

EMPLOYMENT APPLICATION		
	<b>City of Palm Bay</b> <b>120 Malabar Road</b>  <b>Palm Bay, Florida - 32907</b> <a href="http://www.palmbayflorida.org">http://www.palmbayflorida.org</a> <a href="http://www.palmbayflorida.org">http://www.palmbayflorida.org</a> <b>Brown, Howard, W</b> <b>City Manager</b>	<b>Received: 1/22/25, 2:39 PM</b> <b>For Official Use Only:</b> QUAL: _____ DNQ: _____ <input type="checkbox"/> Experience <input type="checkbox"/> Training <input type="checkbox"/> Other: _____

PERSONAL INFORMATION		
<b>POSITION TITLE:</b> City Manager		<b>Job Number:</b> 2639
<b>NAME:</b> (Last, First, Middle) Brown, Howard, W		<b>PERSON ID:</b> 1054442
<b>Former Last Name:</b> Brown		<b>Date And Month Of Birth:</b> 06/08
<b>ADDRESS:</b> (Street, City, State, Zip Code) [REDACTED]		
[REDACTED]		[REDACTED]
[REDACTED]		
<b>DRIVER'S LICENSE:</b> Yes <b>State:</b> FL <b>Number:</b> B*****0	<b>LEGAL RIGHT TO WORK IN THE UNITED STATES?:</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>HIGHEST LEVEL OF EDUCATION:</b> Master's Degree

PREFERENCES	
<b>MINIMUM COMPENSATION:</b> \$111.00/hr \$230,000.00/yr	<b>ARE YOU WILLING TO RELOCATE?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Maybe
<b>SHIFTS YOU WILL ACCEPT:</b> Day , Evening , Night , Rotating , Weekends , On Call (as needed)	
<b>WHAT TYPE OF JOB ARE YOU LOOKING FOR?</b> Regular , Temporary	
<b>TYPES OF WORK YOU WILL ACCEPT:</b> Full Time, Part Time	
<b>OBJECTIVE:</b> To obtain a position in Senior Management	

EDUCATION		
<div> <div> <b>DATES:</b>  from May/1994 to August/1995 </div> <div> <b>SCHOOL NAME:</b>  University of West Florida </div> </div>		
<b>LOCATION:(City , State)</b> Pensacola, FL	<b>DID YOU GRADUATE?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>DEGREE RECEIVED:</b> Other
<b>MAJOR/MINOR:</b> Public Administration (M.P.A.)		<b>UNITS COMPLETED:</b> 36
<div> <div> <b>DATES:</b>  from January/1992 to May/1994 </div> <div> <b>SCHOOL NAME:</b>  Florida State University </div> </div>		
<b>LOCATION:(City , State)</b> Tallahassee, FL	<b>DID YOU GRADUATE?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>DEGREE RECEIVED:</b> Bachelor's
<b>MAJOR/MINOR:</b> Criminology		<b>UNITS COMPLETED:</b> 60
<div> <div> <b>DATES:</b>  from August/1989 to December/1991 </div> <div> <b>SCHOOL NAME:</b>  Pensacola Junior College </div> </div>		
<b>LOCATION:(City , State)</b> Pensacola, FL	<b>DID YOU GRADUATE?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>DEGREE RECEIVED:</b> Associate's
<b>MAJOR/MINOR:</b> General Studies		<b>UNITS COMPLETED:</b> 60
<div> <div> <b>DATES:</b>  from August/1985 to June/1989 </div> <div> <b>SCHOOL NAME:</b>  Pensacola High </div> </div>		
<b>LOCATION:(City , State)</b> Pensacola, FL	<b>DID YOU GRADUATE?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>DEGREE RECEIVED:</b> High School Diploma
<div> <div> <b>DATES:</b>  from January/2023 to April/2024 </div> <div> <b>EMPLOYER:</b>  Local Government Consulting Group, LLC </div> <div> <b>POSITION TITLE:</b>  Principal </div> </div>		
<b>ADDRESS: (Street, City, State, Zip Code):</b> 7754 Okechobee Blvd., Suite 703 West Palm Beach, FL, FL 33412		<b>COMPANY URL:</b> <a href="http://www.localgovernmentconsultinggroup.com">http://www.localgovernmentconsultinggroup.com</a>
<b>PHONE NUMBER:</b> 561-318-0046	<b>SUPERVISOR:</b> Erin Connelly - Principal	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40	<b>SALARY:</b> \$22,000.00	<b># OF EMPLOYEES SUPERVISED:</b> 500

**DUTIES:**

Interim Town Manager, Town of Century, FL

As the Interim Town Manager of the Town of Century, FL, a small municipality in Northwest Florida, I am entrusted with overseeing the entirety of its day-to-day operations, ensuring efficient and effective municipal governance. My duties encompass:

**Strategic Leadership:** Crafting and implementing strategic plans to promote sustainable development and enhance community well-being.

