

## VINCENT D. PASTUE

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### PROFESSIONAL EXPERIENCE

**SUMMARY:** Over thirty years of professional management experience in local government with the last twenty-four as either a city manager or county administrator. Consistent accomplishments throughout my career include: on-going operational changes resulting in savings along with improved services, completion of major infrastructure projects, transformative economic and redevelopment initiatives, organizational stability and harmony, sound financial management, and facilitating critical reviews of land use policies leading to changes.

#### CITY OF MOUNT DORA, FLORIDA

June 2015 to March 2016

**City Manager** – The City of Mount Dora is located 25 miles northwest of Orlando in Lake County with a population of approximately 13,000. The City Manager is responsible for all aspects of municipal services including electric utility. The Fiscal Year 2015-16 Budget is \$45 Million with 209 full-time equivalent employees.

##### Accomplishments:

- Presented 14-page SWOT Analysis (Strengths, Weaknesses, Opportunities, Threats) outlining the need for fundamental organization-wide restructuring to address significant economic growth opportunities over the next ten years.
- Numerous policy and procedure changes to address internal control deficiencies.
- Adopted balanced General Fund Budget for first time in eight years.

#### CITY OF FARMINGTON, MICHIGAN

February 2003 to May 2015

**City Manager** - The City of Farmington is located in the Metro Detroit area with a population of 10,372 based on the 2010 Census. The City Manager is responsible for all facets of day-to-day City operations. The Fiscal Year 2014-15 Budget was \$14.8 Million with 52 full-time employees along with 25 part-time and seasonal employees.

##### Accomplishments:

- Rated by CNN/Money Magazine in 2013 as one of the top 50 small towns in U.S. (#27).
- Facilitated, encouraged, and coordinated efforts of high-quality and engaged volunteers to create a strong sense of community identity and pride.
- Restructured organization to address financial structural imbalances by reducing number of positions by expanding shared services with neighboring communities, privatization of services, and wage and benefit concessions for all employee groups. The overall objective was to maintain a high level of municipal services, continue infrastructure investment, and maintain strong financial position.

## City of Farmington Accomplishments (Continued)

- Redevelopment of older built-out community including dramatic transformation of downtown. Initiated development of Downtown Master Plan and update of City-wide master plan which emphasized mixed-use commercial redevelopment, historic preservation, and pedestrian amenities. Completed two brownfield redevelopment projects resulting in 100 new jobs, tax base growth, improved community aesthetics, and adaptive reuse of functionally obsolete industrial property. Amending Zoning Code toward form based design standards along with a more timely review process for redevelopment projects.

## COUNTY OF ISABELLA, MICHIGAN

May 1997 to February 2003

**County Administrator** – Isabella County has a population of 63,500 and is located in the central portion of Michigan’s Lower Peninsula with Mt. Pleasant as the County seat. The FY 2002-03 Budget was \$24.3 Million and over 200 employees.

### Accomplishments:

- Managed high growth period requiring updating and expanding County facilities along with forecasting operational needs. Oversaw planning and construction of new secured court facility and five other building expansions and renovations.
- Reorganization of County departments to improve efficiency and effectiveness that focused on community development, engineering, and administrative functions.
- Initiated update of county-wide master plan with focus on open space and farmland preservation, parks and recreation master plan, and solid waste management plan.
- Developed employee in-service programming and completed pay-classification system.

## CITY OF CLARE, MICHIGAN

January 1992 to May 1997

**City Manager** – Responsible for the overall management in accordance with City Charter. The City of Clare is a full-service, home-rule city with a population of approximately 3,500 and a service area of 10,000. The Fiscal Year 1997-98 Budget was \$3.1 Million and included 26 full-time and 36 part-time employees.

### Accomplishments:

- Reduction of four full-time employees (13%) without layoff or reduction in level of services. Accomplished utilizing intergovernmental agreements, privatization of services, and internal reorganizations.
- Developed and implemented Capital Improvements Program that included water and sewer system expansions, industrial park expansions, street resurfacing, sidewalk replacement, airport runway realignment, and downtown streetscape improvements.
- Comprehensive restructuring of land use planning and zoning.

**CITY OF BELDING, MICHIGAN**

February 1990 to January 1992

**Assistant City Manager - Director of Finance and Administration, Interim City Manager, and Community/Economic Development Director**

As Director of Finance and Administration was responsible for all all facets of financial management, risk management, and human resources. Served as Interim City Manager for five months. Community/Economic Development Director, responsibilities included planning/zoning administration, economic development, and grants.

**Accomplishments:**

- Developed systematic process for review and consideration of all land use applications.
- Completed four grant applications with State of Michigan agencies for over \$3.0 Million in capital improvements.

**LEE COUNTY, FLORIDA**  
**OFFICE OF MANAGEMENT AND BUDGET**

November 1986 to February 1990

Fiscal Year 1989-90 Budget was \$539.7 Million with over 3,000 employees and one of the five fastest growing counties in the nation.

**Principal Budget Analyst** – Responsible for development of five-year \$1.0 Billion Capital Improvements Program budget. Responsible for formulating estimates for all major revenues in operating and capital funds. Promoted: March 1989.

**Senior Budget Analyst** – Responsible for drafting annual budget calendar, supervision of four budget analysts, prepared budget and millage public notices, served as systems development coordinator, while maintaining department budget analyst responsibilities. Promoted: November 1987.

**Budget Analyst** – Review and analysis of Public Safety, Solid Waste, and Utilities department budgets.

**Lee County, Florida Accomplishments:**

- Developed five-year forecast of revenues and expenditures for Utilities Department, in a high growth environment, that incorporated operating impact of capital projects, bond coverage requirements, and highlighting need for future rate adjustments.
- Coordinated budget prep system changes to improve efficiency and enhance timeliness of reports.

**COUNTY OF INGHAM, MICHIGAN**  
**FINANCIAL SERVICES DIVISION**

October 1983 to November 1986

**Billing Auditor** – Handled employee medical, dental, unemployment, and workers compensation benefits.

**Budget Analyst Intern** – Responsible for preparation and analysis of the “Law and Courts” segment of the 1985 Budget, and special projects.

## **EDUCATION**

### **Michigan State University**

- Completed all coursework toward Master of Public Administration degree
- Internship paper was only item to complete the program.

### **University of Michigan – Flint**

- Bachelor of Arts Degree in Political Science, April 1982
- Minor: Economics

## **PROFESSIONAL MEMBERSHIPS/PARTICIPATION**

- International City/County Management Association (ICMA)
- Florida City/County Management Association (FCCMA)
- Presenter at United (Michigan) County Officers Association – Understanding the Budget Process
- Presenter at 1989 Florida Government Finance Officers Association Conference – Capital Improvements Program Process
- Guest Lecturer at Eastern Michigan University's Master of Public Administration Program regarding local government budgeting and finance.
- 2011 – Certified as a Michigan Emergency Financial Manager
- Winter 2014 – Consulted with City of Wayne, Michigan regarding budget challenges.

## **PERSONAL**

- Married for over 27 years (Annette) – two sons: Nicholas (26) and Ryan (24)
- Interests: Golf, fishing, and camping