

Armando G. Martinez, Sr.
971 Penelope Ave. NE
Palm Bay, Florida 32907
Cell (321) 682-0506
E-Mail:armando1959martinez@gmail.com

January 6, 2025

To whom it may concern,

Regarding your search for a candidate to fill the position as City Manager, I am forwarding my resume as an official application and respectfully request your evaluation and consideration of my qualifications. On October 7, 2008, I was selected and honored by the Bunnell City Commission as the City's new City Manager. The City Commission had entrusted me to bring the same level of professionalism I brought to the Police Department, to all other City Departments. Previously as the Chief of Police, I was able to restructure a broken Police department and enhance the department's level of service, professionalism, and morale. Within six months the level of service provided increased dramatically, while the crime rate decreased by -59.6 %, the highest drop in Florida for that rating period, as reported by the Florida Department of Law Enforcement (F.D.L.E.) Uniform Crime Report (UCR).

Before working for the City of Bunnell, I was with the City of Miami Police Department for 25 years, where I retired with the Rank of Police Captain. The department had a sworn complement of 1102 officers and 362 civilian employees and served a population of over 400,000 citizens. During my tenure with the Miami Police Department, I managed the Emergency Operations Center as one of my emergency mobilization assignments. In addition, as part of my normal duties, I managed four separate divisions throughout my career, Internal Affairs, Administration, Field Operations, and Criminal Investigations to include Miami Vice. I restructured the areas under my responsibility within each division as necessary to increase its effectiveness, efficiency and their level of service, while reducing overtime and expenditures. As part of the management team for the Administration Division, I participated in the administration of a \$135 million dollar budget. After fulfilling my obligation to the City of Miami Police Department I retired, and was subsequently hired by the City of Bunnell, Florida. My law enforcement experience brings an added perk and benefit to my role as City Manager, since the experience I have gained in Public Safety, throughout my years in public service, cannot be learned in books. In many management decisions, public safety and welfare will always play an important and vital role in servicing a community.

During my tenure as City Manager, many accomplishments were achieved and the City of Bunnell moved in a new proactive direction. One such example was the continuing and gradual reduction the City's millage rate by a total average of 10.7568%. This was accomplished while enhancing the city's level of services, efficiency, and professionalism. Another example would be the complete re-write of the City's Comprehensive Plan to make room for more economic development, because of an 87,000-acre annexation in 2010, making Bunnell the second largest City in the State of Florida "geographically." This re-write was performed in-house with City

staff, only outsourcing for a traffic study, to save revenues. The plan was successfully presented to the Florida Department of Community Affairs and adopted in 2012.

As a City Manager, I became an ambassador for change by mentoring the current staff and recruiting an experienced and professional management team to replace department directors that were unqualified and not willing to move the city in a new positive direction. They resisted changes targeted to encourage mentoring and leadership qualities, by their inability to be transparent and unwillingness to lead by example. I bring a people oriented, lead by example, and "can do" management style. I refuse to accept the status quo just because of the "that's the way it has always been done" attitude. I always analyze the areas under my responsibility and look for ways to enhance morale, efficiency, professionalism, and improve the level of service provided to the citizenry. It is important in today's economy to come up with "outside-the-box" ideas as alternatives to reduce expenses and increase revenues. However, I do not believe time and effort should be wasted on the elements identified as "not broken" and running efficiently within an organization. I am a team builder and an advocate of mentoring and developing the future leaders of the organization. I am a strong proponent of being transparent, highly visible, accessible and accountable to the community and our public officials creating a trusting and lasting partnership.

As a result of my tenure with the City of Bunnell and the City of Miami Florida, I gained a vast amount of experience in all areas of Public Management including Emergency Management, Leadership, Law Enforcement, and Public Administration. On occasions, I also traveled internationally to spearhead a team of assessors to provide training and assessments to foreign governments on their current practices and policies. During my career endeavors, I have always enjoyed working with a diverse workforce in a multicultural community, where I was sensitive and responsive to their concerns. I have experience in relating and understanding different cultures and beliefs, giving me an added advantage in dealing with people coupled with my friendly people-oriented personality.

I am confident that I possess the knowledge, experience, and sensitivity to fulfill the needs and expectations you are searching for in your City Manager for the City of Palm Bay, Florida. When I retired from Miami, I settled in Palm Bay, Florida with my family. I have been a resident in this area since 2006. My children and grandchildren also reside here, with me and my wife, in this great and beautiful community my family calls home. As a long-time resident, I am familiar with our city's needs and history. I am excited now to return to public service to help our community, my neighbors, and move our city forward. If hired, I will not be looking at this job as a steppingstone to obtaining other career endeavors, but as a place where I can contribute all my experience to guarantee a better future for my family, all our residents, and the City of Palm Bay.

Sincerely,

Armando G. Martinez, Sr.

971 Penelope Ave NE
Palm Bay, FL 32907

(321) 682-0506 Cell
Armando1955martinez@gmail.com

Armando G. Martinez

Qualifications

I am currently a resident of the City of Palm Bay Florida. Previous City Manager and Director of Public Safety for the City of Bunnell, with operational and financial responsibility of the City's Budget and all City Departments as its Chief Executive Officer, such as: **Utilities (Water and Sewer), Public Works, Finance, Human Resources, The City Clerk's Office, Community Development, Planning and Zoning, Grants Procurement and Administration, Engineering, Solid Waste, Police, and Fire.** Over thirty years of Public Service, encumbered with The City of Miami and The City of Bunnell, most of which were in the capacity of Senior Executive Management.

Creative self-starter with extensive experience in public management, training, teambuilding and problem solving. Also experienced in revising, developing, and implementing training and organizational standard operating manuals for the day to day operation of sections or divisions within a Municipality. My people-oriented and analytical management style played a significant role in the implementation of changes in all my professional endeavors. This resulted in getting the employees to buy into the changes, while increasing the efficiency and effectiveness of the elements under my responsibility. Extensive experience in inter-and intra-organizational networking.

Also highly experienced in managing all Municipal City Public Safety Functions, such as: Emergency Mobilization, Police Criminal Investigations, Uniformed Patrol Functions to include Crime Scene Investigations, Crime Analysis, Criminal Information Management, and contract negotiations with unions.

Experience

2013-Present Private Entrepreneur owned my own businesses with my family in Palm Bay Florida.

- Chief Executive Officer responsible for the management of Sani Effect Environmental of Florida, LLC.

2008-2013 City Manager and Director of Public Safety City of Bunnell, Florida.

- Chief Executive Officer responsible for the management of all Departments within the City of Bunnell, such as: **Public Works Department, Utilities (Water and Sewer) Department, Finance Department, Parks and Recreation Department, Police Department, Fire Department, The City Clerk's Office, Engineering**

Department, Grants and Special Projects Department, and The Community Development Department (Economic Development and Planning and Zoning).

- Recruited an experienced and professional management team, who were people-oriented to replace department Directors that were unqualified and not willing to move the city in a new direction with an autocratic leadership style. The individuals were hurting morale, efficiency, and had a *"just because that's the way it has always been done"* negative attitude resistant to new ideas to replace failing practices.
- Updated and established new written directives for the City of Bunnell, to include a General Rules of Conduct, **Disaster Mobilization Plan, and a Safety Plan for employees.**
- Created a new user-friendly website to enhance the city's ability to attract new economic development, along with enhancing our level of service with future on-line billing availability at no cost to the city.
- Realigned and streamlined expenditures, which procured the revenues to create the following positions: City Planner, Grant Writer, Assistant Finance Director, Police Captain, along with providing employees with a 3% COLA increase denied by the prior administration for lack of funding in FY 10-11. The Cola was provided with found revenues overlooked in the Budget by the prior administration at no cost to taxpayers. Also procured required funding to facilitate the data and analysis needed to complete our Comprehensive Plan rewrite. The Grant Writer position was successful in procuring close to \$4 million in additional revenues in the first year, \$14 million in grants to date, with an additional \$24 million in small interest loans.
- For Fiscal Year 12-13, produced a budget providing for a 5% COLA increase for employees. A pay plan adding an additional 2% increase based on merit was also established as a means for salaries to grow on merit and not just tenure. This was accomplished while also providing a tax cut to our citizens with a 9% budget decrease. Efficiency in our workforce was enhanced while not sacrificing services.
- Created Budget Sheets outlining expenditures leading to line item on budgets, and justification for each individual department budgets.
- During my tenure as City Manager, many accomplishments were achieved and the City of Bunnell moved in a new proactive direction. With property values steadily dropping, the City of Bunnell successfully maintained their millage rate at 6.05440 for 3 consecutive fiscal years. In 2011 the City adopted a millage (once again below the roll back rate) of 6.9506 and successfully maintained the millage for a second consecutive year for 2012 while property values reduced an

additional 7.65%. This was accomplished by being fiscally conservative and "running the city like a business."

- Enhancing the Community Development Department from a one-person operation to a cohesive team ready to promote Economic Development in our city. In addition, this team was responsible for the rewrite our comprehensive plan "in house" which generated huge savings to the city instead of outsourcing the work. The comprehensive plan was pivotal to ensuring future economic development benefits through the Land Use Amendments.

- Coordinated and facilitated the adaptation of the City's new Comprehensive Plan with the State of Florida's Department of Community Affairs. Represented the City of Bunnell with the Department of Community Affairs concerning the rewrite of the City of Bunnell's Comprehensive Plan and Land Use Amendments as a result of the largest land annexation in the history of the State of Florida (87,000 acres). This made Bunnell the second largest City geographically in the state of Florida, while enhancing our ability to attract developers for economic development. The Comprehensive Plan was approved and adopted in 2012.

- Represented the City with the County and the City of Palm Coast, as part of a three-person team, in Economic Development efforts and initiatives to recruit major industries into our area to generate jobs and economic growth. This was done in partnership with a private entity named Enterprise Flagler established for Economic Development within the Flagler County, and the Chamber of Commerce.

- Established the City's first computer network and negotiated computers, laptop computers, and Information Technology Support for the City from the Flagler County Sheriff's office at no extra cost.

- Created structure and a fair progressive discipline and training policy to enhance personnel development and guidance.

- Created the City's first Engineering and Solid Waste departments to generate savings and produce revenues and enhance services.

- Represented the city in several mediation hearings concerning lawsuits inherited by the prior administration.

- Coordinated the City's five-year Capital Improvement Plan in anticipation for the Capital Improvements Element required by the Comprehensive Plan process as one of its elements.

- Reviewed and facilitated the submission of the City's Water Supply Plan to the Florida Department of Community Affairs.

- Coordinated a Utility Rate Study at no cost to the City of Bunnell. Note: The Utilities Department (Water and Sewer Plant) had no Capital Reserves because they were depleted by a -\$300,000.00 operating expenditure shortfall. Therefore, the following fiscal year

there would not be enough revenues to cover the expenditures required to run the Utilities.

- Hired new Utilities (Water and Sewer) Director and consulted with an engineering firm to develop a five-year capital improvement plan for water and sewer to facilitate future city needs and growth.
- Also increased the number of training hours for Fire Department members and Fire Chief, along with Policies and Procedures.
- Negotiated the purchase of the Plantation Bay Utility (Water and Sewer Plant) in partnership with Flagler County to secure the City's future Economic Development capabilities. This Utility was located to the south just outside but bordered the city limits. The Utility gave service to residents living outside the city and in neighboring Volusia County. The City's southern boundary expanded up to the Flagler-Volusia County line after our 87,000-acre annexation. The plants' strategic location provided the opportunity to supply water to the newly annexed southern part of our city, making it more attractive to developers.

2006-2008 **Chief of Police** Bunnell Police Department, Bunnell, Florida.

- Chief of Police responsible for the management of the City of Bunnell Police Department.
- Established written directives for the Police Department.
- **Established *Community Policing and Investigative Initiatives* which resulted in a -59.6 reduction of crime (FDLE UCR crime index Jan-June 2007) and -26% for the year (FDLE UCR crime index Jan-December 2007) and -34% for the first six months of 2008. The -59.6 reduction of crime was the highest recorded in the State of Florida for that reporting period and after my first six months as the new Chief of Police.**
- Established the Chief of Police Crime Watch advisory board, which meets monthly to address citizen complaints and crime concerns.
- Established Community Policing Initiatives, such as: *Park and walk, Watch Over Bunnell, Business Check cards, Alliance of Involved Ministers (AIM), Student Report Card Program, and Trespass After Warning Citizen Program.*
- Established minimum standards for the hiring and training of all department members.
- Establish internal procedures for the logging and investigation of Internal Affairs Complaints in compliance with state law.

- Restructured property and evidence procedures for the department to maintain efficiency and a higher level of accountability.
- Procured funding and commission approval for new police vehicles and equipment.
- Procured funding for Computer Aided Dispatch and related laptop software and hardware for police vehicles.
- Comprehensive responsibility for all aspects of budgetary and financial performance.
- Developed and implemented a comprehensive Policies and Procedures Manual to enhance performance and efficiency in high liability areas, such as: *Training, Less Lethal Force, Deadly Force, In-custody Deaths, Criminal Investigations, Active Shooter, Internal Affairs, Vehicular Pursuits, etc.*

1998–2006 Captain of Police/Commander

Criminal Investigations Division, Internal Affairs Division, Administration Division, and Field Operations Division

- Criminal Investigations Section's Deputy Commander responsible for the management of over 175 Detectives and Civilian Staff.
- Commanded and managed all investigations involving: *Kidnappings, Extortion, Robberies including Armed Robberies, Juvenile Gangs, Missing Persons, Sexual Battery, Auto Theft, Domestic Violence, and Homicides (made several appearances in "The First 48" series shown in the A&E channel).*
- Established minimum standards for investigators and related training required to achieve this goal.
- Assisted in Professionalizing the Economic Crimes Unit through the Certified Fraud Examiner certification.
- Implemented new measures that dramatically increased clearance rates in compliance with the current Federal Bureau of Investigation Uniformed Crime Reporting System.
- Assisted in the development of a temporal based violent crimes mapping tool currently used to assist NET Commanders and Investigation Lieutenants in their on-going operational planning.
- Deputy Commander of the Special Investigations Section (Miami Vice) responsible for working with federal, state, and local agencies in investigations/details concerning narcotics trafficking, terrorism, homeland security, and dignitary protection.

- Coordinated dignitary details and escorts for many high-profile dignitaries including: the president of Peru, the President of Ecuador, the president, of Costa Rica, the president of Haiti and Vice President Al Gore.
- Deputy Commander of the Internal Affairs Division and managed all investigations concerning police misconduct and corruption.
- Deputy Commander of the Administration Division and have accumulated experience in special projects, budget preparation, and capital improvement projects. Served as part of the management team that administered the department's \$135 million budget.
- Deputy Commander of the Central District of the City of Miami for all uniformed patrol functions and calls for service responses. Responsible for the implementation of community policing concept and measures in that district. Commanded and managed over 360 officers and civilian staff.
- Commanded and responsible for all access pass clearance checks, access point entry, and inner perimeter security including the command of several field forces during the Free Trade Area of the Americas (FTAA) convention hosted in Miami in 2003.
- Commanded and spearheaded a team selected by the Chief of Police, through the United States State Department, to travel internationally and provide training. Trained the Honduran National Police, and the Dominican Republic National Police in: *Survival Tactics, Criminal Investigations, Bicycle Patrol Techniques, Community Policing, and the Internal Affairs function.*
- Effectively commanded and managed the Police Emergency Operations Center, as the EOC Deputy Commander for departmental emergency mobilizations and major incidents.

