



STRATEGIC SOLUTIONS

CELEBRATING 15 YEARS

We help clients connect the dots.

Since our start in 2009, STRATEGIC SOLUTIONS' offering of professional services has grown over the years into full-service consulting. Our team's real experience gives us the ability to help our clients set and achieve their goals through effective communication and strategic coordination.

We listen, engage, and advise.

Our STRATEGIC SOLUTIONS team listens to clients to learn about their project needs and desired outcomes. We engage clients in the process of developing new strategies. Then we advise clients on how to best implement those strategies. We are skilled at facilitating open and effective communication among groups, departments, and individuals within an organization or stakeholders of a community to capitalize on existing resources and knowledge that combines with our unique experience and innovative techniques to accomplish the desired results.

We put our clients first.

The team at STRATEGIC SOLUTIONS is comprised of experienced professionals who come from rich backgrounds in government and community affairs. We believe in a client-focused approach, building lasting relationships and becoming a source of knowledge and guidance. Our clients' positive results are a testament to our commitment to be an approachable and trusted partner.

We're here for you.

Please contact us to chat about ways our team can help and support you, your team, or your project.

John Trant

President & CEO

john@strategic-solutionsllc.com

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Interim Executive
Leadership



Strategic +
Comprehensive Planning



Community + Economic
Development



Zoning + Land Use



Grant Funding + Project
Management



Human Resources



Code Enforcement



Real **Interim Executive Leadership** *experience drives results.*

Effective Interim Executive Leadership for organizations navigating transitional periods with vacancies in key management positions.

We provide stability and thoughtful leadership through a challenging time by filling key management positions during the search for new leadership. While part of your team, we assess the current situation and build a strong foundation for the future success of your incoming team member. During this time of transition between leaders, we can also support your search for a new manager, executive director, department head, or other leadership position to help you find candidates that match your organization's needs.

- Day-to-day Operations Oversight
- Coordination of Department Activities
- Annual and Capital Budgeting
- Meeting Management and Facilitation
- Organizational and Operational Assessments
- Communications Management
- Search and Hiring Process for New Leadership

"Many organizations face moments when they have to pivot, and often pivot hard. Interim leadership in the midst of organizational assessment, restructuring, or other trying scenarios is exceptionally hard to pull off, requiring the finesse, expertise and strategic mindset that rarely come together in a single person. We found that person in John, and our organization is on solid organizational footing as a result.

If you want to weather an organizational challenge and come out better on the other side, hire Strategic Solutions and don't look back."

- Medical Rescue Team South Authority, Allegheny County



Real **Strategic + Comprehensive Planning** *experience drives results.*

Our holistic and action-oriented approach provides a clear direction for realizing future vision and goals.

Planning is great and doing is better! Our action-oriented planning processes are rooted in our first-hand experiences. We start and end your project with one goal - to bring real results to your organization.

- Strategic Plans
- Organizational and Operational Assessments
- Comprehensive Plans
- Recreation Plans
- Capital Planning
- Implementation Strategies and Action Plans

"Their ability to facilitate consensus by listening, recognizing and considering input from everyone involved and then use that to develop a plan that is actionable with associated cost estimates, responsible parties, next steps and associated deadlines delivers a final product that is implementable and well worth the investment."

- Municipality of Mt. Lebanon, Allegheny County



Real **Community + Economic Development** *experience drives results.*

Insightful research and community-specific tools to build on the strengths of the community.

Promoting, guiding, and managing development in your community requires coordination. Defining the goals for economic success and gaining alignment toward those goals can be challenging, but we are here to help.

- Demographic Profiles
- Development Approval Processes
- Community Engagement
- Communication Strategies
- TIF, LERTA, and Other Incentives

“Strategic Solutions transformed a vast project with many regulatory components and specific steps into manageable pieces. They facilitated a planning process that was achievable and implementable for all the Township officials involved.”

- North Strabane Township, Washington County



Real Zoning + Land Use

experience drives results.

Creating, analyzing, and applying land use regulations that are unique to each community.