**Operational Management:** Overseeing all municipal departments to ensure the provision of essential services meets community expectations.

**Financial Oversight:** Managing the town's budget, financial planning, and expenditures to ensure fiscal stability and transparency.

**Stakeholder Engagement:** Engaging with community members, local businesses, and other stakeholders to foster collaborative relationships and address community needs.

**Crisis Management:** Leading the response to emergencies or crises, ensuring the safety and security of the community and the continuity of municipal services.

Interim City Manager, City of East Point, GA

In the role of Interim City Manager for the City of East Point, GA, with a daytime population exceeding 100,000, my responsibilities are broad and encompass the management of over 400 employees across critical city departments including Police, Fire, Power, Water and Sewer, Finance, Municipal Courts, and Human Resources. Key duties include:

**Executive Leadership:** Directing the city's strategic vision and operational execution to ensure the delivery of high-quality services to residents and businesses.

**Departmental Oversight:** Managing day-to-day operations across critical city departments, ensuring efficiency, effectiveness, and alignment with city goals.

**Budgetary and Financial Management:** Overseeing the city's financial health, including budgeting, fiscal planning, and ensuring the optimal allocation of resources for city projects and services.

**Public Safety and Services:** Ensuring the provision of essential public safety and utility services, maintaining high standards of public health, safety, and welfare.

**Community and Stakeholder Relations:** Building strong relationships with the community, elected officials, and other stakeholders to facilitate open communication, collaboration, and community engagement.

**Human Resource Management:** Overseeing the city's human resources policies and practices, ensuring a motivated, effective, and diverse workforce.

These summaries encapsulate your extensive responsibilities and the impactful leadership roles you hold within these municipalities. They underscore your strategic vision, operational expertise, and your commitment to serving the community, all of which are crucial for the successful administration of municipal government.

**REASON FOR LEAVING:**

Presently working.

**DATES:**

from January/2019 to  
January/2023

**EMPLOYER:**

Village of Indiantown

**POSITION TITLE:**

Village Manager

**ADDRESS:** (Street, City, State, Zip Code):

15516 SW Osceola Street, Suite B  
Indiantown, FL 34956

**COMPANY URL:**

<http://www.indiantownfl.gov>

**PHONE NUMBER:**

(305) 788-9647

**SUPERVISOR:**

Guyton Stone - Mayor

**MAY WE CONTACT THIS EMPLOYER?**

☒ Yes ☐ No

**HOURS PER WEEK:**

40

**SALARY:**

\$13,750.00

**# OF EMPLOYEES SUPERVISED:**

36

**DUTIES:**

After a nationwide job search, I was hired as the Village's first permanent City Manager to lead's Florida's newest municipality.

- ☐ By creating and implementing a 5-year strategic action plan together with the initial Village Council, we hit the ground running, achieving it within 3-years.
- ☐ Negotiated a multimillion-dollar interlocal agreement with Martin County saving the residents of the Village ~\$1.5MM over the course of the interlocal agreement for Fire Rescue Services.
- ☐ With Council approval, I negotiated and purchased a private water and sewer plant for \$8.5MM, subsequently managing to have ~80% of the loan to purchase the asset forgiven. In addition, we negotiated 0% interest rate over the course of a 30-year term. This was best water and sewer acquisition deal ever done in the state of Florida.
- ☐ Successfully applied for grant funds of ~\$23MM to be used within the community over the last 2-years.

**REASON FOR LEAVING:**

Resigned with separation agreement.

