

COLIN BAENZIGER  ASSOCIATES

EXECUTIVE RECRUITING

Section 12

Rosylen L. Oglesby

*Gainesville City Manager
Candidate Report*

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Resume

Section 12

ROSYLEN L. OGLESBY
TELEPHONE: (757) 363-1772

5533 FINESPUN LAST, VIRGINIA BEACH, VA 23455
EMAIL: ROSYLENO@HOTMAIL.COM

SUMMARY

A leader with demonstrated ability to work with all levels of government and the public. A dedicated team player who is very easily motivated, challenged by new goals. A quick learner who has the ability to work well both independently and in a team environment. Extensive experience at the highest levels in local government management, including the following areas:

- Governmental Operations
- Policy Analysis and Development
- Customer Relations and Support
- Performance and Project Management
- Budgeting and Financial Administration
- Organizational Development

RELEVANT LOCAL GOVERNMENT EXPERIENCE

Assistant City Manager
Portsmouth, Virginia

01/15 - Present

My tenure in this position has allowed me to assist the City Manager in development and implementation of municipal policies and procedures; in this regard, I confer with the City Manager on various concerns pertaining to the operation of city government and its programs. In addition, I work closely with the City Manager and department heads in the development of the annual city budget; providing input with respect to program and department requests; and closely reviewing budget preparations of departments and programs assigned under the position's direct span of control. I worked to help the city avoid a 17 cents real estate tax increase while maintaining its core services and providing a general wage increase to its employees. I played a key role in transitioning over 300 retirees who were 65 years of age or older off of the city's health insurance program to include facilitating informational meetings, presentations at retiree associations, and participating on phone calls to help retirees with selecting a new plan. I oversee and manage the day-to-day operations of the City Manager's administrative staff and Management Services, and assist with the review and update of the City's cost allocation plan, audit, and financial statements. I represent the City Manager's Office in various meetings, assisting with input and guidance to achieve an outcome that is beneficial to the organization, community, and citizenry.

Assistant to the City Manager
Portsmouth, Virginia

12/13 – 01/15

In this position, I continued oversight of Management Services and other areas as assigned. I provided support directly to the City Manager by serving as a liaison on major projects. I assisted in developing and implementing the plan to significantly reduce the City's Other Post-employment Benefits (OPEB) Liability – from \$214 million to \$44 million, and the Annual Required Contribution (ARC) – from \$18.8 million to \$4 million. I assisted with the preparation and review of the city's annual budget, capital improvement programs, drafting of the City Manager's reports, resolutions, and ordinances for City Council consideration and adoption. I assisted in the development and implementation of new programs or enhancements to existing programs, and in operational analyses and recommendations for organizational structure such as updating and assisting with the implementation of the City's \$8.6 million dollar Parks and Recreation Master Plan. I served as part of the city's team to evaluate and recommend the feasibility of combining the operations, maintenance, and capital improvements of all wastewater collection system in the Hampton Roads Region in order to comply with the Environmental Protection Agency's consent order. I was appointed by City Council to serve on

its Community Policy and Management Team (CPMT) which oversees the federal and state funding for the Children Services Act. I worked with outside governmental agencies and non-profits, citizen representative groups and other citizen groups relative to goals, action and activities of the City.

***Manager of Management Services
Portsmouth, Virginia***

03/13 – 12/13

In this position, I conducted research and assured implementation of programs developed and initiated by the City Manager and City Council. I completed complex and sensitive administrative, operational and management analyses, studies, and research projects involving city-wide issues, programs, policies, and procedures. While in this position, I assisted in the analysis of the feasibility for the city to issue pension obligation bonds to eliminate the retirement benefit reduction to offset one's Social Security benefit for its retirees and to make its two closed retirement systems solvent – at this time, Portsmouth is the only local government in Virginia to issue such bonds. I was the project manager for the city's application for the 2014 All-America City Award which led to the city being a finalist. I participated in the City Manager's Coffee Talk Meetings – this is a series of meetings that gave the community an opportunity to sit down and share ideas, concerns, and thoughts with city leaders. I served on the City Manager's executive leadership and budget teams, and I participated in the development of the city's \$614.5 million dollar budget. I monitored budget activities for assigned areas of responsibility. I prepared reports, resolutions, and ordinances for City Council's consideration and adoption.

***Resource Development and Management Coordinator
Portsmouth, Virginia***

01/10 – 03/13

In this position, I worked to assist with improving the department's accounting, fiscal reporting and cost effectiveness functions for the Department of Social Services, and provide coordination and review of the annual cost allocation plan. In this regard, I coordinated the development of the Department of Social Services' strategic plan and strategies to achieve state goals. I worked with division leaders to identify and resolve problems by developing work plans to address areas of concern for units or individuals not meeting performance requirements. I participated in the development and implementation of the department's budget to include monitoring expenditures and submitting budget recommendations. I served as the department's legislative liaison to monitor, track and review state and federal legislative bills and consulted with local and state representatives and city staff regarding funding opportunities and changes in laws that affected the department. While in this position, I supervised over 30 employees to include the Finance Unit, IT Division, Building and Maintenance Unit, Front Desk and Switchboard, Motor Pool and the Mailroom as well as the Office of Children Services. I represented the department at inter-departmental, inter-governmental, and community activities and meetings. I continued to serve on the city-wide Performance Management Team in which we conducted surveys and attended civic league meetings to obtain citizen input during the budget process.

***Management Analyst
Portsmouth, Virginia***

01/06 – 01/10

I provided professional management analysis and research for the Office of Management Services dealing with the feasibility, efficiency, effectiveness, and cost of municipal programs and services, including the identification and writing of grants for the city. I revised the city's support to civic organizations grant process and oversaw the funding for the awards. I

conducted training and workshops related to the city's subscription to the online eCivis Grant Network System that served as a comprehensive web-based system for all available federal, state, and foundation grants. I assisted with the City Council meetings to ascertain and document citizen concerns and Council requests. I provided staff support for Council Members attending regional and state meetings. I provided support and assistance with the city's legislative agenda and review process including researching issues, tracking legislations, and reporting fiscal impacts. I assisted with the city's 2006 Home Blitz Project in which the city, local builders, and businesses worked with Habitat for Humanities to build 10 homes in five days in the Brighton Neighborhood. I co-authored the city's application for the 2007 International Livable Community Award in which the city received the bronze award. I managed the HOME Program to include assisting with development of HUD documents, such as the federal Consolidated Plan, Annual Action Plan, and the federal Comprehensive Annual Performance and Evaluation Report (CAPER). I served on the city's Performance Management and Project Management Teams.

OTHER PROFESSIONAL EXPERIENCE

Member of the Teaching Faculty – Instructor
Norfolk State University, Norfolk, VA.

08/03 – 08/08

I taught various courses such as Introduction to Social Sciences, Principle Demographics and Applied Sociology for the Sociology Department. In addition, I assisted graduate students in the Urban Affairs Master's Program with completion of their theses.