We will work with you to draft ordinances and amendments to accomplish the community development goals of your community - including innovative techniques where appropriate and mindful of the practical aspects of everyday code administration enforcement.

- Curative Zoning Amendments
- Ordinance Audits
- Zoning Ordinances
- Subdivision and Land Development Ordinances
- Zoning Expert Testimony
- Form-Based Codes
- Mixed-Use Zoning
- Zoning Officer Support

"We are so grateful to have come upon the team at Strategic Solutions. Working in local government can be daunting and overwhelming at times. They were able to help us update and rewrite our zoning and subdivision ordinances, which were in desperate need of revision. We knew these rewrites were necessary but did not know where to begin with such a monumental task. They had the knowledge and planning experience needed to move forward with this undertaking. Thank you, Strategic Solutions, for making this process simple and painless."

- Nottingham Township, Washington County



Real Grant Funding + Project Management *experience drives results.*

Successful grant writing support and project management for projects large and small.

Not every project can be funded through grants. We will help you identify funding sources and align your projects with available grant funding so they have the greatest chance for success. When you are done celebrating your grant award, we will help you manage the project to ensure all grant requirements are met and the project is completed as planned.

- Grant Program Research
- Funding Applications
- Project Management
- Capital Planning
- Project Prioritization

"The team at Strategic Solutions has been an invaluable resource. They have a group of qualified professionals that will come in, listen to your needs, tailor a solution, and work side by side with you on strategies that can be implemented and are sustainable."

- Township of Pine, Allegheny County



Real **Human Resources** *experience drives results.*

Tailored human resources solutions ensuring efficient and effective workforce management.

We perform comprehensive human resources services tailored to enhance the efficiency and effectiveness of public sector organizations.

- Talent Acquisition
- Workforce Development
- Employee Relations
- Performance Management

"Strategic Solutions provided stability and guidance during a transition that set our organization on a good path. Their breadth of knowledge in the many facets of municipal government operations and human resource management was a tremendous asset."

- City of Allentown, Lehigh County



Real **Code Enforcement** *experience drives results.*

Applying field-tested best practices to manage code enforcement policies and operations.

Enforcing your zoning and property codes successfully requires attention to detail, consistency, and constant communication with a customer service approach. We've got years of boots-on-the-ground experience doing just that.

- Zoning Code Enforcement
- Zoning Officer and Support
- Property Maintenance Code Enforcement
- Permits Process Management

"The Strategic Solutions team offers real-life municipal experience that continues to be invaluable to our staff and our community. They are do-ers, and they have helped us accomplish so much – economic development initiatives, parks and rec improvements, code enforcement, land use ordinance updates and more! Local government can be fast-paced and stressful. The folks at Strategic help us stay organized, focused, and sane!"

- Neshannock Township, Lawrence County



Meet Our Team

Our team is comprised of public sector experts with real experience leading, planning, and implementing projects like yours for clients of all shapes and sizes.



John Trant

President and CEO



Chelsea Puff

Senior Project Manager /
Local Government
Specialist



Laurence Christian

Government
Administration Specialist



Pat Kelly

Code Enforcement
Specialist



Jason Vrabel

Technical Writer



John Toner

Community Planner II



Linda Rocco

Document Specialist



Kara Trant

Office Manager

Our decades of real experience drive results for clients...

8

Team
Members

15

Years in
Operation

60+

Clients
Served

140

Combined
Years of
Experience



PRESIDENT AND CEO

John K. Trant, Esq., AICP, CZO, ASLA



John partners with clients to address land use planning, organizational management, economic development, zoning, infrastructure, human resources management, and strategic policy issues. John's work in both the public and private sectors provides a unique perspective, as does his experience with organizations of all shapes and sizes. He has over twenty years of public policy and management experience working with elected officials, business leaders, and community stakeholders to successfully build consensus and achieve results. John founded Strategic Solutions in 2009.