1995–1998 Lieutenant of Police/Commander:

Criminal Investigations Division, and the Field Operations Division

- Commanded Juvenile Investigations Unit and implemented innovative ideas to combat juvenile gangs and delinquency. Also procured and managed over \$850,000.00 in federal and state grants.
- Commanded and managed over seventy sworn and civilian personnel.
- As the Juvenile Unit Commander, training courses were implemented for new recruits and officers concerning gang awareness, juvenile delinquency, and missing children.

- Created proactive initiatives targeted towards at-risk youths in danger of joining violent street gangs.
- Responsible for the first major case against violent street gangs in the City of Miami, using Racketeering Influenced Corrupt Organizations (R.I.C.O.) statutes. Over 70 violent gang members were arrested and indicted, subsequently eradicating the violent street gang.
- Commanded and initiated the first Tactical and Investigations Unit for the Miami Police Department. This included the creation and implementation of written Standard Operating Procedures for this function.
- Commanded numerous major scenes involving critical incidents such as: *homicides, hostage situations, bomb scenes, civil disturbances, and grid searches for missing children.*
- Commanded field forces during civil disturbances and/or civil demonstrations.

1991–1994 Sergeant of Police/Supervisor:

Field Operations Division, Criminal Investigations Division, and the Internal Affairs Division

- Field supervisor (Sergeant) responsible for two patrol squads which provided calls for service responses to citizen requests for police.
- Acted as first responder to major scenes and critical incidents.
- Assigned to the Special Investigations Section and supervised the Miami-Vice Detail, and the Interceptor Detail which dealt with prostitution and upper-level narcotics trafficking related crimes.
- While assigned to the Internal Affairs Section, was responsible for the supervision of over three hundred investigations concerning allegations of misconduct and corruption lodged against police officers.
- Supervised the expenditure of \$70,000.00 worth of federal and state grants targeted at combating street prostitution and citizen nuisance abatement complaints.

1982–1994 Police Officer/Detective

Field Operations Division, Criminal Investigations Division, and The Internal Affairs Division

- Uniformed Police Officer responding to calls for service to many different culturally diverse neighborhoods within the City of Miami.
- Community Relations Officer responding to numerous community meetings and concerns. Also conducted many radio and television programs to provide community service and improve police/community relations.
- Training Instructor to academy recruits and coordinated the civilian crisis response team training for the Miami Police Department.
- Crime Prevention Specialist provided many lectures, security surveys, and programs to the community on many topics targeted on increasing community awareness and reducing the crime rate through the reduction of crimes of opportunity.
- Internal Affairs Investigator and investigated over 150 investigations concerning police misconduct and/or corruption.

Education

2006- Barry University Miami, Florida

- Bachelors of Public Administration
- Graduated *summa cum laude*, with a 3.75 GPA

1982- Miami-Dade College Miami, Florida

- **Associates Degree, General Studies**

Professional Licenses

2021

State of Florida

- Certified Mold Assessor
- Certified Mold Remediator

2006

Florida International University

- Certified Business Executive Manager

1982

State of Florida Department of Law Enforcement

- Law Enforcement Officer Certification

- Certified Law Enforcement Instructor (Not Active)
- Crime Prevention Specialist – University of Louisville.

Training

I have received over 1700 hours of training throughout my 32-year career. A full listing and documentation is available upon request.

Federal Emergency Management Agency

- National Response Plan
- National Incident Management System

Florida Department of Law Enforcement

- Weapons of Mass Destruction
- Terrorism Incident Defense Operations

Florida International University

- Leadership for Decision Makers Course

Miami Police Department

- Cultural Diversity Training

U.S. Drug Enforcement Administration

- Narcotics and Dangerous Drugs School

Miami Police Department

- Major Case Management

University of Louisville

- Crime Prevention Specialist Certification

Professional Organizations

2008-2013	International Association of City Managers
2006-2013	Florida City Managers Association
2006-2010	Florida Police Chief's Association
2006-2010	Volusia County Chiefs Association
1982-Present	Fraternal Order of Police (Retired)
1982-Present	Police Benevolent Association (Retired)

Awards

City of Bunnell

- Administrative Excellence

Bunnell Mayor Catherine Robinson


- Administrative Excellence Award and Commendation

Miami Police Department

- Administrative Excellence Award
- Silver Lifesaving Medal (2 awards)
- Gold Lifesaving Medal
- Unit Citation (4 awards)
- Over 77 Commendations and Letters of Commendation

Miami Mayor Xavier Suarez

- Certificate of Appreciation Commendation

EMPLOYMENT APPLICATION		
	<p style="text-align: center;">City of Palm Bay 120 Malabar Road</p> <p style="text-align: center;">Palm Bay, Florida - 32907 http://www.palmbayflorida.org (http://www.palmbayflorida.org)</p> <p style="text-align: center;">Martinez Sr, Armando, G City Manager</p>	<p>Received: 1/6/25, 3:16 PM For Official Use Only: QUAL: _____ DNQ: _____</p> <p><input type="checkbox"/> Experience <input type="checkbox"/> Training <input type="checkbox"/> Other: _____</p>
PERSONAL INFORMATION		
POSITION TITLE: City Manager		Job Number: 2639
NAME: (Last, First, Middle) Martinez Sr, Armando, G		PERSON ID: 60849797
		Date And Month Of Birth: 05/18
ADDRESS: (Street, City, State, Zip Code) 971 Penelope Ave Ne Palm Bay, FL 32907		
HOME PHONE: (321) 682-0506		
EMAIL ADDRESS: armando1959martinez@gmail.com		
DRIVER'S LICENSE: Yes State: FL Number: M*****8	LEGAL RIGHT TO WORK IN THE UNITED STATES?: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	HIGHEST LEVEL OF EDUCATION: Bachelor's Degree
PREFERENCES		
ARE YOU WILLING TO RELOCATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Maybe		

SHIFTS YOU WILL ACCEPT: Day , Evening , Weekends
WHAT TYPE OF JOB ARE YOU LOOKING FOR? Regular
TYPES OF WORK YOU WILL ACCEPT: Full Time
OBJECTIVE: Regarding your search for a candidate to fill the position as City Manager, I am forwarding my resume as an official application and respectfully request your evaluation and consideration of my qualifications. I am confident that I possess the knowledge, experience, and sensitivity to fulfill the needs and expectations you are searching for in your City Manager for the City of Palm Bay, Florida.

EDUCATION		
DATES: from August/2004 to May/2006	SCHOOL NAME: Barry University	
LOCATION:(City , State) Miami, FL	DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: Bachelor's
MAJOR/MINOR: Bachelors of Public Administration		
DATES: from August/1980 to May/1982	SCHOOL NAME: Miami-Dade College	
LOCATION:(City , State) Miami, FL	DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: Associate's
MAJOR/MINOR: Associate Degree		
DATES: from August/1975 to May/1978	SCHOOL NAME: Miami Beach Senior High	
LOCATION:(City , State) Miami Beach, FL	DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: High School Diploma

WORK EXPERIENCE		
DATES: from January/2013 to Present	EMPLOYER: Sani Effect Environmental of Florida, LLC	POSITION TITLE: Owner
ADDRESS: (Street, City, State, Zip Code): 2020 Palm Bay Road, Suite 7 Palm Bay, FL 32905		COMPANY URL: https://www.sanieffect.net
PHONE NUMBER: 321-306-6653	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
HOURS PER WEEK: 40	# OF EMPLOYEES SUPERVISED: 10	
DUTIES: Chief Executive Officer responsible for the management of Sani Effect Environmental of Florida, LLC.		
REASON FOR LEAVING: My son is actively running the company		
DATES: from January/2008 to January/2013	EMPLOYER: City of Bunnell	POSITION TITLE: City Manager
ADDRESS: (Street, City, State, Zip Code): 604 E. Moody Blvd. Suite 6 Bunnell, FL 32110		
PHONE NUMBER: (386) 437-7500.	SUPERVISOR: Catherine Robinson - City Mayor	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	# OF EMPLOYEES SUPERVISED: 110	
DUTIES: Chief Executive Officer responsible for the management of all Departments (within the City of Bunnell, such as: Public Works Department, Utilities (Water and Sewer) Department, Finance Department, Parks and Recreation Department, Police Department, Fire Department, The City Clerk's Office, Engineering Department, Grants and Special Projects Department, and The Community Development Department (Economic Development and Planning and Zoning).		

REASON FOR LEAVING: Contract completed		
DATES: from December/2006 to December/2008	EMPLOYER: City of Bunnell -Chief of Police	POSITION TITLE: Chief of Police
ADDRESS: (Street, City, State, Zip Code): 604 E. Moody Blvd. Suite 6 Bunnell, FL 32110		
PHONE NUMBER: (386) 437-7500	SUPERVISOR: Richard Diamonds - City Manager	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	# OF EMPLOYEES SUPERVISED: 17	
DUTIES: Chief of Police responsible for the management of the City[] of Bunnell Police Department. To include, polices, procedures, personnel and budget		
REASON FOR LEAVING: Promoted to City Manager		
DATES: from January/1982 to January/2006	EMPLOYER: City of Miami Police Department	POSITION TITLE: Captain
ADDRESS: (Street, City, State, Zip Code): 400 NW 2nd Ave Miami, FL 33128		
PHONE NUMBER: (305) 603-6640	SUPERVISOR: Luis Vega - Assistant Chief of Police	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	# OF EMPLOYEES SUPERVISED: 1132	

DUTIES: 1998-2006 Captain of Police/Commander Criminal Investigations Division, Internal Affairs Division, Administration Division and Field Operations Division. 1995-1998 Lieutenant of Police/Commander Criminal Investigation Division and the Field Operations Division. 1991-1994 Sergeant of Police Supervisor Field Operations Division, Criminal Investigations Division and Internal Affairs Division. 1982 -1994 Police Officer/Detective Field Operations Division, Criminal Investigations Division and Internal Affairs Division.
REASON FOR LEAVING: Retired and relocated to Brevard County, FL

CERTIFICATES AND LICENSES			
TYPE: Certified Mold Assessor & Remediator			
DATE ISSUED: January 2021	EXPIRATION DATE: No expiration	NUMBER: MRSA3817 and MRSR 3957	ISSUING AGENCY: State of Florida
TYPE: Florida International University Certified Business Executive Manager			
DATE ISSUED: January 2006	EXPIRATION DATE: No expiration	NUMBER: Certificate	ISSUING AGENCY: Florida International University
TYPE: Officer Certification and Crime Prevention Specialist			

EMAIL ADDRESS:		PHONE NUMBER: 786-367-7244
REFERENCE TYPE: Professional	NAME: Juan Carlos	POSITION: CEO MaintenX
ADDRESS: (Street, City, State, Zip Code)		
EMAIL ADDRESS:		PHONE NUMBER: 813-786-6160

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?
No
9. If "YES", list dates of active duties.
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.

Bachelor's Degree 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

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 Martinez Sr, Armando, G

HECTOR A. RIVERA Sr.

80 Pine Ridge Road ,#4255
Ellijay, GA 30536
(C) 772 285 4764
hrivera1030@gmail.com

Career Summary

- 3 Over 35 year's diverse professional experiences as a top public manager at all levels of the US intergovernmental system and internationally.
 - 4 Recently served as US Agency for International Development (USAID) Chief of Party (National Director) in the Republic of Ecuador serving over fifty municipalities governance and in community development/decentralization, and recent STTA** assignments in Paraguay and Uganda for USAID projects. Performed program evaluations of all 55 sub-grantees with USAID support to close-out projects. In Paraguay, served as a management analyst providing analyses and strategy suggestions for program enhancements and improvements in second round of funding on Millenium/USAID projects. Performed "site avaluation" for proposal development in Uganda. Developed graduate diploma in "Management of Sub-National Governments" with a consortium of four private regional universities in the Republic of Ecuador which graduated over 100 appointed and elected officials. First "city manager" in Ecuador was a graduate of this graduate "Diplomado"
 - 5 Extensive experience in economic development, public works, and utilities (water). Washington Aqueduct which serves D.C., Arlington County (VA) and City of Falls Church (VA) and is owned by these governments and was part of my stewardship as Falls Church city manager.
 - 6 Formerly an adjunct faculty staffer at Indian River State College, Ft Pierce, FL & Dalton State College, [Ellijay branch], GA.
 - 7 Served a county manager in Guilford County (Greensboro), N.C., birth of the civil rights movement, and met quarterly with two diverse groups: (a) Presidents and Chancellor of universities, e.g., UNC, Guilford College, N.C. A & T, (town and gown) etc., and (b) the "Wheels Group: Chairman and Manager (CEO) of United Way, School Board, Airport Authority, City of Greensboro (county seat), GC Board of Commission, etc., to review our respective agendas and issues.
- *STTA: Short Term Technical Assistant

Education

- 8 Executive Institute, University of Virginia,
- 9 University of Hartford, W. Hartford, CT, M.P.A. .
- 10 Fellow, National Endowment for the Humanities (NIH), UC Santa Barbara,
- 11 The New School for Social Research, N.Y., N.Y. M.A. Sociology,

- 12 City College of New York, N.Y. B.A. Sociology,
- 13 Honorary Graduate Diploma in "Management of Subnational Governments" from four private Ecuadorian Universities.

Languages:

English & Spanish (Native), Portuguese(Beginner)

Relevant Employment Experiences

2009-Present: (Partially Retired) Adjunct faculty:

Certified to teach Sociology, Public Administration, & Political Science (Intro), to undergraduate students at Indian River State College (IRSC), FL, & Dalton State College. GA (Sociology Fall 2018).

February 2010-Present: Consultant for Casals & Associates, Washington, DC.

Served as a Senior Advisor for a proposal on Governance & Decentralization; worked on prospective USAID* RFPs on Honduras, Jamaica, Paraguay and Uganda on anti-corruption methodologies utilized by Casals, and general governance. Assigned to USAID/Paraguay Millenium project on Anti-Corruption/Rule of Law, and performed field visit to Kampala, Uganda on a competitive USAID grant where I met with national ministers and civil society organizations. (*USAID: United States Agency for International Development)

2007-08: Assistant City Manager, City of Cape Coral, Florida.

Supervised Fire, Police, Human Resources, Finance, City Clerk and Parks & Recreation. Served as liaison to CRA* Board. New Position eliminated by Council due to State cutbacks. Cape Coral is a pre-platted city. Visited Dominican Republic with Hispanic Chamber of Commerce to develop relationship and discuss "best practises". *Community Redevelopment Agency

2003-06: USAID Chief of Party (National Director) for ARD Inc., in Ecuador.

Managed a national USAID/US Embassy project (\$11.6 million) including 56 sub-national governments in potable water, sanitary landfills, slaughterhouses, general capacity building (tax assessment, GIS, human trafficking, decentralization, public participation, development etc.) Project received perfect scores from USAID and exceeded requirements by 100%. Served as a catalyst in developing a graduate diploma with a consortium of four regional private universities in the "Management of Sub-national Governments" and consulted with ICMA executive and staff.

2001-02: Senior Advisor to the Global US Director of Peace Corps.

*Director is Presidential Appointed, Washington, DC. Security clearance with US State Department.

1997-99: City Manager, City of Falls Church, VA.