**DATES:**

from January/2016 to  
October/2018

**EMPLOYER:**

City of Bell, CA

**POSITION TITLE:**

City Manager

**ADDRESS:** (Street, City, State, Zip Code):

6330 Pine Avenue  
Bell, CA 90201

**COMPANY URL:**

<http://www.cityofbell.org>

**PHONE NUMBER:**

323-923-2614

**SUPERVISOR:**

Fidencio Gallardo -  
Mayor

**MAY WE CONTACT THIS EMPLOYER?**

☒ Yes ☐ No

**HOURS PER WEEK:**

40

**SALARY:**

\$16,666.00

**# OF EMPLOYEES SUPERVISED:**

175

**DUTIES:**

- ☐ Led the City through its first-ever recodification of all city codes of ordinances, including retaining a consultant to conduct a charter review for Council Consideration.
- ☐ Successfully achieved Government Finance Officers Association (GFOA) Award twice -in successive years- for my Comprehensive Annual Financial Report (CAFR).
- ☐ Prepared a balanced budget, successfully adopted by the Mayor and Council two years in a row despite declining property, sales taxes, and rising pension costs.
- ☐ Retained a Financial Advisor, Bond Counsel, and Bond Underwriter firm to refinance nearly \$100MM of general obligation, redevelopment, and pension bonds.
- ☐ Renegotiated 54 contracts for professional and service contracts resulting in million dollar savings.
- ☐ Overhauled several financial management policies, up to and including internal operating policies which led to operational and administrative efficiencies; thereby allowing staff to do more with less.
- ☐ Adopted several policies such as innovative drone use policy for Community Services Department and implement the Body Worn Camera program for Police Department (first ever done).
- ☐ Successfully renegotiated two collective bargaining agreements with two union groups while being able to get much needed administrative policies agreed to which resulted in a "win-win."
- ☐ Conducted City's first ever strategic planning process involving residents which led to the adoption of strategic plan defining the city's goals and specific strategies
- ☐ Organized several neighborhood groups including Neighborhood Watch and meet regularly with residents to sell the city's Strategic Plan and City Priorities approved by the Mayor and Council.

**REASON FOR LEAVING:**

Mutual Separation - contract was not renewed.

<b>DATES:</b> from January/2014 to January/2016	<b>EMPLOYER:</b> City of Muskogee (Tulsa, OK metro area)	<b>POSITION TITLE:</b> City Manager
<b>ADDRESS:</b> (Street, City, State, Zip Code): 229 West Okmulgee Avenue Muskogee, OK 74403		<b>COMPANY URL:</b> www.muskogeeonline.org
<b>PHONE NUMBER:</b> (918) 684-6201	<b>SUPERVISOR:</b> City - Council	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40	<b>SALARY:</b> \$11,000.00	<b># OF EMPLOYEES SUPERVISED:</b> 603
<b>DUTIES:</b> <p>Oversaw day-to-day operations for all city departments while managing a \$61 million operating and capital budget and 600 employees serving a daytime population of more than 50,000.</p> <p>Provided procurement oversight for all purchasing transactions for goods, services, construction projects and the sale and disposal of surplus property.</p> <p>Developed the city's Urban Renewal Authority and served as its Executive Director. Resulted in multi-million dollar private development and the creation of a Tax increment financing (TIF) mechanism that generated \$11 million for public and site improvements.</p> <p>Collaborated with the Mayor and City Council to develop an employee compensation plan and labor relations strategy for three collective bargaining agreements with Police, Fire, and non-uniformed employees.</p> <p>Crafted city-wide reorganization plan, which was adopted by the Mayor and City Council and resulted in \$1 million in savings.</p> <p>Created city's first Economic Development Department with emphasis on developing retail and affordable housing.</p> <p>Wrote Muskogee 2020 Strategic Plan which was adopted by the Mayor and City Council.</p> <p>Developed 10-year capital projects plan.</p>		
<b>REASON FOR LEAVING:</b> Better opportunity in another state		
<b>DATES:</b> from July/2010 to January/2014	<b>EMPLOYER:</b> City of Opa-locka (Miami, Florida Metro Area)	<b>POSITION TITLE:</b> Planning and Community Development Director
<b>ADDRESS:</b> (Street, City, State, Zip Code): 780 Fisherman Street Opa-locka, FL 33054		<b>COMPANY URL:</b> www.opalockafl.gov
<b>PHONE NUMBER:</b> (305) 335-9174	<b>SUPERVISOR:</b> Kelvin Baker - City Manager	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40	<b>SALARY:</b> \$9,333.00	<b># OF EMPLOYEES SUPERVISED:</b> 13

