

John Fitzpatrick

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Summary

I am John Fitzpatrick, Assistant City Manager / Director of Administrative Services for the City of Oshkosh, Wisconsin and my experience in the public sector ranges from work as a Custodian to Acting City Manager. In addition to my work for the City of Oshkosh, I am also a lecturer in Online and Continuing Education / Public Administration for the University of Wisconsin Oshkosh.

I have earned an Associate of Arts Degree in Public and Environmental Administration from the University of Wisconsin Green Bay, a Bachelor of Science Degree in Business Administration with a Special Emphasis in Human Resource Management from the University of Wisconsin Platteville, and a Masters Degree in Public Administration from the University of Wisconsin Oshkosh.

My experience was developed by working for several University of Wisconsin System institutions as well as the Wisconsin Department of Transportation before accepting a position with the City of Oshkosh.

Experience

Assistant City Manager / Director of Administrative Services
City of Oshkosh, September 2008 – Present.

After our City Manager was hired, I was promoted to this position in which I support our elected officials, department heads and City Manager in the planning and execution of any and all responsibilities required of the City Manager in addition to my duties as Director of Administrative Services.

The City of Oshkosh's operating budget for 2020 is \$137 million dollars and the capital improvement program budget for 2020 is \$61.3 million dollars. We serve 67,000 residents with an employee population of 600 full time equivalent employees of which 250 employees hold membership in 5 labor unions. Our Administrative Services operating budget for 2020 is \$5.5 million dollars.

As Assistant City Manager, I am a strategic and operational resource for our elected officials, department heads and City Manager.

I oversee our strategic planning, performance development / evaluation / management / improvement initiatives, supervise our Management Assistant Program when active and am regularly assigned a variety of short-term projects by the City Manager. I also assume the responsibilities of the City Manager in the event that the Manager is unavailable for any reason.

As Director of Administrative Services I manage three divisions that encompass twelve functional areas. These areas are; Information Technology, Central Services, Telecommunications, and Geographic Information Systems, Facilities Management, Oshkosh Media (Television Channels 2,10 and WOCT Radio 101.9 FM), Purchasing, Human Resources, Organizational Development, Benefits, Risk Management, and Safety.

In conjunction with my oversight of these activities, I also act as the City designated HR Director, AA/EEO Officer, and ADA Coordinator. When fully staffed, three managers, 23 full time employees, and one part time employee, totaling 27 administrative staff, carry out all of the programs under my direction.

Lecturer

University of Wisconsin Oshkosh, September 2016 – Present.

As a Lecturer in Online and Continuing Education / Public Administration, I support the undergraduate and graduate programs, professional development opportunities, conferences, workshops, and youth programs offered by the university. This year I will be teaching "Introduction to Public Administration" and "Contemporary Public Issues".

Acting City Manager / Director of Administrative Services

City of Oshkosh, October 2007 – August 2008.

After the retirement of our City Manager, I was assigned the responsibility of acting as the City Manager in addition to my regular duties as Director of Administrative Services. The City Council for the City of Oshkosh made this assignment until a formal search and permanent replacement for this position could take place.

In this position, I was responsible for the duties of the Director of Administrative Services position as well as the administration of Oshkosh city government with the exception of those functions administered by appointed or elected boards.

The City was organized into the following thirteen functional departments; City Manager, City Clerk, Finance, Fire / Emergency Medical & Management Services, Administrative Services, Legal, Parks & Forestry, Community Development, Police, Public Works & Utilities, Museum, Library and Transportation.

In addition to these responsibilities I also acted as a Commissioner for the East Central Wisconsin Regional Planning Commission, served as Vice-Chairperson of the Community Facilities Committee for the East Central Wisconsin Regional Planning Commission, acted as a member of the board of directors for Chamco Incorporated, (an industrial development vehicle for the greater Oshkosh area) served as Chairperson for the Industrial Park Development Committee for Chamco, Inc., served as a board member for the Projects and Priorities Committee for Chamco, Inc., served as a board member for the Executive Committee for Chamco, Inc. and acted as a member of the board of directors for the Oshkosh Area Economic Development Corporation (OAEDC). OAEDC was a growth and development vehicle for commercial businesses in the Oshkosh area that was also responsible for the coordination of downtown development activities.

