

Pamela S. Caskie

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QUALIFICATIONS M.A. in Public Administration
SUMMARY: 25+ Years' Experience as a Municipal Manager
15+ Years in focused, successful Economic Development
10 Years' Experience in a Consulting, Collaborative Roles
Excellent Team Builder, Communicator, and Community Leader

CHRONOLOGICAL GOVERNMENT WORK HISTORY

CITY ADMINISTRATOR, City of Spring Hill, TN, 65,000 pop. 340 FTE. \$249 M Combined funds including \$140 M of Capital Improvements (2/2021 – 12/31/2025)

Have worked to grow the internal systems of an ever-growing city. With a 5% annual growth rate, the city is actively working on growing staffing, systems, and infrastructure to keep up with the needs of the community. Built an excellent leadership from many vacancies. Began Facility planning and building process, addressed under capacity wastewater systems by using innovation reuse program, developed programs that allowed the city to take the leadership position in working with developers on infrastructure development; created an Industrial Development Board to partner with needed commercial development; and developed a pay/compensation and employee support program that valued employee performance and development. Upgraded the IT and GIS system to support a growing modern city.

PRINCIPAL, A Bryte Idea; Sole Proprietorship. (04/2012 – 2/2-21)

As an Economic and Tourism Development consultant, I worked with a variety of organizations on customer service standards, facilitation of organization goals, and analytics related to tourism organizations and communities, including assisting with development plans for new developments in a tourism rich environment, working to redevelop District Chapters of the Tanzania Chamber of Commerce, Industry and Agriculture, and developing a unique metric for calculating the impact of Tourism in a community

DEVELOPMENT DIRECTOR, Sevierville, TN, 16,011 pop. 13 employees (3/2014 – 6/2019)
Russell Treadway, City Administrator

In a tourism dominant economy of over 15 million visitors a year, I developed economic analytics using Big Data concepts to accurately reflect the economic activity in the city and county. We used this information to recruit additional retail activity. I routinely conducted economic development outreach for new development.

EXECUTIVE DIRECTOR, Northwest Colorado Council of Government, Silverthorne, CO, 37 employees, \$6 million combined fund budget (07/2010 – 11/2011)

NWCCOG is a regional council of governments, comprised of five counties and 21 municipalities in the prime ski and tourism country of Colorado. During my tenure, a complete technology upgrade was completed due very outdated equipment and software and Comprehensive Economic Development Strategy was completed and the region approved as a Development District.

CITY MANAGER, Alliance, NE, 8,951 pop. 110 FTE employees, \$28 million combined fund budget (11/2005 – 3/2010)

I led a management team of 12 individuals to modernized technology usage, developed a \$5 million museum funded with a generous gift, and instituted a \$5.8 million water system upgrade to address EPA water requirements. The management team functioned as a cohesive unit, providing greater benefit to the municipality, despite the deep economic recession. Worked with the Development Corp to attract workforce to an active transportation centric community.

BOROUGH MANAGER, Ambridge, PA, 7,750 pop. 65 employees, \$4 million combined fund budget (01/2000 – 09/2005):

Economic development was the cornerstone of the work that needed to be completed in Ambridge. During my tenure, the borough garnered \$1,500,000 in grants, resulting in less than \$50,000 of matching fund requirements. A significant Brownfield's charrette was held, EPA funding for a Brownfields Pilot Assessment Project was awarded, and we worked with Australian developers on a \$50 million residential/commercial redevelopment of the Brownfields target area.

PRINCIPAL, PCM Consulting Group, founded my own consulting group to work with non-profit organizations and local governments. (07/96 - 01/00):

Contracts included management evaluation of a Tennessee county children's home, a needs assessment for a non-profit social service organization, the implementation of financials, police records, and other database oriented software for over 50 municipalities and non-profit organizations, as well as training for the borough and township organization in strategic planning.

BOROUGH MANAGER, Stroudsburg, PA, Served under three Council Presidents. 5,300 pop. 40 employees, \$3 million combined fund budget

In the tourism resort county of the Poconos, I served as the Borough Manager and focused on Downtown Development to take advantage of the tourism opportunity.

TOWN MANAGER, Brandon, VT, Served under three Chairmen of the Board of Selectmen, 4,500 pop. 25 employees, \$1.5 million budget.

In 1992, Brandon was named in the top 10-percent of Local Governments for Financial Management by Local Government Commission for 1989-91.

MANAGEMENT SYSTEM CONSULTANT, Municipal Technical Advisory Service, University of Tennessee, Knoxville, TN, C.L. Overman, Executive Director

Here, I took a leadership role in the development of the strategic planning model development for cities across the state. I also served as the state's first IT Consultant, working to install a wide variety of new software products in the early beginnings of the industry, including financial, police records management, GIS, Fire Mapping, and HRIS systems.

RESEARCH SPECIALIST City of Springfield, OH Thomas Willett, Director

EDUCATION

M.A. in Public Administration, specializing in municipal management, Bowling Green State University, Bowling Green, Ohio Course work included: Municipal Administration, Public Sector Labor Relations, and Public Finance.

B.S. in Political Science from Tennessee Technological University, Cookeville, Tennessee Specialized course work included: Accounting, Public Administration, Public Relations, and Statistics.

AFFILIATIONS and PROFESSIONAL DEVELOPMENT

International City/County Management Association,

Full Member (1980 - present) with full participation over the years as well as state associations.

ATTRIBUTES:

Enjoys challenges ... enthusiastic ... innovative ... dedicated ... people oriented ... logical ... quick thinking ... good interpersonal skills ... goal oriented ... a motivator of self and others.