



FAIRFAX COUNTY PARK AUTHORITY



B O A R D A G E N D A

July 26, 2023

7:30 PM PUBLIC COMMENT

PRESENTATION

(CW) P-1 Introduction of the 2023 Summer Interns

ADMINISTRATIVE ITEMS

- (CW) ADMIN-1 Board Resolution to Honor Mike McCaffrey, Manager of Hidden Pond Nature Center, for 37 Years of Service to the Park Authority
- (CW) ADMIN-2 Board Resolution to Honor Mary Olien, Historic and Horticulture Sites Branch Manager, Upon Her Retirement For 18 Years of Service to the Park Authority
- (CW) ADMIN-3 Adoption of Minutes – July 12, 2023 Park Authority Board Meeting

CHAIRMAN'S MATTERS
DIRECTOR'S MATTERS
BOARD MATTERS

ADJOURNMENT



If ADA accommodations are needed, please call (703) 324-8563. TTY (703) 803-3354

Board Agenda Item
July 26, 2023

PRESENTATION – 1

Introduction of Summer Interns 2023

The Fairfax County Park Authority has had a long history of supporting interns. This year, the FCPA Human Resources Team launched a new standardized, agency-wide pilot Internship Program which supports both paid and unpaid interns. A summary of the interns who are working this summer is attached. The information notes where they are attending school, which division and site they are working with, and a brief description of their duties.

ENCLOSED DOCUMENTS:

Attachment 1: Summary of Interns

STAFF:

Jai Cole, Executive Director

Sara Baldwin, Deputy Director/COO

Aimee Vosper, Deputy Director/CBD

Michael Peter, Director, Business Administration Division

Matt Peters, Manager, Human Resources Branch

Tameca Brown, Manager, Organizational Development & Training, Human Resources

Luca Twohie, Employment and Recruiting Specialist, Human Resources



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INTERNSHIP PROGRAM

2023 Summer Intern Feature

Presented by the Internship Program Team

FCPA Human Resources Branch

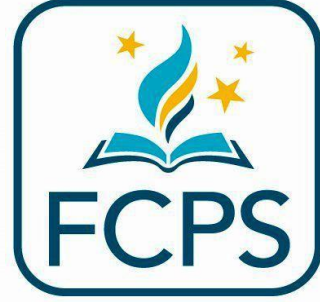


2023 Interns at a Glance



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INTERNSHIP PROGRAM



10+ Worldwide Universities. 20+ Majors. 1 Team.





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INTERNSHIP PROGRAM

Administration Division



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INTERNSHIP PROGRAM

Tejas Vasudevan

Title: Human Resources Intern

Division/Site: Administration Division, Human Resources Branch

College/Major: Economics and Global Studies at University of Virginia

Projects: Part-time and seasonal recruiting/employment



Warren Khan

Title: Finance Intern

Division/Site: Administration Division, Financial Management Branch



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INTERNSHIP PROGRAM

Park Services Division

Special Events



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INTERNSHIP PROGRAM

Elliot Baird

Title: Special Events Intern

Division/Site: Park Services Division, Program Branch

College/Major : University of Vermont/English and Linguistics

Projects : General support for the Summer Entertainment Series

Terry Kim

Title: Special Events Intern

Division/Site: Park Services Division, Program Branch

College/Major: Virginia Polytechnic and State University

Projects: General support for the Summer Entertainment Series



Harsh Patel



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INTERNSHIP PROGRAM

Title: Fitness Intern

Division/Site: Park Services Division,
Fitness and Wellness Branch

College/Major: George Mason University
Alumni- B.S. Kinesiology



Access and Inclusion Branch



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INTERNSHIP PROGRAM

Inclusion Specialists

Radhika Edamakanti: MS in Kinesiology at George Mason University

Christopher Visaggio: Recreation Parks and Tourism at Radford University

Spencer Perez: Parks Management at James Madison University

Nolan Fitzsimmons: Sociology at George Mason University



FAIRFAX COUNTY PARK AUTHORITY
ACCESS & INCLUSION



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INTERNSHIP PROGRAM

Resource Management
Division

Frying Pan Farm Park



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INTERNSHIP PROGRAM

Jenna Mangis

Title: History Intern

Division/Site: RMD, Frying Pan Farm Park

College/Major: American University - Art History Major, Women and Gender Studies and Graphic Design Minors

