

MICHAEL S. MCGLOTHLIN, MBA-PA

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Largo, Florida

CITY MANAGER

Service-driven municipal executive with almost 40 years of expertise in municipal administration and public service, including team and agency leadership, budget development and implementation, emergency management, policy development and more.

Notable Skills & Qualifications

- Successfully plans and executes complex community redevelopment projects while coordinating resources and logistics
- Balances multiple projects and rapidly-evolving priorities while delegating and supporting staff, managing high-pressure deadlines and emotionally-charged issues, and resolving escalations
- Models collaboration, accountability, and integrity as a service-oriented leader and staunch advocate of ethical leadership
- Demonstrates an approachable and informative presence while interacting with all internal and external stakeholders
- Actively drives teamwork and leadership functions with a focus on building consensus among groups with differing goals and interests
- Employs basic Spanish-language skills to build engaging relationships with multicultural communities and populations
- Completed 3,600+ hours of professional development training and education before retiring from law enforcement in 2018

Areas of Expertise

Municipal Operations Management • Program Management & Implementation • Strategic Planning • Project Management
Budget Administration • Marketing & Branding • Risk Management • Emergency Management • Logistics • Problem Solving
Community Relations • Team Building • Cross-Functional Leadership • Training & Mentoring • Multi-Agency Collaboration

PROFESSIONAL WORK HISTORY

Town Administrator | Town of Redington Shores – Redington Shores, Florida

2023 - 2025

Appointed as Town Administrator to lead and manage Town employees, programs and services, operations, finances, infrastructure projects, and special event logistics.

- Administers Town operations, coordinates special event logistics, and markets the Town's message and brand while building supportive relationships with community members, agencies, organizations, and groups
- Assists Mayor and Town Commission with developing annual community goals and priorities; provides leadership and direction required to ensure established goals and priorities are met
- Collaborates closely with Department Heads to ensure quality of municipal government services provided to community
- Establishes and implements all new Town policies and procedures; enforces compliance with Town laws and procedures in accordance with disciplinary philosophy and guidelines
- Enforces Town-wide compliance with all applicable federal and state ordinances, resolutions, and laws
- Administers annual budget of \$14 million; with \$2.5 million in Capital Improvement and \$2.5 million in the Sewer Fund, in addition to overseeing purchasing
- Fosters collaborative and cooperative relationships with external public and government agencies/organizations while supporting and driving alignment with Town goals and priorities
- Directs and manages Town infrastructure projects relating to water, sewer, storm water, and recreation; ensures projects are completed within designated time frames and established budgets
- Led mitigation, response, and recovery operations for Hurricanes Idalia, Debby, Helene, and Milton

City Administrator | City of Columbia City – Columbia City, OR

2019 – 2023

Appointed as City Administrator to lead and manage City employees, programs and services, operations, finances, infrastructure projects, and special event logistics, while retaining oversight of the Columbia City Police Department.

- Administers City operations, coordinates special event logistics, and markets the City's message and brand while building supportive relationships with community members, agencies, organizations, and groups
- Assists Mayor and City Council with developing annual community goals and priorities; provides leadership and direction required to ensure established goals and priorities are met
- Collaborates closely with Department Heads to ensure quality of municipal government services provided to community
- Establishes and implements all new City policies and procedures; enforces compliance with City laws and procedures in accordance with disciplinary philosophy and guidelines
- Enforces City-wide compliance with all applicable federal and state ordinances, resolutions, and laws
- Administers annual operating budget of \$6 million and capital budget of \$2.5 million, in addition to overseeing purchasing
- Increased cash reserves from \$1.2 million to \$1.6 million as Principal Asset Manager
- Fosters collaborative and cooperative relationships with external public and government agencies/organizations while supporting and driving alignment with City goals and priorities

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- Directs and manages City infrastructure projects relating to water, sewer, source water protection, and recreation; ensures projects are completed within designated time frames and established budgets
- Authored the agency's comprehensive, OSHA-approved Covid response plan; included basic PPE guidelines, exposure reporting procedures, employee guidelines and protocols, and more
- Manages outreach program for at-risk youth; provides mentoring and access to winter necessities while facilitating positive relationships with law enforcement through an annual Christmas shop; co-founded program in 2009 as Chief of Police

Chief of Police & City Emergency Manager | Columbia City Police Department – Columbia City, OR

2009 – 2018

Appointed as the City's first full-time Chief of Police, a position that was previously filled by contracted employees. Concurrently planned, implemented, and oversaw all aspects of emergency management and preparedness.

