

PATRICK THOMPSON

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SUMMARY

A nationally recognized, well-seasoned County Manager offering over thirty years of successful county management experience at the Chief Executive level. Served as County Administrator for some of the largest and fastest growing counties in 4 different states offering expertise in the following areas:

- Budget and Financial Operations
- Change Management/Organizational Development
- Strategic Planning and Direction
- Public Infrastructure Development
- Emergency Preparedness
- Executive Leadership
- Media Relations
- Community Engagement
- Economic Development
- Leadership Development

RELEVANT COUNTY MANAGEMENT EXECUTIVE EXPERIENCE

County Administrator, Winnebago County (Rockford), IL

2020-present

Situated 70 miles northwest of Chicago covering 519 square miles, Winnebago County is the largest County outside the Chicago metropolitan area and sixth largest in the state. Winnebago County thrives economically as the nation's sixth highest concentration of aerospace production employment, as well as advanced manufacturing, agribusiness, and healthcare industries. The County is a distribution and logistic hub for UPS, Fed Ex, and Amazon moving up to 3.5 billion pounds of cargo through the Rockford International Airport each year.

Duties and Responsibilities:

- Implement policies and programs in partnership with all members of the 20-member County Board to improve the quality and efficiency of County operations and provide essential services necessary for County residents' safety, health, and well-being.
- Serve as principle administrative officer of the County for the administration of the various functions of County government.
- Serve as the lead member of the County's leadership team and advise on a wide range of issues, including but not limited to strategy, policy, planning and communications.
- Directly supervise 12 appointed department heads and work in close collaboration with 11 constitutionally elected officials
- Develop and administer operating and capital improvement budgets totaling more than \$300 million.

Achievements:

- Led efforts in securing an agreement with Amazon to construct a 141,000 square foot distribution facility on a major Illinois transportation corridor. This is a \$30 million development which provides hundreds of jobs for the local economy and reinforces Winnebago County's national reputation as a logistical distribution hub.
- Established one of the first county Commercial Property Assessed Clean Energy (C-PACE) finance programs in the State of Illinois. C-PACE is an innovative tool that enables commercial property owners to obtain up to 100 % long-term, fixed rate financing for energy efficiency, renewable energy, resiliency, water use and electric vehicle charging building improvements.
- Successfully implemented working in collaboration with the County Board a multi-year plan for the efficient allocation and expenditure of \$58 Million ARPA funds. This entailed close engagement with all twenty board members and the community. We were able to accomplish this without the engagement of consulting firms.
- In many instances County government was ground zero and on the front line in providing vital, lifesaving services during the Covid-19 Pandemic. As County Administrator my role was to provide leadership during this time and ensure that our county was operating as smoothly as possible, providing essential services to the public all while ensuring the safety, health and well-being of our workforce and the public we serve.

County Administrator, St. Croix County (Hudson), WI**2011-2020**

St. Croix County is the fastest growing county in the State of Wisconsin covering 736 square miles located in western Wisconsin as part of the Minneapolis/St. Paul MN-WI Metropolitan Statistical Area (population 3.6 million). Recruited nationally to return to my home state to lead the County through tremendous growth and a statutory change in the form of government. I was the first Chief Executive Officer hired by the County to lead the organization through this transition.

Duties and Responsibilities:

- Chief executive officer of the fastest growing county in the State of Wisconsin with 700 employees and a \$100 million budget.
- Oversee 15 appointed department directors, 5 elected department heads and answer to a County Board of 19 elected members.
- Implement Board directed policy. Administer day to day operations.
- Prepare and implement operating and CIP budgets.
- Provide accountability for all personnel functions.
- Provide professional consultation and support to staff and the County Board to make informed decisions.
- Public relations and media representation for the County.
- Coordinate with federal, state, and other units/agencies of government.

Achievements:

- Successfully implemented Enterprise Resource Planning (ERP) which integrated management of all core business processes including finance and human resources
- Successfully implemented a Pay-For-Performance (P4P) compensation system creating a high-performing organization with improved morale.
- Transitioned the County through a new form of government which included a down-sized County Board and new County Administrator position which had been approved by the Board prior to my hiring.
- Guided and directed major transportation, public infrastructure, and facility improvements throughout the County.

County Administrator, Hamilton County (Cincinnati), OH**2005-2011**

Hamilton County is the second largest county in Ohio with a population of 820,000 covering 413 square miles. The county seat is Cincinnati. Hamilton County is home to ten Fortune 500 companies, two major league sports (NFL/MLB) franchises and the National Underground Railroad Freedom Center, situated on the banks of the Ohio River bordering Kentucky.