Projects: Bowman Store Collections Project



Natural Resource Branch



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INTERNSHIP PROGRAM

Whitney Horton

Title: Non-Native Invasive Management Survey Intern

College/Major: Biology at Virginia Commonwealth University

Projects: Non-Native and Invasive Management Survey for new treatment plan



Gregg Owens

Title: Natural Resources Intern

College/Major: Environmental Science with a Concentration in Conservation at George Mason University

Projects: NNIAP survey evaluating the health of the forests on parkland



Huntley Meadows Park



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INTERNSHIP PROGRAM

Naturalist/Environmental Education Interns

Kamilla Betz Pabon

Joseph Caro

Jennifer Hunsinger

David Nichols

Isadora Karathanos

Emily Rummel

Hannah Lewis



Sully Historic Site



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INTERNSHIP PROGRAM

Margaret C. Peck Internship Program

Kaity Nguyen – Westfield High School

Nikolai McLamore – Centreville High School

Devran Turson – Centreville High School



Colby Belmarsh



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INTERNSHIP PROGRAM

Division/Site: RMD, Lake Fairfax Park

College/Major: American University, B.S.
Environmental Science

Projects: Designing a new picnic area with diversity
and equity at the forefront





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INTERNSHIP PROGRAM

Eva Gomez

Title: Historic Resources Intern

Division/Site: Resource Management Division, Green Springs Garden

College/Major: History at College of William and Mary and University of St Andrews Joint Degree Program.

Projects: Exploring themes of masculinity and femininity in my research of the families of Green Spring



Mitchell Flores-Kaplan

Title - Historical Interpretation Internship

Division/Site - Historic Huntley



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INTERNSHIP PROGRAM



Thank you Interns for your dedication and support this summer!

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ADMINISTRATIVE ITEM – 1

Board Resolution To Honor Mike McCaffrey, Manager of Hidden Pond Nature Center, For 37 Years of Service to the Park Authority

ISSUE:

Seeking approval of the resolution to honor Mike McCaffrey on the occasion of his retirement after 37 years of service to the Fairfax County Park Authority.

RECOMMENDATION:

The Park Authority Executive Director recommends approval of the resolution.

TIMING:

Board action is requested on July 26, 2023.

BACKGROUND:

The Fairfax County Park Authority has long been involved in creating beautiful places and formative experiences to provide our residents of all ages and abilities with opportunities to explore their own abilities and interests as well as the histories and wonders of the world around them. For more than 37 years, Mike McCaffrey has excelled at this through his work with residents, particularly youth, at the Hidden Pond Nature Center.

Mike has been called the “Pied Piper” of Hidden Pond Nature Center as so many young people naturally gravitated towards him as a result of his kind, direct and open leadership. His colleagues have credited him with building and maintaining the best teen volunteer program in the county. His work with young participants and volunteers over the years has inspired many to pursue careers in natural sciences and environmental stewardship. Said one such individual:

“I wouldn’t be where I am today without his guidance and encouragement. I started as a volunteer at Hidden Pond Nature Center and learned so much about the local animals and plants from him – as well as how to handle all sorts of visitors/students with humor and kindness. Like he does for all his staff, he took time to get to know me and show he believed in me.”

Said another:

“I volunteered at Hidden Pond through middle and high school and Mike and the other staff at Hidden Pond made a huge difference in my life. Before meeting them, I skipped school and got into trouble on a regular basis because I was bored. My mom made me volunteer and it was one of the best things that ever happened to me. I had no idea that science and nature could be so interesting and that I was a valuable person capable of grown-up responsibilities and teaching others. After my first year at Hidden Pond, I changed all my class electives to science and math and later went to college for horticulture and landscape architecture. I now work for Arlington County designing parks. I would have been lost without Hidden Pond.”

His fun and invigorating programs at the nature center captivated young and old guests alike. Programs list Haunted Pond, Slugfest and the Pohick Rangers were engaging, empowering and opened doors for those who participated. He has also been a remarkable friend of local scouting

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programs in providing countless opportunities for youth to lead and participate in service projects and providing a platform for learning and scouting advancements.