<b>DUTIES:</b> <ul style="list-style-type: none"> <li>• Direct Planning, Community Development, Building and Licensing departments</li> <li>• Supervise three (3) managers, oversee staff of thirteen (13) and Building Inspection and Planning and Engineering firms</li> <li>• Created, implemented, and managed GIS, tying into all operating departments</li> <li>• Formulate, recommend and supervise capital improvements for city's master development plan</li> <li>• Manage and direct all community development block grant funding affairs, including project management and grant proposal writing.</li> <li>• Co-drafted community challenge grant with CHODO and was successfully awarded a million dollar planning grant from the United States Department of Housing and Urban Development being used to update the city's comprehensive master plan, zoning and building codes.</li> <li>• Developed and implemented Mayor's Business Assistance Workshop</li> <li>• Coordinate with Miami-Dade County, South Florida Regional Planning Council, South Florida Water Management District and other regulatory agencies</li> <li>• Oversee and direct the updating of the Comprehensive Master Development Plan which included one of Miami-Dade County's only Transit Oriented Development (TOD) Ordinances</li> </ul>		
<b>REASON FOR LEAVING:</b> Better Opportunity		
<b>DATES:</b> from June/2000 to September/2002	<b>EMPLOYER:</b> City of Lauderdale Lakes	<b>POSITION TITLE:</b> Chief of Code Enforcement Division
<b>ADDRESS:</b> (Street, City, State, Zip Code): 4300 N.W. 36th Street Lauderdale Lakes, FL 33319		<b>COMPANY URL:</b> <a href="http://www.lauderdalelakes.org">www.lauderdalelakes.org</a>
<b>PHONE NUMBER:</b> (953) 535-2700	<b>SUPERVISOR:</b> Jonathan Allen - Assistant City Manager	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40	<b>SALARY:</b> \$4,500.00	<b># OF EMPLOYEES SUPERVISED:</b> 13
<b>DUTIES:</b> Oversee code enforcement division. Supervise the review and enforcement of all code enforcement officers and administrative staff citywide. Drafted and successfully implemented the City's first rental housing inspection program that generated 1.2 million dollars annum in revenue to operate program. Successfully formulated and implemented a lien forgiveness and lien reduction program for outstanding code enforcement board liens of an existing 23 million dollar backlog of unpaid code liens.		
<b>REASON FOR LEAVING:</b> Promotional Opportunity in another jurisdiction		
<b>DATES:</b> from October/1995 to June/2000	<b>EMPLOYER:</b> Escambia County Neighborhood and Environmental Services Department	<b>POSITION TITLE:</b> Code Enforcement Officer II
<b>ADDRESS:</b> (Street, City, State, Zip Code): 1190 West Leonard Street Pensacola, FL 32501		<b>COMPANY URL:</b> <a href="http://www.co.escambia.fl.us">www.co.escambia.fl.us</a>

<b>PHONE NUMBER:</b> (850) 595-4900	<b>SUPERVISOR:</b> Charles Walker - Chief, Code Enforcement	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40	<b>SALARY:</b> \$2,250.00	
<b>DUTIES:</b> Investigated suspected or reported violations of County ordinances. Prosecuted cases in county court and quasijudicial proceedings. Conducted meetings with property owners, contractors, residents, and other interested parties to resolve code violations. Attended homeowner association meetings and gave presentations on code enforcement in neighborhoods. Served as Safety Officer for department. Managed lot clearing and demolition projects countywide resulting in lien placement on properties.		
<b>REASON FOR LEAVING:</b> Promotional opportunity in another jurisdiction		

CERTIFICATES AND LICENSES			
<b>TYPE:</b> Code Enforcement Certification - Florida - Level I			
<b>DATE ISSUED:</b> June 1995	<b>EXPIRATION DATE:</b> June 1996	<b>NUMBER:</b>	<b>ISSUING AGENCY:</b> Florida Association of Code Enforcement
<b>TYPE:</b> Code Enforcement Officer Certification - Georgia			
<b>DATE ISSUED:</b> June 2006	<b>EXPIRATION DATE:</b> June 2013	<b>NUMBER:</b>	<b>ISSUING AGENCY:</b> Georgia Association of Code Enforcement
<b>TYPE:</b> Certified Planner			
<b>DATE ISSUED:</b> May 2013	<b>EXPIRATION DATE:</b> May 2023	<b>NUMBER:</b> 026292	<b>ISSUING AGENCY:</b> American Planning Association
<b>TYPE:</b> Credentialed Manager Certification -			

