

Phillip M. Messina
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City Manager/City Administrator

Experienced and politically savvy public sector leader with over 31 years of public sector experience including 28 years as a city manager/city administrator in Washington and Oregon. Successful in driving growth, efficiency, and high-performance governance for municipalities. Demonstrated expertise balancing complex budget priorities and working effectively with local and regional stakeholders including residents, elected officials, employees, and corporate partners to achieve results.

Core passion: Clearly defining the positive vision each community has for its future and working in partnership with the Council, staff, and residents to make their desired state a reality.

Career History & City Demographics

City of Carnation WA February 2015-March 2017; City Manager

Prothman Co. 06/01/2014 to 12/31/2014; Recruiter,

City of Ridgefield WA 9/2012-11/2014; City Manager

City of Central Point OR 9/2002-8/2012 City Manager

City of North Bend, WA 2/1996-8/2002 City Administrator

City of Burlington WA 9/1992-1/1996; City Administrator

City of Colfax 5/1989-8/1992; City Administrator

Key Skills & Qualifications

Budgeting & Financial Leadership

Extensive background in municipal budgeting working with staff and elected officials to develop balanced, project-focused budgets that further the strategic goals of the community. This experience includes presenting balanced budgets without serious impacts to service even through the intense challenges of the 2008-2010 nationwide economic recession. Additional budgeting and finance experience includes negotiating and managing numerous consultant contracts related to engineering, policing, human resources, cable services, and strategic planning.

Personnel & Human Resources Management

Successful history of handling a wide variety of HR and personnel problems using progressive discipline methods that include coaching, counseling, last-chance agreements, and terminations. Skilled at evaluating staff member performance, mentoring future leaders, and implementing creative initiatives to spur employee development, retention, and engagement. Demonstrated results in developing organizational cultures to increase professionalism and instill a strong customer service culture throughout the organization. Able to expertly negotiate labor contracts, mediate conflicts, and address various union issues/grievances.

Governmental Relations & Legislative Affairs

Proven track record of success working on large coordinated governmental projects, including assisting the Port of Ridgefield in obtaining a Consent Decree from Washington DOE following an extensive clean up of a Port and City-owned Brownfield property. Served as a member of the Bear Creek Valley Regional Problem Solving (RPS) policy committee, formed to address predictions that Oregon's Bear Creek-Rogue Valley population will double in the next 40-50 years.

Highlighted Accomplishments

- While in Carnation secured nearly \$700,000 in transportation (TIB) and parks & Open Space grants; Revised Comprehensive Emergency Management Plan; updated Council sound system and City Hall HVAC; facilitated two major street construction projects, revision of Water Comprehensive Plan and CIP. Served on police contract oversight committee monitoring the public safety contract for services with the King County Sheriff's Office.
- Within a single year as City Manager of **Ridgefield**, remodeled the 80-year-old city hall to function as a professional workspace, and facilitated a management staff retreat designed to boost morale and clarify the expectations/vision of the organization.
- Additionally at **Ridgefield**, developed a new City website, started a revision of the Parks Comprehensive Plan, and laid the groundwork for a community-wide strategic planning process that will commence in 2014.
- During a 10-year tenure in **Central Point**, focused on improving the professionalism and reputation of the organization, promoting a proactive, service-focused mindset and authorizing a number of needed improvements to community facilities. Key projects including construction of a new city hall and the development of several new parks, including a nine-acre community park with a water play structure. In 2007, began a community-wide strategic planning process that resulted in reassessing previous priorities and identifying new goals for the community.
- Further accomplishments at **Central Point** include pushing for positive changes in the Police Department, including supporting the Police Chief's comprehensive police ethics-training program, teaming with the HR manager to improve the police recruitment and hiring process. In 2005 assisted in the creation and development of the first computer forensics laboratory in southern Oregon—the "High Tech Crime Task Force" (HTCTF), a regional partnership of several law enforcement agencies, based in Central Point, dedicated to solving computer generated crimes and crimes against children.
- During my tenure, the **Central Point Parks and Recreation Department** also launched numerous community enrichment programs including music and movies in the Parks on Friday nights through the summer. Provided additional key support to the Chamber's 4th of July celebration and Parks Department annual "Battle of the Bones", a micro-brew and BBQ competition.
- Drove further economic development in **Central Point** by working with outside consultants to produce a fifteen-minute DVD history and overview of the community.
- Successfully met major challenge in **North Bend** role, assisting the Mayor and staff in bringing back trust in local government following a prior ethically challenged administration. Additionally served on a contract advisory board with other cities that contracted with the King County Sheriff's Office for police services. Heavily involved in attaining additional water rights for North Bend.

Educational Credentials

MA Degree, Whole Systems Design | Antioch University | Seattle, WA

BA Degree, University of Washington | Seattle, WA

Credentialed Manager, (Up to 2013) International City Management Association (ICMA)

Personal & Professional Affiliations

Member, International City/County Managers Association (1986-Present)

President, Oregon City/County Managers Association (2008-2009)