Education:

**DUQUESNE UNIVERSITY
SCHOOL OF LAW**

Juris Doctor, 2006

THE PENNSYLVANIA STATE UNIVERSITY

Bachelor of Landscape Architecture, B.A.
Geography, 1999

Affiliations

- American Planning Association, Pennsylvania Chapter
- American Bar Association
- Butler County Chamber of Commerce, Board of Directors 2012-2014
- Sustainable Pittsburgh, Board of Directors 2012-2015

SENIOR PROJECT MANAGER/LOCAL GOVERNMENT SPECIALIST

Chelsea J. Puff, MPA



Chelsea brings more than 15 years of experience in local government and community planning to Strategic Solutions. Her expertise in economic development, public outreach, grant funding, project management, and comprehensive planning has benefitted communities across Pennsylvania. Chelsea works to provide organizations in both the public and private sectors with practical, implementable strategies to enhance their operations.

Education:

THE PENNSYLVANIA STATE UNIVERSITY

Master of Public Administration, 2009 Certificate in Public Sector Human Resources Management

THE PENNSYLVANIA STATE UNIVERSITY

B.A., History, 2004

CODE ENFORCEMENT OFFICER

Patrick John Kelly



Patrick is an expert in the enforcement of local building and zoning codes. He has decades of experience working with communities on education and enforcement efforts related to property maintenance codes, apartment registry, building and fire codes, and zoning ordinances. Pat's practical approach results in clear and consistent enforcement efforts.

Education:

CONNELLY VOCATIONAL TRADE SCHOOL

Drafting and Design, Layout, Fitting and
Welding, 1970

Affiliations

- Findley Township UCC Appeals Board, 2009 to present
- Moon Township Historical Architecture Review Board, 2006 to present
- Dormont Volunteer Fire Department, 1979-1999



TECHNICAL WRITER

Jason Vrabel

An architect by training, Jason Vrabel is a writer, educator, and community development professional. With more than 20 years of experience, his career has ranged from working with small non-profit organizations to the Department of Housing and Urban Development.

Education:

MIAMI UNIVERSITY

B.E.D., Bachelor of Environmental Design, Architecture

WASHINGTON-ALEXANDRIA ARCHITECTURE CONSORTIUM



GOVERNMENT ADMINISTRATION SPECIALIST

Laurence Christian

As both a former municipal manager in Delaware and Pennsylvania, Laurence adds vast public sector experience to Strategic's organizational and financial assessments and interim leadership projects. From his 24-year career in the U.S. Army, Laurence brings additional human resources and capital improvement project knowledge from across the country and overseas.

Education:

Central Michigan University Master of Science in Administration (MSA)

Campbell University Bachelor of Science in Social Science

Affiliations

International City/County Management Association (ICMA)

ICMA Local Government Certification

PA Municipal Administration Training Center

ICMA Veterans Advisory Committee



COMMUNITY PLANNER II

John Toner

With a degree in Community Development from Temple University, John Toner's planning experience stretches from North Philly to small towns throughout Eastern PA. His years of experience as a planning and zoning specialist provide Strategic Solutions with even greater capacity to write ordinances and enhance municipal governance throughout the state.

Education:

TEMPLE UNIVERSITY

B.S., Community Development and Planning, 2018



QUALITY ASSURANCE/DOCUMENT SPECIALIST

Linda Rocco

Linda is a seasoned administrative specialist, offering clients more than 35 years of experience in the field. She has extensive expertise in all administrative fields, from scheduling and correspondence to document coordination and preparation. Linda is able to tailor her abilities to meet the needs of clients, and her strong organizational skills improve efficiencies for any organization.