- Built the department from the ground-up; included establishing department SOPs, creating all operational and procedural manuals, and developing the department budget, in addition to recruiting, hiring, and training staff
- Provided leadership to staff while managing daily operations, supervising department programs, and overseeing logistics, as well as ongoing procurement of vehicles, equipment, and supplies
- Established all systems and processes relating to emergency response and management
- Partnered with hazard mitigation group to establish response to natural or manmade disasters; included developing and implementing emergency operations plan and disaster continuity plan
- Cultivated and maintained collaborative relationships with agencies at the federal, state, regional, and county levels
- Developed and implemented an outreach program for at-risk youth to provide mentoring and access to winter necessities while building positive relationships with law enforcement through an annual Christmas shop

Division Commander, Patrol & Investigative Divisions | Zebulon Police Department – Zebulon, NC

2000 – 2009

Established and maintained mutually-cooperative relationships with community businesses and organizations, as well as external agencies such as the Secret Service, Fire Department, City of Zebulon, and more.

- Selected to command both Patrol Division and Service Division while performing the roles of:
 - Special Emergency Response Team Commander (SERT)
 - Department Evidence Custodian
 - Department Policy and Procedure Coordinator
 - Federal and State Grants Manager
 - Procurement Officer (Vehicle, Equipment, and Supply)
 - Department Training Coordinator
 - Police Reserve Program Coordinator
 - K-9 Operations Supervisor
 - Traffic Enforcement Unit Supervisor
 - Special Events Organizer (Presidential visits, visiting dignitaries, corporate VIP events, and community events)

ADDITIONAL PROFESSIONAL EXPERIENCE

District & Superior Court Security Operations | Cumberland County Sheriff's Office – Fayetteville, NC

2000

Law Enforcement Officer | Fayetteville Police Department – Fayetteville, NC

1994 – 2000

Various Positions: Special Assistant to the City Manager, Community Policing & Improvement (1999 – 2000)
Police Sergeant (1998 – 2000)
Criminal Gang/Intelligence Investigator (1996 – 1998)
Patrol Officer (1994 – 1996)

503 Military Police Battalion (Airborne) | United States Army, Military Police Corps – Fort Bragg, NC

1987 – 1994

Various Positions: Investigative Operations Sergeant (1993 – 1994)
Patrol Supervisor (1990 – 1993)
Patrol Officer (1987 – 1990)

EDUCATION & PROFESSIONAL DEVELOPMENT

Master of Business Administration, Concentration in Public Administration | Columbia Southern University
Bachelor of Science in Criminal Justice Administration, *summa cum laude* | Columbia Southern University

2015
2013

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Credentials & Training

Executive Law Enforcement Certificate Oregon Department of Public Safety Standards & Training (DPSST)	2012
Incident Command System 700 (ICS 700/701.a/703.a/704) Federal Emergency Management Agency (FEMA)	2011
Graduate, Session XXII Oregon Executive Development Institute	2010
Graduate Rural Executive Management Institute	2010
Incident Command System 400 (ICS 400) Federal Emergency Management Agency (FEMA)	2008
Incident Command System 300 (ICS 300) Federal Emergency Management Agency (FEMA)	2007
Graduate (12-Month Program) North Carolina Law Enforcement Management Institute	2005
Incident Command System 800 (ICS 800) Federal Emergency Management Agency (FEMA)	1994
Incident Command System 200 (ICS 200) Federal Emergency Management Agency (FEMA)	1994
Incident Command System 100 (ICS 100) Federal Emergency Management Agency (FEMA)	1994
National Incident Management System (NIMS) Federal Emergency Management Agency (FEMA)	1994

PROFESSIONAL AFFILIATIONS

Member Florida City County Managers Association	2023 – Present
Member International City/County Management Association	2019 – Present

TECHNICAL SKILLS

Microsoft Office Suite • Springbrook (Financial Management) • **ClearGov** (Budget Development & Management)
Various Budgeting Modules (Capital Budgets, Operations Budgets, Digital Budget Book)