cross-tab queries, and formula-driven financial models.

Instructor of Finance, University of Texas