Client List



Interim Executive Leadership

- **Allentown (City of), Lehigh County** – Interim Director of Human Resources
- **Avalon Borough, Allegheny County** – Interim Borough Manager
- **Municipality of Bethel Park, Allegheny County** – Interim Planning Director
- **Butler County Housing and Redevelopment Authorities, Butler County** – Interim Executive Director
- **Castle Shannon Borough, Allegheny County** – Interim Borough Manager
- **Crafton Borough, Allegheny County** – Interim Borough Manager
- **Ferguson Township** – Interim Planning Director
- **Harrisville Borough, Butler County** – Interim Borough Manager
- **Johnstown (City of), Cambria County** – Interim City Manager
- **Lancaster Township, Butler County** – Interim Township Manager, Treasurer, Secretary
- **Medical Rescue Team South Authority, Allegheny County** – Interim Executive Director
- **Peters Township, Allegheny County** – Interim Planning Director
- **Pine Township, Allegheny County** – Interim Planning Director
- **Sharpsburg Borough, Allegheny County** – Interim Borough Manager
- **Springfield Township, Mercer County** – Interim Township Manager
- **Tri-Community South EMS, (Upper St. Clair Township, Municipality of Bethel Park, South Park Township), Allegheny County** – Interim Administrator



Strategic + Comprehensive Planning

- **Altoona (City of), Blair County** – Community Development Operations Assessment
- **Avalon Borough, Allegheny County** – Early Intervention Program – Planning and Revitalization
- **Brighton Township, Beaver County** – Recreation Fee in Lieu Update
- **Cecil Township, Washington County** – Comprehensive Plan Update
- **Cranberry Township, Butler County** – Comprehensive Plan Update – Diversity and Inclusion
- **Grounded Strategies, Allegheny County** – Strategic Business Plan
- **McCandless-Franklin Park Ambulance Authority, Allegheny County** – Organizational Assessment and Financial Analysis
- **Medical Rescue Team South Authority, Allegheny County** – Strategic Plan
- **Municipality of Mt. Lebanon, Allegheny County** – Strategic Planning and Project Prioritization
- **Neshannock Township, Lawrence County** – Comprehensive Plan, Recreation Plan
- **North Huntingdon Township, Westmoreland County** – Strategic Plan
- **North Strabane Township, Washington County** – Transportation Impact Fee
- **Nottingham Township, Washington County** – Recreation Plan
- **Pennsylvania Wilds Center for Entrepreneurship** – Development Design Guide Implementation Strategy
- **Penn Township, Westmoreland County** – Transportation Impact Fee
- **Pine Township, Allegheny County** – Organizational Assessment
- **Robinson Township, Allegheny County** – Recreation Plan
- **Sewickley Heights Borough, Allegheny County** – Comprehensive Plan Update
- **South Fayette Township, Allegheny County** – Strategic Planning and Project Prioritization
- **Springfield Township, Mercer County** – Strategic Plan, Tax Increment Financing
- **Tri-Community South EMS, (Upper St. Clair Township, Municipality of Bethel Park, South Park Township), Allegheny County** – Organizational Assessment
- **United States Army Corps. Of Engineers** – Planning Charette Facilitation, Development Strategic Plan (Sub-Consultant to Michael Baker International)



Zoning + Land Use

- **Allentown (City of), Lehigh County** – Zoning Officer Test Development
- **Avalon Borough, Allegheny County** – Subdivision and Land Development Ordinance
- **Baldwin Borough, Allegheny County** – Zoning Ordinance Update
- **Brighton Township, Beaver County** – Mixed-Use Zoning Ordinance Amendment
- **Clearfield County** – Subdivision and Land Development Ordinance Audit
- **Glassport Borough, Allegheny County** – Zoning Ordinance, Subdivision and Land Development Ordinance
- **Indiana Township, Allegheny County** – Gouwens PRD Land Use Appeal
- **Jefferson Hills Borough, Allegheny County** – Zoning Ordinance, Subdivision and Land Development Ordinance
- **Mahoning Township, Lawrence County** – Zoning Ordinance Review
- **Middlesex Township, Butler County** – Mixed-Use Zoning Ordinance Amendment
- **Municipality of Monroeville, Allegheny County** – Zoning Ordinance Review
- **Moon Township, Allegheny County** – Mixed-Use Zoning Amendment
- **Mount Oliver Borough, Allegheny County** – Zoning Ordinance, Subdivision and Land Development Ordinance
- **Mt. Pleasant Township, Washington County** – Zoning Ordinance Curative Amendment, Zoning Ordinance Amendments
- **Neshannock Township, Lawrence County** – Zoning Ordinance, Subdivision and Land Development Ordinance, Ordinance Codification
- **North Beaver Township, Lawrence County** – Zoning Ordinance Review
- **North Strabane Township, Washington County** – Traffic Impact Fee
- **North Fayette Township, Allegheny County** – Zoning Ordinance Amendments
- **Nottingham Township, Washington County** – Zoning Ordinance, Subdivision and Land Development Ordinance, Ordinance Codification
- **Penn Township, Westmoreland County** – Zoning Ordinance Amendment
- **Ridgway Township, Elk County** – Zoning Ordinance Curative Amendment
- **Sewickley Heights Borough, Allegheny County** – Zoning Ordinance Review
- **Slippery Rock Borough, Butler County** – Zoning and Subdivision Ordinance Amendments
- **Somerset Township, Washington County** – Zoning Ordinance, Subdivision and Land Development Ordinance, Ordinance Codification
- **Springfield Township, Mercer County** – Zoning Ordinance, Subdivision and Land Development Ordinance, Ordinance Codification
- **Waynesburg Borough, Greene County** – Form-Based Zoning Analysis (Sub-Consultant to Michael Baker International)
- **Wilmington Township, Lawrence County** – Zoning Ordinance Review