Coordinator of Research Activities
CARPP, Norfolk State University, Norfolk, VA

10/03 – 09/05

I coordinated and managed funded projects. I produced and developed surveys, reports, charts, maps, graphs, and other statistical summaries. I collected, compiled, analyzed, and interpreted data from various primary and secondary sources (i.e. computer databases). I supervised graduate and undergraduate interns. I worked with various government agencies to ensure responsiveness and accountability of funded projects, and I conducted workshops and training on the use of FairData2000 (a website developed by the Center for Applied Research & Public Policy (CARPP)). I participated in the presentation of grants in written and verbal formats at national conferences and publications to include the Young Driver's Grant for the Virginia General Assembly.

Research Coordinator
CARPP, Norfolk State University, Norfolk, VA

05/03 – 09/03

I assisted the public with research in the census data center at the university. I produced reports, charts, graphs, and other statistical summaries. I retrieved, compiled, and analyzed data using computerized databases. I assisted in conducting surveys in the cities of Norfolk and Portsmouth of businesses located in the Empowerment Zones. I developed and administered surveys for various projects. I used different GIS applications (ArcView and Maptitude) to produce maps. I supervised graduate and undergraduate interns.

EDUCATION

Ph.D. Program—I have completed the course work in the doctorate degree program in Public Policy and Administration; therefore, I am “ABD”—Virginia Commonwealth University, (August 2003 –May 2006)

M.A.—Urban Affairs—Norfolk State University, (August 2000 – December 2002)

B.A.—Political Science—Norfolk State University, (August 1992 - May 1997)

ADDITIONAL PROFESSIONAL TRAINING

Certified Public Manager – George Mason University, (January 2015 – January 2016)

Leadership ICMA Class of 2016 – ICMA, (December 2014 – September 2016)

Senior Executive Institute – Weldon Cooper Center for Public Service, University of Virginia (July 2014 – August 2014)

Graduate Certificate in Local Government Management – Virginia Polytechnic Institute and State University, (August 2010 – August 2012)

Vann H. Lefcoe Leadership Class of 2007 – Portsmouth Partnership, (January 2007 – March 2007)

MEMBERSHIPS AND PROFESSIONAL COMMITTEES***Memberships***

- Virginia Local Government Association (VLGMA)
- International City/County Management Association (ICMA)
- Virginia Government Financial Association (VGFOA)

Professional Committees

- VLGMA – Professional Development
- VLGMA – Communications and Networking
- VLGMA – Deputies, Assistant, and Others
- ICMA – Research and Content Editorial Advisory Board

COMMUNITY AFFILIATES

Young Leader Society – United Way South Hampton Roads

REFERENCES

1. Mr. John L. Rowe, Jr.
Former City Manager of Portsmouth
ICMA Range Rider
5017 Dogwood Trail
Portsmouth, VA 23703
Home Phone: 757-483-3136
Cell Phone: 757-574-2608
Email: jrowe66@cox.net

Mr. Rowe is the former city manager for Portsmouth, Virginia. He was my immediate supervisor during his second stint with the city during my tenure as the assistant city manager, assistant to the city manager, and manager of management services.

2. Mr. James B. Oliver, Jr.
Retired City Manager
417 Peace Haven Drive
Norfolk, VA 23502
Cell Phone: 757-235-1889
Email: jim_oliver@msn.com

I have known Mr. Oliver for approximately ten years. He was the city manager when I was hired as the management analyst for Portsmouth, Virginia.

3. Mr. J. Brannon Godfrey
Town Manager of Warrenton
PO Drawer 341
Warrenton, VA 20188-0341
Work Phone: 540-347-1101
Work Cell: 540-270-8836
Cell Phone: 757-633-4534
Email: bgodfrey@warrentonva.gov

I have known Mr. Godfrey for approximately six years. He and I served on the city's performance management team and later as colleagues in the city manager's office from March 2013 – September 2015 before he was selected as the town manager of Warrenton, Virginia.

4. Ms. Felicia C. Logan
Director of Leadership Development
ICMA
777 North Capital Street, #500
Washington, DC 20002
Work Phone: 202-962-3626
Cell Phone: 703-851-6884
Email: flogan@icma.org

I have known Ms. Logan for approximately two years. She was my team leader at the Senior Executive Institute, and she is the director over Leadership ICMA which I am in the graduating class of 2016.

Candidate Introduction

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EDUCATION

Ph.D. Program – I have completed the course work in the doctorate degree program in Public Policy and Administration; therefore, I am “ABD” – Virginia Commonwealth University, (August 2003- May 2006)

Master of Arts – Urban Affairs – Norfolk State University, (August 2000 – December 2002)

Bachelor of Arts – Political Science – Norfolk State University, (August 1992 – May 1997)

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Senior Executive Institute – Weldon Cooper Center for Public Service, University of Virginia (July 2014 – August 2014)

Graduate Certificate in Local Government Management – Virginia Polytechnic Institute and State University, (August 2010 – August 2012)

EXPERIENCE

Assistant City Manager, Portsmouth, VA	2015 – present
Assistant to the City Manager, Portsmouth, VA	2013 – 2015
Manager of Management Services, Portsmouth, VA	2013 – 2013
Resource Development and Management Coordinator, Portsmouth, VA	2010 – 2013
Management Analyst, Portsmouth, VA	2006 – 2010
Instructor, Norfolk State University, Norfolk, VA	2003 – 2008
Coordinator of Research Activities, Norfolk State University, Norfolk, VA	2003 – 2005
Research Coordinator, Norfolk State University, Norfolk, VA	2003 – 2003

BACKGROUND

The city of Portsmouth is approximately 47 square miles of which 34 squares miles is land and 13 square miles is water. Portsmouth sits at the heart of the Hampton Roads Region in the southeastern part of the state of Virginia. Portsmouth’s population is approximately 96,000, and in 2014, hosted 44,093 jobs. It is bordered by the cities of Suffolk and Chesapeake to the west and south, and Norfolk is across the river to the east. Portsmouth is situated at the confluence of the

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James and Elizabeth Rivers that connects with the Chesapeake Bay. With over 90 miles of shoreline, Portsmouth is mile-marker zero of the Intracoastal Waterway that runs from Massachusetts to Florida.

Portsmouth has within its boundaries Interstate 264, Interstate 664, U.S. Highway 17, and the presence of the CSX and Norfolk Southern Railroads that supports the national and international port commerce activities and military presence in the region. Portsmouth is home to the Norfolk Naval Shipyard, the U.S. Coast Guard Fifth District Headquarters, and the U. S. Naval Regional Medical Center. Portsmouth is part of the Port of Hampton Roads with three of the major ports located within its jurisdiction to include the country's first private container terminal, Virginia International Gateway – formally known as Maersk APM Terminal.

Portsmouth's General Fund Budget is \$235.8 million, and the total budget is \$443.3 million for its current fiscal year. This does not include funding for major funds and projects such as the Capital Improvement Program (\$33.4 million), Public Utilities Fund (\$22.0 million), Parking Authority (\$150,000) and Portsmouth Public Schools (\$168.7 million). Portsmouth Public Schools Funds are managed by the elected school board members. Portsmouth has 2,431 employees with 22 departmental directors, two deputy city manager, and an assistant city manager reporting directly to the city manager.