Mike also coached Hidden Pond Nature Center's Envirothon team. Envirothon is North America's largest high school Environmental Education Competition with more than 500,000 high schoolers participating every year. The Hidden Pond team frequently won the Northern Virginia regional competition and fierce contenders at the State events. In 2013, the Hidden Pond Envirothon Team was the first team from Northern Virginia to go to the North American competition representing the Commonwealth at the National Conservation Foundation's Envirothon Competition in Bozeman, Montana. Although they did not win the championship, they placed first for their special presentation on rangeland management, beating 57 teams from around the world. In 2015, the team became the highest placing team in Northern Virginia history placing ninth in the international competition held in Springfield, Missouri.

After 37 years of exemplary service, and with gratitude for his direct impact on countless colleagues, volunteers and program participants, it is our pleasure to extend our sincerest thanks and best wishes to Mike McCaffrey for a most wonderful retirement.

ENCLOSED DOCUMENTS:

Attachment 1: Resolution

STAFF:

Jai Cole, Executive Director

Sara Baldwin, Deputy Director/COO

Aimee L. Vosper, Deputy Director/CBD

Laura Grape, Director, Resource Management Division

Nicole Mitchell, Branch Manager, Waterfront Sites and Nature Centers

Ben Boxer, Public Information Officer

***WHEREAS**, Mike McCaffrey has served the Fairfax County Park Authority and residents of the county for more than 37 years with distinction in various capacities – most recently as the Manager of Hidden Pond Nature Center; and*

***WHEREAS**, his creativity, humor and ingenuity gave rise to invigorating programs – such as the Haunted Pond, Slugfest and the Pohick Rangers - that captivated the attention of guests young and old and empowered young minds to explore their interests, discover hidden talents, and develop a variety of life skills through practical application in nature’s own laboratory; and*

***WHEREAS**, Mike’s strong partnership with local scouting organizations provided countless opportunities for young people to expand their knowledge of nature, engage in service-oriented activities, and develop their leadership abilities through planning and carrying out numerous projects to achieve scouting awards and rank advancements; and*

***WHEREAS**, his leadership of the Hidden Pond Envirothon Team has opened doors for youth to expand their understanding of natural sciences and test their abilities at the state and national levels and resulted in exceptional performances including becoming the first team from Northern Virginia to earn an invitation to the North American competition in 2013 and becoming the highest-placing team at the international level in Fairfax County’s history in 2015; and*

***WHEREAS**, Mike’s legacy of leadership, kindness and service has left an indistinguishable impression upon the programs, activities and amenities of Hidden Pond Nature Center and affected life-changing and career-enhancing opportunities for program participants of all ages, volunteers and colleagues over an extensive career;*

***NOW, THEREFORE, BE IT RESOLVED** by the Fairfax County Park Authority Board that it expresses appreciation and thanks to*

Mike McCaffrey

For dedicated and outstanding contributions to the Fairfax County Park Authority and residents of Fairfax County.

Adopted by the Fairfax County Park Authority Board on July 26, 2023.

Cynthia Jacobs Carter
Secretary

Kiel Stone
Chairman

Board Agenda Item
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ADMINISTRATIVE ITEM – 2

Board Resolution to Honor Mary Olien, Historic and Horticulture Sites Branch Manager, Upon Her Retirement For 18 Years of Service to the Park Authority

ISSUE:

Seeking approval of the resolution to honor Mary Olien on her retirement after 18 years of service to the Fairfax County Park Authority.

RECOMMENDATION:

The Park Authority Executive Director recommends approval of the resolution.

TIMING:

Board action is requested on July 26, 2023.

BACKGROUND:

For more than 18 years, Mary Olien had been a treasured asset for the Fairfax County Park Authority. Her leadership, vision and collaborative nature have issued tremendous results that have shaped and strengthened the experience and reputation of the park system on a number of levels; and the impact of her example and mentorship have been a firm foundation for developing interpreters and countless other park staff over the years. In some of their own words:

- “She’s a great leader and remains cool under pressure.”
- “Mary is incredibly kind and hardworking, and a strong advocate for whatever team she’s on.”
- “She’s been someone I can always rely on when I have questions.”
- “Mary is a consensus builder.”
- “She’s one of my favorite people.”

Over the years, Mary’s influence has been felt in countless projects and initiatives. Some of Mary’s significant achievements have included the establishment of the FCPA Garden Plot Rental Program regulations, co-directing the FCPA’s successful American Alliance of Museums Accreditation and the installation of IrisBG software to document Green Spring Garden’s nationally significant plant collection.