Under my direction eleven department heads carried out all city operations. Our programs supported a community population of 65,000 people. Our total city budget for 2008 was \$99.5 million dollars.

Director of Administrative Services

City of Oshkosh, August 1999 – September 2007.

In addition to the responsibilities I received as Assistant City Manager when I was promoted in September of 2008, I still currently also perform the duties of this position, which includes the oversight of all activities assigned to the Administrative Services Department.

Our Administrative Services operating budget for 2020 is \$5.5 million dollars. The department is currently organized into three divisions that encompass twelve functional areas, which are; Information Technology, Central Services, Telecommunications, and Geographic Information Systems, Facilities Management, Oshkosh Media (Television Channels 2,10 and WOCT Radio 101.9 FM), Purchasing, Human Resources, Organizational Development, Benefits, Risk Management, and Safety.

In conjunction with my oversight of these activities, I also act as the City designated HR Director, AA/EEO Officer, and ADA Coordinator. When fully staffed, three managers, 23 full time employees, and one part time employee, totaling 27 administrative staff, carry out all of the programs under my direction.

Administrative Officer / Business Manager

Wisconsin Department of Transportation, April 1994 – July 1999.

In this position I was responsible for the planning, development, management and assignment of all administrative and management programs in the Wisconsin Department of Transportation's Eau Claire District Office. Under my direction one supervisor and a total administrative staff of 11 full time employees carried out these programs.

Our programs supported an employee population of 120 full time employees who held membership in 5 labor unions, and our 1999 Business Services budget was \$800,000.

A brief synopsis of my responsibilities while serving in this position included; Administration of Human Resource Management Programs such as Staffing, Classification, Compensation, Fringe Benefit Administration, Affirmative Action Equal Employment Opportunity (AA/EEO), Employee Assistance, Labor Relations & Contract Administration and our Drug and Alcohol Testing Program; Administration of fiscal activities including the planning, development and management of the District's \$8.8 million dollar operating budget; Provision of policy advisory services in such areas as administration and management, organizational planning, design and improvement; Administration of the Information Technology Program including the analysis, planning, direction and enhancement of all automation, telecommunication and personal computing systems; Administration of the Purchasing Program including expenditure approval, procurement, accounts payable, petty cash, property management, inventory, security and surplus disposal; and Administration of the General Services Programs such as Risk Management, Safety, Hazardous Materials, Fleet Services, and Facilities Management.

Human Resource Manager

University of Wisconsin Platteville, May 1991 – March 1994.

My responsibilities associated with this position included a variety of human resource management functions directed toward all 225 full time classified employees. Examples include; Position analysis and classification, classification survey coordination, case development for State Personnel Commission hearings, creation, development and coordination of a wide range of Employee Education / Training Programs, creation, development and coordination of the Classified Staff Orientation Program, creation, development, and publication of the Classified Staff Newsletter, management of the State Employee Suggestion Program, counseling of employees and supervisors on a variety of human resource related matters, interpretation of State Administrative Codes, Wisconsin Department of Employment Relations regulations, State and Federal statutes, and collective bargaining agreements to insure the appropriate action was taken in all human resource activities.

Recognition

Received "Pay for Performance Awards",
City of Oshkosh, 2014, 2015, 2016, 2017, 2018, 2019, 2020.

Received designation as a "Well City" for the City of Oshkosh,
Wellness Council of America. One of four cities recognized in Wisconsin, and one of 14 recognized nationally as of 2014.

Received designation as a "Well Workplace" for the City of Oshkosh,
Wellness Council of America, 2014.

