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PROFESSIONAL EXPERIENCE

City of Oregon City, Oregon

04/2010 – 10/2015

City Manager: Oregon City (population 35,266) is a growing community located in metropolitan Portland, Oregon and serves as the county seat for a population of 370,000. Oregon City, the site of the end of the Oregon Trail, served as the capital of the Oregon Territory and is the oldest incorporated city west of the Rocky Mountains. A full service city, it has approximately 250 employees and an annual budget of \$87M. The City Manager reports to the City Commission and is responsible for ten municipal departments, an Urban Renewal District and Municipal Court operations.

Notable achievements:

- Completed new \$25M highway interchange to facilitate 70 acres of new commercial development
- Developed Master Plan, public/private partnerships, and secured \$20M in funding toward the Willamette Falls Legacy Project, which included a new riverwalk in the heart of the City
- Added more than \$4M to City's annual revenues without a tax increase
- Negotiated purchase of school district land, secured funding and planned consolidation of new police, court, and City Hall campus to better serve the public
- Secured funding and implemented capital projects to address deferred maintenance in streets, water, and sewer services
- Developed and implemented highly successful downtown revitalization program that dramatically improved the local economy, tax base and transformed the image of Oregon City
- Passed a general obligation bond and initiated construction of a new library facility
- Reduced labor disputes and grievances from commonplace to near zero within two years

City of Grants Pass, Oregon

11/2005 – 08/2009

City Manager: Grants Pass (population 34,237), a growing community located in southern Oregon, is the major commercial and employment center for a county population of 83,000. Grants Pass is a full service city with 231 full-time employees and an annual budget of nearly \$100 million. The City Manager reports to the City Council and is responsible for daily operations of all municipal departments including Administration, Finance, Police/Fire, Public Works, Community Development, Human Resources, and Parks & Community Services. The Manager also serves as the Budget Officer and manages the Grants Pass Redevelopment Agency, including the Agency budget of approximately 2.5 million annually.

Notable achievements:

- Consolidated Utilities and Streets Departments into single Public Works Department to improve performance and efficiency
- Significantly improved relationships with employee labor groups (Police, Fire, Teamsters), avoiding costly arbitration while successfully negotiating new contracts with significant savings for the municipality

- Won voter approval of a \$9.8 million capital levy for the construction of new police and fire facilities
- Led community efforts to employ boulevard concepts and business-friendly roadway design in cooperation with Oregon Department of Transportation on \$35 million project
- Worked cooperatively with employee groups to revise costly overtime, post-retirement, and early retirement benefit programs
- Developed, implemented or updated several new growth management policies aimed at increasing sustainability, including new system development charges, transportation safety policies, and local improvement district policies that improved ratio between development and infrastructure costs

City of Ashland, Wisconsin

12/2001 – 10/2005

City Administrator: Ashland is a historic coastal city and home to Northland College. The city is located on the south shore of Lake Superior, surrounded by National Forest, park lands, and plentiful natural resources. Ashland is a full service city with 103 full-time employees, a \$19 million annual budget, and a population of approximately 9,000 residents. The City Administrator reports to an eleven member City Council and works closely with a part-time Mayor. The Administrator is responsible for budgeting, strategic planning, policy development, media relations, union negotiations and daily operations of all City Departments including Police, Fire/EMS, Municipal Marina, Community Development, Public Works, Utilities, Finance, Airport, Leisure Services, Library, Human Resources, City Clerk, and Technology Services.

