

Pamela Weaver Antil



Pamela Weaver Antil is Assistant City Manager in Palo Alto, California. Prior public sector experience includes serving as assistant city manager in Novi, Michigan; Ann Arbor, Michigan; and Rancho Palos Verdes, California; as community services coordinator in Rancho Palos Verdes; and as legislative staff assistant to the majority leader of the Michigan State Senate. She also has extensive experience in the private sector as a consultant.

She has worked on consolidation of police and fire services into a public safety department; analyzed revenue choices to address significant shortfalls or capital improvement financing needs; analyzed opportunities to privatize, consolidate or implement shared services with other entities for dispatch, public safety, bulk purchasing, etc. resulting in cost savings; implemented meaningful performance measures at city-wide, department and line staff levels linked to the annual municipal budget and city council goals and objectives; and implemented city-wide Venture Teams to analyze, plan and execute strategic and large projects and initiatives using diverse multi-disciplined work teams from all city departments. The Venture Teams work resulted in comprehensive and creative solutions to a variety of complex problems and issues including the city's green/sustainability initiative; public safety (police and fire) resources, services and utilization analysis; emergency preparedness; motion picture and television filming initiative; and several other key projects and initiatives. Among city managers, her work with the Venture Teams is admired for making great strides in sustainability, deployment and utilization of public safety resources. She is also hailed for her leadership in Novi in developing and leading employee efforts to radically improve service delivery and cost.

Antil has also focused on improving communications to the public and the news media, including developing and implementing a non-emergency city communications plan with a press release template, major initiative talking points, public speaking/breaking news training, and public access service announcements. Also in the communications arena, Antil developed an effective social media/Web 2.0 policy and Internet pages to extend outreach to citizens and the business community. She has supported staff leadership development by establishing organizational training, development and leadership programs. In the labor-management area, Antil developed a successful negotiations strategy and implemented the elected body's policy direction for union agreements with police, fire, clerks, dispatchers, and general service employees including preparation for mandatory collective bargaining and arbitrations. In the area of economic development, she has lead and assisted economic development team activities related to recruitment, retention, and business support programs/initiatives.

Her analytic work includes having managed a number of studies, including a Public Safety Resources, Services and Utilization Plan; an Information Technology Strategic Plan; an Infrastructure Management Strategic Plan; and a Healthcare Options & Actuarial Strategic Plan. Antil is currently leading two Palo Alto initiatives: adoption of a city-wide ethics policy, as well as supporting guidelines and training; and development and implementation of a High Performance Organization (HPO) model.

Antil has a Master of Public Administration degree with honors, including a "Future Urban Administrator Award" from California State University-Long Beach and a Bachelor of Science degree in political science from Central Michigan University. She is active in the International City-County Management Association, currently serving on its Government Affairs and Policy Committee and as part of its "Knowledge Network Leaders" initiative. She served as a member of the board of directors of the Michigan Local Government Management Association.