<b>DATE ISSUED:</b> June 2015	<b>EXPIRATION DATE:</b> No expiration	<b>NUMBER:</b> N/A	<b>ISSUING AGENCY:</b> International City Manager Association
<b>TYPE:</b> Certificate, State and Local Government - Harvard Kennedy School			
<b>DATE ISSUED:</b> June 2022	<b>EXPIRATION DATE:</b> June 2022	<b>NUMBER:</b>	<b>ISSUING AGENCY:</b> Harvard University
<b>SKILLS</b>			
<b>OFFICE SKILLS:</b> Nothing Entered For This Section			
<b>OTHER SKILLS:</b> Nothing Entered For This Section			
<b>LANGUAGE(S):</b> Spanish <input checked="" type="checkbox"/> Speak <input checked="" type="checkbox"/> Read <input type="checkbox"/> Write			
<b>SUPPLEMENTAL INFORMATION</b> <b>Technical</b> Proficient in Microsoft Office 2000: Excel, Power point, Word and Access Proficient in GIS Viewers: Tatum Gis Viewer, ArcView, etc. <b>Honors &amp; Awards</b> County Employee of the Year – Escambia County 1997 Humanitarian Service Medal for Hurricane Andrew – Miami, Florida 1992 Florida Army National Guard – Honorably Discharged 1990 - 1996 National Defense Medal for Gulf War – Saudi Arabia 1990 <b>Professional Associations</b> Board of Directors, Georgia Association of Code Enforcement 2006 <b>Professional Associations</b> Member, American Institute of Certified Planners, 2013 National Incident Management System (NIMS) Training - Certified Member, International City Manager Association (ICMA) 2005 Member, American Planning Association 2003 Member, American Association of Code Enforcement 2002 Member, Georgia Association of Zoning Administrators 2002			
<b>REFERENCES</b>			
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Tom Combiths	<b>POSITION:</b> City Manager, City of Lilburn	
<b>ADDRESS:</b> (Street, City, State, Zip Code) 76 Main Street  Lilburn, GA 30047			



<b>EMAIL ADDRESS:</b> tcombiths@gmail.com		<b>PHONE NUMBER:</b> (317) 447-2450
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Kevin McOmber	<b>POSITION:</b> Principal, Clark Patterson Associates
<b>ADDRESS:</b> (Street, City, State, Zip Code) 4000 Smithtown Road, Suite 200  Suwanee, GA 30024		
<b>EMAIL ADDRESS:</b> kmcomber@clarkpatterson.com		<b>PHONE NUMBER:</b> (770) 861-2896
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Jonathan Allen	<b>POSITION:</b> City Manager, City of Lauderdale Lakes
<b>ADDRESS:</b> (Street, City, State, Zip Code) 4300 N.W. 36th Street  Fort Lauderdale, FL 33319		
<b>EMAIL ADDRESS:</b> jonathana@lauderdalelakes.org		<b>PHONE NUMBER:</b> (954) 684-0471
<b>REFERENCE TYPE:</b> Personal	<b>NAME:</b> Richard Coes	<b>POSITION:</b> Special Agent, Department of Alcohol, Tobacco, and Firearms
<b>ADDRESS:</b> (Street, City, State, Zip Code) 18662 S.W. 55th Street  Miramar, FL 33029		
<b>EMAIL ADDRESS:</b> tannis7@aol.com		<b>PHONE NUMBER:</b> (954) 629-2515
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Jackie Gary-Clarke	<b>POSITION:</b> Former Mayor - Village of Indiantown
<b>ADDRESS:</b> (Street, City, State, Zip Code) 15516 SW Osceola Street  Indiantown, FL 34956		
<b>EMAIL ADDRESS:</b> jackie77_07@yahoo.com		<b>PHONE NUMBER:</b> (772) 634-2233