Received "Partner in Tourism Award", for efforts related to Oshkosh Visioning & Branding, Oshkosh Convention & Visitors Bureau, 2010.

Received "Acanthus Award", for efforts related to the filming of "Public Enemies" in Oshkosh, City of Oshkosh, 2009.

Received "Partner in Tourism Award", for efforts related to the filming of "Public Enemies" in Oshkosh,
Oshkosh Convention & Visitors Bureau, 2008.

Received "Pacesetter Award", for efforts related to the development of a Training DVD for Human Resource Professionals,
National Public Employer Labor Relations Association, 2008.

Received "Exceptional Performance Awards",
Wisconsin Department of Transportation, 1998, 1999.

Received "Performance Recognition Award",
University of Wisconsin Platteville, 1994.

Instruction & Publication

Workshop: Building Camaraderie Without a Budget,
GovHR, Carlson Dettmann Consulting, RISE Leadership, & City of
Oshkosh, June 21, 2019.

This presentation was provided to the members of the Wisconsin City / County Management Association (WCMA) at their Annual Summer Conference. The segment presented by John Fitzpatrick focused on the elements necessary for successful "Relationship Gardening" as an essential component for building camaraderie.

Case Studies: City of Oshkosh and Waukesha County Health Care Clinics, City of Oshkosh, Waukesha County, & Wisconsin Public Employer Labor Relations Association (WPELRA), January 21, 2016.

These case studies, presented at the Wisconsin Public Employer Labor Relations Association Annual Conference, conveyed the evaluation and feasibility analysis, vendor selection, and implementation undertaken by the City of Oshkosh and Waukesha County in order to develop a long term solution to address their health care costs through the establishment of their on / near-site health clinics.

In aggregate, the Three Waves Health Clinic & Wellness Center collaborative project of which the City of Oshkosh is a member, ultimately realized an estimated net taxpayer savings of \$485,361 in its first full year of operation.

Workshop: A New Era of Public Employee Compensation in Wisconsin
City of Oshkosh, Carlson Dettmann Consulting, & League of
Wisconsin Municipalities, October 29, 2015.

This presentation was provided to League of Wisconsin Municipalities at their 117th Annual Conference. It was designed to illustrate the comprehensive organizational approach the City of Oshkosh took to modify its evaluation, compensation, benefits, and rewards systems through the use of strategic planning.

Case Study: Three Waves Health Clinic & Wellness Center,
John Fitzpatrick & the University of Wisconsin Oshkosh, December 8,
2014.

This study chronicles the research and development of the Three Waves Health Clinic & Wellness Center opened in 2015. This intergovernmental partnership and facility, established by the City of Oshkosh, the Oshkosh Area School District and Winnebago County for use by its 7000 health insurance plan members, is designed to improve participant health and reduce taxpayer cost.

Report: Performance Evaluation / Pay for Performance System,
City of Oshkosh, May 7, 2013.

This report and the corresponding recommendations were developed by the members of this focus group after being tasked with the responsibility for researching and developing the City of Oshkosh's first pay for performance system.

The system was adopted by the Oshkosh Common Council in 2013 as the first performance based evaluation / pay system established for a Wisconsin city and one of the first established for any Wisconsin public sector organization after the enactment of Wisconsin Acts 10 & 32.

Webinar: Compensation Studies in the Post Budget Repair Bill World,
Wisconsin Public Employer Labor Relations Association (WPELRA), &
City of Oshkosh, September 4, 2012.

This webinar was developed to assist public HR professionals who considered making changes to their compensation systems after Wisconsin Acts 10 & 32 were enacted. To provide this opportunity, the panelists participated in an interactive discussion on the many aspects related to studying and delivering changes to their pay structures and shared the lessons they learned along the way.

Workshop: Life Under Act 10 - Case Studies from Platteville and Oshkosh,
City of Platteville, City of Oshkosh, Carlson Dettmann Consulting, LLC, & League of Wisconsin Municipalities, August 23,
2012.