Responsible for all the municipal functions with a budget of \$30 million operating and \$100 million capital. Directly supervised the Public Work /Utilities functions-the latter served 100,000 customers, & Community Development (CDBG), and developed a "pay for performance plan". Served as a catalyst for the creation of an Economic Development Authority and worked with Arlington County and D.C. on the Washington Aqueduct*- jointly owned by the city, county, and D.C. and managed by the U.S. Army Corps of Engineers. *Main water for Arlington County & City of Falls Church (VA), and

Washington/ District of Columbia.

1993-97: County Manager, Guilford County (Greensboro), N.C.

Managed the 3rd largest county (400,000) in the state with an annual operating budget of \$359 million and \$370 million capital, with 2700 employees and 27 departments. Provided leadership for county's first CIP* Plan; 2015 Strategic Growth Plan; created a Training Center for employees and took the lead on economic development that generated \$1.2 billion worth of capitalization and hundreds of value-added jobs. Provided water services to rural areas via inter-municipal agreement with City of Greensboro. Provided oversight to Social Services, Health, Substance Abuse and Mental Health programs and Planning/ Development functions and all other county services. *Capital Improvement Plan

1985-92: Assistant City Manager, Virginia Beach, VA.

Responsible for oversight and direction of Human Services which included Mental Health/Mental Retardation/Substance Abuse, Social Services, Community Development, Libraries, Agriculture, Parks and Recreation, Juvenile Probation and Community Corrections. Developed innovative "latch-key" children's project which won national recognition, Indigent care initiative, and provided leadership for bond referenda for new Central Library and Community Recreation Centers.

1979-84: Deputy Human Services Commissioner, State of Connecticut.

Worked directly under Governor Grasso to manage the daily operations of four divisions and various block grants such as Title XX, Energy, Refugee Resettlement, etc. Provided guidance and direction for the state's social delivery system (welfare) via six district offices.

1976-79: Executive Director, Human Resources Commission, Pueblo, CO.

Provided guidance and direction to Board, City Council and County Commission on Human Services-grants-in-aids as well as monitoring and evaluation for policy makers in such areas as Mental Health, Substance Abuse, Elderly Services, Health, etc.


Awards & Acknowledgements

- 14 Member, Board of Education for the City of Meriden, CT 1981-85.
- 15 Recipient of YWCA of South Hampton Roads' Mary Helen Thomas Award for assisting in the "elimination of racism". 1992
- 16 Received **National Association of Counties** (NACo) Achievement Award to Guilford County, N.C. for "shared services" with the City of Greensboro. 1994
- 17 Served on the **International City/County Management Association** (ICMA) Committees of : Assistants, Academic and International.

REFERENCES FOR HECTOR A. RIVERA SR.

1. Alexis Panehal, former USAID* Mission Director in the Republic of Ecuador-presently in Washington, D.C.:
apanehal@usaid.gov
2. Thomas F. Cornell, my former supervisor @ ARD Inc. and Casals & Associates-presently serves as Director, Office of Strategic Planning, Budget and Evaluation, USAID*/Afghanistan, Washington, D.C.
thomasfcornell@hotmail.com
3. Roy E. Melnick, Chief of Police, (former employee),roymelnick@comcast.net, (C)978 992 6971
4. H. Alan Brangman,AIA, University Architect, University of Delaware. Former Mayor of the City of Falls Church, VA when I served as city manager. brangman@udel.edu, 302 831 6509
5. Bruce Fraser, Ph.D., Indian River State College, Ft Pierce, FL. Former Dean of Social Sciences and my former supervisor.
bfraser@irsc.edu
6. Terry Stewart, city manager of the City of Cape Coral, FI when I served as his assistant city manager.
terry_stewart49@hotmail.com or tstewart@arcadia-fl.gov
7. Aleksander Dardeli, Vice President for Development @ IBI International. aleksander_dardeli@hotmail.com
Former supervisor at Casals & Associates. 703 525 2277
7. Ray Waldron,ray.waldron26@gmail.com. Former Democracy

Director at USAID/Ecuador and CoP in diverse settings.

EMPLOYMENT APPLICATION		
	<p style="text-align: center;">City of Palm Bay 120 Malabar Road</p> <p style="text-align: center;">Palm Bay, Florida - 32907 http://www.palmbayflorida.org (http://www.palmbayflorida.org) Rivera Sr, Hector, A City Manager</p>	<p>Received: 1/27/25, 10:10 AM</p> <p>For Official Use Only: QUAL: _____ DNQ: _____ <input type="checkbox"/> Experience <input type="checkbox"/> Training <input type="checkbox"/> Other: _____</p>
PERSONAL INFORMATION		
POSITION TITLE: City Manager	Job Number: 2639	
NAME: (Last, First, Middle) Rivera Sr, Hector, A	PERSON ID: 9511708	
		Date And Month Of Birth: 06/14
ADDRESS: (Street, City, State, Zip Code) 703 East Hampton Trail Canton, GA 30115		
HOME PHONE: 404 585 9469		
EMAIL ADDRESS: hrivera1030@gmail.com		
DRIVER'S LICENSE: Yes State: GA Number: 0*****4	LEGAL RIGHT TO WORK IN THE UNITED STATES?: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	HIGHEST LEVEL OF EDUCATION: Master's Degree
PREFERENCES		
MINIMUM COMPENSATION: \$100.00/hr \$200,000.00/yr	ARE YOU WILLING TO RELOCATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Maybe	

SHIFTS YOU WILL ACCEPT: Day , Evening , Weekends , On Call (as needed)		
WHAT TYPE OF JOB ARE YOU LOOKING FOR? Regular		
TYPES OF WORK YOU WILL ACCEPT: Full Time		
OBJECTIVE: Desire to return to general purpose government administration after 20+ years as a public manager and last 5-6 years as an international consultant/manager and adjunct professor of Public Administration and Sociology.		
EDUCATION		
SCHOOL NAME: New School for Social Research		
LOCATION:(City , State) New York, NY	DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: Master's
MAJOR/MINOR: Sociology		
SCHOOL NAME: City College of New York, N.Y.		
LOCATION:(City , State) New York City, NY	DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: Bachelor's
MAJOR/MINOR: Sociology		
SCHOOL NAME: University of Hartford		
LOCATION:(City , State) West Hartford, CT	DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: Other

MAJOR/MINOR: Public Administration/MPA		
WORK EXPERIENCE		
DATES: from January/2009 to Present	EMPLOYER: South University	POSITION TITLE: Adjunct Instructor
ADDRESS: (Street, City, State, Zip Code): 9801 Belvedere Rd, Royal Palm Beach Royal Palm Beach, FL 33411		COMPANY URL: southuniversity.edu/westpalmbeach
PHONE NUMBER: (561) 273-6373	SUPERVISOR: Dean Joe Simplico/Dr. Robert Steinnagel - Acting Director of Gen. Studies	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 30	SALARY: \$2,500.00	
DUTIES: Teach three (3) courses of Sociology and Government with a large proportion of minority and Caribbean students.		
REASON FOR LEAVING: Started teaching at Indian River State College		
DATES: from April/2009 to August/2010	EMPLOYER: Casals & Associates	POSITION TITLE: Consultant
ADDRESS: (Street, City, State, Zip Code): 3190 Fairview Park Drive Falls Church,, VA 22042		COMPANY URL: www.casals.com
PHONE NUMBER: 571 722 0219	SUPERVISOR: Tom Cornell - Senior Technical Advisor	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	SALARY: \$12,000.00	

DUTIES: Research potential grant applications from the U.S. Agency for nt'l Development(USAID); meet with possible partners; travel to USAID briefings and countries to assess politicia and social milieus; develop competitive applications for USAID submittals.		
REASON FOR LEAVING: Work Slowdown-still on call as a consultant when needed.		
DATES: from April/2007 to August/2008	EMPLOYER: City of Cape Coral	POSITION TITLE: Assistant City Manager
ADDRESS: (Street, City, State, Zip Code): Cape Coral, FL		
SUPERVISOR: Terry Stewart, - City Manager	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
HOURS PER WEEK: 40	SALARY: \$958.00	# OF EMPLOYEES SUPERVISED: 450
DUTIES: Supervised Finance, HR, City Clerk, Police, Fire, Parks & Recreation and served as City liason to Redevelopment Agency Board.		
REASON FOR LEAVING: Cutbacks in property tax methodology initiated by the FL Leguslature. Many positions eliminated including mine which was brand new.		
DATES: from May/2004 to September/2006	EMPLOYER: ARD Inc.	POSITION TITLE: Chief of Party/Country Director
ADDRESS: (Street, City, State, Zip Code): 159 Bank Street Burlington, VT 05401		
PHONE NUMBER: 802 495 0282	SUPERVISOR: Tom Cornell - Senior Technical Advisor	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	SALARY: \$12,000.00	# OF EMPLOYEES SUPERVISED: 25

DUTIES: Supervised a cadre of professional nationals and subcontractors in th performance of development projects (potable water, landfills, etc), capacity building, democracy and devolution of state functions to local governments. Worked directly with 52 subnational elected governments and VP of national government who oversaw donor relations. Created graduate degree with four private regional universities and unitary curriculum with support of ICMA and US Embassy/ Ecuador. Graduated over 100 functionaries.		
REASON FOR LEAVING: Contract ended with US AID.		
CERTIFICATES AND LICENSES		
Nothing Entered For This Section		
SKILLS		
OFFICE SKILLS: Nothing Entered For This Section		
OTHER SKILLS: Portuguese Language - Beginner - 1 years, 0 months		
LANGUAGE(S): Spanish <input type="checkbox"/> Speak <input type="checkbox"/> Read <input type="checkbox"/> Write		
SUPPLEMENTAL INFORMATION Honors & Awards Latchkey Project and NACO for "shared services" between City/County (Greensboro/Guilford),YWCA of Hampton Roads (VA) for assisting in the "elimination of racism". Additional Information Cover email previously submitted to Anne Lewis		
REFERENCES		
REFERENCE TYPE: Professional	NAME: Alexis Panehal	POSITION: Former Mission Director, US Embassy/Ecuador

ADDRESS: (Street, City, State, Zip Code) Ronald Reagan Building Washington, DC 20523		
EMAIL ADDRESS: apanehal@usaid.gov		PHONE NUMBER: (202) 523-0016
REFERENCE TYPE: Professional	NAME: Thomas Cornell	POSITION: USAID Afghanistan Administration, D.C.
ADDRESS: (Street, City, State, Zip Code) Ronald Reagan Building Washington, D.C., DC 20523		
EMAIL ADDRESS: thomasfcornell@hotmail.com		PHONE NUMBER: (202) 712-4320
REFERENCE TYPE: Professional	NAME: Terry Stewart	POSITION: City Manager
ADDRESS: (Street, City, State, Zip Code) City Hall Arcadia, FL		
EMAIL ADDRESS: tstewart@hotmail.com		PHONE NUMBER: (239) 765-0202

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?**
Other
3. **If you answered "Other" to the previous question, briefly describe where you heard about employment with the City of Palm Bay.**
City management newsletter

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?**
Yes
7. **If answered "YES" to any question above, explain in the space provided.**
City of Yonkers under a strong-mayor form of government : mayor wanted a different direction.
8. **Have you ever been in the U.S. Armed Forces?**
No
9. **If "YES", list dates of active duties.**
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?

No

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 Rivera Sr, Hector, A

Nate Somers

8210 Greentree Manor Ln, Fairfax Station, VA 22039
Citizenship: U.S. / Clearance: Active TS/SCI
Colonel/March 2021/January 2026



(850) 496-4423
nateaf21@gmail.com
Job ID: MRL2024-47

SENIOR EXECUTIVE PROFILE

A seasoned leader with over 24 years of distinguished experience in U.S. government service, specializing in human resources management, program execution, and strategic oversight within defense and government agencies. Expertise spans policy development, interagency collaboration, talent management, and organizational leadership in high-complexity, fast-paced environments.

- **Proven Leadership in Complex Organizational Settings:** Extensive experience leading diverse, multidisciplinary teams in the execution of high-impact initiatives, often under tight deadlines and in politically sensitive environments. Track record of steering major organizational transformations in defense and human resources operations.
- **Interagency and Legislative Expertise:** Deep expertise in working with executive agencies, the White House, and Congress to build coalitions and shape consensus on complex policy issues, with a strong focus on defense, personnel management, and human capital strategies.
- **Strategic Talent and Program Management:** Skilled in talent management, from recruitment to retention, with a focus on emerging areas such as artificial intelligence and Great Power Competition. Expertise in managing multi-billion-dollar budgets and large-scale procurement processes for high-priority defense and infrastructure initiatives.
- **Results-Oriented Decision Maker:** Demonstrated ability to drive innovative solutions and manage risk while delivering results. Effective at strategic communications, negotiation, and stakeholder management, including complex budgetary and legislative matters.
- **Dynamic Communicator and Advocate:** Excellent public speaker, writer, and facilitator with experience representing senior leadership across multiple platforms, advocating for policy initiatives, and mentoring the next generation of government leaders.

PROFESSIONAL EXPERIENCE

United States Air Force

Washington, D.C.

Senior Military Assistant, Assistant Secretary, Manpower and Reserve Affairs (July 2024 – Present)

Supervisor: Mr. Alex Wagner, EX-04

Hours worked: 60 per week

Serves as the Senior Military Advisor to the Senate-confirmed, Presidentially appointed Assistant Secretary of the Air Force, overseeing and guiding the daily operations of 195 military and civilian personnel in the policy oversight of the Department of the Air Force's human relations enterprise and Review Boards Agency. A trusted agent on highly sensitive matters, coordinates with senior leadership across the Secretariat, Air/Space staffs, Office of the Secretary of Defense, Joint Staff, and Congress. Provides expert, uniformed perspectives on key policies impacting manpower, personnel, force readiness, and health affairs, ensuring alignment with broader defense and national security objectives.

- Directed a team of 10 personnel, overseeing and prioritizing the Department of the Air Force's highest-volume workflow and task management operations to ensure efficient and effective mission support.
- Led the A1 team through the most significant officer evaluation system overhaul in over 30 years, strategically developing and implementing the Air Force's new Total Force Higher Level Review and Stratification policy to align with and advance the Chief of Staff of the Air Force's strategic vision.
- Key to Air Force re-optimization efforts for Great Power Competition by bridging communication gaps and guiding Working Groups to align with the Secretary of the Air Force's intent, resulting in historic talent management initiatives, including Cold Weather Incentive Pay and Driver's License for new recruits. Built on prior work in A1 to define and establish officer and enlisted Technical Tracks and expertise identifiers, distinguishing technical from leadership roles to enhance force development.

United States Air Force

Washington, D.C.

Mission Support Group Commander, District of Washington, Joint Base Andrews (June 2022 – July 2024)

Supervisor: Colonel Todd Randolph

Hours worked: 60 per week

Commanded the Air Force District of Washington's largest group, comprising 1,700 personnel across four squadrons, delivering vital civil engineering, contracting, logistics, and force support capabilities to 17,000 Joint personnel supporting two high-priority, no-fail national security missions. Managed a portfolio of critical resources, including a \$5.8 billion infrastructure plan, a \$1 billion munitions account, a \$91 million budget, a \$1.3 billion contracting portfolio, an \$850 million construction program, and a \$23 million operating budget. Ensured seamless integration of operational capabilities to advance mission success while maintaining fiscal accountability and maximizing resource efficiency.

