

THOMAS J. WILSON



December 1, 2012

Renee Narloch
Vice President
Bob Murray & Associates

Dear Ms. Narloch:

Thank you for reviewing with me last Thursday your recruitment for the City Manager's position in Miami Beach, Florida. I am pleased to express my interest in the position.

As we discussed I have served in substantial capacities in municipal government for more than thirty-five years with diverse experience as city manager in cities from Milpitas and Oceanside, California, to Scottsdale and Tucson, Arizona; and am currently the Assistant City Manager in Palm Springs, California.

I would respectfully submit that my extensive experience in cities which are internationally branded, premier destinations provides me a background and focus which could uniquely serve Miami Beach.

As the City Manager of Miami Beach I am confident that I would:

- 1) establish a constructive partnership with the Commission, based upon respect and maintained by consistent, comprehensive communication
- 2) stimulate, nurture, positively project and implement the City Commission's vision for Miami Beach
- 3) provide community-involved leadership
- 4) create a positive, supportive environment that produces accountable, superior staff performance
- 5) initiate comprehensive review of city financial processes and institute appropriate improvements to ensure fairness, efficiency and transparency
- 6) establish community-wide outreach to Miami's diverse populations anchored in positive listening, constructive dialogue and follow-up
- 7) generate efficient organizational development

Thomas J. Wilson 2

8) represent and promote the highest degree of ethical integrity in all matters

Thomas J. Wilson

Page 2

In addition, the Miami Beach Commission would find that my leadership is value-based. I would project the vision and goals of the City Commission based on the premise that the efficient delivery of quality citizen services is the first priority of city government. I work in a manner which emphasizes staff collaboration, teamwork, and timely responsiveness in partnership with the Commission and the community.

Thank you for your courtesies. I look forward to your input regarding the Miami Beach City Manager's recruitment.

Sincerely,

Thomas J. Wilson

Enclosure

RESUMÉ

THOMAS J. WILSON



EMPLOYMENT HISTORY

**CITY
of
PALM
SPRINGS
CALIFORNIA**

ASSISTANT CITY MANAGER (8/1/2005 to present)

- ◆ Accepted the position of Assistant City Manager for Development Services in Palm Springs, California on August 1, 2005. Reporting directly to City Manager, David Ready, assumed responsibility for five departments: Planning, Building, Public Works and Engineering, Community & Economic Development, and Redevelopment.
- ◆ Upon the resignation on May 30, 2008, of the Assistant City Manager for Administrative Services, the City Manager reorganized with just one Assistant Manager position, which I assumed, and added to the position the direct, department responsibility for; Library Services, Parks & Recreation, and the Palm Springs Convention Center.
- ◆ I am also serving for an indefinite period as the Director of the Building Department and the Director of the Community & Economic Development Department

**CITY
of
MILPITAS
CALIFORNIA**

CITY MANAGER (5/8/2000 to 1/22/05)

Milpitas is a Northern California, high-tech, high growth, full service city of more than 65,000. Located at the southern end of San Francisco Bay, Milpitas is the "Gateway City" of Silicon Valley with a very diverse and well educated population. Milpitas is a minority majority community which provides its residents a special quality of life – featuring abundant parks and recreation facilities, three regional retail centers and more high-tech corporations per capita than any city in the country. Employing 450+, its annual operating/capital budget is \$150 million.

City Manager serves as chief administrative officer of the City and the Redevelopment Agency, responsible to the Mayor and Council for administration of all city and agency business. Serving and performing with the highest standards of professionalism and ethical integrity, some accomplishments in Milpitas include:

