

CLAY J. PEARSON

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OBJECTIVE

By applying world-class City Manager skills to continuously build and improve community and neighborhoods; to exemplify commitment with a progressive and dynamic organization; to achieve results serving the public with meaningful team and community participation.

PROFESSIONAL EXPERIENCE

City Manager

City of Novi, Michigan

February 2006 (including Interim February - July 2006) to Present

- Chief Executive Officer for growing full-service municipal service organization serving 55,200 residents, State Equalized Valuation (50% of 2010 market value) of \$3.32 billion. Well-educated, affluent, and diverse community named among "Top 100 Places to Live" (July 2008) by Money magazine and "Top Ten Places in the U.S. for Families" by Family Circle magazine (August 2011). Novi's average household income in 2009 was estimated at \$71,796.
- Our community consistently attracts and retains quality development projects in a difficult economy. Novi hosted the third-highest real property additions in Oakland County (2009) representing 8.06% of the total real property additions in the entire County.
- Created cross-functional staff venture teams with interdepartmental talent to fulfill complex strategic priorities of the City Council's adopted budget. Teams are organized with specific project charters, executive sponsors, and resources to improve public safety, infrastructure development, and citizen engagement.
- Led presentation to credit rating agencies earn increase in bond credit rating to AA+ from Standard & Poor's (June 2008) for issuance of \$16 million library construction bonds for new 55,000 sq. foot City Library on Civic Center campus which successfully opened in June 2010.
- Developed City Council board policy-setting sessions, including use of National Citizen Survey data for recognizing and improving citizen perceptions. The City of Novi was twice recognized with a "Voice of the People" award (2008 and 2010) for its results in being in the top percentile for code enforcement among jurisdictions participating in the survey around the United States. Named to be one of four cities in the United States to participate in pilot older adults perception survey (October 2007).
- Initiated and developed international business and community relationships through hosting and developing relationships for numerous city exchange events, cultural programs and business contacts. Selected for Fellowship programs to Japan (October 2007) and have hosted multiple international visitors (Bulgaria, Japan) for best practice sharing; constantly support and membership in international chambers of commerce.
- Leveraged partnerships with schools, road agencies, surrounding jurisdictions for use and joint use of recreation facilities, infrastructure development, emergency dispatch services, and business partners.
- Made organizational priority to cross-train to improve service levels at permit processing and citizen service centers; support training and development strongly with continuous support of tuition reimbursement and staff technology training at all times.

- Oversaw branding and marketing effort for new City logo, improvements and growth to award-winning cityofnovi.org website, launch of additional business development website investnovi.org and internal e-web for staff. Synthesized cohesive overhaul of entire communications and outreach strategy, featuring targeted newsletters (e-biz, Enhance, News in a Nutshell, Engage!, annual Calendar/Report, and Facebook).

Assistant City Manager

City of Novi, Michigan

September 2000 to January 2006

- Led Capital Improvement Program including \$80 million in transportation improvements. Projects ranged from completing reconstruction of major intersection within allotted four week period, detouring 50,000 vehicles/day efficiently with public information campaign and weekly briefings for affected three regional shopping centers and other businesses; construction of a new Fire Station and Training Center, bike path and pedestrian connections including wetland boardwalks.
- Directed updates to Master Plan for Land Use, Water Distribution Study and Master Plan and Stormwater Management Plan.
- Ongoing business retention and attraction oversight responsibilities including negotiating business retention and expansion agreement with high-tech firm for 300 additional Novi jobs at the Incat Company (now owned by Tata Technologies).
- Integrated individual technical functions into a new collocated Plan Review Center resulting in over \$65,000 in savings of City Plan Review costs in its initial nine months of operation and decreased number of required plan copies submitted by applicants from 23 to 10. Liaison to Michigan Economic Development Corporation, Oakland County Planning and Economic Development Corporation, Automation Alley, and Novi Chamber of Commerce. Oversaw plan review and building inspections for simultaneous construction of Providence Hospital (280-bed hospital and Level 1 Trauma Center) and expansion of Taubman Company's Twelve Oaks Mall.

Assistant City Manager – Special Services

City of Elgin, Illinois

January 1999 to September 2000

population 94,487 at departure

- Change and improvement agent for organization and community, instituting staff orientation program, managed strategic planning process and work sessions for senior managers to implement City Council goals.
- Directed City marketing, communications efforts and Internet presence. Served as City spokesperson to local and Chicago media.
- Designed leadership initiatives for staff including improved customer service training, Myers-Briggs personality type indicator to improve team effectiveness, High Performance Organization principles and team skill building.

Director, Department of Code Administration & Neighborhood Affairs

City of Elgin, Illinois

May 1995 to December 1998

- Director of major City operating department responsible for neighborhood liaisons, historic preservation, zoning enforcement, property maintenance inspections, plan review, building permits issuance, inspections and public health.
- Served as Acting City Manager for 550-employee organization during City Manager's

absences.

- Successfully developed and implemented a Historic Architectural Rehabilitation Grant program for homeowners (leveraged \$500,000 in private investments), Multi-Family Housing Conversion program, Neighborhood Improvement Grant program (\$100,000/year grant program to community groups), Neighborhood Business Improvement Program (\$100,000/year program to local businesses).
- Provided liaison with Hispanic community and network of business/community leadership; Board member and liaison with Neighborhood Housing Services, Inc.
- Improved coordination and fast-tracked results for targeting problem properties with City departments (Police, Law, and Public Works) and established regular liaisons with community partners (Housing Authority, Water Reclamation District, Chamber of Commerce and Realtors).

Budget Director

City of Elgin, Illinois

July 1994 to May 1995

- Responsible for development, presentation and administration of operating and capital budgets (\$114 million total at the time).
- Implemented conversion of City financial and budget systems to new software, wrote user manual and budget instructions for entire City employee base.
- Directed first Five-year Financial Plan, organized City Council input and series of community input sessions. Authored "Ten Key Issues for the Community" guide.

Assistant to the City Manager

City of Elgin, Illinois

May 1991 to July 1994

Administrative Intern

Johnson County, Kansas

June 1990 to May 1991 Served in Johnson County Budget Office, Planning Department and Executive Airport in rotation while completing full-time academic work.

EDUCATION

University of Kansas, 1990-1992
 Master of Public Administration
 Elected Class President by Peers

Lawrence, Kansas

Gustavus Adolphus College, 1986-1990
 Bachelor of Arts; Major: Economics; Minors: Geography and Political Science

St. Peter, Minnesota

University of Virginia
 Senior Executive Institute, July 1999
 Management Excellence Program, January 1996

Charlottesville, Virginia

Professional memberships and certificates

International City/County Management Association 20-year member

Ethics Consultant to South African Dept. of Local and Provincial Government, Johannesburg, South Africa, April 2005

ICMA International Committee (2006-Present)

ICMA National Conference Planning Committee (2007-08)

Member, The Alliance for Innovation, Board of Directors member (2010-12)

The Library Network, Board of Directors (2011-13)

Participant, Edward Tufte seminar, Presenting Data and Information

Completed Unified Incident Command, approved by Department of Homeland Security

Myers-Briggs Type Indicator Qualified (not current)

Attendee, Southern Illinois University Program in Economic Development, Naperville, Illinois

Elected Board Member and President (2010-2011), KU City Management Alumni Association (KUCIMATS)

Michigan Intelligent Transportation Systems, Board of Directors (2010-12)

Michigan Local Government Management Association, Board of Directors (2010-13)