This presentation and the corresponding materials were provided to Wisconsin's Chief Executives at their annual workshop hosted by the League of Wisconsin Municipalities.

They were designed to share the resource of experience by illustrating a perspective on the organizational approaches two Wisconsin municipalities took in the wake of Wisconsin Acts 10 & 32.

DVD: The Lifecycle of a Public Employee through the Eyes of HR

City of Oshkosh, Wisconsin, Wisconsin Association of County Personnel Directors (WACPD), Wisconsin Public Employer Labor Relations Association (WPELRA), & National Public Employer Labor Relations Association (NPELRA), May 17, 2007.

This training DVD was developed by the Wisconsin Association of County Personnel Directors and the Wisconsin Public Employer Labor Relations Association in order to provide public sector human resource professionals a resource related to the HR functions of staffing, discipline, termination and separation. It received national recognition through a "Pacesetter Award" provided by the National Public Employer Labor Relations Association in 2008.

Education

MPA, Master of Public Administration, University of Wisconsin Oshkosh, Cumulative Grade Point Average 3.97 / 4.00 Scale.

BS, Business Administration, Human Resource Management Emphasis, University of Wisconsin Platteville, Cumulative Grade Point Average 3.36 / 4.00 Scale.

AA, Public & Environmental Administration, University of Wisconsin Green Bay, Cumulative Grade Point Average 3.27 / 4.00 Scale.

Certifications

Advanced Incident Command System (ICS-400),
Federal Emergency Management Association (FEMA)

Intermediate Incident Command System for Expanding Incidents (ICS-300), Federal Emergency Management Association (FEMA)

Incident Command System for Single Resources and Initial Action Incidents (ICS-200), Federal Emergency Management Association (FEMA)

Introduction to the Incident Command System (ICS-100),
Federal Emergency Management Association (FEMA)

Introduction to the National Incident Management System (IS-700.b), Federal Emergency Management Association (FEMA)

Service

Served as a member of the Wisconsin City / County Management Association (WCMA), 2019 to Present.

Served as a member of the International City / County Management Association (ICMA), 2015 to Present.

Served as a member of the Education Commission for the Oshkosh Area School District / Oshkosh for Education (O4E), 2013 to Present.

Served as a member of the National Public Employer Labor Relations Association (NPELRA), 2000 to Present.

Served as a member and officer of the Wisconsin Public Employer Labor Relations Association (WPELRA), 2000 to Present.

Offices held included: Board Secretary and Membership Training Chairperson.

Served as a member of the Oshkosh YMCA's Togetherhood Committee, 2015. Togetherhood is YMCA's Signature Program for Social Responsibility. Committee members participate in, as well as invite Y members, to lead and partake in volunteer service projects that benefit the communities where they live.

Served as a focus group member, and subject matter expert for the development of the City of Oshkosh's first Performance Evaluation / Pay for Performance System, 2013.

Served as a member of the International Public Management Association for Human Resources (IPMA-HR), 2006 to 2012.

Served as a member of the Downtown Façade Restoration Committee, Oshkosh Area Community Foundation 2008 - 2009.

Served as part of a two-person team to develop the Division of Transportation District's first comprehensive Compensation Plan, Wisconsin Department of Transportation, 1998 - 1999.

Served as a member of the Business Plan Committee, Division of Transportation Districts, Wisconsin Department of Transportation, 1998 - 1999.

Selected by the University of Wisconsin Eau Claire and served as a member of the team responsible for the five year audit of their Human Resource policies, programs, and services, 1995.

Served as a volunteer member of the United Way of Greater Eau Claire, 1994.

Served as a member of the Strategic Planning Committee, University of Wisconsin Platteville, 1992 - 1994.

Served as a member and officer of the United Way of Platteville, 1990 to 1994. Offices held included: Board Secretary and Board Vice President.

Served as a member of the Society for Human Resource Management (SHRM), 1993 to 1994.