- ◆ Provided – as the fourth city manager in eight years – stable leadership and comprehensive management focus and experience for the departments/divisions of the organization which had become significantly autonomous in perspective and operation.
- ◆ Created a TOP STAFF leadership development program accenting interdepartment/division communication, teamwork, collaboration and planning.
- ◆ Structured and implemented the termination of the private sector construction management firm contracted to manage the construction of a new 62,000 sq. ft. City Hall. Created and led the Milpitas staff team that took over the construction management of the project at less than 20% complete. The project was rescued from delays and cost overruns and successfully completed.
- ◆ Completed the 1000+ acre Midtown Specific Plan which developed a community-based plan for the contemporary revitalization and redevelopment of the City's midtown area and "Main Street" corridor. The Plan won a 2003 California American Planning Association Award for innovative planning. Since adoption in 2003 the plan has stimulated projects described as creating a new "urbanism," accenting high-density residential and mixed use projects.
- ◆ Instituted an October 2001 hiring freeze in the aftermath of the 9-11 terrorist attacks to address the \$2.7 million revenue loss from the elimination of business travel. The subsequent U.S. recession, technology meltdown and the State's financial crisis has mandated the continuation of the freeze which now contributes savings - through the natural attrition of the workforce - of more than \$3.5 million annually.
- ◆ Ensured the continuing delivery of all City services at 2003 service levels despite substantially reduced resources. Established a citywide, all departments/divisions "SERVICE FIRST" Program which prioritized and benchmarked citizen services and, where appropriate, retrained and reallocated employees to meet service priorities.
- ◆ Continued the City's regional leadership in the conception and implementation of innovative transportation programs and facilities. To secure the priority of needed interstate improvements, Milpitas partnered with CALTRANS and invested more than 18 million local dollars in new I-880 interchanges – the largest local contribution per capita to CALTRANS by any city in California. The City similarly worked with the Santa Clara

County Valley Transportation Authority, securing in Milpitas the only elevated segment of the county-wide light rail system.

- ◆ Conceived, negotiated and implemented a major expansion of the Milpitas Redevelopment agency project area and a comprehensive financial restructuring of the Agency which: added 800+ acres to the project area; extended the Agency's life to the statutory maximum; increased the bonded debt capacity from \$75 million to \$500 million; and increased the Agency's capacity to receive tax increment from \$500 million to \$2.4 billion.

- ◆ Issued \$200 million in Redevelopment Agency bonds in late November 2003 with the California economic climate defined by the recall of the governor and an \$18 billion State deficit. \$60 million of the issue was a refinance; \$140 million was new money. The entire \$200 million issue sold at an average interest rate of 4.5%. Standard & Poors rated the City's and the Agency's financial management as "AA" at the time of the bond issuance - the highest ratings given in California in 2003.

- ◆ Designed the plan for Milpitas' acquisition of more than 40 acres of undeveloped County property located in the core of the City's Midtown Specific Plan area. Overcame the County's 40+ year resistance to Milpitas' acquisition of the properties and negotiated their use and development. Final approvals are scheduled in early 2005 for a 700 home subdivision developed by KB Homes and for the Interstate 880 frontage to be developed for three automobile dealerships.

- ◆ Implemented an ongoing TOP STAFF leadership and organizational development program which focuses on exploring and defining leadership values, qualities and techniques specifically relevant in the setting of public employment. The program has recently addressed the leadership challenges presented by the loss of personnel and economic resources in relation to the continuing increases in demand for city services.

- ◆ Planned and negotiated the development of a major activity center anchoring the northern portion of the City's Midtown area. Development commitments for the activity center include: City's new 60,000 sq. ft. library; County's new 62,000 sq. ft. regional Medical Center; private sector 100 unit apartment & 3000 sq. ft. commercial mixed use project; 100 unit private/non-profit senior affordable apartment project; 700+ spaces of public parking and installation of new streetscape.

- ◆ Refocused the City's affordable housing program establishing a new priority - the development of affordable "ownership" housing. Through mortgage assistance financing, Milpitas and the Redevelopment Agency, in partnership

with private housing developers, have designated through the planning process 250+ homes – privately developed but to be marketed at “affordable” prices through assisted financing.

- ◆ Directed the development and adoption of the City’s first longterm Utility Financial Management Plan. Adopted in 2003, the 20 Year Plan defines the facilities needed for the City’s water and sewer utilities “build-out” development and presents a fee and rate structure to finance the cost of the construction, maintenance and operation of the utilities. The plan was developed over 18 months through a consulted, community-based, stakeholder Task Force.
- ◆ Assembled a private/public sector stakeholder partnership to develop a vision/plan for the development of the areas surrounding the Milpitas BART station. Milpitas will be the first stop for the extension of BART from San Francisco into Silicon Valley/Santa Clara County.
- ◆ Provided guidance and support to the City’s Community Activity Commission, which received City Council authority and direction to develop a comprehensive Code of Ethics for Milpitas Councilmembers and top staff. The Code of Ethics was adopted by the City Council in April 2004 along with a comprehensive implementation and training program.