Mary’s relationship development has also been highly appreciated. She reinforced the FCPA’s work with Friends groups across the park system through the development of Friends Group Memoranda of Understanding. She has also been a key partnership builder with community-based and professional organizations to enhance the quality and reputation of the park system. One example includes her stellar work with the Garden Club of Virginia, which resulted in several supportive projects at Green Spring Gardens – including the Beatrix Farrand Wall and garden restoration. The list goes on and on.

For her 18 years of selfless and highly regarded service to the Park Authority it is our pleasure to recommend her for recognition by the Park Authority Board for an amazing career and wish her the very best for a fulfilling and well-deserved retirement.

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ENCLOSED DOCUMENTS:

Attachment 1: Resolution

STAFF:

Jai Cole, Executive Director
Sara Baldwin, Deputy Director/COO
Aimee L. Vosper, Deputy Director/CBD
Laura Grape, Director, Resource Management Division
Ben Boxer, Public Information Officer

***WHEREAS**, Mary Olien has served the Fairfax County Park Authority and residents of the county for 18 years with distinction in various capacities – most recently as the Historic and Horticulture Sites Branch Manager within the Resource Management Division; and*

***WHEREAS**, Mary’s leadership, vision and collaborative nature have been influential in the achievement of tremendous results that have shaped and strengthened the experience and reputation of the park system both within the communities where they are located as well as within the national parks and recreation conversation; and*

***WHEREAS**, her influence and expertise has played a critical role in countless projects and initiatives, including, but not limited to, the development of the Park Authority’s Community Garden Plot Rental Program regulations, co-directing the successful effort to achieve accreditation through the American Alliance of Museums, and installing IrisBG software to document Green Spring Garden’s national plant collection; and*

***WHEREAS**, Mary has been a highly valued partnership builder who has reinforced the FCPA’s work with Friends groups through the development of Friends Group Memoranda of Understanding and formulated partnerships with community-based and professional organizations to enhance the quality and opportunities provided through our park system; and*

***WHEREAS**, Mary has been an influential role model and mentor in providing consistent, fair, collaborative leadership and resulting in the training and successful professional development of countless park and recreation professionals who have reciprocated with due respect and admiration for her guidance, motivation and positive outlook;*

***NOW, THEREFORE, BE IT RESOLVED** by the Fairfax County Park Authority Board that it expresses appreciation and thanks to*

Mary Olien

For dedicated and outstanding contributions to the Fairfax County Park Authority and residents of Fairfax County.

Adopted by the Fairfax County Park Authority Board on July 26, 2023.

Cynthia Jacobs Carter
Secretary

Kiel Stone
Chairman

Board Agenda Item
July 26, 2023

ADMINISTRATIVE – 3

Adoption of Minutes – July 12, 2023 Park Authority Board Meeting

ISSUE:

Adoption of the minutes of the July 12, 2023 Park Authority Board meeting.

RECOMMENDATION:

The Park Authority Executive Director recommends adoption of the minutes of the July 12, 2023 Park Authority Board meeting.

TIMING:

Board action is requested on July 26, 2023.

FISCAL IMPACT:

None

ENCLOSED DOCUMENTS:

Attachment 1: Minutes of the July 12, 2023 Park Authority Board Meeting

STAFF:

Jai Cole, Executive Director
Sara Baldwin, Deputy Director/COO
Aimee L. Vosper, Deputy Director/CBD
Allison Rankin, Management Analyst

**Fairfax County Park Authority
Board Meeting
July 12, 2023**

At the beginning of the FOIA Training Session at 6:03pm, the following was read by Chairman Kiel Stone to allow for the meeting to proceed in a virtual format.

In order to conduct this meeting wholly electronically and to make certain findings for the record to evidence compliance with Virginia Code §2.2-3708.2, there were actions that needed to be taken prior to conducting business.

Audibility of Members' Voices

Chairman Stone conducted a roll call vote to ensure that each member's voice could be heard and to state the location from which they were participating in the meeting.

Board Member Participating:

Maggie Godbold, Vice-Chair
Cynthia Jacobs Carter, Secretary
Timothy Hackman, Treasurer
Abena Aidoo Hewton
Linwood Gorham
Faisal Khan
Ken Quincy
Kiel Stone, Chairman

Location:

Residence in Sully District
Residence in Franconia District
Residence in Dranesville District
Residence in Franconia District
Residence in Mount Vernon District
Residence in Providence District
Residence in Providence District
Office in Braddock District

Mr. Bouie, Mr. Kendall, Mr. Thompson, and Mr. Zook were absent and excused.