The three most important issues facing Portsmouth are:

- Flat revenues and real estate values. Portsmouth is experiencing flat revenues in its major sources revenues. One of these major sources of revenue is the real estate tax collection. The decline in home values has not allowed the city to generate the same amount of revenue from the real estate levy as it has in the past.
- Impact of tolls on the city's economy. With the implementation of tolls on the Downtown and Midtown tunnels, Portsmouth is experiencing negative impacts to its sales tax collections. Coupled with construction to update delayed maintenance by the state, some businesses may be forced to close before total completion of the project. It is estimated that the city's taxable sales decreased quarterly by three percent – approximately \$3.52 million.
- Backlog of deferred maintenance. For many years, Portsmouth has delayed fully funding its maintenance of its public buildings and other infrastructure. This practice has resulted in a significant amount of deferred maintenance issues.

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GENERAL, MANAGEMENT STYLE AND EXPERIENCE

The city of Gainesville is the hub of cultural, educational, and commercial center for the northern central region in Florida. Being a city manager in Gainesville excites me because the city offers the opportunity to grow with the community while creating effective change in the community.

My management style is based in four principles: being honest, open, accessible, and responsive. I subscribe to the concept that a manager must be flexible while unyielding on principles and values. The success of any organization lies in a happy, productive workforce; therefore, I subscribe to “management by leadership.” I view staff as a team among whom I promote creativity and whom I encourage to participate in both the analytical and decision-making process.

I do believe that some organizations tend to be over managed and under led; therefore, I lead in a participatory way that energizes the team and helps them develop their fullest potential. I delegate authority and responsibility to team members thus instilling ownership among employees. To maximize teamwork, I do not “micro-manage” the tasks; although, I practice grass roots leadership. By motivating, challenging and rewarding employees, true teamwork is built that brings about an assurance to the organizational goals and the development of mutual trust.

Staff would say that I am helpful, fair, respectful, ready to listen, sharer of information, professional, light-hearted and trustworthy. Because I am not appointed and do not report directly to the elected officials, I cannot ascertain what City Council members would say about me. I will say this, I have not heard of any negative comments or thoughts expressed by the elected officials about me.

I think that my biggest strength is being a quick learner. My agility to learning has led me to be recognized as someone who can take on more responsibility and be promoted fairly quickly. When I was promoted as the Manager of Management Services, the city was in the mist of trying to decide on how to address the insolvency of its two closed retirement systems. Although I had no experience, I assisted in the analysis of the feasibility for the city to issue pension obligation bonds to eliminate the retirement benefit reduction to offset one’s Social Security benefit for its retirees and to make its two closed retirement systems solvent – at this time, Portsmouth is the only local government in Virginia to issue such bonds.

I find that my biggest weakness is not keeping a proper balance between work life and personal life. Because I love working in local government, there are times in which I can become too focused on my work which lessening my time with my family and friends. With time, I am learning to strike an equal balance between the two.

In Portsmouth, City Council developed nine core values as the guiding principles on how the city should conduct its businesses. For the area under my direct purview, I developed goals, objectives, and metrics to engage how we were addressing the guiding principles. The measurement ranged

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from the noting the number of tasks completed within the allotted timeframe to the amount of time it takes to address a citizen concern.

I would say that my biggest achievement in Portsmouth is helping to smoothly transition over 300 retirees and spouses who were 65 years of age or older off of the city's health insurance program. Major changes at anyone's life can create anxiety and lead to a person feeling overwhelm. By being there for the retirees during this transition, it allowed the retiree to feel that the city still cared about them while needing to address rising healthcare cost. My involvement ranged from facilitating informational meetings, presentations at retiree associations, and participating on phone calls to help retirees with selecting a new plan.

I would say that my biggest failure in local government came early in my career. I was assigned to a community building project comprised of city staff, community leaders, and residents. The task was to develop a plan on how to address the socio-economic problems of the neighborhood while addressing coding, community beautification and pride. The civic league president, at that time, laid on the table about seven plans that the city had previously created to address these varied problems. Since that experience, I have learned to do some research on my own to ensure that I have some background information on an assignment.

During my tenure at the Department of Social Services, I had to un-hire two employees for various reasons. Before it lead up to this decision, I worked with the employees to discuss the problems of their behaviors and developed performance work plans designed to assist with ensuring success going forward. I reviewed and followed up on the progress with the employees as outlined in plan but it did work. Although the ultimate decision was to fire the employees, I did not take pleasure in having to do so.

The challenges that I see facing the new manager are:

- Capitalizing on economic development to assist in helping the city grow
- Continuation of the implementation of the Blue Ribbon Panel recommendation to create and foster a positive work culture
- Addressing fiscal constraints in creative ways to reduce the impact of non-taxable property and grant funding phase out
- Developing and fostering working relationships with key players within the community

Prior to my onboarding, I would familiarize myself with City Code and other relevant laws pertaining to the job. I would work with the interim city manager in developing a transition plan as not to interrupt the day-to-day operation of the city. During my first six months on the job in Gainesville, I would:

- Spend time in getting to know the staff and the elected officials

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- Familiarize myself with existing organizational goals to determine if it is meeting the needs of city and make recommendation where necessary to ensure that the city is headed in the right direction
- Review the financial situation to determine how the city should position itself to address its deferred maintenance problems

On several occasions, I have interacted with the local media throughout my career in Portsmouth. This ranges from print media to the local television station. There has not been any negative or embarrassing news articles or segments about me.

Through its Marketing, Communication and Tourism (M.C.T.) Department, Portsmouth uses social media in various ways. For projects that I was assigned, I have worked with the M.C.T. Department in developing the communication to inform the citizens surrounding the progress and status of the project.

I do not foresee anyone contacting the city of Gainesville with negative comments about me.

In my spare time, I enjoy reading; walking; taken long drives; spending time with my family and friends; and volunteering in the community.

SIX ADJECTIVES OR PHRASES I WOULD USE TO DESCRIBE MYSELF

- Dedicated
- Honest
- Forthright
- Knowledgeable
- Broad minded
- Hard-working

REASON FOR DEPARTING CURRENT POSITION

Aristotle wrote “one must learn by doing the thing, for though you think you know it, you have no certainty until you try.” Therefore, as I continue to learn and grow within this profession, I am ready for the next level of opportunities and challenges.

CURRENT/MOST RECENT SALARY

My current compensation at the city of Portsmouth is \$83,130.

CB&A Background Checks

**Background Check Summary for
ROSYLEN L. OGLESBY**

Criminal Records Checks:

Nationwide Criminal Records Search	No Records Found
County	
Virginia Beach, VA	No Records Found
Portsmouth, VA	No Records Found
Norfolk, VA	No Records Found
State	
Virginia	Records maintained by county of Residence - See above

Civil Records Checks:

County	
Virginia Beach, VA	No Records Found
Portsmouth, VA	No Records Found
Norfolk, VA	No Records Found
Federal	
Virginia	No Records Found

Motor Vehicle

Virginia	No Records Found
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Credit

Excellent

Bankruptcy

No Records Found

Education

Confirmed

Employment

Confirmed

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**Background Check Summary for
ROSYLEN L. OGLESBY
Personal Disclosure**

PERSONAL DISCLOSURE QUESTIONNAIRE

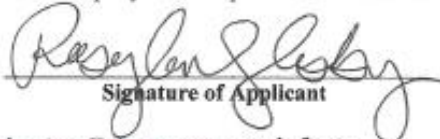
Name of Applicant: Rosylen Oglesby

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are sometimes made and that charges do not mean you were guilty. We also understand that you may have been wronged and needed to seek compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

Please explain any yes answers on a separate sheet of paper.