Duties and Responsibilities:

- Chief Executive Officer for a large, complex metropolitan county with 6,000 employees, including 25 department directors reporting directly to the County Administrator.
- Prepared and implemented the operating and capital improvement budget totaling \$1.4 billion. Administered bonding ordinances for capital investments and public infrastructure improvements.
- Principle advisor to a three-member Board of Commissioners. Implement Board policy initiatives, and procedures and served as liaison between Commissioners, department directors and staff.
- Oversight and direction of all County economic development efforts.

Achievements:

- Successfully led and implemented one of the largest metropolitan county economic redevelopment projects in the Midwest. “The Banks” project was a 120-acre, \$2.5 billion reinvestment in Cincinnati and Hamilton County. Exceeded all small business (SBE) and minority business (MBE) hiring goals. Created over 1,500 construction and permanent jobs.
- Achieved 10% budget reductions resulting in lowering the county tax levy by .5 %.

- Successfully navigated the County through a Federal consent decree mandating the County and City of Cincinnati mitigate and eliminate sanitary sewer overflow into local

waterways and improve local stormwater management. Project totaled \$1.4 billion necessitating cost effective, sustainable solutions.

- Developed community outreach solutions with County law enforcement resulting in improved relationships between Sheriff's Office and the citizens of Hamilton County.
- Negotiated agreements between the County and the National Football League-Cincinnati Bengals and Major League Baseball-Cincinnati Reds ownership groups which kept both franchises in Cincinnati and saved taxpayer money

County Manager, Jefferson County (Golden), CO

2002-2005

Part of the Denver Metropolitan Statistical Area, Jefferson County is the fourth largest County in Colorado with a population of 580,000 covering 778 square miles. The County seat is Golden, Colorado and is home to Coors Brewing Company, Red Rock Amphitheatre and the Colorado School of Mines. Jefferson County is located along the Front Range of the Rocky Mountains, adjacent to the City of Denver, State capitol of Colorado.

Duties and Responsibilities:

- Responsible for leading a total workforce of 3,000 employees including one deputy county manager and fifteen department heads.
- Prepared and implemented policy recommendations for the three-member Board of Commissioners including the annual budget totaling \$412 million.
- Recommended adoption of new or revised ordinances, orders, and resolutions to promote the public interest and improve county services and operations.
- Administered the county property, liability and other insurance programs, including self-insurance, ensuring that all claims were processed, and referrals and recommendations were made to the proper authorities.

Achievements:

- Successfully implemented performance-based budgeting which focused on developing budgets based on the relationship between program funding levels and expected results. Led to increased efficiencies and improved transparency to the Commissioners and the public.
- Initiated the county's first Community Justice Coordinating Council made up of elected and senior justice system leaders as a means to create systemic solutions to problems facing county departments and other agencies. This led to reduced recidivism and eliminated the need for costly jail expansion.

- Created an executive dash board which provided a quick means to track key performance metrics for county departments and visually represent this for the County Commissioners and county taxpayers. By measuring our performance, we were able to improve our

building permit process and eliminate a two year back log of zoning violation complaints. Customer service was improved by reducing our response time from one week to 24 hours.

OTHER LOCAL GOVERNMENT EXECUTIVE EXPERIENCE

La Crosse County, WI

1999-2002

Served as *County Administrator* for La Crosse County located in southwest Wisconsin with a population of 118,000. Was responsible for all administrative operations of the county. Strategic leadership and supervision provided over twenty department directors and a workforce of 800 employees.

Dunn County, WI

1990-1999

Served as *County Administrator* for Dunn County located in west-central Wisconsin. Over saw the construction of a new Judicial Center including courts, law enforcement, corrections and judicial administrative offices. Provided critical oversight, leadership and direction to the County Board in their effort to restructure and reorganize county government organizational structure.

EDUCATION

University of Wisconsin-Madison

Robert M. La Follette School of Public Administration

Degree: ***Master of Public Administration***

Emphasis: Local Government Management

University of Wisconsin-Eau Claire

College of Arts and Sciences

Degree: ***Bachelor of Arts***

Emphasis: Political Science, Foreign Language (Spanish), Economics

Served as Student Body President my senior year.

Universidad Tecnológico de Monterrey, Mexico

Attended one semester to fulfill foreign language requirement.

PROFESSIONAL AFFILIATIONS

- International City/County Management Association (ICMA)
- National Association of Counties (NACO)
- National Association of County Administrators (NACA)
Served as *Midwest regional Vice-President*
- Wisconsin Counties Association (WCA)
- Wisconsin Association of County Executives/Administrators (WCEA)
- Illinois Association of County Administrators