Mr. Stone made a motion that each member's voice may be adequately heard by each other member of this board; seconded by Mr. Hackman. The motion carried by all members present; Mr. Bouie, Mr. Kendall, Mr. Thompson, and Mr. Zook were absent.

Need for an Electronic Meeting

Mr. Stone made a motion that the Park Authority Board will hold an all-virtual public meeting because circumstances warrant the holding of an all-virtual public meeting, including, but not limited to, the convenience of an all-virtual meeting; seconded by Mr. Hackman. The motion carried by all members present; Mr. Bouie, Mr. Kendall, Mr. Thompson, and Mr. Zook were absent.

All-Virtual Public Meeting May be Properly Held

Mr. Stone made a motion that the Park Authority Board has not had more than two all-virtual public meetings, or more than 25% of its meetings rounded up to the next whole number, whichever is greater, during the calendar year since the emergency order was lifted; and the Park Authority Board's last meeting was not an all-virtual public meeting; seconded by Mr.

Hackman. The motion carried by all members present; Mr. Bouie, Mr. Kendall, Mr. Thompson, and Mr. Zook were absent.

Mr. Stone made a motion that the Park Authority Board conduct this meeting electronically through a dedicated video- and audio- conferencing line, and that the public may access this meeting by calling 602-333-0032 and entering access code 646450; seconded by Mr. Hackman. The motion carried by all members present; Mr. Bouie, Mr. Kendall, Mr. Thompson, and Mr. Zook were absent.

All-Virtual Public Meeting Requirements are Met in Conformance with Park Authority Board Written Policy

Mr. Stone made a motion that the meeting of the Park Authority Board to be held this day is in conformance with this body's all-virtual public meeting policy and as such:

- i. The meeting notice indicated that the public meeting will be all-virtual, and the notice stated that that the method by which the Park Authority Board chose to meet would not be changed unless the Park Authority Board provided a new meeting notice in accordance with Va. Code § 2.2-3707.
- ii. Public access to this meeting is provided by electronic communication means that allows the public to hear all participating members of the Park Authority Board.
- iii. Audio-visual technology, if available, is used to allow the public to see the members of the Park Authority Board during this meeting.
- iv. A phone number, email address, or other live contact information is provided to the public to alert the Park Authority Board if electronic transmission of this meeting fails for the public, and if such transmission fails, the Park Authority Board will take a recess until public access is restored.
- v. A copy of the proposed agenda and all agenda packets have been made available to the public electronically at the same time such materials were provided to the members of the Park Authority Board;
- vi. The public is afforded the opportunity to comment through electronic means, including written comments, at meetings where public comment is customarily received; and
- vii. There are no more than two members of the Park Authority Board together in one physical location.

Mr. Hackman seconded the motion. The motion carried by all members present; Mr. Bouie, Mr. Kendall, Mr. Thompson, and Mr. Zook were absent.

Chairman Stone called the Park Authority Board meeting to order at 7:31 p.m. via Zoom.

PUBLIC COMMENT

No speakers were present.

ADMINISTRATIVE ITEMS**ADMIN-1** Resolution Honoring the Fairfax County Park Authority’s Outstanding Volunteers of 2022

Mr. Stone made a motion to adopt the resolution honoring the Fairfax County Park Authority’s Outstanding Volunteers of 2022; seconded by Mr. Hackman. The motion carried by all members present; Mr. Bouie, Mr. Kendall, Mr. Thompson, and Mr. Zook were absent.

ADMIN-2 Adoption of Minutes – June 28, 2023, Park Authority Board Meeting

Mr. Stone made a motion to adopt the minutes of the June 28, 2023, Park Authority Board meeting; seconded by Mr. Hackman. The motion carried by all members present; Mr. Bouie, Mr. Kendall, Mr. Thompson, and Mr. Zook were absent.

ACTION ITEMS**A-1** FY 2023 Carryover Budget Review – Fund 10001, Park Authority General Fund

Mr. Quincy made a motion to approve the FY 2023 Carryover Budget Review – Fund 10001, Park Authority General Fund, seconded by Mr. Hackman. The motion carried by all members present; Mr. Bouie, Mr. Kendall, Mr. Thompson, and Mr. Zook were absent.