1. Have you ever been charged or convicted of a felony?
Yes No
2. Have you ever been accused of or have been involved in a domestic violence or abuse incident?
Yes No
3. Have you ever declared bankruptcy or been an owner in a business that did so?
Yes No
4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?
Yes No
5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?
Yes No
6. Have you ever been convicted of driving while intoxicated?
Yes No
7. Have you ever sued a current or former employer?
Yes No
8. Do you have a personal My Space, Face Book or other type of Web Page?
Yes No
9. Do you have a personal Twitter Account?
Yes No
10. Is there anything else in your background that, if made public, would cause you, our client or our firm embarrassment if it came to light through the press or any other mechanism?
Yes No
11. Please provide a list of any lawsuits in which you are or have been a party either as plaintiff or defendant.

Attested to:


Signature of Applicant

Please email this form via PDF DOCUMENT to kknutson@cb-asso.com or via fax to (888) 539-6531 no later than 9:00 AM CST 03/07/2016.

(Note: Please be sure to sign the form with your actual signature if you are sending Fax or PDF Document)

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**Background Check Summary for
ROSYLEN L. OGLESBY
Personal Disclosure Explanation**

Explanation to question 8 - I have a Linked-In and Facebook accounts.

CB&A Reference Notes

Reference Notes

Rosylen Oglesby

John Rowe – Former City Manager, Portsmouth, VA 757-483-3136 757-574-2608

Mr. Rowe began working in local government in 1971 and technically retired in 2003. He had the pleasure of being called back to work in Portsmouth in 2005. At the time Portsmouth had a group of young professionals called Organization Management Services who worked for the City Manager's office in a quick emersion process. They researched questions from the Council, and conducted impact and feasibility studies. They were involved in all aspects of local government from benchmark studies to policy analysis, and they were legislative liaisons. Ms. Oglesby was the best of the group and Mr. Rowe encouraged her to consider city management as a profession. Mr. Rowe retired in 2008 and then returned to Portsmouth around 2010. By that time Ms. Oglesby was doing an outstanding job in the social services department. Mr. Rowe brought her back to the manager's office. She will be an exceptional municipal manager.

Ms. Oglesby's job performance has been outstanding. She has a sixth sense for anticipating issues. She was primarily the Chief of Staff but without the title. She made sure that tasks were done and staff reports were on the manager's desk. She writes well, communicates well, is a great team player and has the unique combination of being both task and people oriented. She has completed all but her dissertation for her PhD but put her education on hold to devote more time to her daughter.

Portsmouth's liability related to post-employment benefits was over \$200 million dollars because of health insurance that the city promised to retirees. They had a blended and very rich plan where all employees regardless of age paid the same rate. They decided to move employees over 65 off the City insurance plan and on to Medicare, and then provide Medigap insurance to decrease their liability. Three hundred employees were in this category and did not want to change their plans or doctors. They were also concerned about health needs increasing over time. Ms. Oglesby was placed in charge and effectively completed the process through hand holding with retirees and representatives from organizations like the retired police and fire fighter's association. She worked with the deputy director of human resources to create a road map for the process. It took a great deal of time and went off without a hitch because she anticipated issues before they occurred. She held meetings at different times of the day to make it convenient for employees who live in the area to attend with their family members or care givers. They reduced their liability to \$20 million dollars while creating an easy transition for employees. One idea she suggested was to offer a \$1,500 stipend subject to annual appropriations for this year, but not guaranteed in the future. She answered questions and was always professional. If she did not have the answer immediately, she followed through after researching the topic. She developed a good rapport with everyone.

When Mr. Rowe returned to the city many of the department heads had left and positions needed to be filled. He asked Ms. Oglesby to shepherd the process and keep everything on track. She helped gather and organize the feedback from those involved in the process. Generally, her decisions are always good.

Ms. Oglesby has fully participated in the state manager association continuing education program. She attended the senior executive institute that most Virginia government officials attend which

Reference Notes

Rosylen Oglesby

teaches how to manage a high performance organization. She brought ideas back and discussed how to make them work in Portsmouth.

Portsmouth has a population of around 100,000, with 1.8 million residents in the region. Ms. Oglesby and the deputy managers attended many of the meetings to represent the organization. She attended a neighborhood association with police and fire retirees and seemed very much like a retired fire fighter in the way that she responded to them.

They instituted “coffee talk” at fire stations in the community to give residents an opportunity to talk about issues and meet the staff, including Ms. Oglesby. She coordinated the meetings and always handled herself well. She provides good customer service and does well on her feet.

Ms. Oglesby absolutely keeps everyone informed. She is a leader with vision. She has good financial skills. In terms of timeliness in completing assignments, she was often ahead of everyone else in the organization and they had to keep up with her.

Nothing controversial has happened that relates to Ms. Oglesby personally. She attended many of the meetings with the Council and has witnessed council / manager interactions.

Mr. Rowe is not aware of any incident in Ms. Oglesby’s background that would concern an employer. Mr. Rowe does not know anyone who has a negative opinion of Ms. Oglesby. She is the go-to person in the organization. She is personable and works well with everyone.

Mr. Rowe hired Ms. Oglesby and promoted her. He would definitely hire her again if given the opportunity. Mr. Rowe prepared her as much as he could for a management position, and she has a great career waiting for her. She is an outstanding employee.

Words or phrases used to describe Rosylen Oglesby:

- Outstanding,
- Collaborative,
- Pleasant person to be around,
- Initiator,
- Innovative,
- Excellent team player, and
- Doer.

Strengths: Great mind; very smart; good sense of timing on when to advance an idea; great communication skills; good sense of humor.

Weaknesses: A perceived weakness might be that she has not yet managed a community.

Reference Notes

Rosylen Oglesby

Larisa Parks – Accountant II, Portsmouth, VA 757-735-3915

Ms. Parks has known Ms. Oglesby since 2012. Ms. Parks reported to Ms. Oglesby in the Social Services department. Now that Ms. Oglesby is the Assistant City Manager they interact on a weekly basis as issues occur.

Ms. Oglesby is very detail oriented and ensures that the organization follows the state and federal guidelines. She is great with budgeting and assists with the budgets in the Social Services department and the City Manager's office. She is a liaison with the City Manager on ongoing projects and assignments. She works extra hours to complete work on time or ahead of schedule. She is a team player and helps the staff as needed to complete tasks in a timely manner.

Their relationship was interesting in the beginning, Ms. Parks implemented an idea and Ms. Oglesby counteracted her efforts. They have since built a strong relationship and learned how to work together. She is a good person but can be a stickler about the policy. She is really a pleasure to work with.