- Drove \$1.2 billion Installation Development Plan, securing a \$200 million increase from the previous year despite a 32% manning deficit.
- Oversaw Fire, Explosive Ordnance Disposal, environmental compliance, and restoration operations for 512 facilities valued at \$5.6 billion, along with a \$1 billion construction portfolio. Led the largest Air Force lodging operation, managing three high-visibility facilities, 700 Distinguished Visitor quarters, and generating \$10 million in revenue.
- Demonstrated exceptional leadership in generating the installation's largest budget, managing an \$817 million contract portfolio and executing 600 base actions totaling \$165 million, driving \$4 billion in local economic growth. Advanced \$709 million to recapitalize America's Airfield, secured \$1.3 million in additional quality-of-life improvements, strengthened the Morale, Welfare & Recreation fund to over \$1 million, and led planning for a \$15 million initiative.

United States Air Force

Washington, D.C.

Division Chief – Military Force Policy Division, Headquarters Air Force (August 2021 – June 2022)

Supervisor: Maj Gen (Ret) Tory Dunn

Hours worked: 60 per week

Led an 18-person division in the development and execution of strategic policies to implement Human Resources objectives for 507,000 Total Force Airmen. Directed the design and implementation of comprehensive force management policies and programs aligned with long-term HR strategic plans, providing critical analytical insight into military force management across assignments, retention, and personnel policies. Oversaw \$1.8 billion in budget authority, ensuring effective allocation for assignments, retention, and bonus payments to shape a high-performing force. A key leader in engagement with Congress, the media, and the Office of the Secretary of Defense on critical personnel matters including assignments, promotions, evaluations, awards, and retention. Established clear objectives to meet Air Force priorities, congressional intent, and DoD initiatives, while implementing robust policy evaluation systems to monitor compliance and ensure program

effectiveness. Drove continuous policy improvements to align with evolving strategic goals and enhance Total Force readiness.

- Filled in as AIP Deputy for a four-month period, leading the formulation and implementation of long-term strategic plans for managing the active component of the Air Force's military personnel. Directed force management, resource allocation, and human resource policies, while overseeing the development of Air Force-wide directives, instructions, and personnel management across the Total Force continuum.
- Spearheaded innovation in Air Force personnel systems, launching MyEval and MyVector and advancing promotion diversity initiatives, including the introduction of officer Static Closeout Dates and the Air Force's newest promotion category. Directed \$1 billion in military personnel programs and policies, overseeing the human capital of 700,000 Total Force Airmen. Overhauled the Aviation Bonus program, refocusing a \$194 million initiative to incentivize long-term retention of Air Force pilots.

United States Air Force

Washington, D.C.

Air Force Wilson Center for Strategic Policy Fellow (August 2020 – August 2021)

Supervisor: Mr. Mark Green, President of the Wilson Center

Hours worked: 60 per week

Competitively selected for the prestigious Air Force Fellowship at the Woodrow Wilson International Center for Scholars, serving as a National Defense Fellow with a focus on talent management for the Air Force. As part of the Wilson Center's mission to provide nonpartisan counsel to policymakers, conducted in-depth research and provided impartial analysis on critical defense and global affairs issues. Contributed independent, high-impact scholarship that informed senior leadership and shaped strategic decisions on military talent management, reinforcing the Air Force's ability to adapt to future challenges. Leveraged insights gained from this esteemed fellowship to drive innovative, evidence-based solutions in human capital development for the Air Force.

- Focused on talent management initiatives for the Air Force, advancing diversity in global leadership and promoting gender parity in public policy, while addressing critical veteran issues and shaping international policy and relations. Authored impactful research, including the widely recognized publication *The Fight for Territorial Legitimacy within the South China Sea: How China's Militarization Could Shape the Future of the Region*, aligning with the Wilson Center's mission to foster informed dialogue and strategic global leadership.

United States Air Force

Washington, D.C.

Executive Advisor to Vice Chairman, Joint Chiefs of Staff, Joint Staff, Pentagon (May 2018– August 2020)

Supervisor: Gen Paul Selva and Gen John Hyten – Vice Chairman of the Joint Chiefs of Staff

Hours worked: 60 per week

Supported the Vice Chairman of the Joint Chiefs of Staff in executing his role as the principal military advisor to the President and the Secretary of Defense, ensuring the delivery of timely, accurate, and relevant information to prepare the nation's second highest-ranking officer for high-level strategic meetings. Effectively communicated the Vice Chairman's priorities and guidance across the Joint Staff, facilitating seamless synchronization among 3,700 personnel to align efforts and enhance operational coherence. Played a critical role in advising on key defense and national security matters, contributing to the success of the Joint Chiefs' mission and strengthening interagency collaboration at the highest levels of government.

- As a Senior Military Officer, led and managed over 300 high-level strategic engagements with the White House and National Security Council, while providing critical support to the Vice Chairman of the Joint Chiefs of Staff as the principal military advisor to the President and Secretary of Defense.
- Led critical Joint initiatives including the Space Force standup, National Defense Strategy implementation, and responses to DPRK and Iranian provocations, expertly shaping strategic priorities and driving mission success amidst budget constraints; as Mission Commander for a high-profile USO World Tour, coordinated

operations across 5 countries and 20,000 miles in 7 days, significantly boosting morale for over 34,000 service members.

United States Air Force

Washington, D.C.

Chief, Colonel Force Management & Policy Division, Headquarters Air Force (July 2016 – May 2018)

Supervisor: Maj Gen Jefferson O'Donnell and Brig Gen (Ret) Rob Novotny

Hours worked: 60 per week

Hand-picked for a selectively manned office to lead the development, coordination, and execution of senior leader talent management policies for the Air Force. Spearheaded the creation and implementation of innovative force management strategies and long-term planning initiatives, delivering in-depth analysis to inform high-level decision-making. Advised top Air Force leadership on critical talent management issues—including assignments, retirement, and career development—ensuring the optimal alignment of personnel to mission needs and strategic objectives. Played a pivotal role in shaping and executing Air Force talent management strategies, optimizing human capital, and advancing leadership development to enhance readiness and strengthen the force at the highest levels of command.

- Spearheaded the \$1.4 million Air Force Senior Leader Development Program, delivering 50 courses to 300 senior leaders; revolutionized the Commander board process by implementing a digital scoring system, saving 100 hours and \$30,000; and developed a transformative Air Force assignment initiative that significantly boosted Senior Leader retention, protecting a \$7 million investment in leadership talent.

United States Air Force

Patrick AFB, FL

Commander, Force Support Squadron (June 2014 – July 2016)

Supervisor: Lt Gen (Ret) Gina Armagno

Hours worked: 60 per week

Commanded a 395-member squadron, managing a \$5 million annual budget and overseeing assets valued at \$21 million, including 140 facilities and structures. Directed a wide range of programs and operations in support of both wing and Department of Defense tenants, sustaining the needs of 10,000 military personnel, family members, civilian employees, and contractors. Led and managed critical functions, including personnel administration, education and training, family/youth/child services, readiness, mortuary affairs, and Honor Guard activities, ensuring seamless support and mission readiness. Demonstrated exceptional leadership in optimizing resources, enhancing operational efficiency, and fostering a resilient, mission-focused environment for personnel and families.

- Commanded a 395-member squadron, managing a \$5 million annual budget and overseeing assets valued at \$21 million across 140 facilities/structures; recognized with the Air Force's prestigious Lt Gen Lezy Award, ranking as the top commander out of 84 worldwide.
- Led squadron to #1 ranking in the Air Force, earning the prestigious Eubank Award for Best Force Support Squadron and Hennessy Award for Excellence in Food Operations, driving operational excellence.
- Demonstrated exceptional leadership by founding the Air Force's first virtual professional development program, providing 56,000 members with 24/7 access and saving \$240,000 annually; pioneered two additional Air Force firsts by partnering with the city to share sports fields and youth programs, benefiting 5,000 individuals and generating \$528,000 in cost savings.

United States Air Force

Washington, D.C.

Deputy Chief, Congressional Liaison to the Commander USCENTCOM (December 2013 – June 2014)

Supervisor: Gen (Ret) Lloyd Austin

Hours worked: 60 per week

Developed and executed high-impact CENTCOM legislative engagement strategies, effectively supporting

CENTCOM Commander's joint requirements and ensuring alignment with key defense priorities. Served as a trusted advisor to CENTCOM Commander and senior leadership on critical issues related to Defense, MILCON/VA, State, and Foreign Operations. Played a pivotal role in preparing CENTCOM senior leadership for Congressional hearings and briefings before the House and Senate Defense Committees, ensuring clear, concise, and compelling communication of CENTCOM's strategic objectives. Instrumental in driving key legislative outcomes that advanced CENTCOM's mission and ensured sustained support for vital operational requirements.

- Served as CENTCOM/LL lead, developing the FY15 NDAA engagement plan to address key issues, influencing \$521 billion in Department of Defense funding and \$79 billion in Overseas Contingency Operations; represented CENTCOM Commander in over 40 high-level engagements with the House and Senate to address and mitigate combat-related concerns.
- Led critical Senate engagement securing \$650 million in aid and 10 Apache helicopters for Egypt, enhancing counterterrorism operations: spearheaded Congressional approval for \$1.5 billion in Afghan support programs, including a \$17 million Afghanistan Fund and \$1.3 billion in Egypt aid, integral to advancing U.S. combat operations and regional security objectives.

United States Air Force

Washington, D.C.

Air Force Legislative Fellow, Office of Senator Cardin, Maryland (July 2012 – December 2013)

Supervisor: Senator Ben Cardin

Hours worked: 60 per week

Competitively selected for the prestigious Defense Legislative Fellowship Program, serving as Military Legislative Advisor to Senator Cardin (D-MD). Provided strategic oversight for 10 Department of Defense installations in Maryland, supporting 150,000 personnel and driving a \$2.8 billion economic impact to the state. Advised the Senator on critical defense and security matters, including \$813 billion in legislation related to the Department of Defense, Veterans Affairs, and Department of Homeland Security. Shaped policy decisions, ensuring alignment with national defense priorities and advocating for needs of Maryland's military community.

- Crafted 9 key NDAA amendments for a U.S. Senator, advancing critical issues and securing \$625 million in funding for Department of Defense and Veteran Affairs programs; served as a trusted Foreign Policy Advisor, preparing the Senator for high-stakes hearings on Iran, Afghanistan, and Syria; uniquely selected as the first and only Air Force officer to fill the Military Legislative Assistant position in the history of the Senate fellowship, with the Senator lauding my performance as "the best military officer I have seen in my political career."

EDUCATION, CERTIFICATIONS, TRAINING

- Master of International Business, Wilson Center for International Scholars, 2020
- Master of Arts in Human Resource Management, University of Arkansas, 2005
- Bachelor of Science in Sociology, Mississippi State University, 2001
- Congressional Operations Seminar, Government Affairs Institute, Georgetown University, 2013
- Strategic Policy Fellowship, Air Force Fellows, Air University, 2020

AWARDS AND HONORS

- Deployed to Afghanistan, Iraq, Middle East and Bare Base at classified location enabling Combat Operations
- Air Force Commander of the Year – 2016
- 6X Personnel Officer of the Year at Major Command Level or Higher
- Led Force Support Squadron to back-to-back AF Squadron of the Year
- Defense Superior Service Medal, Legion of Merit, Joint Qualified Officer

Nate Somers

8210 Greentree Manor Ln • Fairfax Station, VA 22039
Home / Cell: (850) 496-4423 • Email: paul.somers.1@us.af.mil

PROFESSIONAL REFERENCES

Individual	Range of Knowledge
Mr. Alex Wagner Assistant Secretary for Manpower and Reserve Affairs, USAF Work: (703) 697-2302 alex.wagner.4@us.af.mil	<u>Frame of Reference:</u> Mr. Wagner will speak from first-hand knowledge concerning my achievements and leadership ability to prioritize the Department of the Air Force's top volume workflow/task management load. Additionally, my ability to assist the Air Force's Re-optimization for Great Power Competition, bridging communication gaps & steering Working Groups to Secretary of the Air Force intent, resulting in historic talent management.
Dr. Elise Van Winkle Board Member, Oracle e.p.vanwinkle@gmail.com	<u>Frame of Reference:</u> Dr. Van Winkle was my direct supervisor and will attest to my credentials and successful track record involving varied disciplines including finance, IT management, and material control. She will also speak to my performance in key initiatives, in the technology implementation and Human Resource platforms.
Troy Dunn (Maj Gen, Ret) Board Member, Quanta Standard Work: (606) 237-4521 dunn.td1@gmail.com	<u>Frame of Reference:</u> Major General (Ret) Dunn will be able to speak to my ability to develop strategic policy implementing Human Resource objectives for 507,000 Total Force Airman. As well as oversight of \$1.8 billion in budget authority for assignments, retention, and bonuses to shape the force.
Jason Yaley Chief, Corporate Affairs, Parson Corp jason.yaley@gmail.com	<u>Frame of Reference:</u> Jason Yaley served as my mentor. Under his tutelage, I was able to hone my business acumen, and ability to focus on talent management initiatives for the Air Force, diversity in global leadership, gender parity in public policy, veteran issues and international policy/relations.
Rob Novotny Executive Director, Boeing Work: 5714746372 (Mobile) novotnyf15@me.com	<u>Frame of Reference:</u> Rob Novotny can attest to – and is responsible for – my expertise in the business arena. Under his leadership, I was responsible for development, coordination and execution of force management and policy for Air Force senior leaders. Developed and implemented force management policies, long-range plans/analysis and ensured optimization of Air Force talent management.

EMPLOYMENT APPLICATION		
	City of Palm Bay 120 Malabar Road Palm Bay, Florida - 32907 http://www.palmbayflorida.org (http://www.palmbayflorida.org) Somers, Nate City Manager	Received: 2/19/25, 10:29 AM For Official Use Only: QUAL: _____ DNQ: _____ <input type="checkbox"/> Experience <input type="checkbox"/> Training <input type="checkbox"/> Other: _____

PERSONAL INFORMATION		
POSITION TITLE: City Manager		Job Number: 2639
NAME: (Last, First, Middle) Somers, Nate		PERSON ID: 60097562
		Date And Month Of Birth: 08/10
ADDRESS: (Street, City, State, Zip Code) 8210 Greentree Manor Ln Fairfax Station, VA 22039		
HOME PHONE: (850) 496-4423		
EMAIL ADDRESS: nateaf21@gmail.com		
DRIVER'S LICENSE: Yes State: FL Number: S*****0	LEGAL RIGHT TO WORK IN THE UNITED STATES?: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	HIGHEST LEVEL OF EDUCATION: Master's Degree

PREFERENCES	
MINIMUM COMPENSATION: \$175,000.00/yr	ARE YOU WILLING TO RELOCATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Maybe
SHIFTS YOU WILL ACCEPT: Day , Evening , Night , Rotating , Weekends , On Call (as needed)	
WHAT TYPE OF JOB ARE YOU LOOKING FOR? Regular	
TYPES OF WORK YOU WILL ACCEPT: Full Time	

EDUCATION

DATES: to /2021		SCHOOL NAME: Wilson Center for International Scholars	
LOCATION:(City , State) Washington DC, DC		DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: Professional
MAJOR/MINOR: International Business			
DATES: to /2005		SCHOOL NAME: University of Arkansas	
LOCATION:(City , State) Fayetteville, AR		DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: Master's
MAJOR/MINOR: Master of Science			
DATES: to /2001		SCHOOL NAME: University of Mississippi State	
LOCATION:(City , State) Stakville, MS		DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: Bachelor's
MAJOR/MINOR: Bachelor of Arts - Sociology			

WORK EXPERIENCE		
DATES: from July/2024 to Present	EMPLOYER: United States Air Force	POSITION TITLE: Secretary
ADDRESS: (Street, City, State, Zip Code): Washington, DC		
SUPERVISOR: Alex Wagner - Assistant Secretary of the Air Force	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
HOURS PER WEEK: 40	# OF EMPLOYEES SUPERVISED: 17	

DUTIES:

United States Air Force Senior Military Assistant, Assistant Secretary, Manpower and Reserve Affairs Serves as Senior Military Advisor to Senate-confirmed Presidentially appointed Assistant Secretary of the Air Force to oversee & guide daily operations of 195 military and civilian personnel in policy oversight of Department of the Air Force human relations enterprise & Review Boards Agency. Trusted agent on highly sensitive matters, coordinates with Secretariat, Air/Space staffs, Office of the Secretary of Defense, Joint Staff and Congress. Provides uniformed view(s) on policies for manpower, personnel, force readiness & health affairs.

