

## **RESUME**

### **2009**

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### EDUCATION

B.A. Political Science University of Iowa, Iowa City, Iowa

M.A. Municipal Administration, University of Iowa, Iowa City, Iowa

Certificate, Senior Executive Institute, University of Virginia, Charlottesville, VA

Credentialed Manager, ICMA Credentialed Manager Program 2003-2008

### QUALIFICATIONS

- x Experience in diverse urban and high growth suburban communities.
- x Experience in maintaining and enhancing the financial condition of the city.
- x Experience in intergovernmental relations and joint service provision.
- x Experience in successful economic development.
- x Experience in communities with major entertainment venues.
- x Experience in personnel, labor relations and team building.
- x Experience in developing and implementing creative and innovative solutions to complex local and regional issues.
- x Experience in long range community planning.
- x Experience in the operation of utilities including electric utilities.

### PROFESSIONAL

#### EXPERIENCE

September, 2004

To Present

City Manager, City of Jackson, Michigan (population 36,600). Jackson is a mature, central city with a diverse population located in south central Michigan. Jackson is a full service community including providing water and sanitary sewer to four adjacent townships. Jackson has a traditional industrial base that is making a successful transition to a service and health based economy. Jackson has 310 full-time employees represented by four labor unions. The adopted 2009-10 fiscal year budget exceeds \$61,000,000. Successful management accomplishments include: negotiating a wastewater treatment agreement with Blackman Township that brought in \$2,750,000 for the General Fund, implementing Brownfield redevelopment programs, negotiating the sale and redevelopment of the former Hayes Hotel in downtown, negotiating labor agreements with Fire and Police unions without binding arbitration, developing and implementing staff and operational sharing

agreement with three township fire departments, implementing joint economic development efforts with five public and private partners, completing the process of converting the first State Prison to an artists colony (this project was chosen the best community development project in Michigan by the Members of the Michigan Municipal League at the 2008 Annual Conference), completing economic development projects that preserved or brought over 1,000 jobs to the community and completing the \$10,500,000 remodeling and modernization of the City Hall.

July, 1997  
to April, 2004

City Manager, City of Auburn Hills, Michigan (population 20,000). Auburn Hills is a rapidly growing suburban community in the Detroit metropolitan area. The daytime population of Auburn Hills exceeds 70,000 persons. The community is home to Chrysler Corporation, Comerica Bank, EDS, Siemens, The Palace at Auburn Hills (home of the Detroit Pistons and one of the top five venues in the country), Great Lakes Crossing Mall, Oakland University(18,000 students), Oakland Community College, Borg-Warner Corporation and numerous other technical and industrial businesses. Auburn Hills has been one of the fastest growing and most successful communities in Southeast Michigan. Auburn Hills has a mixture of high end technical and research facilities, diverse retail opportunities, educational institutions, entertainment venues and a variety of housing. The City has 187 full-time employees who are represented by three unions. The City provides a broad range of services including police, fire, water, sanitary sewer, public works, community development and planning, senior citizens, library, parks and a championship golf course. The adopted 2004 fiscal year budget totaled \$63,154,592. The taxable value of the community is approximately \$2,000,000,000 which is among the highest per capita in Michigan. Significant management accomplishments include: developing and implementing a one and five year capital improvement and financial planning program, constructing a Public Safety Center of approximately 53,000 square feet at a cost of \$12,000,000, developing and implementing a master plan for the "Village Area" which is an older commercial area including a 833 unit privately developed "new urbanism" housing development, developing and implementing a street paving and maintenance program, developing and implementing a "neighborhood planning process" to address specific neighborhood planning and development issues, restructuring the organization to better address the issues of rapid growth and development, implementing a system of interest based bargaining with the labor unions and reducing the property tax rate by over 10%.