When discussing employees who are not working out or may not be a good fit in the department Ms. Oglesby is insightful and sees how the employee may fit into another department because of their skillset. She makes good decisions in general, when managing personnel, and in hiring.

Ms. Oglesby is a reader and researches anything she may not understand through webinars or books. She does whatever she needs to do to get the job done. She tries to stay up to date on changes in the federal government, which is beneficial because it allows them to continue to be innovative. She brings information to the table that others are not aware of. She does not believe in working a certain way because it has always been done that way, she likes to find better ways to be efficient and effective while reducing wasteful spending.

Ms. Oglesby attends various events to explain the city's interest and be a liaison with the group or organization. She met with other communities on behalf of the city manager or the city as a whole. She is well known within the city and community by the internal customers and vendors.

When changes come down through the pipeline through state or federal agencies, Ms. Oglesby stays informed. She researches policy because she is policy driven. She sends emails to alert the staff on how new legislation affects them and what procedures need to change. She includes a direct link to the new law so that employees can access the information personally.

Ms. Oglesby directed a project called Healthy City Healthy Lifestyle. She completed the application and coordinated efforts of the residents and city personnel. Portsmouth received an award for this project. She works very well with the public.

Generally, when employees see someone from the City Manager's office they become nervous. Ms. Oglesby has developed personal relationships with employees, which is very helpful in

Reference Notes

Rosylen Oglesby

resolving problems and eliminating wasteful spending. She interacts with staff and they confide in her. She hears about issues and resolves them.

Ms. Oglesby treats everyone fairly, she is not biased. She finds solutions that adhere to the code and guidelines while also satisfying the customers. She has an open door policy, communicates well with customers, addresses every issue, and follows through to the resolution.

Ms. Parks does not know of any incident related to Ms. Oglesby that is controversial. Ms. Parks has never heard anyone speak negatively about Ms. Oglesby. The only time people become irritated with her is when they are trying to cut corners but programs and grants do not have gray areas. Portsmouth has the highest reimbursements possible because Ms. Oglesby makes sure the employees adhere to state policy and legislation.

Ms. Parks would hire Ms. Oglesby and does not want her to leave Portsmouth. She will continue to apply the best principals that she gained through education and experience. She could and would definitely be a great city or county manager.

Words or phrases used to describe Rosylen Oglesby:

- Innovator,
- Trustworthy,
- Dependable,
- Reliable,
- Very educated,
- Team oriented,
- Trailblazer, and
- Policy driven.

Strengths: Detail oriented; strong in finance; hard-working; team player.

Weaknesses: She is an overseer and is very deadline driven. She wants to make sure that tasks are completed appropriately and correctly. She can be impatient at times when waiting for others to submit information needed to meet a deadline.

Rose McKinney – Assistant Human Resource Director, Portsmouth, VA 757-329-9500

Ms. McKinney has known Ms. Oglesby since 2006.

Ms. Oglesby is excellent. She is very detailed and thorough. She has critical thinking skills and thinks beyond the task at hand. She takes the next step without needing instruction. She is passionate about her work.

Reference Notes

Rosylen Oglesby

The Human Resource department handles the hiring in conjunction with the city manager, but the recommendation comes from the department head. Ms. Oglesby makes thoughtful and sound decisions because she considers different options and outcomes.

Ms. Oglesby is very innovative and stays current with the latest technological advances. She has not had the authority to make changes but she has always been a strong proponent of recommending ideas to improve operations. Even when her ideas are not selected she does not become discouraged, she continues to make recommendations.

Ms. Oglesby periodically attends community events to represent the city manager. She stays in close contact with the department heads and is the liaison between human resources and the city manager's office. She understands that the two pieces have to work together, and both are critical for the success of the organization.

One project they worked together on was transitioning retirees off of the City health insurance plan. Ms. Oglesby and Mr. McKinney were the face of city hall at the meetings and the retirees were initially not very happy. Ms. Oglesby helped them understand why the transition was necessary and what the benefits were.

When preparing for the transition of post 65 retirees Ms. Oglesby attended numerous meetings and collaborated with other departments like finance, legal, administration, human resources, and with all of the consultants involved. She answered questions and responded to concerns. The manager made the final decision but her input was valued because she saw how decisions impacted the city and retirees. Being able to think through all the pieces, and not just your own department, is an asset. She understands government as a whole.

Some employees have to be managed and Ms. Oglesby has the ability to do that, but her management style is actively leading the work. She is customer service oriented. Her financial skills are also very good. The manager relied on her participation in the budget process; she made sure that everything was submitted in the right format. She is very diligent in meeting deadlines and does not let them pass.

Because Ms. Oglesby works with Human Resources and in the city manager's office, she is privy to much information that is sensitive. People have asked her for information that is not appropriate for her to communicate even though she knows the answer. She understands the importance of maintaining confidentiality and refers them to the right person.

Nothing in her background would embarrass an employer. Ms. McKinney cannot think of anyone who has expressed a negative opinion of Ms. Oglesby but if they exist they probably have not worked with her first hand and cannot back up their claims.

Ms. McKinney would hire Ms. Oglesby. Her education and experience have brought her to her ultimate goal of becoming a city manager. She is passionate about public service and understands how government works. She has worked with the city manager in every facet, including council

Reference Notes Rosylen Oglesby

meetings, preparing agendas, and working with residents. Because she has not been a manager before, the job might be challenging at first but she has the toolbox to succeed. She will be an asset to any organization.

Words or phrases used to describe Rosylen Oglesby:

- Initiative,
- Driven,
- Well educated,
- Goal oriented,
- Thorough, and
- Passionate about her work.

Strengths: Passion for local government; credentialed; very thorough; shares her insight in group discussions.

Weaknesses: She does not have patience for incompetence. However she is also a team player and does not belittle others. She trains and helps individuals get up to speed so they can take an active role in the process.

Jim Oliver – Former Manager, Portsmouth, VA 757-235-1889

Mr. Oliver hired Ms. Oglesby as an analyst in the City of Portsmouth in 2006.

In terms of job performance Ms. Oglesby is very steady and smart. She is a serious thinker and handles complexity well. Others feel comfortable around her, she is open to problem solving and helping others think through the questions and the answers.

Decisions made by Ms. Oglesby are good. She loves learning and is open to new ideas and facts. She clearly wants to excel and wants everyone around her to excel. She has a quiet insistence on excellence. She has to be really convinced that an idea will be beneficial before she is aggressive in implementing it, though she changes course easily when the facts support the change.

As an analyst Ms. Oglesby attended most staff meetings but she was not a big player. She listened until they discussed a project or subject she was part of. She was appropriately involved for her position and learned much by being present. Budget and numbers are a priority in city management, she does very well. She is also good at meeting deadlines.

Ms. Oglesby has a deep commitment to the community and appreciates residents who try to make a difference. She is pretty serious minded but is also pleasant with a good sense of humor.