Community + Economic Development

- **Altoona (City of), Blair County** – Community Development Operations Assessment
- **Avalon Borough, Allegheny County** – Early Intervention Program – Planning and Revitalization
- **Municipality of Bethel Park, Allegheny County** – Development Approval Process
- **Greensburg Community Development Corporation** – Site Master Plan
- **Jefferson Hills Borough, Allegheny County** – Development Approval Process
- **Neshannock Township, Lawrence County** – Demographic Profile, Development Approval Process, Community Engagement, LERTA Ordinance
- **North Braddock Borough, Allegheny County** – Blight Study
- **Penn Township, Westmoreland County** – Turnpike Interchange Site Master Plan
- **Rehoboth Beach (City of), Sussex County, DE** – Business License Permit Process
- **Slippery Rock Borough, Butler County** – Development Approval Process, Downtown Redevelopment Project
- **Springfield Township, Mercer County** – Tax Increment Financing



Grant Funding + Project Management

- **Crafton Borough, Allegheny County** – DCED Grant Programs
- **Ingram Borough, Allegheny County** – DCED Grant Programs
- **Jefferson Hills Borough, Allegheny County** – Development Approval Process
- **Medical Rescue Team South Authority, Allegheny County** – State, Federal, and Non-Profit Funding Programs
- **Neshannock Township, Lawrence County** – State, Federal, and Non-Profit Funding Programs
- **North Huntingdon Township, Westmoreland County** – DCED Grant Programs
- **Nottingham Township, Washington County** – DCED Grant Programs, DCNR Grant Programs
- **Pine Township, Allegheny County** -- DCED Grant Programs, DCNR Grant Programs
- **Slippery Rock Borough, Butler County** – DEP Grant Programs
- **Somerset Township, Washington County** – DCED Grant Programs
- **Springfield Township, Mercer County** – DCED Grant Programs, DEP Grant Programs



Human Resources

- **City of Allentown** – HR Department Assessment, Interim Human Resources Director, HR Support Services
- **Castle Shannon Borough, Allegheny County** – Manager Search
- **City of Johnstown** – Chief Police Search
- **Lancaster Township, Butler County** – Manager Search
- **Medical Rescue Team South Authority** – Organizational Assessment, Chief of EMS Search, Executive Director Search
- **Springfield Township, Mercer County** – Manager Search
- **Tri-Community South EMS** – Organizational Assessment, Succession Planning, Chief of EMS Search



Code Enforcement

- **East Vandergrift Borough, Westmoreland County** – Code Enforcement Support
- **Neshannock Township, Lawrence County** – Code Enforcement Officer
- **Slippery Rock Borough, Butler County** – Code Enforcement Officer, Code Enforcement Training
- **Springfield Township, Mercer County** – Code Enforcement Officer