

RECEIVED

CITY OF NEWTON

7:00 MAY 19 PM 1:27 DOCKET REQUEST FORM

DEADLINE NOTICE: Council Rules require items to be docketed with the Clerk of the Council NO LATER THAN 7:45 P.M. ON THE MONDAY PRIOR TO A FULL COUNCIL MEETING.

To: Clerk of the City Council

Date: 05/19/2023

From (Docketer): Council President Susan Albright

Address: _____

Phone: _____

E-mail: _____

Additional sponsors: _____

1. Please docket the following item (it will be edited for length if necessary):

PRESIDENT ALBRIGHT appointing Jon K. Slote, 117 Garland Road, Newton Center as a member of the Citizens Commission on Energy for a term of office to expire on June 5, 2026.

2. The purpose and intended outcome of this item is:

- Fact-finding & discussion
- Appropriation, transfer,
- Expenditure, or bond authorization
- Special permit, site plan approval,
- Zone change (public hearing required)

- Ordinance change
- Resolution
- License or renewal
- Appointment confirmation
- Other: _____

3. I recommend that this item be assigned to the following committees:

- | | | |
|---|--|--|
| <input type="checkbox"/> Programs & Services | <input type="checkbox"/> Finance | <input type="checkbox"/> Real Property |
| <input type="checkbox"/> Zoning & Planning | <input type="checkbox"/> Public Safety | <input type="checkbox"/> Special Committee |
| <input checked="" type="checkbox"/> Public Facilities | <input type="checkbox"/> Land Use | <input type="checkbox"/> No Opinion |

4. This item should be taken up in committee:

Immediately (Emergency only, please). Please state nature of emergency:

- As soon as possible, preferably within a month
- In due course, at discretion of Committee Chair
- When certain materials are made available, as noted in 7 & 8 on reverse
- Following public hearing

Application Form

Profile

Jon K Slote
First Name Middle Initial Last Name

[Redacted]
Email Address

117 Garland Road
Home Address Suite or Apt

Newton Center MA 02459
City State Postal Code

What Ward do you live in?

[X] Ward 6

[Redacted] [Redacted]
Primary Phone Alternate Phone

(Retired)
Employer Job Title

Which Boards would you like to apply for?

Citizens Commission on Energy: Submitted

Interests & Experiences

Please tell us about yourself and why you want to serve.

Why are you interested in serving on a board or commission?

I have been active in energy and environmental issues for over 50 years (since before Earth Day 1970). Professionally, I have participated in this space from both the technical side (as a solar engineer for Acorn Structures) and the policy side (consultant to Federal Solar Domestic Policy Review), so hope to bring some breadth of perspective. Personally, with two grandchildren living in Newton, I hope I can help accelerate progress in an area so critical to their future.

Jon Slote Resume v4.doc
Upload a Resume

5. I estimate that consideration of this item will require approximately:

- One half hour or less
- More than one hour
- More than one meeting
- Up to one hour
- An entire meeting
- Extended deliberation by subcommittee

6. The following people should be notified and asked to attend deliberations on this item. (Please check those with whom you have already discussed the issue, especially relevant Department Heads):

City personnel

Citizens (include telephone numbers/email please)

- _____
- _____
- _____
- _____
- _____

- _____
- _____
- _____
- _____
- _____

7. The following background materials and/or drafts should be obtained or prepared by the Clerk's office prior to scheduling this item for discussion:

8. I have or intend to provide additional materials and/or undertake the following research independently prior to scheduling the item for discussion. *

(*Note to docketer: Please provide any additional materials beyond the foregoing to the Clerk's office by 2 p.m. on Friday before the upcoming Committee meeting when the item is scheduled to be discussed so that Councilors have a chance to review all relevant materials before a scheduled discussion.)

Please check the following:

- 9. I would like to discuss this item with the Chairman before any decision is made on how and when to proceed.
- 10. I would like the Clerk's office to contact me to confirm that this item has been docketed. My daytime phone number is:
- 11. I would like the Clerk's office to notify me when the Chairman has scheduled the item for discussion.

Thank you.

/s/Susan Albright
Signature of person docketing the item

[Please retain a copy for your own records]

PROFESSIONAL EXPERIENCE (cont.)

1981 - 1992 ACORN STRUCTURES Designer & manufacturer of contemporary homes
Concord, MA

Total Quality Coordinator, 1988-92.
Product Improvement Director, 1984-92.
Solar Engineer, 1981-84.

- Introduced statistical quality techniques to business and manufacturing functions.
- Doubled rate of new product introduction.
- Researched energy performance of new homes; work published nationally.