Reference Notes Rosylen Oglesby

Mr. Oliver cannot recall anything controversial in the newspaper that related to Ms. Oglesby during his tenure as city manager or since. Portsmouth is in political turmoil at the moment. The current manager is convinced that they need to start from scratch and has already dismissed several department heads. Ms. Oglesby is seeking other opportunities. Mr. Rowe thinks the world of Ms. Oglesby and has commented on her professional intelligence and her integrity.

Mr. Oliver would hire Ms. Oglesby. She has a high sense of intelligent honesty, does not seek the spotlight and is truly dedicated to excellence. She wants to be a city manager for the right reasons and is worthy of consideration.

Words or phrases used to describe Rosylen Oglesby:

- Professional in both outward appearance and manners,
- Incisive mind,
- Good writer,
- Passionate about her community,
- Dedicated, and
- Renaissance person.

Strengths: Very steady; smart; mixes well with others; open to problem solving.

Weaknesses: They have not worked together for many years but she was sometimes too quiet. She had good thoughts which others want to hear. However, she has become more professional and confident over the years.

Brannan Godfrey – Former Deputy City Manager, Portsmouth, VA 540-270-8836 757-633-4534

Mr. Godfrey has known Ms. Oglesby since 2009. He was the deputy city manager over social services, the group that Ms. Oglesby worked for. She was hired in 2013 to the City Manager's office as an analyst and was then promoted to assistant city manager.

Ms. Oglesby is a very sharp analyst. She is very dedicated and loyal. She does not make up her mind about something immediately and then exclude other perspectives without consideration. She listens well.

Hiring was done as a group effort; Ms. Oglesby has a great deal of insight when hiring employees. Her decisions in general are always good. They interacted extremely well. Ms. Oglesby was in a supporting role and part of a great team. Unfortunately, Mr. Rowe was forced out and the organization began to deteriorate.

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Reference Notes Rosylen Oglesby

As a management analyst Ms. Oglesby was expected to be a change agent because so many changes were coming from the state regarding funding for social services. She was charged with adjusting the organization's philosophy about administration and finance to meet state requirements. She can be a change agent if asked.

Portsmouth is a medium size community with a very strong civic presence. Outreach is handled through civic leagues. They have 60 leagues and about 30 are active. Responsibility for interfacing with the leagues was divided between Ms. Oglesby, the deputy city managers and the city manager. They took information to the civic meetings related to a performance measurement project that also incorporated elements of establishing budget priorities. She participated in other civic outreach events and was a known entity in the community.

When Mr. Godfrey was the interim manager in 2015 Ms. Oglesby participated in a tight teamwork situation. Mr. Godfrey, the other deputy city manager and Ms. Oglesby covered many bases between the three of them. She always kept them informed.

Ms. Oglesby works well with the public because she is very approachable. Residents see that she works hard and is responsive. She served under a few managers; she bought into their vision and carried it out to the organization.

Social services are funded through a number of complex funding strings that primarily come from the state which means the department has to maintain a dual accounting system. One for reporting back to the state government and the municipal accounting package the city uses. Conflicts existed between the two systems. She worked directly with administration and finance to gain different perspectives on what the problem was and how to best resolve it. She was a successful intermediary between the finance and admin staff. She worked through the issue to its resolution.

Portsmouth City Hall has a fair amount of walk in traffic; Ms. Oglesby met with residents and addressed their complaints on the spot. She is very good at listening to others, calming them down, and providing a rational response. They left knowing their issue was heard and resolved when possible.

Ms. Oglesby was responsible for putting the social services budget together and she was part of the budget team for the city manager's office. Her work is completed in a timely fashion.

Nothing in Ms. Oglesby's background would concern an employer. Mr. Godfrey cannot think of anyone who would disagree with the statements in this reference.

Mr. Godfrey would hire Ms. Oglesby and feels that she is ready to manage a community that has a small work force.

Reference Notes Rosylen Oglesby

Words or phrases used to describe Rosylen Oglesby:

- Smart,
- Innovative,
- Dedicated,
- Follows through,
- Responsive, and
- Approachable.

Strengths: Views a situation from a number of different perspectives; listens well.

Weaknesses: She has not followed the tradition route of progression within an organization. She has been in a supporting role but has not directly supervised a large department. She can do it; she just does not have the experience.

**Annie White-Guertin – Executive Director, PARC Inc., Portsmouth, VA 757-393-7848
757-335-4497**

Ms. White-Guertin has known Ms. Oglesby since around 2005. Ms. Oglesby has held different positions in the city and they have interacted in each of these positions. They have interfaced in grants management, social services, and the manager's office.

Ms. Oglesby is excellent. She is always very responsive to questions, communications, and reports. She seems to be very thorough and forthright. She tells you if an idea will work or not, and why. Her decisions are very good.

Ms. Oglesby can think outside the box while keeping employees focused, on keel, and moving forward. She was asked to create power point presentations, which is a task she does not enjoy but she did as she was asked. She follows and gives direction very well, and she always keeps others informed.

In Social Services Ms. Oglesby attended community meetings on a regular basis. In her current position she is not as visible in areas that Ms. White-Guertin is involved in, but she may participate in other venues. She is involved in the community when she needs to be. With the public Ms. Oglesby is excellent. She is very candid and forthright, and states when the answer is no. She is always polite but sometimes the answer no is not well received. If she sees an opportunity for a solution, she moves forward.

Ms. Oglesby was working on a continuous care portion of the 10-year plan in 2008, and then again a few years later. In both cases she put presentations together for the City Council. Ms. Oglesby directed the discussion to attain the answers needed to make the power point successful. She also understands grant management.

Reference Notes Rosylen Oglesby

Ms. White-Guertin is not aware of anything controversial related to Ms. Oglesby and has not seen anything in the paper. Some in the community must have a different opinion of Ms. Oglesby but Ms. White-Guertin cannot think of anyone in particular.

Ms. White-Guertin would hire Ms. Oglesby if she were in a position to do so. Ms. Oglesby would be a great manager for a community that is comparable to Portsmouth or smaller. She is enjoyable to work with and is well thought of by city officials, as evidenced by her advancement in the organization.

Words or phrases used to describe Rosylen Oglesby:

- Smart,
- Diligent,
- Forthright,
- Honest,
- Thoughtful, and
- Considerate.

Strengths: Willingness to listen and consider other points of view; willing to explain policy and procedures or review federal regulations that might impact what the city is doing; builds easy rapport with others; sets boundaries about saying yes and no both personally and for her staff.

Weaknesses: On a few occasions something else took priority and she did not communicate the delay. But it could be that her supervisors redirected her and it was out of her hands.

George Wilson – Former City Attorney, Portsmouth, VA 757-617-6537

Mr. Wilson has known Ms. Oglesby since 2006. They worked closely from 2013 - 2015 while he was the City Attorney. Ms. Oglesby was the City Manager's right hand. She worked on special projects and conducted research from a legal standpoint. She has a good understanding of the law and legal implications.

Ms. Oglesby is very enthusiastic about her job. She is dedicated and persistent. She always follows up. She listens to instruction and is very receptive to explanations. She is quiet but is not afraid to ask questions when she does not understand something.