- * Led 10-person team & prioritized Department of the Air Force's top volume workflow/task management load. Led A1 team through largest officer evaluation overhaul in 30+ years! He masterminded & delivered Air Force's new Total Force Higher Level Review & stratification policy to execute Chief of Staff of the Air Force intent.
- * Key to Air Force's Re-optimization for Great Power Competition, he bridged communication gaps & steered Working Groups to Secretary of the Air Force intent, resulting in historic talent management initiatives such as Warrant Officers. This Great Power Competition work built on his work in A1 to define/establish officer/enlisted Technical Tracks & identifiers for tech vs leader expertise.

United States Air Force Washington, D.C.

REASON FOR LEAVING:

Current Position

DATES:

from June/2022 to July/2024

EMPLOYER:

Air Force

POSITION TITLE:

Commander

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

Arlington, VA

SUPERVISOR:

Colonel Todd Randolph - Wing Commander

MAY WE CONTACT THIS EMPLOYER?

☒ Yes ☐ No

HOURS PER WEEK:

60

SALARY:

\$211,000.00

OF EMPLOYEES

SUPERVISED:

1900

DUTIES:

United States Air Force Washington, D.C.

Mission Support Group Commander, Air Force District of Washington, Joint Base Andrews -----

Commanded Air Force District of Washington's largest Group, consisting of 1,700 personnel across four squadrons.

Provided critical civil engineering, contracting, logistics & force support capabilities to 17,000 Joint personnel with 2 no-fail national security missions. Manages a \$5.8 billion infrastructure plan, \$1 billion munitions account, a \$91 million budget, a \$1.3 billion contracting portfolio, \$850 million construction program, and a \$23 million budget.

- * Fueled \$1.2 billion Installation Development Plan; \$200 million increase from previous year despite 32 percent manning deficit.
- * Oversaw Fire, Explosive Ordinance Disposal, environmental compliance and restoration; Operations & Maintenance to 512 facilities valued at \$5.6 billion; and a \$1 billion construction portfolio.
- * Led largest Air Force lodging operation; managing 3 high-vis facilities; 700 Distinguished Visitors quarters & generated \$10 million in revenue.
- * His leadership prowess generated the installation's largest budget with \$817 million contract portfolio, executing 600 base actions at \$165 million, igniting economic growth, by pumping \$4 billion into local economy.
- * Advanced \$709 million to recapitalize America's Airfield, piloted \$1.3 million in additional improvements for base quality of life, bolstered Morale, Welfare & Recreation fund to over \$1 million, & ignited planning for \$15 million.

REASON FOR LEAVING:

Air Force moved to higher responsibility.

DATES:

from August/2021 to June/2022

EMPLOYER:

United States Air Force

POSITION TITLE:

Division Chief - Military Force
Policy Division, Headquarters
Air Force

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

Washington, DC

SUPERVISOR:

Troy Dunn - Major General

MAY WE CONTACT THIS EMPLOYER?

☒ Yes ☐ No

HOURS PER WEEK:

40

OF EMPLOYEES SUPERVISED:

20

DUTIES:

Led 18-person Division to develop strategic policy implementing HR objectives for 507,000 Total Force Airman. Oversight of \$1.8 billion in budget authority for assignments, retention, and bonus payments to shape the force, as well as key leader for engagement with Congress/Media/Office of Secretary of Defense on assignments, promotions, evaluations, awards, retention, rated Human Resources policies.

- * Led innovation! MyEval/MyVector, promotion diversity initiatives, officer Static Closeout Dates; Air Force newest promotion category!
- * Directed \$1 billion military personnel programs/policies: guided AF's human capital-700,000 Total Force Amn
- * Overhauled Aviation Bonus for Air Force pilots; refocused \$194 million program to incentivize long-term retention.

REASON FOR LEAVING:

Air Force moved to higher responsibility.

DATES: from July/2016 to May/2018	EMPLOYER: United States Air Force	POSITION TITLE: Chief, Colonel Force Management & Policy Division
ADDRESS: (Street, City, State, Zip Code): Washington, DC		
SUPERVISOR: General Rob Novotny - Commander	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
HOURS PER WEEK: 40	# OF EMPLOYEES SUPERVISED: 17	
DUTIES: United States Air Force Headquarters Air Force (Hand-picked for selectively manned office. Responsible for development, coordination and execution of force management and policy for Air Force senior leaders. Developed and implemented force management policies, long- range plans/analysis. Advised top Air Force leaders on assignment, retirement & development matters; ensured optimization of Air Force talent management. * Led \$1.4 million Air Force Senior Leader Development Program-300 Air Force Senior Leaders for 50 courses ----- * Created new Commander board process revamp to score records via digital system; saved 100 hours and \$30,000 * Innovated new Air Force assignment initiative; bolstered Senior Leader retention--saved \$7 million investment		
REASON FOR LEAVING: Air Force moved to higher responsibility.		
DATES: from June/2014 to July/2016	EMPLOYER: United States Air Force	POSITION TITLE: Commander
ADDRESS: (Street, City, State, Zip Code): Washington, VA		
SUPERVISOR: Colonel Jeff O'Donnell - Commander	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
HOURS PER WEEK: 40	# OF EMPLOYEES SUPERVISED: 17	

DUTIES:

United States Air Force Patrick AFB, FL

Force Support Squadron (-----)

Commanded 395-member squadron; managed \$5 million annual budget with assets valued at \$21 million and 140 facilities/structures. Directed programs & activities for wing & Department of Defense tenants sustaining 10,000 military/family members, civilian employees and contractors. Managed all personnel, education, training, family/youth/child, readiness, mortuary and Honor Guard activities.

- * Commands 395-member sq; manages \$5 million annual budget with assets valued at \$21 million and 140 facilities/structures; Won AF's Lt Gen Lezy Awd (#1/84 commanders worldwide!)
- * Phenomenal leadership ignited Air Force first! Founded virtual professional development program; enabled 56,000 members with 24/7 access--\$240,000 a year saved
- * Led squadron to #1 Air Force! Eubank Award for best Force Support Squadron + Hennessy Award for Food Operations.
- * Blazed trail for 2x new Air Force firsts; partnered with city to share sports fields & youth programs--benefits 5,000/saved \$528,000

REASON FOR LEAVING:

Air Force moved to higher responsibility.

CERTIFICATES AND LICENSES**TYPE:**

PMP

DATE ISSUED:

January 2025

EXPIRATION DATE:

January 2030

NUMBER:**ISSUING**

AGENCY:

SKILLS**OFFICE SKILLS:**

Nothing Entered For This Section

OTHER SKILLS:

Nothing Entered For This Section

LANGUAGE(S):

Nothing Entered For This Section

SUPPLEMENTAL INFORMATION

Nothing Entered For This Section

REFERENCES**REFERENCE TYPE:**

Professional

NAME:

Matthew Wallace

POSITION:

Melbourne Public Safety
Director / Assistant County
Manager

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

EMAIL ADDRESS: kaskelasee@yahoo.com		PHONE NUMBER: 850-217-1084
REFERENCE TYPE: Professional	NAME: Alex Wagner	POSITION: Assistant Secretary of the Air Force
ADDRESS: (Street, City, State, Zip Code)		
EMAIL ADDRESS: alex.wagner@gmail.com		PHONE NUMBER: 703-697-2302
REFERENCE TYPE: Professional	NAME: Troy Dunn	POSITION: Various Corporate Board Advisor
ADDRESS: (Street, City, State, Zip Code)		
EMAIL ADDRESS: dunn.td1@gmail.com		PHONE NUMBER: (606) 237-4521

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?**
Other
3. **If you answered "Other" to the previous question, briefly describe where you heard about employment with the City of Palm Bay.**
County Of Melbourne Employee sent me job posting
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.**
N/A
8. **Have you ever been in the U.S. Armed Forces?**
Yes - Active Duty Air Force Senior Leader
9. **If "YES", list dates of active duties.**
2001-2025

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).

Yes

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

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 Somers, Nate

DAVID STRAHL

◆ (224) 238-0725 ◆ davestrah1731@gmail.com

January 29, 2025

Human Resources
Palm Bay, FL

Re: City Manager Position

Dear Human Resources Professional:

I am motivated by a simple desire of wanting to enhance communities through being a public servant leader. I have the desire and motivation to continue my journey of building upon professional experiences through service to this organization that adds to my overall knowledge. Having the opportunity to be a servant leader in several different agencies has allowed me to be in a position where I can bring those experiences to benefit this organization. My extensive exposure to all operations of each complex municipal environment has prepared me to undertake any challenge. I continue to focus on service through organizational and community improvement. Among the areas I have supervised through leadership roles include police, fire, public works, information technology, finance, community development, planning, water, storm sewer, sanitary sewer, parks and recreation, human resources, public information, human services, code enforcement, economic development, internal auditor, and strategic management.

I have also worked to improve transparency of municipal operations to share the story of what local government does for residents. One area of success was simplifying financial information available for public viewing with performance measures illustrating progress towards strategic goals. I have spearheaded strategic plan development and administration in all agencies I have worked for. I have also directed continuous improvement activities to review and improve operations and service delivery to citizens. I have been able to further develop my community focus through volunteer efforts which allowed me to have a better understanding of the needs of citizens.

I have been able to leverage my varied skillset to approach any challenge with systematic analysis focusing on solutions and not lingering on problem identification. I get very excited by leading a team through a solution to a community problem and create an environment that empowers team members to be more cognizant of improvement opportunities through their actual contribution to solutions. This effort naturally encourages mentoring options and succession planning. I am committed to not only continuous improvement, but also business continuity so that team members are confident and skilled enough to manage the necessary operations regardless of executive management availability.

I further pride myself in well-developed communication efforts with citizens, staff, and elected officials. I feel it is important to share information as to the direction of the organization and how each team member is a critical part of the overall direction for success. This is also important to illustrate progress towards strategic goals and general performance measures comparing benchmark data to other comparable communities.

It is with confidence that I can say my experience in comprehensive management has prepared me well to serve the community of Palm Bay well into the future and am looking forward to fully integrating into community life. I am readily available to discuss my qualifications on how I could benefit the community in the role of City Manager.

Sincerely,

David Strahl

DAVID STRAHL

◆ (224) 238-0725 ◆ davestrah1731@gmail.com

- ◆ **Policy Administration**, knowledge in developing, presenting policy recommendations, and implementing policies as directed by elected officials.
- ◆ **Extensive background in all municipal related activities**, including budgeting/fiscal management, capital program budgeting, police, fire, parks and recreation, finance, public works, water, wastewater, human resources, internal auditing, information technology, public information, human services, economic development, labor relations, technology leveraging, general supervision, management direction, customer service improvement, and performance measurement.
- ◆ **Demonstrated success in negotiating win-win compromises**, developing teambuilding programs among staff and with citizen groups, and working with state and regional stakeholders including lobbying of state elected officials.
- ◆ **Demonstrated leadership skills**, including managing multi-million-dollar projects that required several years of coordination among many different groups of stakeholders.
- ◆ **Leader for Continuous Improvement Processes**, provided leadership in developing program with training materials and implementation parameters.

GENERAL MANAGEMENT KNOWLEDGE BASE

<i>Budgeting/Fund Accounting</i>	<i>Economic Development</i>	<i>Performance Management</i>
<i>Fiscal Analysis</i>	<i>Strategic Planning</i>	<i>Organizational Development</i>
<i>Customer Service</i>	<i>Capital Improvement Budgeting</i>	<i>TIF Management</i>
<i>Employment Law</i>	<i>Media Relations</i>	<i>Planning/Zoning Knowledge</i>
<i>Mediation & Advocacy</i>	<i>Building/Housing Code Knowledge</i>	<i>Staff Supervision</i>
<i>Grievance/Arbitration</i>	<i>Alternative Dispute Resolution</i>	<i>Labor Contract Negotiation</i>
<i>Employee Evaluation</i>	<i>Project/Regulatory Management</i>	<i>Intergovernmental Relations</i>

PROFESSIONAL EXPERIENCE

CITY OF CREST HILL – CREST HILL, IL

Local government with \$60 million budget, 100 FTE employees, 21,500 residents

Interim Human Resources Manager, August 2023 to Present

Provided general leadership in managing human resources operations and providing advisory assistance in all management operations.

- ◆ General Government Activities:
 - Provided general oversight for Human Resources including labor contract administration, grievance administration and policy enforcement.
 - Created employee evaluation process.
 - Provided advisory assistance in budget development, code enforcement, and community development operations.
 - Provided policy recommendations to city council for consideration.
 - Assisted Finance Director in providing management activities as necessary.

COUNTY OF JEFFERSON – BIRMINGHAM, AL

Local government with \$950 million budget, 2500 FTE employees, 650,000 residents

Deputy County Manager, June 2022 to March 2023

Provided general leadership in managing municipal operations to support County Manager through managing several operational departments.

- ◆ General Government Activities:

- Provided general oversight for Human Resources and Development/Code Services Departments.
- Developed and implemented Strategic Plan and directed development of continuous improvement program.
- Directed zoning and code evaluation programs to improve community appearance and improved response to development demands.
- Directed revisions and general overhaul of Human Resources program to streamline recruitment, benefits, training, and retention policies.
- Worked with management team to revise budget presentation process.
- Assisted County Manager in providing management activities as necessary.

VILLAGE OF SCHILLER PARK – SCHILLER PARK, IL

Local government with \$25 million budget, 100 FTE union/non-union employees, 12,250 residents

Interim Village Manager, January 2019 – September 2021

Provided general leadership in managing municipal operations functioning as chief executive officer. Worked with elected officials and management team personnel to ensure policies were implemented.

- ◆ General Government Activities:
 - Provided general oversight into all municipal operations relating to police, fire, parks, water, finance, and public works.
 - Directed zoning and code revisions to improve community appearance and improved response to development and economic development demands.
 - Directed management changes and improvements through evaluations and improved accountability.
 - Coordinated and directed budget development and process improvement to improve transparency and maximize revenue usage.
 - Coordinate economic development activities with staff to improve community market position.
 - Managed a number of professional services contracts for finance services, refuse, IT, GIS, and engineering services.
 - Directed labor contract negotiations with public works, fire, and police.

