**VINCENT D. PASTUE**

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**PROFESSIONAL EXPERIENCE**

**SUMMARY:** Over thirty-nine years of professional management experience in local government with the last thirty-one 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 comprehensive reviews of land use policies leading to changes.

**CITY OF MONROE, MICHIGAN (City Manager)**  July 2016 to June 2023

The City of Monroe has a population of 20,400 and is located on the western shore of Lake Erie approximately 40 miles south of Detroit, and 20 miles north of Toledo, Ohio. The Fiscal Year 2023-24 Budget is $70 Million with 185 full and part-time positions. Reason for leaving – retirement from permanent full-time city manager positions and to pursue interim local government management opportunities and/or consulting.

**CITY OF MOUNT DORA, FLORIDA (City Manager)** June 2015 to March 2016

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 was $45 Million with 209 full-time equivalent employees. Reason for leaving – Resigned after significant change in City Council and direction after November 2015 Election.

**CITY OF FARMINGTON, MICHIGAN (City Manager)** February 2003 to May 2015

The City of Farmington is located in the Metro Detroit area with a population of 10,372 based on the 2010 Census. The Fiscal Year 2014-15 Budget was $14.8 Million with 52 full-time employees along with 25 part-time and seasonal employees. Reason for leaving – to accept Mount Dora City Manager position.

**ISABELLA COUNTY, MICHIGAN (County Administrator)** May 1997 to Feb. 2003

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 and home to Central Michigan University. The FY 2002-03 Budget was $24.3 Million and over 200 employees. Reason for leaving – to accept Farmington City Manager position.

**CITY OF CLARE, MICHIGAN (City Manager)** January 1992 to May 1997

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. Reason for leaving – to accept Isabella County Administrator position.

**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 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. Reason for leaving – to accept Clare City Manager position.

**LEE COUNTY, FLORIDA** November 1986 to February 1990

**OFFICE OF MANAGEMENT AND BUDGET**

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, formulating estimates for all major revenues in operating and capital funds. Promoted: March 1989. **Senior Budget Analyst** – Responsible for drafting annual budget calendar 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 solid Waste, and Utilities department budgets. Reason for leaving – to accept City of Belding position.

**COUNTY OF INGHAM, MICHIGAN** October 1983 to November 1986

**FINANCIAL SERVICES DIVISION**

**Billing Auditor (full-time) and Budget Analyst Intern**

**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

**OTHER PROFESSIONAL ENGAGEMENTS/PERSONAL**

* Part-time Lecturer – Eastern Michigan University MPA Program (2020 and 2021)
* Numerous presentations to local government organizations regarding the budget and capital planning process, as well as consulting engagements.
* 2011 – Certified as a Michigan Emergency Financial Manager
* International City/County Management Association (ICMA) – 39 years
* Married for 35 years (Annette) – two sons: Nicholas (33) and Ryan (32)
* Interests: Fly-fishing, golf, and long walks.

**ACCOMPLISHMENTS**

**CITY OF MONROE, MICHIGAN**

* Implementation of River Raisin Battlefield National Park Master Plan that includes acquisition of property for the national park, as well as adaptive reuse of former ice arena for a visitor and event center.
* Economic redevelopment initiatives involving downtown and major commercial corridors, including redevelopment of former La-Z-Boy world headquarters site.
* Restructured several departments to improve customer experience and operational efficiency by embracing technology improvements, amending internal policies and procedures, workflow management, and staffing. Transformed Building Inspections Department customer service and community reputation.

**CITY OF MOUNT DORA, FLORIDA**

* 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**

* 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 during economic crisis. The overall objective was to maintain a high level of municipal services, continue infrastructure investment, and maintain strong financial position.
* 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 timelier review process for redevelopment projects.

**COUNTY OF ISABELLA, MICHIGAN**

* 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 land use 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 implemented comprehensive pay-classification system.

**CITY OF CLARE, MICHIGAN**

* 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**

* 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**

* 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.