Based on Mr. Rowe's management style Ms. Oglesby most likely participated in the hiring process and made recommendations. Her decisions are good because she is receptive to the input of others. She maintains operations at a high performance level.

Reference Notes

Rosylen Oglesby

When Ms. Oglesby felt that the city attorney needed to be involved in a matter, she immediately contacted their office, sometimes at the direction of the city manager but other times on her own.

If residents are unhappy with a city employee, you usually find out one way or another. Mr. Wilson has not heard any complaints about Ms. Oglesby. Due to her role she was more of a manager than a leader.

Ms. Oglesby was involved in controversy but she was never at the center or personally involved. Mr. Wilson does not know of anyone who has a negative opinion of Ms. Oglesby.

Mr. Wilson would hire Ms. Oglesby. She worked closely with a manager who has forty years in the public sector and has managed several municipalities. He groomed her to become a manager. She experienced firsthand what it was like to do the job, and saw what you should and should not do. She knows what is expected of a public servant. Any community would do well to consider her as a strong applicant. She has the enthusiasm and drive to be a good manager.

Words or phrases used to describe Rosylen Oglesby:

- Enthusiastic,
- Bright,
- Persistent,
- Perseverance,
- Motivated, and
- Loyal.

Strengths: Persistence; observant and listens; not afraid to ask questions; good at completing tasks to her supervisor's satisfaction.

Weaknesses: None identified.

Tracie Hockaday – Accounting Coordinator, Portsmouth, VA 757-675-7757

Ms. Hockaday has known Ms. Oglesby since 2011.

Ms. Oglesby is an excellent employee. She has a diverse background and is very knowledgeable. She can multi-task well. She is experienced and willing to assist others.

Ms. Oglesby is patient. She is organized which allows her to put instructions in chronological order and offer guidance. She is very easy to get along with and is open in her communications.

Reference Notes Rosylen Oglesby

Ms. Oglesby has the skillset and ability to hire quality staff. She is experienced in exploring any weaknesses in an applicant's training. She brought employees together and helped them work as a unit to accomplish the goals. Her decisions are beneficial for the organization as a whole.

Ms. Oglesby has consistently shown innovation in her work. She sets high performance standards for herself and employees. She keeps others informed through phone calls and email.

Ms. Oglesby has attended city council meetings to represent the organization. She offers suggestions on how to maintain professionalism outside of the office and helps employees be prepared for situations that may occur.

Portsmouth faced a challenge related to state reporting deadlines. Ms. Oglesby worked with the department to obtain the needed information. She organized it in time to meet the deadline. Generally speaking, she completes assignments ahead of the deadline.

Ms. Oglesby understands how to use information, contacts, and training to ensure that the guidelines of the budget are being met. She shares information and sees that the policies and procedures are followed for future budgets. She organizes the data and reports.

Ms. Hockaday is not aware of anything controversial that relates to Ms. Oglesby either from a professional or personal perspective. Everyone that Ms. Hockaday knows and works with has a positive opinion of Ms. Oglesby.

Ms. Hockaday would hire Ms. Oglesby in a heartbeat. She takes every measure to meet the goals set by the elected body. She will be a valuable asset for any municipality.

Words or phrases used to describe Rosylen Oglesby:

- Strong,
- Organized,
- Eager,
- Willing,
- Capable,
- Goal oriented, and
- High achiever.

Strengths: Excellent employee; very knowledgeable; diverse background; multi-tasks well; helpful.

Weaknesses: She has a tendency to work overtime to achieve a goal.

Prepared by: Lynelle Klein, Colin Baenziger & Associates

Section 12

CB&A Internet Research

Internet – Newspaper Archives Searches
Rosylen Oglesby
(Articles are in reverse chronological order)

Andover Townsman (MA)
March 16, 2016

Out-of-towners bring fresh eye to downtown
Author: Terry Date tdate@andovertownsman.com

They are coming from four parts of the country this week to view Andover with a collective outsider's eye and imagine downtown as a place to spend the day in the Merrimack Valley, a vibrant cultural and economic hub. The visitors, three assistant town managers from Florida, Kansas, Virginia and a project manager from Colorado had a busy two days after arriving on Sunday, after being picked up at Logan Airport by Andover Town Manager Andrew Flanagan and Planner Paul Materazzo.

Over their three days in town, before leaving Wednesday, visitors Dan Weinheimer, Lunda Asmani, **Rosylen Oglesby** and Emilie Smith sat in on meetings and visited informally with the public, town department heads, business owners and cultural point people.

The visited officials in Newburyport, including the mayor, and Amesbury, too. They sat in on a joint meeting of Andover Selectmen, the Finance Committee and Planning Board. They took a local bus tour, roamed downtown and talked with people on the street and business owners. They also visited the library, the Shawsheen River, the Andover Historical Society and elsewhere. The "Creating a Sense of Place and Destination Program" arrived as a result of an application filed late last year by Andover's town manager.

The Leadership ICMA 2016 Peer Assistance Proposal was free of charge. After follow-up inquiries by the peers, the team planned to file a playbook on how Andover can best develop its downtown and make it a destination. A preliminary plan is expected soon by April 29. Before the team's arrival several local people slated to welcome and speak with the visitors said they saw the ICMA event as serendipitous.

Mark Spencer, chairman of the Shawsheen River Greenway, said the confluence of several forces could work for making downtown Andover a destination for visitors. The forces unfolding include the creation of the historical mill district, the sale and redevelopment of the town yard property, and the removal of two dams from the Shawsheen River.

The river has been a recreation source that has been obscured from the public's consciousness for decades, "and we are trying to make it the heart of Andover that it deserves to be," Spencer said. The town's planner would agree that the river is a hidden gem. For one, many communities do not have a river running through its downtown, and many people in Andover do not realize they have one, either.

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Last year, Materazzo and organizers who supported creating a historic mill district held more than 100 site walks. The district was approved by the public. “I was amazed at how many people didn’t realize that the river runs through downtown when we got to the bridge at Essex Street,” he said.

Two weeks ago, the town, within two days of first accepting non-binding applications for developing four acres on Lewis Street — where the town yard is now located — the town received solicitations from 20 development groups, Materazzo said.

Paul LaRosa, owner of LaRosa’s restaurant, 7 Barnard St., said before the ICMA team’s visit that he sees potential for downtown development, especially with the roads that lead to Andover, including Route 125.

Elaine Clements, executive director of the Andover Historical Society, was set to speak on Tuesday to the four visitors about the society’s role in building a cultural corridor. Her talk was scheduled during an early morning event hosted for the ICMA team by Andover Economic Development Council, a group whose mission is to help local businesses thrive and create jobs.

The cultural corridor concept grew from the establishment of the historical mill district. The corridor would link the Shawsheen River, Main Street and Phillips Academy. The corridor, enhanced by events and signage, would be “a way of bringing people downtown through culture — history, art and music,” Clements said.

Meanwhile, the ICMA is expected to release a final playbook of recommendations to the town by June 30.