CITY OF O'FALLON – O'FALLON, MO

Local government with \$121 million budget, 444 FTE union/non-union employees, 87,250 residents

City Administrator, October 2017 to October 2018

Provided general leadership in managing municipal operations functioning as chief executive officer. Worked with elected officials and management team personnel to ensure policies were implemented.

- ◆ General Government Activities:
 - Provided general oversight into all municipal operations relating to police, parks, economic development, planning, water, wastewater, courts, auditor, finance, administrative services, and public works.
 - Coordinated and directed budget development and process improvement to improve transparency.
 - Directed economic development activities including incentives to improve marketability of community.
 - Directed space study for city hall renovations within budget recommendations.
 - Directed major wastewater, water, and street capital improvement projects.
 - Directed technological capital improvement project schedule and process.
 - Worked closely with city council to improve agenda process.
 - Directed a strategic planning process establishing goals/objectives for the city council.
 - Initiated the process to create internal lease payments for vehicles and technology purchases.

- Directed the evaluation process to begin the Enterprise Resource Planning (ERP) computer system implementation/purchase.
- Undertook management reviews of all operations to define improvement objectives.
- Represented the city as a member of the municipal advisory group for the Missouri Municipal League.
- Worked with many of the over 45 Homeowners Associations to address local issues.

VILLAGE OF MOUNT PROSPECT – MOUNT PROSPECT, IL

Local government with \$115 million budget, 307 FTE union/non-union employees, 56,500 residents

Assistant Village Manager, August 1993 to April 2016

Provided general leadership in managing municipal operations functioning as equivalent to chief operating officer. Worked with elected officials and management team personnel to ensure policies were implemented. Provided regular follow up to policy makers through various communication methods.

◆ General Government Activities:

- Extensive working knowledge of all municipal operations police, fire, community development, human services, human resources, public works (water, sewer, flood control), and finance.
- Worked with a variety of citizen groups to gather input and function as a conduit between the citizens and their local government. Worked as an ombudsman on behalf of the residents/businesses for all utility providers. Participated in developing new emergency protocol for private utility provider during prolonged power outages.
- Directed corporation counsel in coordinating any lawsuits, settlements, and strategies. Directed all workers' compensation activities up to and including settlement to minimize open medical expenses.
- Served as chief management negotiator with four labor unions and administered all contract elements including grievance administration, arbitration, cost analysis and strategy determination. Maintained excellent labor relations atmosphere throughout the negotiation process.
- Provided leadership to management team as needed to maintain mission. Directed the implementation of an Enterprise Resource Program (ERP) agency-wide and provided direction for HRIS elements that related to the ERP implementation.
- Represented the Village at various regional and state level meetings including topics on airport noise, pension legislation, insurance, utilities, public safety, and revenue development.
- Served as leader of emergency management team during local disaster events and trained in National Incident Management System (NIMS) operations.
- Directed municipal electric aggregation implementation process including public information marketing the referendum through citizen communication which resulted in saving residents and businesses over 42% in annual electric costs.
- Managed a \$17 million construction project for a new village hall and parking deck in the downtown. Projected completed on time and on budget.
- Supervised Human Resources staff, Information Technology staff, public information officer, TV Services Staff, administrative analyst, and administrative adjudication hearing officer.

◆ Strategic Planning Activities:

- Directed the strategic planning process among staff and policy makers. Worked as the liaison between staff and elected officials to implement plan elements, including creating benchmarking measures to monitor progress as necessary.
- Directed development and implementation of the IT master technology plan to ensure all technology was fully leveraged.
- Directed work process improvement reviews to increase efficiencies of all employee work activities.
- Directed the employee continuous process improvement program to improve workflow and efficiency which resulted in elimination of unnecessary tasks and processing delays. Led regularly scheduled review efforts through departmental management staff.

- ◆ **Economic Development Activities:**
 - Directed staff in developing the creation of economic development marketing materials. Participated as a member of the staff development review committee to coordinate business retention visits and marketing to businesses about the potential benefits of relocating into the community.
 - Participated in weekly development meetings to monitor development and building projects and direct staff as needed to address any issues impeding project completion.
 - Worked closely with building code staff to monitor and address all housing code issues including supervising the Administrative Adjudication judicial process.
 - Worked with various departments to streamline permit and plan processes to shorten turnaround time for all development projects.
- ◆ **Fiscal Management Activities:**
 - Led management team members to develop and administer a short- and long-term budgeting process through multi-year projections and planning. Led management team to prioritize capital improvement budget requests for long term planning/prioritization.
 - Directed the review of all employee-related expenses as part of the annual budget review process.
 - Participated in the annual budget review process for presentation to the Village Board.
 - Managed the administrative budget for the agency.

Acting Village Manager, November 2014 to October 2015

Provided overall leadership in managing all municipal operations. Directed implementation of policies of elected officials through supervision of management team personnel. Communicated directly with elected officials regarding policy implementation status and all other relevant municipal operations details.

- ◆ **General Government Activities:**
 - Required department directors to submit quarterly goals and objectives with progress reports.
 - Directed media relations.
 - Represented the Village in Regional meetings regarding water delivery and emergency dispatch services.
 - Provided an annual schedule of topics for Committee of the Whole meetings to Village Board and staff for planning purposes.
 - Continued to perform all other duties associated with Assistant Village Manager position.
- ◆ **Strategic Plan Activities:**
 - Directed revision to performance measures for all departments through implementation of strategic planning goals as part of annual budget.
 - Directed the creation and maintenance of a legal services performance tracking system.
 - Improved communication processes with Village Board members through regularly scheduled updates.
 - Coordinated the decision process regarding staffing changes with elected officials.
 - Coordinated agenda topics according to strategic goals and directed staff activities to implement elected officials' decisions.
 - Directed management personnel defining annual measurable performance goals.
- ◆ **Economic Development Activities:**
 - Directed improvement of communication of economic activities within the community to both elected officials and general public.
 - Worked with community development to improve marketing message and strategy.
 - Directed a revamp of the economic development web site offerings through a web site upgrade.
- ◆ **Fiscal Management Activities:**
 - Directed the annual budget process and implementation.
 - Revised the presentation format of quarterly financial reports before the Village Board and Finance Commission.

- Revised the budget preparation material and schedule to prepare for potential state revenue impact.

CITY OF ST. CHARLES - CITY OF ST. CHARLES, IL

Local government with \$70 million budget, 200 union, non-union employees, 33,000 residents

Administrative Coordinator, 1986 - 1993

Responsible for special projects related to financial, human resources, budgetary, and administrative policies. Directed the HR functions for all employee groups.

- ◆ Directed the creation and management of the human resources department.
- ◆ Provided oversight for all human resources operations, including creation of performance indicators and goal assessments and records management.
- ◆ Served as chief management negotiator for all labor contracts, including contract administration.
- ◆ Provided assistance to the electric utility operating staff for management direction.

VILLAGE OF OSWEGO - OSWEGO, IL

VILLAGE OF MONTGOMERY - MONTGOMERY, IL

Local governments with approximately \$10 million budgets each, 200 employees combined

Consultant, 1987-1992

- ◆ Assisted Village Administrators and Trustees in developing personnel policies, personnel manuals, salary programs, and merit evaluation systems.

CITY OF DE KALB - DE KALB, IL

Local government with \$20 million budget, 150 employees, 44,000 residents

Administrative Intern, 1985-1986

- ◆ Assisted Village Administrators in performing general special research projects.

EDUCATION & CERTIFICATIONS

MASTER OF PUBLIC ADMINISTRATION, URBAN MANAGEMENT

NORTHERN ILLINOIS UNIVERSITY — De Kalb, IL

BACHELOR OF SCIENCE IN POLITICAL SCIENCE

MANCHESTER COLLEGE — North Manchester, IN

Management Designations:

- ◆ Graduate of Civic Leadership Institute
- ◆ National Incident Management System (NIMS) Training

OF NOTE

Professional Development:

- ◆ Member of the Municipal Advisory Group for the Missouri Municipal League
- ◆ Former Member of International City/County Management Association (ICMA) Awards Evaluation Panel
- ◆ Former Member of ICMA Committee on Assistant Managers
- ◆ Member since 1986 and former board member (2005-2009) of the Illinois Public Employee Labor Relations Association (IPELRA)
- ◆ Previously ICMA Credentialed Manager 2014-2016
- ◆ Vice Chairman of Intergovernmental Personnel Benefit Cooperative (Health Insurance Collaborative)

- ◆ Former Chairman of the Finance and Operations Committee for the Intergovernmental Personnel Benefit Cooperative (IPBC) 2010-2015
- ◆ Member of the Executive Committee of IPBC
- ◆ Presenter at ICMA, Illinois City/County Management Association (ILCMA), Illinois Municipal League (IML) conferences
- ◆ Member of Legislative Committee for Northwest Municipal Conference (NWMC)
- ◆ Former Chairman of the Performance Measure and Benchmarking Task Force for NWMC
- ◆ Former Member of Advanced Metering Infrastructure (AMI) Implementation Regional Task Force creating a test environment for Smart Meters in the Northeastern Illinois area


Affiliations:

- ◆ International City/County Management Association
- ◆ National Public Employee Labor Relations Association
- ◆ Alabama City/County Management Association
- ◆ Association of Alabama County Commissions
- ◆ St. Louis Area City Management Association
- ◆ Missouri City Management Association
- ◆ Illinois City/County Management Association
- ◆ Illinois Public Employee Labor Relations Association
- ◆ Illinois Metro Managers Association

Interests:

- ◆ Bicycling
- ◆ Snow Skiing
- ◆ Volunteer for Habitat for Humanity

Reference First Name	Reference Last Name	Current Email Address	Cell Phone Number	City	State	Reference Type Former/Current	Type of Reference	Period Worked Together	Reference's job title when working together	Company Name	Additional Info Recaller Might Need to Know
Lin	Bancroft	lbancoft@whsps.com	630-277-1602	Crest Hill	IL	Current	Manager (Supervisor, Boss)	August 2023 to May 2024	Finance Director	Crest Hill	
Cal	Markert	markertcal@gmail.com	205-325-5802	Jefferson County	AL	Former	Manager (Supervisor, Boss)	June 2022 to May 2023	County Manager	Jefferson County	
Cristel	Snyder	bsnyder1@gmail.com	205-385-8212	Jefferson County	AL	Former	Peer (or Colleague)	June 2022 to Mar 2023	Chief Compliance Officer	Jefferson County	
Angela	Dixon	Dixon_Angela@att.net	334-659-6300	Jefferson County	AL	Former	Peer (or Colleague)	June 2022 to Mar 2023	Chief Finance Officer	Jefferson County	
Mike	Jacobs	mjacobs@att.net	847-655-3482	Breard	NC	Former	Manager (Supervisor, Boss)	Aug 1993 to Nov 2015	Village Manager	Mount Prospect	Retired Village Manager
Corette	Hill	corhill@att.net	838-798-1733	Breard	NC	Former	Peer (or Colleague)	Aug 1993 to Apr 2016	Village Attorney	Mount Prospect	Retired Village Attorney
David	Figdahl	dfgdahl@att.net	972-218-4823	Hurdley	IL	Former	Coworker	Aug 1993 to May 2008	Fire Chief	Mount Prospect	Retired Fire Chief
Mike	Erp	erp@cityofnewville.com	972-218-8775	Louisville	TX	Former	Peer (or Colleague)	May 2000 to Apr 2016	Finance Director	Mount Prospect	Former Finance Director
David	Zadell	dmzadell@comcast.net	847-331-3543	Mount Prospect	IL	Former	Manager (Supervisor, Boss)	May 2003 to Apr 2016	Village Trustee	Mount Prospect	Former Village Trustee/Retired
Robert (Bob)	Smith	robertsmith@att.net	847-292-3392	Arlington Heights	IL	Former	Subordinate (or Direct Report)	Aug 1993 to Apr 2016	Police Sergeant/Commander	Mount Prospect	Retired Police Commander
Key	Joschmader	joschmader@gmail.com	314-550-4594	O'Fallon	MO	Former	Subordinate (or Direct Report)	Oct 2017 to Oct 2018	Police Chief	O'Fallon	Retired Police Chief
John	Greenauer	greenauer1937@gmail.com	636-312-0962	O'Fallon	MO	Former	Subordinate (or Direct Report)	Oct 2017 to Oct 2018	Director of Administrative Services	O'Fallon	Still Employed in O'Fallon
Mark	Fowler	mfove1@comcast.net	847-296-6200	Des Plaines	IL	Former	Peer (or Colleague)	May 2000 to Apr 2016	Executive Director	Northwest Municipal Conf	Still Employed at NWMC
Alan	Vize	AlanVize@att.net	847-343-3972	Schiller Park	IL	Former	Peer (or Colleague)	Jan 2013 to May 2020	Interim Fire Chief	Schiller Park	Former Interim Fire Chief
John	Dahlberg	jdahlberg@att.net	815-947-5487	Elgin	IL	Former	Subordinate (or Direct Report)	Do not recall his tenure as chief	Police Chief	Mount Prospect	Retired Police Chief

EMPLOYMENT APPLICATION		
	<p align="center"> City of Palm Bay 120 Malabar Road Palm Bay, Florida - 32907 http://www.palmbayflorida.org (http://www.palmbayflorida.org) Strahl, David City Manager </p>	<p> Received: 1/29/25, 6:36 PM For Official Use Only: QUAL: _____ DNQ: _____ <input type="checkbox"/> Experience <input type="checkbox"/> Training <input type="checkbox"/> Other: _____ </p>
PERSONAL INFORMATION		
POSITION TITLE: City Manager	Job Number: 2639	
NAME: (Last, First, Middle) Strahl, David	PERSON ID: 26096435	
Former Last Name: Strahl	Date And Month Of Birth: 07/31	
ADDRESS: (Street, City, State, Zip Code) 1509 Old Oak Place Darien, IL 60561		
HOME PHONE: 224-238-0725		
EMAIL ADDRESS: davestrahl731@gmail.com		
DRIVER'S LICENSE: Yes State: IL Number: S*****7	LEGAL RIGHT TO WORK IN THE UNITED STATES?: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	HIGHEST LEVEL OF EDUCATION: Master's Degree
PREFERENCES		
MINIMUM COMPENSATION: \$220,000.00/yr	ARE YOU WILLING TO RELOCATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Maybe	

SHIFTS YOU WILL ACCEPT: Day
WHAT TYPE OF JOB ARE YOU LOOKING FOR? Regular
TYPES OF WORK YOU WILL ACCEPT: Full Time
OBJECTIVE: Municipal management position that allows me to utilize my experience to better the community.