**CITY
of
OCEANSIDE
CALIFORNIA**

CITY MANAGER (5/3/93-5/8/2000)

Oceanside is a Southern California coastal, high growth community of over 150,000. Organized as a general law city, Oceanside provides full services, owning and operating the water/sewer utility, a small general aviation airport and 975+ slip small-craft harbor. Employing over 750, its annual operating/capital budget exceeds \$200 million. Light manufacturing, health/education and government employment (Marine Camp Pendleton), combine with tourism to provide a diverse economy.

City Manager serves as chief administrative officer of the city responsible to the Mayor and Council for administration of all city business. City Manager also serves as the CEO of the Harbor District and Redevelopment Agency. Highlights of service would include:

- ◆ Stabilized the city’s faltering finances in the face of Southern California’s deepest recession and the State’s diversion of locally generated property tax revenues to the State treasury. Produced six years of consistent growth in the city’s unreserved general fund balance without any fee or tax increases.
- ◆ Established a comprehensive employee development, training and recognition program. Focused department directors on providing consistent in-year performance recognition, culminating in annual citywide awards.

- ◆ Initiated a community-based, open citizen participation planning process for a 400+ acre real estate gift of property to the City of Oceanside. The property was developed with public and private uses including a \$500 million pharmaceutical production facility.
- ◆ Bench-marked new standards for all city services, establishing a "CITIZENS & SERVICE-FIRST" program to focus Oceanside's employee commitment to quality service.
- ◆ Competitively contracted for city services—building maintenance, median maintenance, tree trimming, park mowing, and beach facility maintenance permitting the cost-efficient reallocation of employees to more productive assignments.
- ◆ Led in the development of a comprehensive, five-year Strategic Plan for the Oceanside Police Department. The San Diego Chapter of the American Planning Association specially recognized the plan in 1996 for its innovation and quality.
- ◆ Developed the concept for the creation of a community computer center as part of the services of the Oceanside Public Library. The City of Oceanside Public Library opened the first community computer center in Southern California in January 1997. The community computer center was the winner of a 1997 Helen Putnam award.
- ◆ Conceived, structured and implemented an innovative property acquisition and capital financial plan, which provided for a new 51,000 square foot police facility and a new 12,000 square foot branch library. Both facilities opened in September 1999.
- ◆ Negotiated a disposition and development for a 104,000 sq. ft. downtown redevelopment entertainment center anchored by a 16 screen multiplex Regal Cinemas Theater. Center opened in December 1999.

**CITY
of
TUCSON
ARIZONA**

CITY MANAGER (7/3/90 to 7/17/92)

Tucson is a full-service city, organized in the council/manager form, employing over 4,500 with an annual operating/capital budget of \$700+ million. City owns a regional water utility and bus system. Government employment, University of Arizona, Davis-Monthan Air Force Base and manufacturing provide the economic foundation with tourism giving the largest economic input.

City Manager serves as the chief administrative officer of the city responsible to partisan Mayor and Council for the administration of all city business. Highlights of service would include:

- ◆ Restored the city's financial stability. The city's FY 1989-90 audited unreserved fund balance was \$260,000 from an operating budget of \$350+

million. More than 26 million dollars was cut from the budget. No taxes were increased. No new taxes or revenue sources were initiated. There were no lay-offs. The city's first multi-year Financial Management Plan was prepared and adopted. The city's bond rating were maintained, and the close of the FY 1991-92 saw a \$5 million unreserved fund balance.