1977 - 1980 MIDLAND ENERGY INSTITUTE Training & consulting firm Kansas City, MO

Solar Engineer, 1979-80.
Executive Director, 1978.
Senior Trainer, 1977.

- Lead startup through its early years, doubling revenues each of its first 3 years.
- Conducted pioneering technical research investigating the measured thermal performance of low-cost solar heating systems; work published internationally.
- Advisor to Presidential Solar Domestic Policy Review.

1976 - 1977 ECONOMIC SECURITY CORP Anti-poverty agency Joplin, MO

Energy Program Director, 1976-77.

- Managed a weatherization program that insulated 150 low-income homes a year.
- Helped introduce low-cost solar heating technology to southwest Missouri.

EDUCATION & PROFESSIONAL DEVELOPMENT

1976 • **Bachelor of Environmental Design** degree, Miami University. Dean's list.

Certification Programs

- Leadership Development Program, Fidelity Investments.
- New Product Development course, Northeastern University.
- Simulation of Corporate Strategy course, MIT Sloan School of Management.
- Accounting for Managers course, Northeastern University.
- Leadership Development Program, Center for Creative Leadership.

Memberships

- New England Human Resources Association
- Society for Human Resources Management
- American Society for Quality

ACHIEVEMENTS

PROFESSIONAL EXPERIENCE

2003 - Present **FIDELITY INVESTMENTS** Human resource services benefits outsourcer
Boston, MA

Vice President, Transformation Leader, 2005 - present
Vice President, Quality & Business Transformation, 2004 - 2005
Director, Business Transformation, 2003

- Helped lead creation of a quarterly balanced executive scorecard, inventing new metrics to measure areas like satisfaction, process quality, and standardization.
- Helped prioritize over 200 capital project requests down to 11 in one month.
- Conducted original research to discover key organizational performance drivers such as:
 - o *Relationship between key operations process performance and client satisfaction*
 - o *Management tactics most likely to help employees successfully navigate change*
 - o *Tailoring large-scale employee satisfaction programs to the needs of different groups*
- Conducted analysis to reveal 16% ROI opportunity to justify a \$20M investment.
- Authored new change management model, complete with middle manager toolset.

2000 - 2002 **STREAM INTERNATIONAL** Global operator of technical contact centers
Canton, MA

Senior Director, Human Resource Operations, North America, 2002
Director, Human Resource Operations, North America, 2000-02

- Managed national human resources operation with \$7M budget, 10 sites coast-to-coast, total staff over 70 and 12 direct reports.
- In 2001, recruited 10,739 people, meeting 104% of weekly recruiting targets.
- Led employee retention efforts that saved \$11.6M in 2001, \$5.3M in 2002.
- Led the reorganization of 8,000 jobs across 10 sites in 5 months, eliminating potential \$1M DOL compliance liability.
- HR representative on both the new domestic and international site selection team and corporate merger and acquisition due diligence team.
- Introduced web-based recruiting system that halved required contact time with applicants, improved speed of hire, and lowered recruiting costs.
- Conducted wage/benefit comparability studies in multiple countries.

1992 - 2000 **HARVARD PILGRIM HEALTH CARE** Health maintenance organization
Brookline, MA

Director, Quality Management, 1994-2000.
Manager, Organizational Consulting, 1993-94.
Senior Quality Management Consultant, 1992-93.

- Created performance improvement plan for executives and business

Awards

- Ebert Award of Distinction, Harvard Pilgrim's highest employee award, 1996.
- Diamond Award for Harvard Pilgrim employee excellence, 1994.
- Diamond Award for Harvard Pilgrim employee excellence, 1993.

211-23

**Conference
Presentations**
(partial list)

- Organizational Change In The Real World, Northeastern University
 - Rapid Cycle Change Methods, American Society for Quality
 - Energy Efficient Home Design and Superinsulation, Princeton University
 - Manufactured Housing Technology and Markets, Massachusetts Institute of Technology
 - Thermal Performance of Low Cost Solar Systems, International Solar Energy Society
-

- units based on highly sensitive confidential multi-level staff interviews. **211-23**
- Led the process for creation of a post-merger corporate mission and values for two companies which were formerly competitors.
 - Orchestrated reorganization of 650-staff business units from product-based to geographically-based design in 32 days.
 - Managed corporate turnaround project that increased percentage of 600,000 health care ID cards produced by year-end deadline from 35% to 95%.
 - Introduced rapid cycle change management methods to radically accelerate the rate of process and organizational redesign work. Achievements include:
 - o *Reduced new product development cycle time by 65%*
 - o *Improved processing time on a claims-paying system by 57%*
 - o *Reduced employer health coverage rate quote cycle times by 42-86%*

continued