### **Agency - Wide Questions**

1. **Are you a current employee of the City of Palm Bay?**  
No

2. **How did you hear about employment with the City of Palm Bay?**  
City Website
3. **If you answered "Other" to the previous question, briefly describe where you heard about employment with the City of Palm Bay.**
4. **Were you ever employed by the City of Palm Bay?**  
No
5. **Are any of your relatives (by blood or marriage) employed by the City of Palm Bay?**  
No
6. **Have you ever been dismissed or asked to resign?**  
No
7. **If answered "YES" to any question above, explain in the space provided.**
8. **Have you ever been in the U.S. Armed Forces?**  
Yes
9. **If "YES", list dates of active duties.**  
02/90 - 02/96
10. **Do you wish to claim Veteran's Preference? If "YES", a copy of your DD214 member 4 must be submitted for eligibility prior to posting close date (per Florida Administrative Code 55A-7.013).**  
No
11. **Are you an active volunteer with the City of Palm Bay?**  
No

#### **Job Specific Supplemental Questions**

1. **Do you possess a valid Driver's License and have and maintain an acceptable driving record?**  
Yes
2. **This position requires a bachelor's degree in business or public administration. Please select from the list below your highest level of completed education.**  
Master's Degree or higher in business or public administration
3. **How many years of experience do you have in the administration and management of municipal programs and personnel?**  
13 or more years
4. **Do you have experience in a business, non-profit organization, or government entity?**  
Yes
5. **Are you a member of the International City and County Management Association (ICMA)?**  
Yes
6. **Do you have an ICMA Credentialed Manager designation?**  
Yes

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By clicking on the 'Accept' button, I hereby certify that every statement I have made in this application is true and complete to the best of my knowledge. I understand that any false or incomplete answer may be grounds for not employing me. I understand that if employed, **false statements, misrepresentations** or **omissions** on this application or any other material required for employment

shall be considered sufficient cause for disciplinary action or dismissal, regardless of when and how discovered. I understand that I will have to produce documentation verifying identity and employment eligibility in the U.S. I understand that I may be required to take and pass a physical examination after a conditional offer of employment is made and employment is contingent on the results of that examination. I further understand that the physical examination will include a drug and/or alcohol screen. Any illegal or controlled substance which shows in my test result will cause my immediate disqualification for employment with the City. I authorize my former employers to furnish their records of my service. This includes all information they may have concerning me, whether on record or not. I also release my former employers from any liability for any damage in providing this information. I understand that I must notify the Human Resources Division of any changes in my name, address, or phone number.

In order for Human Resources to fully evaluate your education and experience it is required that you complete the education and work experience section of your application. Applications may be rejected if incomplete.

This application was submitted by Brown, Howard, W

# Howard W. Brown, Jr., ICMA-CM

West Palm Beach, FL



January 22, 2025

Hiring Committee  
City of Palm Bay  
120 Malabar Road SE  
Palm Bay, FL 32907

**Subject:** Application for City Manager Position

Dear Hiring Committee,

I am excited to express my interest in the City Manager position for the City of Palm Bay. With over 20 years of executive municipal leadership experience, including roles as City Manager, Interim Town Manager, and CEO of Local Government Consulting Group, LLC, I bring a proven track record of advancing organizational efficiency, fostering economic development, and building resilient communities.

As the CEO and owner of Local Government Consulting Group, I have had the privilege of serving as Interim Town Manager and Interim City Manager in multiple communities, leading transformative initiatives and providing strategic direction during critical transitions. Additionally, I have worked extensively as a Planning and Redevelopment Consultant, including as a sub-consultant for Miami-Dade County's NW 7th Avenue and NW 79th Street CRAs, where I supported community-focused redevelopment projects that enhanced economic opportunities and quality of life.

**Key highlights of my qualifications include:**

- **Infrastructure Development and Fiscal Responsibility:** Managed multi-million-dollar budgets, including a \$209 million operating budget in East Point, GA, ensuring fiscal sustainability and prioritization of critical infrastructure projects.
- **Strategic Planning and Growth Management:** Directed redevelopment initiatives that stimulated economic growth, such as the revitalization of commercial corridors and downtowns, aligning community vision with actionable plans.
- **Community-Centric Leadership:** Built strong partnerships with residents, businesses, and stakeholders through transparent communication and participatory governance.
- **Innovative Problem-Solving:** Leveraged data-driven approaches to prioritize competing demands and introduced efficiencies that improved service delivery and operational performance.