- ◆ Reconstituted management team. Quality appointments were made reflecting ethnic and gender diversity accented by: the city's first Hispanic deputy city manager, the first female assistant city manager, Hispanic female library director, Hispanic human resources director, African-American female director of intergovernmental affairs and the city's first (one of first nationally) female police chief.
- ◆ Created a city-assisted program of incentives to induce Hughes Aircraft to consolidated all missile development and manufacturing in Tucson, including designing an innovative "new employment credit" financing program for the expansion of Hughes' facilities.
- ◆ Assembled a city team and formulated a new, comprehensive employee compensation plan (Pay for Performance). The plan provides for individual employee performance incentives, with a structured evaluation process resulting in performance recognition and annual compensation review/adjustment.
- ◆ Moved toward the region's elimination of its sole dependence upon groundwater through the delivery of Central Arizona Project water. Maintained the scheduled completion, under budget, of \$90 million treatment facility—first CAP water delivery, November 1992.
- ◆ Generated innovative economic development initiatives utilizing public and private partnerships of effort and resources, including redevelopment authority, industrial development capacities, municipal Property Corporation and private, non-profit Development Corporation. Structured the city's lead role in removing Davis-Monthan Air Force Base from the closure list.

**CITY
of
TUCSON
ARIZONA**

DEPUTY CITY MANAGER (9/18/89 to 7/3/90)

Chief assistant to the City Manager. Responsible for management direction to the city departments of water, transportation and human resources. Responsible for city's local inter-governmental relations and all state/federal legislative proposals.

**CITY
of
SCOTTSDALE
ARIZONA**

CITY ATTORNEY (11/1/88 to 9/18/89)

Scottsdale is a unique, quality-of-life community of more than 170,000 residents. While maintaining it's western heritage, it is a sophisticated urban city featuring numerous corporate headquarters, Mayo Clinic, upscale retail centers and internationally recognized resorts and tourist destinations.

City Attorney served as the chief legal advisor to all officers and employees, departments and agencies of the city.

INTERIM CITY MANAGER AND CITY ATTORNEY (4/27/88 to 11/1/88)

Served as the interim chief administrative officer and city attorney.

- ◆ Provided transition leadership and management stability after the directed resignation of 8 year city manager.
- ◆ Prepared foundation analyses and recommendations for bond financed, capital improvement program emphasizing prioritized transportation and street needs. Community approved bond program authorization in 1990 election.

CITY ATTORNEY (12/21/87 to 4/27/88)

**CITY
of
TUCSON
ARIZONA**

DEPUTY CITY ATTORNEY (1978 - 1988)

Served as the chief assistant to the city attorney. Responsible for day-to-day administration and supervision of assistant attorneys and staff. Prepared complex agreements (water rights, economic development, zoning) and conducted and/or supervised the preparation, trial/appeal of complex litigation.

ASSISTANT CITY ATTORNEY/CHIEF PROSECUTOR (1973-1978)

Administered and supervised all activities of the criminal division of the City Attorney's office.

ASSISTANT CITY ATTORNEY (1972-1973)

Conducted criminal misdemeanor prosecutions and general civil litigation.

Residential property manager and law student, Tucson, Arizona (1969-1972)

Teacher, English and Reading, Tucson Unified School District (1968-1969)

EDUCATION

Juris Doctor, 1972, University of Arizona

Bachelor of Arts with Distinction, 1968, University of Arizona

Founding Editor, Associated Students' Course Evaluation

Member Associated Students' Publication Board 1966 through 1968

Recognized for Distinguished Service to Student Body – 1967 and 1968

PROFESSIONAL/COMMUNITY ASSOCIATIONS

International City/County Management Association

American Public Works Association

International Personnel Management Association

State Bar of Arizona

Admitted to the practice of law in all Arizona Courts, the Federal District Court for District of Arizona, the Ninth U.S. Circuit Court of Appeals and the United States Supreme Court.

Founding Board of Directors President, Tucson AIDS Project

Founding Director, Santa Cruz Valley Water District, Arizona

Founding Contributor, Oceanside Museum of Art

Member, 1999 & 2000 Oceanside Unified School District Facilities and Bond Committee

Oceanside and Milpitas Rotary Club

PERSONAL

Married, Patricia

Adult son, Robert

Excellent health

Avid hiker, bicyclist – good racquetball, marginal tennis and golf

Enthusiast – early American history