March, 1983  
To March, 1997

City Manager, Yankton, South Dakota (population 13,250). Yankton is a medium sized community located in southeastern South Dakota on the Missouri River. Yankton was incorporated in 1862 and is the oldest community in the Dakotas. The community is a mix of four national historic districts contrasted with numerous newer homes, commercial and industrial areas. Yankton has 132 full-time employees and provides a broad range of ser-

vices including police, fire, public works, parks and recreation, a golf course, a community recreation center, water, sanitary sewer collection and treatment and regional airport. Yankton and Yankton County jointly operate several services including a public safety center, regional jail, enhanced 911 dispatch center, library, senior citizens center, solid waste disposal, recycling center and emergency government. The 1997 budget was \$18,500,000 including capital improvements of \$7,500,000. Significant management accomplishments include: conceptualizing, assisting in gaining voter approval and implementing a \$21,000,000 complex jointly with the Yankton School District including a new senior high school, community recreation center, community events center and an aquatic activities center, redevelopment of Riverside Park including boat launching facilities and docks, an award winning amphitheater, irrigation, river walks, and other facilities, development of 2,400 new jobs in the community through both the expansion of existing businesses and attraction of new businesses, creation of a downtown business improvement district to allow improvements to the Central Business District and participation in the National Main Street Program, assisted in the development of various arts programs including Summer Arts Festival, Summer Concert Series, and the renovation of the Dakota Theater, implementation of a tax increment district which included the purchase of 640 acres of land and the development of the land with an eighteen hole municipal golf course, an industrial park, a mixed use commercial area and an affordable housing project utilizing HOME Funds, assisting in the conversion of the bankrupt Yankton College to a minimum security Federal Penal Camp, development of a privately financed and operated solid waste to energy conversion project that won first place in the 1990 National League of Cities Innovations Awards Program, implementing a program to annex over 900 acres of land to the City, strengthening the intergovernmental relationship of the City with Yankton County, adjacent cities and counties and the State, and implementation of an organization-wide computer system. Additional accomplishments include: planning and construction of major storm water drainage improvements, construction of water treatment plant improvements, developing and executing a bridge replacement program, and improving the financial status of the City while maintaining the lowest total tax rates among the cities over 5,000 in South Dakota.

February, 1977

To February, 1983

Village Administrator, Sussex, Wisconsin (population 8,500).

Sussex is a rapidly growing, outer ring suburb in the Milwaukee metropolitan area. Sussex is experiencing most of the challenges that accompany high rates of growth and development. Sussex has experienced the highest rate of growth in population and tax base in the Milwaukee area for the last twenty five years. Significant management accomplishments include: completion of first comprehensive planning process including reaching a community consensus on development and growth alternatives, including growth management, development of capital improvements program and financing methods, negotiation and implementation of a police services contract with Waukesha County, development and implementation of economic development program resulting in the creation of over 3,000 new jobs and \$183,000,000 in new tax base, creation and implementation of three tax increment districts to allow implementation of community and economic development plans, preparation and implementation of plans to annex approximately 250 acres of land into the

Village, creation of first personnel rules, position descriptions, and personnel system, encouraging Village, township, and county cooperation on issues such as police protection, fire protection, library services, and sanitary sewer service, development and implementation of a "package" budget system to limit tax increases while maximizing service levels and obtaining Federal grants in excess of \$5,000,000.

June, 1970

To January, 1977

Administrative Assistant, Grand Island, Nebraska (population 41,500).

Grand Island is a full service, independent city in the Platte River Valley of central Nebraska. Grand Island provides a broad range of services including electric generation and distribution. Significant management accomplishments include: obtaining state and Federal grants for sanitary sewer construction, developing park facilities, and police communications, conducting negotiations with four labor unions, reorganizing the central stores and maintenance operation, implementing safety programs and implementing a personnel evaluation program.