A-2 FY 2023 Unencumbered Carryover Requests

Mr. Quincy made a motion to approve the FY 2023 Unencumbered Carryover Requests, seconded by Mr. Hackman. The motion carried by all members present; Mr. Bouie, Mr. Kendall, Mr. Thompson, and Mr. Zook were absent.

A-3 FY 2023 Carryover Budget Review Status – Fund 30400, Park Authority Bond Construction Fund

Mr. Quincy made a motion to approve the FY 2023 Carryover Budget Review Status – Fund 30400, Park Authority Bond Construction Fund, seconded by Mr. Hackman. The motion carried by all members present; Mr. Bouie, Mr. Kendall, Mr. Thompson, and Mr. Zook were absent.

A-4 FY 2023 Carryover Budget Transfer – Fund 80300, Park Improvement Fund

Mr. Quincy made a motion to approve the FY 2023 Carryover Budget Transfer – Fund 80300, Park Improvement Fund, seconded by Mr. Hackman. The motion carried by all members present; Mr. Bouie, Mr. Kendall, Mr. Thompson, and Mr. Zook were absent.

A-5 Park Authority Award Recipients for 2023

Dr. Cynthia Jacobs Carter made a motion to approve the Park Authority Award Recipients for 2023, seconded by Mr. Hackman. The motion carried by all members present; Mr. Bouie, Mr. Kendall, Mr. Thompson, and Mr. Zook were absent.

A-6 Scope Approval – McLean Central Park Renovation

Mr. Quincy made a motion to approve the scope for the McLean Central Park renovation, seconded by Mr. Hackman. The motion carried by all members present; Mr. Bouie, Mr. Kendall, Mr. Thompson, and Mr. Zook were absent.

A-7 Scope Approval – Irrigation Replacement at Rolling Valley West Park

Mr. Quincy made a motion to approve the scope for the irrigation replacement project at Rolling Valley West Park, seconded by Mr. Hackman. The motion carried by all members present; Mr. Bouie, Mr. Kendall, Mr. Thompson, and Mr. Zook were absent.

INFORMATION ITEMS**I-1 Resident Curator Program Update**

No action was necessary.

CHAIRMAN'S MATTERS

- Mr. Stone mentioned that there will be two virtual public meetings for PROSA coming up on July 18 and July 25 for the public to comment on the draft report. Mr. Stone recommended that the board attend if possible.

DIRECTOR'S MATTERS

- Ms. Cole stated that the fireworks at Lake Fairfax Park were a big success with over 3,000 attendees, food trucks, and live music.
- Ms. Cole stated that summer camps are going strong. Ms. Cole stated that 1,233 FCPA camps are scheduled this summer at 49 locations, with over \$8 million in gross revenue. Ms. Cole also stated that there are 37 Rec-PAC locations generating over \$658,000 in gross revenue, and 53% of campers receiving scholarships.
- Ms. Cole shared that the summer entertainment series is also going well. Attendance for the June concerts is estimated at just under 5,000, with only 5 rain cancellations. The Park Foundation raised over \$200,000 in funding for the concerts in FY 2023.
- Ms. Cole shared that the golf courses have hosted ten major outings this summer, bringing in over \$100,000, and 6 graduation parties, bringing in \$20,000. Golf has had several sold out course tournaments and Women's Golf Month was celebrated with special discounts, women's tournaments and clinics.

BOARD MATTERS

- Mr. Gorham stated that he will not be at the July 26th meeting.

- Dr. Carter thanked the board for their support of the awards program, specifically Mr. Hackman, vice-chair of the awards committee, and Ms. Allison Rankin and the staff team that is working to ensure that we have another great Elly Doyle Awards program.

ADJOURNMENT

There being no further business and without objection, Mr. Stone adjourned the meeting at 7:44 pm.

Participating Staff:

Jai Cole, Executive Director

Sara Baldwin, Deputy Director/COO

Aimee Vosper, Deputy Director/CBD

Cindy Walsh, Director, Park Services Division

Ryan Carmen, Director, Golf Enterprises Division

Brendon Hanafin, Director, Planning and Development Division

Kim Eckert, Director, Park Operations Division

Laura Grape, Director, Resource Management Division

Tonya Mills, Senior Fiscal Administrator

Ben Boxer, Public Information Officer

Allison Rankin, Management Analyst

Minutes Approved at Meeting on July 26, 2023

Allison Rankin, Management Analyst