Palm Bay's vision of fostering economic prosperity, public safety, and quality infrastructure aligns closely with my leadership philosophy. I am particularly inspired by the City's commitment to balancing growth with environmental stewardship and enhancing recreational amenities, such as the ongoing development of the St. Johns Heritage Parkway and the conversion of septic systems to sewer connections.

As a Credentialed City Manager (ICMA-CM) and AICP Certified Urban Planner, I offer a strategic, collaborative, and forward-thinking approach to leadership. My combined experience as a City Manager, consultant, and CEO equips me with the expertise to address complex challenges and capitalize on opportunities for Palm Bay's continued success.

Thank you for considering my application. I look forward to the opportunity to discuss how my experience, skills, and vision align with the City of Palm Bay's goals. Please feel free to contact me at [REDACTED] or via email at howardwbrownjr@gmail.com.

Sincerely,

A handwritten signature in black ink, appearing to read "Howard", is placed over a rectangular area with a fine grid pattern.

**Howard W. Brown, Jr., ICMA-CM**

# HOWARD W. BROWN, JR., ICMA-CM

West Palm Beach, FL 33412



## CITY MANAGER & CHIEF ADMINISTRATIVE OFFICER

A visionary leader with 25+ years of experience in both municipal government and the private sector. Proficient in planning, organizing, directing, coordinating, and evaluating results of day-to-day municipal operations focused on implementing policy directives by working independently and coordinating with various departments, agencies, and the public within the city. Adept at negotiations, community development, project management, and financial and budget knowledge to accomplish a vision.

**Leadership** ☐ **Budgeting and Financial Management** ☐ **Strategic Planning**  
**Development** ☐ **Program Implementation** ☐ **Communication** ☐ **Contract Negotiation**  
☐ **Municipal Management**

## CAREER HISTORY

### **CEO and Founder of Local Government Consulting Group, LLC**

**October 1, 2018 – Present**

*Incorporated in October 1, 2018, Local Government Consulting Group is a local government consulting firm that specializes in providing specialized services in the Office of the City Manager, Community Development, and Community Redevelopment Agency (CRA)*

### **Interim Town Manager, Town of Century, FL (December 2023 to Present)**

Provide part-time Interim Town Manager Services

Oversee and serve as Chief Advisor to the Community Redevelopment Agency

### **Interim City Manager, City of East Point, GA (February 2024 to October 2024)**

Provided full-time City Manager Services

Oversaw and served as Chief Advisor to the Tax Allocation District (TAD)

### **Senior Advisor (Sub-Consultant), Miami Dade County, FL (January 2024 to Present)**

Provide consulting services as a sub consultant for MHCP Colab. Serves as Senior Advisor to two (2) CRAs: NW 79<sup>th</sup> Street and NW 7<sup>th</sup> Avenue Community Redevelopment Agencies

Provide Economic Development Advisory services to two of the largest redevelopment agencies in Florida

**Planning Consultant:** *past experiences as a Planning Consultant on short term projects for the following cities: City of North Miami, City of Miami Gardens, and City of South Fulton, GA (January 2023 - December 2023)*

### **Village Manager, Village of Indiantown, FL**

**January 2019 – January 2023**

*Incorporated in December 31, 2017, the Village of Indiantown is unique, being the 413th municipality incorporated in South Florida.*

**Negotiated a multimillion-dollar** interlocal agreement with Martin County saving the residents of the Village approximately \$1.5MM as a result of an interlocal agreement for Fire Rescue Services.

**Created and implemented a 5-year Strategic Action Plan** together with the initial Village Council; we hit the ground running, achieving it within 3-years. Accomplished all goals within 3 year period

**Negotiated and purchased a private Water and Sewer Plant for \$8.5MM**, subsequently satisfying 80% of the loan to purchase the asset forgiven; Negotiated a 0% interest rate over a 30-year term.

***City Manager, City of Bell***

***January 2016 – October 2018***

*The City of Bell, CA, is an incorporated city in Los Angeles County, California. \$32MM in annual operating and capital budgets, and 150+ employees serving a daytime population of 50,000+.*

**Led the City through its first-ever recodification** of all city codes of ordinances, including retaining a consultant to conduct a charter review for Council Consideration. Led to several charter amendments that were approved by voters in the election.