## BACKGROUND

### EXPERIENCE

A broad range of professional experience including service in three independent, full-service cities and two rapidly growing suburban communities. Experience in tax increment financing. Experience in the operation of an electric utility. Experience with extensive intergovernmental service provision. Experience with economic and community development and redevelopment programs. Experience in a community with a major entertainment venue. Experience in maintaining and enhancing the financial status and revenue base of the city government. Experience in planning and constructing major community improvements. Experience in planning and coordination of activities with Federal, regional, state, county, and private entities. Experience with environmental programs and projects. Successful implementation of new or expanded services while controlling costs and taxes. Ability to view the future and assist the community in preparing for that future. Ability to develop and implement creative and innovative solutions to community challenges. Successful implementation of computer applications to municipal operations. Proven ability to work interactively with elected officials, community groups, the public and municipal employees to develop and implement programs furthering the established goals of the community. Stability in employment status. Intelligence and drive to get the job done!

## **PROFESSIONAL AND SERVICE AFFILIATIONS**

Full Member-International City/County Management Association

2003-ICMA Credentialed Manager (to be renewed 2009)

1998-99-Member-Strategic Planning Committee

1993-Member-Task Force on the Council-Manager Plan

1993-Chair-Subcommittee on the Evolution of the Council-Manager Plan

1991-Member-1992 Conference Planning Committee

1988-Member-1989 Conference Planning Committee

1987-89-Member-Public Policy Committee

1986-Member-1987 Conference Planning Committee

Member-Michigan Local Government Management Association

2007-Present Member Board of Directors

1997-Member Winter Conference Planning Committee

1998-Present-Member-Ethics Committee

2001-2002-President-Oakland County Managers Association

Member-Great Open Spaces City Management Association 1983-97

1987-88-President

1986-87-Vice President

Member-Wisconsin City Management Association 1977-83

1982-Vice President

1982-Secretary-Treasurer

1981-Member-Board of Directors

1979-Member-Nominating Committee

Member-Nebraska City Management Association 1970-77

1976-77-Vice President

1975-76-Secretary-Treasurer

Memberships in Jackson

Member-Jackson Local Development Finance Authority

Member-Jackson Brownfield Redevelopment Authority

Member-Jackson City Planning Commission

Member-Region II Planning Commission Executive Committee

Member-General Employees Pension Board

Member-Act345 Police and Fire Pension Board

Member-Old Police and Fire Pension Board

Member-Board of Directors-Jackson Chamber of Commerce

Member-Board of Directors-Enterprise Group of Jackson

Member-Michigan Municipal League-Legislative Affairs Committee

Member-Michigan Municipal League-Transportation and Infrastructure Committee

Member-Auburn Hills Optimist Club

2001-2003-Member-Board of Directors

Member-Yankton Jaycees 1983-84

Member-Sussex-Lisbon Jaycees 1977-83

1982-83-State Director

1978-83-Member-Board of Directors

Member-Yankton Rotary Club 1983-97

Member-First United Methodist Church (Jackson)

2006-Present Lay Delegate to Annual Conference

2008-Present Member-Conference Committee on the Episcopacy

Member-St. Paul's United Methodist Church

2001-2004-Member-Administrative Council

2001-2004-Secretary-Program Committee

2003-2004-Lay Delegate to Annual Conference

Member-First United Methodist Church (Yankton)

1992-1993-Chair-Administrative Board

1991, 1995-Chair-Council on Ministries

1989-Vice Chair-Administrative Board

1985-1997-Member-Administrative Board

1983-1997-Member-Finance Committee

1986-Chair-Finance Committee

1983-Chair-Stewardship Campaign

South Dakota Law Enforcement Standards and Training Commission

1988-1997-Member

Southeastern South Dakota Drug Task Force

1990-1995-Member-Board of Directors

Governor's Task Force on Essential Air Service

1987-89-Member

South Dakota Municipal League

1993-1997-Trustee-Board of Directors

1988-1996-Member-Resolutions Committee

1990-1994-Chair-Municipal Administration Policy Committee

1989-Vice Chair-Municipal Administration Policy Committee

1985-1997-Member-Municipal Administration Policy Committee

1984-Member-Intergovernmental Relations Policy Committee