Notable Achievements:

- Managed adoption of a new "Smart Growth" Comprehensive Plan that was chosen as the best in the State of Wisconsin by the American Planning Association
- Obtained more than \$13M in state and federal grants within a four-year period for multi-modal transportation and public safety projects
- Developed efficiency plans affecting five City Departments, allowing staff reductions and improved customer service
- Collaborated with Wisconsin Department of Transportation Design Team on a \$10M major reconstruction of U.S. Highway 2 through city limits
- Streamlined and improved the development review process, thus improving efficiencies and relationships with development industry

City of Oak Grove, Missouri

02/1999 – 08/2001

City Administrator: Oak Grove, a Kansas City suburb of 6,000 residents was undergoing tremendous growth during my time of service. Annual budget of \$5 million with 37 full-time employees. The Administrator was responsible for all aspects of managing and operating the municipality under the supervision of the Mayor and Board of Aldermen. Responsibilities included finance & budgeting, coordinating departments, leading & managing personnel, strategic planning, public utilities, police, parks, public works, codes enforcement, coordinating external consultants, relating to boards and committees, attracting and accommodating businesses, as well as general problem solving, and media relations.

Notable Achievements:

- Received city's first ever Government Finance Officer's Association Budget Award for excellence in budget presentation
- Implemented customer service training certification program for all staff

- Implemented an Internet bidding policy to improve efficiency and competitiveness in municipal purchasing
- Developed and adopted new water and wastewater master plans

The Law Office of David W. Frasher

09/1994 – 02/1999

Attorney: Private law practice providing general civil, criminal and business litigation, contracts, and personal injury work for various clients. Managed all phases of law practice including budgeting, business organization, advertising, personnel, contract employees, licensing and taxation.

Notable Achievements:

- American Jurisprudence Award for trial practice and procedure
- Handled business litigation and personal injury claims for various clients

Alaska Court of Appeals

09/1993 – 09/1994

Law Clerk for Judge Robert G. Coats: Researched and drafted memoranda and opinions of the court addressing state appellate issues. Also conducted training and supervision of incoming law clerks. (Law Clerks appointed for one year only)

Notable Achievements:

- Several memoranda were selected for publication as official opinions of the Court
- Appointed from among my peers to conduct training and supervision of incoming law clerks

City of Independence, Missouri

03/1982 – 08/1990

Police Officer: Independence is a city of approximately 150,000 residents located adjacent to Kansas City, Missouri. The City's Police Department has more than 200 sworn personnel with multiple divisions and specialized units characteristic of a major metropolitan law enforcement agency.

Detective: Conducted independent criminal investigations into a wide variety of assigned cases. Developed witnesses, evidence, suspect information, and testimony leading to the arrest and prosecution of offenders.

Major Case Investigator assigned to special multi-jurisdictional detective squad investigating homicides throughout a seven county region. (Left position to attend law school)

Crime Scene Investigator: Responsible for crime scene processing, evidence collection and preservation, laboratory analysis of evidence, report preparation and courtroom testimony for assigned cases.

Patrol Officer: Performed the duties of a uniformed patrol officer, including responding to calls for service, conducting field investigations, traffic enforcement, etc.

Notable Achievements:

- Promoted to Detective with less than four years of department seniority
- Numerous commendations for superior performance and distinctive service

EDUCATION

Washington University School of Law, Saint Louis, Missouri, **J.D.**, 1993

Mac Murray College, Jacksonville, Illinois, **B.S.** Administration of Justice, 1981, *Cum Laude*

PROFESSIONAL DEVELOPMENT & AFFILIATIONS

- International City/County Management Association (ICMA) Credentialed Manager
- Selected by ICMA to lead a ten member team of delegates on an international knowledge exchange trip, hosted by the Japanese Government
- Oregon City/County Management Association, member
- University of Kansas, Department of Public Administration, Lawrence, Kansas. *Leadership Academy for Local Government Executives*. Intensive 80 hour curriculum to aid senior government executives in community building, modernizing government services, and enhancing leadership capacity
- ICMA National Conferences, consecutive annual attendance since 1999
- Published Author, *San Diego Justice Journal / Law Review*, 1993
- Rotary, Board member, and served on Vocational Committee

PERSONAL

My wife and I love spending time with our amazing daughter. We also enjoy the outdoors, music, travel, cooking together, and learning about other cultures.