**Prepared a balanced budget**, successfully adopted by the Mayor and Council two years in a row despite declining property, sales taxes, and rising pension costs.

**Organized several neighborhood groups, including Neighborhood Watch**, and met regularly with the community to develop a Strategic Plan focused on public safety

***City Manager, City of Muskogee, Oklahoma***

***January 2014 – January 2016***

*The City of Muskogee is an incorporated city located in the Tulsa, Oklahoma, metropolitan area.*

**Oversaw day-to-day operations of all city departments** while managing a \$61MM operating and capital budget and 600+ employees serving a daytime population of more than 50,000.

**Partnered** with Muskogee County, Oklahoma and facilitated a land swap with the County that produced the development of a multimillion dollar juvenile detention center and more than a million square feet of commercial development that included national big box retailers, restaurants and other personal service establishments.

Oversaw the development of three fairly large capital projects involving a multi-use community center with flex space, runway improvements which included airport building improvements and a gateway and way finding signage project.

**Collaborated with the Mayor and City Council to develop** an employee compensation plan and labor relations strategy for three collective bargaining agreements: Police, Fire Services, and non-uniformed employees.

**Wrote the Muskogee 2020 Strategic Plan**, adopted by the Mayor and City Council.

***City of Opa-Locka, FL***

***January 2010– January 2014***

*The City of Opa-Locka, FL, is an incorporated city in Miami-Dade County, FL.*

***ACTING ASSISTANT CITY MANAGER (2013-2014)***

**Led the reorganization of the Building Services Division** to reduce the budget deficit by 25% and created the city's first Certificate of Use program, generating \$1MM per annum.

**Directly supervised and managed** Police, Human Resources, IT, Finance, Public Works, Parks and Recreation, Planning and Community Development, Code Enforcement, and Building and Licensing Departments. Supported the City Manager in overseeing the departments.

***DIRECTOR, PLANNING AND COMMUNITY DEVELOPMENT (2010- 2013)***

**Prepared the city's first Annexation Plan** based on the Miami-Dade County Code and the State of Florida Annexation law.

**Managed/directed all Community Development Block Grant (CDBG)** funding, including project management/grant proposal writing.

**Received 1.2 million dollar Community Challenge Planning Grant** – from the United States Housing and Urban Development Department. Only two cities within the state of Florida was awarded.

***Director, Planning and Development Services, City Of Albany, GA***

***October 2007– July 2010***

***Neighborhood Improvement Manager, City of Lilburn, GA***

***September 2002 – October 2007***

***Chief of Code Enforcement, City of Lauderdale Lakes, FL***

***June 2000 – September 2002***

## EDUCATION

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Harvard University, Cambridge, Massachusetts (2022)  
**Certificate, Program for State and Local Government Executives**

University of West Florida, Pensacola, Florida (1995)  
**Master of Public Administration**

Florida State University, Tallahassee, Florida (1993)  
**Bachelor of Science in Criminology**

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## CERTIFICATION & PROFESSIONAL DEVELOPMENT

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**Credentialed Manager**, International City Manager's Association (ICMA)  
**Certified Urban Planner**, American Institute of Certified Planners (AICP) - Certification No. 24680  
**National Incident Management Systems (NIMS) Certifications:** ICS 100, 200, 300, 400, 700 & 800

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## GOVERNMENTAL MEMBERSHIPS

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International City/County Management Association (ICMA), Full Member  
Florida City and County Management Association (FCCMA), Full Member  
American Institute of Certified Planners (AICP), Full Member  
American Planning Association (APA), Full Member

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## VOLUNTEER ACTIVITIES & CIVIC CONTRIBUTIONS

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Habitat for Humanity, Albany, GA  
Boy Scouts of America, Tulsa, OK and Indiantown, FL  
International Rotary Club of America, Rotarian, Tulsa, Ok, and Albany, GA

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## HONORS – AWARDS – PROFESSIONAL RECOGNITION

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National Defense Service Medal – Persian Gulf War, United States Army  
Humanitarian Service Medal - Hurricane Andrew Disaster Relief, United States Army  
*40 under 40* – most influential persons - Albany Herald, Albany, GA