Internet – Newspaper Archives Searches
Rosylen Oglesby
(Articles are in reverse chronological order)

13 News Now.com
July 3, 2014

Cities spend thousands on All-America City competition

HAMPTON -- The City of Hampton has a new title to hang on signs and plaster across city brochures: All-America City. City leaders, staff and volunteers traveled to Denver to compete in the finals of the competition in June. It was one of ten localities to win All-America City status out of 25 finalists. 'It's something we can say to citizens, 'You are a part of this',' said city spokeswoman Robin McCormick. 'This is not an award the government won. This is an award that came to nonprofits, volunteers, churches, businesses, everybody working together.'

The City of Portsmouth was one of those finalists and sent a 13-person contingent to Denver to compete for the title. It was not successful. Despite the loss, **Rosylen Oglesby**, an assistant to the city manager, said it was still a good investment for the city. 'It gives us an opportunity to showcase the great things that we're doing in the City of Portsmouth and get us recognized across the nation as one of the localities out there doing inclusive and collaborative things,' Oglesby said.

Portsmouth spent \$21,657.33 to send its delegation, which included city staff, students and local business leaders, to Denver. Document: See Portsmouth's spending for All-America City effort Hampton spent a total of \$33,549.54 but raised \$9,922.54 in private donations, which means taxpayers forked out \$23,537 to get its 22 representatives to Denver. Both figures are roughly double the amount that the City of Norfolk spent to send its delegation to Denver for the same award last year. Norfolk was named an All-America City in 2013 and spent a little more than \$10,000.

While McCormick compared the award to being a football team that wins the Super Bowl or a movie that receives an Academy Award, she could not point to any direct benefit residents of Hampton get from living in an All-America City. 'Once you say you're a Super Bowl winner, an Academy Award winner, it doesn't make the movie any better, but it might make people more willing to take a look at us,' McCormick said.

Oglesby had to think for a few seconds before answering the question on camera. 'We get a lot of benefits,' she said. 'People get to hear our story, the things we're doing to make our community great.' The designation is given by The National Civic League to communities for outstanding civic accomplishments. For 2014, applicants had to focus on healthy community's efforts to address challenges such as obesity, chronic illness, physical inactivity and the need for safe routes to school and walkable communities.

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(Articles are in reverse chronological order)

Virginia Local Government Management Association (VLGMA)
(http://icma-staging.sonjara.com/en/va/newsroom/Article/103358/Position_Changes_and_Other_Events)
May 17, 2013

A summary of appointments, retirements, and other noteworthy events in the professional lives of VLGMA colleagues.

January, 2014

- Doug Powell, temporary acting administrator for James City County, has been appointed interim administrator there.
- Dale Iman, city manager for Winchester, announced his retirement effective July 1, 2014.
- **Rosylen Oglesby**, manager of management services for the city of Portsmouth, has been appointed assistant to the manager there.
- Lynette Lowe, finance director for Southampton County, has been appointed deputy administrator/chief financial officer there.

Internet – Newspaper Archives Searches
Rosylen Oglesby
(Articles are in reverse chronological order)

The Virginia-Pilot
December 15, 2008

Millions in housing funds depend on small groups

George Brown III doesn't have to go far from his small, drab office in Grace Episcopal Church to see his handiwork. | Brown's Plumb Line Ministries, a nonprofit development corporation he runs out of the church offices in Norfolk, has built 63 houses for low- to moderate-income first-time home buyers since 1988.

The two-story homes line the streets around Grace Episcopal, clusters of three or four in a row, many now decorated for the holidays. In the 20 years since Brown's father helped start Plumb Line, not one of the company's houses has been foreclosed. "It's removed a lot of the blight, a lot of the drugs, a lot of the crime. Property values have increased," Brown said. "It's really a pleasant place to live."

Plumb Line is a Community Housing Development Organization - in government-speak, a CHDO (pronounced Cho-doe) - one of four tiny nonprofits in Norfolk that receive federal funding to oversee the construction of affordable houses for less-affluent families. While Plumb Line has helped the city improve several blighted neighborhoods, Norfolk and other nearby localities are struggling to gain such successes with similar housing groups. Their existence is important, local officials say, because if they go away, cities could lose thousands in federal dollars.

Each city in South Hampton Roads needs at least one of these nonprofits to exist in order to receive federal funds that pay for homeownership and renovation programs. That's harder than it seems, because the housing groups are usually one-person shops with shoestring budgets that must meet scads of federal regulations, city officials say. One problem in Norfolk is that the nonprofits are running out of land. In addition, the rising cost of construction makes it difficult for them to build houses that meet the affordability standards, which mandate homes that sell for about \$175,000.

The issues have Brown hard at work. Plumb Line, like several other CHDOs in Norfolk, is looking to expand outside its home territory of Central Brambleton, just west of the Norfolk State University campus, where available land has become sparse. He is now weighing the possibility of renovating houses, rather than building new ones. It's an idea that Norfolk Redevelopment and Housing Authority officials have encouraged.

In addition to helping Brown and others begin to renovate houses, the authority remains committed to working with them to find empty lots to build on, said Stephen Blair, the authority's neighborhood manager for development operations. "These people are able, competent and effective," Blair said. "It behooves everybody." Throughout the city, with only

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one or two employees and payrolls of about \$30,000 in good years, CHDOs in Park Place and Berkley have built dozens of homes for low-income families. The housing authority provides the groups with about \$350,000 that they split among themselves. In return, the city receives about \$1.4 million in federal money. Despite their efforts, however, both Norfolk and Portsmouth have seen a CHDO fail in recent years.

In Norfolk, the collapse of Empowerment 2010 has tied up federal money meant for housing. Empowerment 2010, which went out of business this year, helped low-income residents with employment training, housing and small business development.

In Portsmouth, Hampton Roads Affordable Housing's dissolution about a year and a half ago left a partially completed house that another company had to step into and finish.

Meanwhile, Chesapeake is casting about in search of someone to create a new CHDO so the city can be assured of receiving all of its federal funding. The three agencies working in the suburban city have built or renovated four houses and 19 apartments in the past five years. "We'd like to see more working with us," said Dewayne Alford, deputy executive director of Chesapeake's housing authority. "There are a lot of neighborhood groups that like to see things improved in their neighborhood. This gives them a chance to be a key stakeholder in what goes on in their community."

In response to federal rules developed in 1992 requiring cities to give 15 percent of their federal housing money to CHDOs, Virginia Beach created one citywide group, HOME Inc. It quickly realized the difficulties of artificially producing a community organization just to receive federal money, said Andy Friedman, the city's director of housing and neighborhood preservation. "Small organizations with uncertain funding really have a hard time being successful over the long term," he said. But some have made it.

In Portsmouth, the Center for Community Development - now the city's only CHDO - has built or renovated more than 80 houses since 1991 and put \$9 million in real estate value back on the tax rolls, said Kimberly Williams, the organization's housing manager. In return for passing along roughly \$100,000 in federal funds to help support the organization that Williams works for, Portsmouth receives nearly \$600,000 in federal money. It spends that on programs to renovate the houses of the elderly, assist first-time home buyers and help build housing for the elderly, said **Rosylen Oglesby**, a management analyst.

Research Compiled by: Cara Slade
 Colin Baenziger & Associates