EDUCATION		
DATES: from September/1985 to December/1986	SCHOOL NAME: Northern Illinois University	
LOCATION:(City , State) DeKalb, IL	DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: Master's
MAJOR/MINOR: Public Administration		UNITS COMPLETED: 48
DATES: from September/1980 to May/1984	SCHOOL NAME: Manchester College	
LOCATION:(City , State) N. Manchester, IN	DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: Bachelor's
MAJOR/MINOR: Political Science		UNITS COMPLETED: 128
DATES: from November/1979 to May/1980	SCHOOL NAME: Westfield-Washington	
LOCATION:(City , State) Westfield, IN	DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: High School Diploma

WORK EXPERIENCE		
DATES: from August/2023 to Present	EMPLOYER: City of Crest Hill	POSITION TITLE: Interim Human Resources Manager - Contract
ADDRESS: (Street, City, State, Zip Code): 20600 City Center Blvd Crest Hill, IL 60403		COMPANY URL: cityofcresthill.com
PHONE NUMBER: 815-74-15100	SUPERVISOR: Lisa Banovetz - Finance Director	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	SALARY: \$7,000.00	
DUTIES: Provided general leadership in managing human resources operations and providing advisory assistance in all management operations. [] General Government Activities: o Provided general oversight for Human Resources including labor contract administration, grievance administration and policy enforcement. o Created employee evaluation process. o Provided advisory assistance in budget development, code enforcement, and community development operations. o Provided policy recommendations to city council for consideration. o Assisted Finance Director in providing management activities as necessary.		
REASON FOR LEAVING: Still there. Contract Employee.		
DATES: from June/2022 to March/2023	EMPLOYER: Jefferson County, Alabama	POSITION TITLE: Deputy County Manager
ADDRESS: (Street, City, State, Zip Code): 716 Richard Arrington Jr. Blvd. N. Birmingham, AL 35203		COMPANY URL: jccal.org
PHONE NUMBER: 205-325-5850	SUPERVISOR: Cal Markert - County Manager	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	SALARY: \$18,750.00	# OF EMPLOYEES SUPERVISED: 150

DUTIES: Provided general leadership in managing municipal operations to support County Manager through managing several operational departments. <ul style="list-style-type: none"> <input type="checkbox"/> General Government Activities: <ul style="list-style-type: none"> o Provided general oversight for Human Resources and Development/Code Services Departments. o Developed and implemented Strategic Plan and directed development of continuous improvement program. o Directed zoning and code evaluation programs to improve community appearance and improved response to development demands. o Directed revisions and general overhaul of Human Resources program to streamline recruitment, benefits, training, and retention policies. o Worked with management team to revise budget presentation process. o Assisted County Manager in providing management activities as necessary. 		
REASON FOR LEAVING: County Manager has decided to reorganize the Deputy County Manager position to be more focused on infrastructure than administrative oversight.		
DATES: from January/2019 to September/2021	EMPLOYER: Village of Schiller Park	POSITION TITLE: Interim Village Manager
ADDRESS: (Street, City, State, Zip Code): 9526 W. Irving Park Rd Schiller Park, IL 60176		COMPANY URL: schillerparkil.us
PHONE NUMBER: (847) 671-8500	SUPERVISOR: Nick Caiafa - Mayor	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	SALARY: \$12,000.00	# OF EMPLOYEES SUPERVISED: 100
DUTIES: Provided general leadership in managing municipal operations functioning as chief executive officer. Worked with elected officials and management team personnel to ensure policies were implemented. <ul style="list-style-type: none"> <input type="checkbox"/> General Government Activities: <ul style="list-style-type: none"> o Provided general oversight into all municipal operations relating to police, fire, parks, water, finance, and public works. o Directed zoning and code revisions to improve community appearance and improved response to development and economic development demands o Directed management changes and improvements through evaluations and improved accountability o Coordinated and directed budget development and process improvement to improve transparency and maximize revenue usage. o Coordinate economic development activities with staff to improve community market position. o Managed a number of professional services contracts for finance services, refuse, IT, GIS, and engineering services. o Directed labor contract negotiations with public works, fire, and police 		
REASON FOR LEAVING: Desire a position that is more suited for my skill set and will allow me to further develop professionally. Contract expired and community decided to hire a full time village manager as an employee.		

DATES: from October/2017 to October/2018	EMPLOYER: City of O'Fallon	POSITION TITLE: City Administrator
ADDRESS: (Street, City, State, Zip Code): 100 N. Main St O'Fallon, MO 63366		COMPANY URL: ofallon.mo.us
PHONE NUMBER: 636-240-2000	SUPERVISOR: Bill Hennessy - Mayor	MAY WE CONTACT THIS EMPLOYER? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
HOURS PER WEEK: 40	SALARY: \$11,833.00	# OF EMPLOYEES SUPERVISED: 444
DUTIES: Provided general leadership in managing municipal operations functioning as chief executive officer. Worked with elected officials and management team personnel to ensure policies were implemented. <input type="checkbox"/> General Government Activities: <input type="checkbox"/> Provided general oversight into all municipal operations relating to police, parks, water, waste water, courts, auditor, finance, administrative services, and public works. <input type="checkbox"/> Coordinated and directed budget development and process improvement to improve transparency. <input type="checkbox"/> Directed economic development activities including incentives to improve marketability of community. <input type="checkbox"/> Directed space study for city hall renovations within budget recommendations. <input type="checkbox"/> Directed major wastewater, water, and street capital improvement projects. <input type="checkbox"/> Directed technological capital improvement project schedule and process. <input type="checkbox"/> Worked closely with city council to improve agenda process. <input type="checkbox"/> Directed a strategic planning process establishing goals/objectives for the city council and city. <input type="checkbox"/> Set the process to create internal lease payments for vehicles and technology purchases. <input type="checkbox"/> Directed the evaluation process to begin the Enterprise Resource Planning (ERP) computer systems. <input type="checkbox"/> Undertook management reviews of all operations to formulate improvements. <input type="checkbox"/> Represented the city as a member of the municipal advisory group for the Missouri Municipal League. <input type="checkbox"/> Worked with many of the over 45 Homeowners Associations to address local issues.		
REASON FOR LEAVING: Difference of Priorities.		
DATES: from August/1993 to April/2016	EMPLOYER: Village of Mount Prospect	POSITION TITLE: Assistant Village Manager
ADDRESS: (Street, City, State, Zip Code): 50 S. Emerson Mount Prospect, IL 60056		

PHONE NUMBER: (847) 392-6000	SUPERVISOR: Michael Janonis - Village Manager	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 37.5	SALARY: \$12,604.00	# OF EMPLOYEES SUPERVISED: 11

DUTIES:**VILLAGE OF MOUNT PROSPECT – MOUNT PROSPECT, IL**

Local government with \$115 million budget, 307 FTE union/non-union employees, 56,500 residents

Acting Village Manager, 2014 to October 2015

Provided overall leadership in managing all municipal operations. Directed implementation of policies of elected officials through supervision of management team personnel. Communicated directly with elected officials regarding policy implementation status and all other relevant municipal operations details.

Key Results:**□ General Government Activities:**

- o Required department directors to submit quarterly goals and objectives with progress reports.
- o Directed media relations.
- o Represented the Village in Regional meetings regarding water delivery and emergency dispatch services.
- o Provided an annual schedule of Committee of the Whole meetings to Village Board and staff for planning purposes.
- o Continued to perform all other duties associated with Assistant Village Manager position.

□ Strategic Plan Activities:

- o Directed revision to performance measures for all departments through implementation of strategic planning goals as part of annual budget.
- o Directed the creation and maintenance of a legal services performance tracking system.
- o Improved communication processes with Village Board members.
- o Coordinated the decision process regarding staffing changes with elected officials.
- o Coordinated agenda topics according to strategic goals and directed staff activities to implement elected officials' decisions.
- o Directed management personnel defining annual measurable performance goals.

□ Economic Development Activities:

- o Directed improved and regular communication of economic activities within the community.
- o Worked with community development to improve marketing message.
- o Started a revamp of the economic development web site offerings through a web site upgrade.

□ Fiscal Management Activities:

- o Directed the fiscal year budget process and implementation.
- o Revised the presentation format of quarterly financial reports before the Village Board and Finance Commission.
- o Revised the budget preparation material and schedule to prepare for potential state revenue impact.

Assistant Village Manager, 1993 to Present

Provided general leadership in managing municipal operations functioning as equivalent to chief operating officer. Worked with elected officials and management team personnel to ensure policies were implemented. Provided regular follow up to policy makers through various communication methods.

Key Results:**□ General Government Activities:**

- o Extensive working knowledge of all municipal operations police, fire, community development, human services, human resources, public works (water, sewer, flood control), and finance.
- o Worked with a variety of citizen groups to gather input and function as a conduit between the citizens and their local government. Worked as an ombudsman on behalf of the residents for all utility providers. Participated in developing new emergency protocol for private utility provider during prolonged power outages.
- o Worked closely with corporate counsel in coordinating any lawsuits and strategies. Directed all workers' compensation activities up to and including settlement.

- o Served as chief management negotiator with four labor unions and administered all contract elements including grievance administration, arbitration, cost analysis and strategy determination. Maintained excellent labor relations atmosphere throughout the negotiation process and beyond.
- o Provided leadership to management team as needed to maintain mission. Directed the implementation of an Enterprise Resource Program (ERP) agency-wide and provided direction for HRIS elements that related to the ERP implementation.
- o Represented the Village at various regional and state level meetings including topics on airport noise, union legislation, insurance, utilities, public safety, and revenue development.
- o Served as leader of emergency management team during local disaster events and trained in National Incident Management System (NIMS) operations.
- o Directed municipal electric aggregation implementation process from marketing the referendum to citizen communication saving residents and businesses over 42% in annual electric costs.
- o Managed a \$17 million construction project for a new village hall and parking deck in the downtown.
- o Supervised Human Resources staff, IT staff, public information officer, administrative analyst, administrative adjudication hearing officer.
- Strategic Planning Activities:
 - o Directed the strategic planning process among staff and worked as the liaison between staff and elected officials to implement plan elements, including creating benchmarking measures to monitor progress as necessary.
 - o Directed development and implementation of the IT master technology plan to ensure all technology was fully leveraged.
 - o Directed work process improvement reviews to increase efficiencies of all employee activities.
 - o Directed the employee continuous process improvement program to improve workflow and efficiency which resulted in elimination of unnecessary tasks and processing delays. Led scheduled review effort through departmental management staff.
- Economic Development Activities:
 - o Participated in developing the creation of economic development marketing materials. Participated as a member of the staff development review committee to coordinate business retention visits and marketing to businesses about the potential benefits of relocating into the community.
 - o Participated in weekly development meetings to monitor development and building projects and direct staff as needed to address any issues impeding project completion.
 - o Worked closely with building code staff to monitor and address all housing issues including supervising the Administrative Adjudication judicial process.
 - o Worked with various departments to streamline permit and plan processes to shorten turnaround time for all development projects.
- Fiscal Management Activities:
 - o Led management team members to develop and administer a short and long term budgeting process through multi-year projections and planning. Led management team to prioritize capital improvement budget requests for long term planning/prioritization.
 - o Directed the review of all employee related expenses as part of the annual budget review process.
 - o Participated in the annual budget review process for presentation to the Village Board.
 - o Managed the administrative budget for the agency.

CITY OF ST. CHARLES - CITY OF ST. CHARLES, IL

Local government with \$70 million budget, 200 union, non-union employees, 33,000 residents

Administrative Coordinator, 1986-1993

Responsible for special projects related to financial, human resources, budgetary, and administrative policies. Directed the HR functions for all employee groups.

Key Results:

- Directed the creation and management of the human resources department.
- Provided oversight for all human resources operations, including creation of performance indicators and goal assessments.

<input type="checkbox"/> Served as chief management negotiator for all labor contracts, including contract administration. <input type="checkbox"/> Supervised the HR staff and records management personnel.
VILLAGE OF OSWEGO – OSWEGO, IL VILLAGE OF MONTGOMERY – MONTGOMERY, IL Local governments with approximately \$20 million budgets each, 200 employees total Consultant, 1987-1992 <input type="checkbox"/> Assisted Village Administrators and Trustees in developing personnel policies, personnel manuals, salary programs, and merit evaluation systems.
REASON FOR LEAVING: Change of Village Manager.

CERTIFICATES AND LICENSES			
TYPE: Previously Credentialed Manager			
DATE ISSUED: May 2014	EXPIRATION DATE: May 2017	NUMBER:	ISSUING AGENCY:
TYPE: NIMS Certified			
DATE ISSUED: May 2011	EXPIRATION DATE: No expiration	NUMBER:	ISSUING AGENCY:
SKILLS			
OFFICE SKILLS: Nothing Entered For This Section			
OTHER SKILLS: Nothing Entered For This Section			
LANGUAGE(S): Nothing Entered For This Section			

SUPPLEMENTAL INFORMATION Volunteer Experience Volunteer for Habitat for Humanity Miscellaneous I have the variety of municipal experiences that will benefit the community.
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REFERENCES		
REFERENCE TYPE: Professional	NAME: Mike Janonis	POSITION: Former Village Manager
ADDRESS: (Street, City, State, Zip Code) 50 S. Emerson Mount Prospect, IL 60056		
EMAIL ADDRESS: mjanonis@gmail.com		PHONE NUMBER: 847-456-3482
REFERENCE TYPE: Professional	NAME: Evertte Hill	POSITION: Village Attorney
ADDRESS: (Street, City, State, Zip Code) 50 S. Emerson Mount Prospect, IL 60056		
EMAIL ADDRESS: emhill@ktjlaw.com		PHONE NUMBER: 847-732-9137
REFERENCE TYPE: Professional	NAME: Cal Markert	POSITION: County Manager
ADDRESS: (Street, City, State, Zip Code) 716 Richard Arrington Jr Blvd N. Birmingham, AL 35203		
EMAIL ADDRESS: markert@jccal.org		PHONE NUMBER: 205-325-5850

REFERENCE TYPE: Professional	NAME: Lisa Banovetz	POSITION: Former Finance Director
ADDRESS: (Street, City, State, Zip Code) 20600 City Center Blvd Crest Hill, IL 60403		
EMAIL ADDRESS: lisabanove@yahoo.com		PHONE NUMBER: 630-277-1563

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?**
Other
3. **If you answered "Other" to the previous question, briefly describe where you heard about employment with the City of Palm Bay.**
ICMA
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?**
Yes
7. **If answered "YES" to any question above, explain in the space provided.**
Dismissed when new manager took over when I was in Mount Prospect. Several positions changed over to people manager had worked with previously including the assistant village manager, police chief, IT Director, and Public Information Officer.
8. **Have you ever been in the U.S. Armed Forces?**
No
9. **If "YES", list dates of active duties.**
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?
No

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 Strahl, David

Keith M. Touchberry

13080 122nd Street, Fellsmere FL 32948
emailtouch@protonmail.com

February 27, 2025

City Manager Search
Attn: Scott Morgan, Interim City Manager
City of Palm Bay
120 Malabar Rd SE
Palm Bay, FL 32907

Dear Mr. Morgan,

I am writing to express my interest in the City Manager position recently advertised for the City of Palm Bay. Please find my attached resume, which outlines my experience, skills, and qualifications that uniquely align with this opportunity.

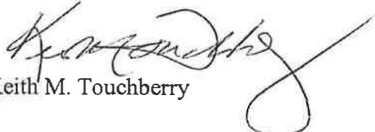
As a lifelong leader and public servant, I am committed to delivering exceptional municipal services that enhance the quality of life for residents. In my roles as Police Chief and Assistant City Manager for the City of Fellsmere, I have worked closely with city officials and community stakeholders to support family-centric growth through strategic development and job creation. I believe in fostering strong partnerships with city leadership, employees, and residents, ensuring a shared vision of progress under a "one town, one team" philosophy.

I recognize that successful governance requires balancing stakeholder expectations with fiscal responsibility and long-term planning. Residents and businesses alike depend on smart growth strategies, economic sustainability, and transparent decision-making. My ability to strategically plan, budget effectively, and execute key initiatives will support Palm Bay's continued success while maintaining public trust, accountability, and safety.

I am committed to upholding the highest professional and ethical standards, leading by example, and fostering an environment of collaboration, innovation, and accountability. I value team development, succession planning, and continuous improvement, ensuring that our workforce is equipped, motivated, and prepared to meet the evolving needs of the community.

I welcome the opportunity to discuss how my leadership, experience, and vision align with the City of Palm Bay's goals. Thank you for your time and consideration. I look forward to the possibility of contributing to your team.

Sincerely,


Keith M. Touchberry

Keith M. Touchberry

emailtouch@protonmail.com

cell: 772-913-1979

PROFESSIONAL SUMMARY

Experienced leader with 42 years of government service, including nine years in active duty and reserve military service. Proven expertise in leadership, organizational development, and strategic analysis. Seeking to apply these skills as the next City Manager for Palm Bay. Strong background in budgeting, strategic planning, project management, conflict resolution, and policy development. Passionate about teamwork, community engagement, sustainability initiatives, and trust-building.

EDUCATION

University of Central Florida
Master of Science in Criminal Justice

Warner Southern College
Bachelor of Science in Organizational Management

International City/County Management Association
Emerging Leaders Development Program

University of Louisville
Administrative Officers Course, Southern Police Institute

New Jersey State Association of Chiefs of Police
Police Executive Institute Graduate

Florida Police Chiefs Association
Future and New Chiefs Seminars

Indian River County Chamber of Commerce
Leadership Indian River program

EXPERIENCE

City of Fellsmere, Police Chief September 2013-Present

Transformational leader serving a residential population of approximately 5,000 residents and a geographical area of 58 square miles, serving a city focused on managed growth, historic preservation, and public safety. Areas of expertise include:

- Crime reduction
- Community engagement
- Program innovation
- Legislative initiatives
- Statewide leadership
- Media relations
- Public speaking
- Employee development and retention

City of Fellsmere, Assistant City Manager

October 2022-December 2024

- Oversaw city planning, growth, and development initiatives
- Managed budget processes, capital improvement projects, and code enforcement
- Led grant acquisition and special event planning
- Served as Acting City Manager when needed

City of Vero Beach, Vero Beach Florida, Police Captain/Deputy Chief May 1989, September 2013

24 years at the Vero Beach Florida Police Department, last serving as a Captain and second in command protecting a 12 square mile, county seat population of approximately 15,500 residents. Progressively responsible line, command, and senior management level experience in the following areas:

- | | |
|-------------------------------------|--|
| • Operations and project management | • Strategic planning and operations analysis |
| • Administrative support management | • Community outreach and media relations |
| • Budget and financial operations | • Organizational change and development |
| • Policy development, Accreditation | • Disaster planning and response |
| • Crisis management | • Employee Development |
| • Special weapons/tactics | • Canine handler/trainer |
| • Investigations | • Recruiting and training |

RELEVANT CAREER EXPERIENCE IN ACADEMIA

Adjunct faculty, Indian River State College (1996-present): Teach basic and advanced courses to law enforcement officers. Currently serve as the primary Ethics instructor for 300+ hour law enforcement leadership program.

Adjunct faculty, Florida Institute of Technology (2008 to 2022): Teach undergraduate level criminal justice courses online, develop courses as necessary. Last served as the primary Ethics instructor for the criminal justice degree program.

Instructor, Florida Police Chiefs Association (2015-present): Teach Ethics course to attendees of the Future Chiefs seminar and for the Communications, Organization Methods, Roles and Responsibilities, and Expectations of Executive/Administrative Assistant Professionals (CORE) program.

Instructor, Florida Department of Law Enforcement (2020-2022): Primary Ethics instructor for the FDLE Florida Leadership Academy.

PROFESSIONAL AFFILIATIONS

- Florida Police Chiefs Association (2007-Present) | President (2022-2023), Legislative & Professional Standards Committees
- Treasure Coast Chiefs of Police & Sheriffs Association (2005-Present) President (2017-2018)
- FDLE Region XI Training Council (2014-Present, Chairman)
- Fellsmere Action Community Team (F.A.C.T.) (2014-Present)
- Executive Roundtable of Indian River County (2014-Present)
- Sebastian River Area Chamber of Commerce Board (Oct 2023-Feb 2025, Ex Officio member)
- Big Brothers Big Sisters of America (2017-2023)

KEY ACCOMPLISHMENTS

- Spearheaded legislative changes to three Florida statutes (2021-2024) through FPCA Legislative Committee
- Developed the Future Educators Response to Emergency Situations program in partnership with Indian River State College, four school districts, and the Office of Safe Schools
- Founded a 501(c)(3) organization focused on public-private collaboration to address community issues
- Instituted "Habitual Drunkard" program based on Florida Statute to help family members address alcoholism in loved ones.
- Created and implemented Cadets & Kids, a literacy-focused mentoring program
- Established a career police officer program to enhance professional development
- Initiated and help design a mentoring for law enforcement course with FDLE
- Recipient of the Florida Police Chiefs Association's "Excellence in Policing" Award (2014, 2015)

SELECT AWARDS and RECOGNITION


- **Outstanding Leadership Award**, Indian River State College (2021)
- **Hunger Hero Award**, Treasure Coast Food Bank (2021)
- **President's Award**, Florida Police Chiefs Association (2018)
- **Council of Champions Award**, Campaign for Grade Level Reading (2018)
- **Defender of Potential Award**, Big Brothers Big Sisters of America (2018)
- **Humanitarian Award**, Humane Society of Vero Beach & Indian River County (2014)
- **Law Enforcement Officer of the Year**, Exchange Club of the Treasure Coast (2013)
- **Teacher of the Year**, Florida Tech Online, 2010
- **Exceptional Service Medal**, Vero Beach Police Department (2002)
- **Meritorious Service Medal**, Vero Beach Police Department (1997)
- **Two Life-Saving Medals**, Vero Beach Police Department (1997, 1989)
- Numerous letters, commendations, and awards

MILITARY SERVICE

- United States Marine Corps & Marine Corps Reserve (1982-1990) | Honorable Discharge, E-5
- United States Army Reserve (1981-1982) | Honorable Discharge, E-4

Keith M. Touchberry References

<p>Jason Nunemaker Chief Administrative Officer City of Plantation 400 NW 73rd Avenue Plantation FL 33317 954-797-2222 jnunemaker@plantation.org</p>	<p>Robert Hicks Deputy City Manager City of Leesburg 501 W. Meadow Street Leesburg FL 34748 352-728-9786 Robert.hicks@leesburgflorida.gov</p>
<p>Frank Kitzerow Town Manager Town of Jupiter 210 Military Trail Jupiter FL 33458 561-741-2214 townmanager@jupiter.fl.us</p>	<p>Dan Slaughter Assistant City Manager City of Clearwater 600 Cleveland Street Clearwater FL 33755 727-224-7282 Daniel.Slaughter@MyClearwater.com</p>
<p>James M. Gabbard City Manager/Police Chief (Ret.) City of Vero Beach 1100 31st Avenue Vero Beach FL 32960 772-473-7966 gabb221@gmail.com</p>	<p>John M. Eason Deputy City Manager City of Wauchula 126 S. 7th Ave Wauchula, Florida 33873 863-773-3131 ext. 226 jeason@cityofwauchula.com</p>
<p>Cheryl Thibault President/CEO Sebastian River Area Chamber of Commerce 700 Main Street Sebastian FL 32958 772-589-5969 cthibault@sebastianchamber.com</p>	<p>Joel Tyson Mayor (Ret.) City of Fellsmere 22 N. Mulberry Street Fellsmere FL 32948 772-571-8734 joeltyson@bellsouth.net</p>
<p>Dr. Kimberly Zgonc Professor Indian River State College 3209 Virginia Avenue Ft. Pierce FL 34981 772-462-7677 kzgonc@irsc.edu</p>	<p>Mike Abraham Owner/Operator HG Printing & Graphics 11646 U.S. 1 Sebastian Florida 32958 772-228-6550 mike@hg-printing.com</p>

EMPLOYMENT APPLICATION		
	City of Palm Bay 120 Malabar Road Palm Bay, Florida - 32907 http://www.palmbayflorida.org (http://www.palmbayflorida.org) Touchberry, Keith, Monroe City Manager	Received: 2/27/25, 4:53 AM For Official Use Only: QUAL: _____ DNQ: _____ <input type="checkbox"/> Experience <input type="checkbox"/> Training <input type="checkbox"/> Other: _____

PERSONAL INFORMATION		
POSITION TITLE: City Manager		Job Number: 2639
NAME: (Last, First, Middle) Touchberry, Keith, Monroe		PERSON ID: 60931995
		Date And Month Of Birth: 12/20
ADDRESS: (Street, City, State, Zip Code) 13080 122nd Street Fellsmere, FL 32948		
HOME PHONE: 772-913-1979		
EMAIL ADDRESS: emailtouch@protonmail.com		
DRIVER'S LICENSE: Yes State: FL Number: T*****9	LEGAL RIGHT TO WORK IN THE UNITED STATES?: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	HIGHEST LEVEL OF EDUCATION: Master's Degree

PREFERENCES	
MINIMUM COMPENSATION: \$160,000.00/yr	ARE YOU WILLING TO RELOCATE? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Maybe
SHIFTS YOU WILL ACCEPT: Day , Evening , Night , Weekends , On Call (as needed)	
WHAT TYPE OF JOB ARE YOU LOOKING FOR? Regular	
TYPES OF WORK YOU WILL ACCEPT: Full Time	
OBJECTIVE: To be the next City Manager for the City of Palm Bay	

EDUCATION		
DATES: from January/2003 to May/2007	SCHOOL NAME: University of Central Florida	
LOCATION:(City , State) Orlando, FL	DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: Master's
MAJOR/MINOR: Criminal Justice		UNITS COMPLETED: 36

WORK EXPERIENCE		
DATES: from September/2013 to February/2025	EMPLOYER: City of Fellsmere	POSITION TITLE: Police Chief
ADDRESS: (Street, City, State, Zip Code): 22 S. Orange St Fellsmere, FL 32948		COMPANY URL: https://www.cityoffellsmere.org
PHONE NUMBER: 772-646-6304	SUPERVISOR: Noah Powers - City Manager	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	SALARY: \$8,300.00	# OF EMPLOYEES SUPERVISED: 9
DUTIES: Police Chief responsible for public safety throughout the community, representing the city and/or department on committees, manage budget, ensure training requirements are met, hire employees, manage accountability process, write policy, and other duties as assigned.		
REASON FOR LEAVING: N/A-currently employed		
DATES: from May/1989 to September/2013	EMPLOYER: City of Vero Beach Police Department	POSITION TITLE: Captain/Deputy Chief
ADDRESS: (Street, City, State, Zip Code): 1055 20th Street Vero Beach, FL 32960		COMPANY URL: https://www.vbpd.org/
PHONE NUMBER: 772-978-4600	SUPERVISOR: David Currey - Chief of Police	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	SALARY: \$7,500.00	# OF EMPLOYEES SUPERVISED: 45

DUTIES:

Oversee assigned bureau and all functions performed by bureau personnel to include patrol, traffic, criminal investigations, internal investigations, property/evidence, crime scene processing, 911 dispatch, training, recruiting and hiring, shooting range management, Accreditation, DARE, community services, and various other administrative duties.

REASON FOR LEAVING:

Accept position as the police chief for the City of Fellsmere

CERTIFICATES AND LICENSES

Nothing Entered For This Section

SKILLS**OFFICE SKILLS:**

Nothing Entered For This Section

OTHER SKILLS:

Educator, advanced and undergraduate courses - Expert - 28 years, 3 months

LANGUAGE(S):

Nothing Entered For This Section

SUPPLEMENTAL INFORMATION**Military Service**

Active duty Marine Corps, honorably discharged as a sergeant, 1989. Marine Corps Reserve 1990, Army Reserve 1981, 1982.

Professional Associations

International City/County Management Association

Florida Police Chiefs Association

Volunteer Experience

Mentor, Big Brothers and Big Sisters, 2017-2023.

REFERENCES**REFERENCE TYPE:**

Professional

NAME:

Jason Nunemaker

POSITION:

Chief Administrative Officer

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

City of Plantation

400 NW 73rd Avenue

Plantation, FL 33317

EMAIL ADDRESS:

jnunemaker@plantation.org

PHONE NUMBER:

954-797-2222

REFERENCE TYPE:

Professional

NAME:

Frank Kitzerow

POSITION:

Town Manager

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

Town of Jupiter

210 Military Trail

Jupiter, FL 33458

EMAIL ADDRESS: townmanager@jupiter.fl.us		PHONE NUMBER: 561-741-2214
REFERENCE TYPE: Professional	NAME: James Gabbard	POSITION: City Manager/Police Chief Ret.
ADDRESS: (Street, City, State, Zip Code) 1100 31st Avenue Vero Beach, FL 32960		
EMAIL ADDRESS: gabb221@gmail.com		PHONE NUMBER: 772-473-7966
REFERENCE TYPE: Professional	NAME: Cheryl Thibault	POSITION: President/CEO
ADDRESS: (Street, City, State, Zip Code) Sebastian River Area Chamber of Commerce 700 Main Street Sebastian, FL 32958		
EMAIL ADDRESS: cthibault@sebastianchamber.com		PHONE NUMBER: 772-589-5969
REFERENCE TYPE: Professional	NAME: Kimberly Zgonc	POSITION: Dr.
ADDRESS: (Street, City, State, Zip Code) Indian River State College 3209 Virginia Avenue Ft. Pierce, FL 34981		
EMAIL ADDRESS: kzgonc@irsc.edu		PHONE NUMBER: 772-462-7677
REFERENCE TYPE: Professional	NAME: Robert Hicks	POSITION: Deputy City Manager
ADDRESS: (Street, City, State, Zip Code) City of Leesburg 501 W. Meadow Street Leesburg, FL 34748		
EMAIL ADDRESS: Robert.hicks@leesburgflorida.gov		PHONE NUMBER: 352-728-9786
REFERENCE TYPE: Professional	NAME: Dan Slaughter	POSITION: Assistant City Manager
ADDRESS: (Street, City, State, Zip Code) City of Clearwater 600 Cleveland Street Clearwater, FL 33755		

EMAIL ADDRESS: Daniel.slaughter@myclearwater.com		PHONE NUMBER: 727-224-7282
REFERENCE TYPE: Professional	NAME: John Eason	POSITION: Deputy Manager
ADDRESS: (Street, City, State, Zip Code) City of Wauchula 126 S. 7th Ave Wauchula, FL 33873		
EMAIL ADDRESS: jeason@cityofwauchula.com		PHONE NUMBER: 863-773-3131
REFERENCE TYPE: Professional	NAME: Joel Tyson	POSITION: Mayor, City of Fellsmere (Ret.)
ADDRESS: (Street, City, State, Zip Code) 22 N. Mulberry Street Fellsmere, FL 32948		
EMAIL ADDRESS: joeltyson@bellsouth.net		PHONE NUMBER: 772-571-8734
REFERENCE TYPE: Professional	NAME: Mike Abraham	POSITION: Owner/Operator
ADDRESS: (Street, City, State, Zip Code) HG Printing & Graphics 11646 US HWY 1 Sebastian, FL 32958		
EMAIL ADDRESS: mike@hg-printing.com		PHONE NUMBER: 772-228-6550

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?**
Friend
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?**
Yes

7. **If answered "YES" to any question above, explain in the space provided.**
Dismissed from a fast food restaurant at age 14 for horseplay during working hours.
8. **Have you ever been in the U.S. Armed Forces?**
Yes
9. **If "YES", list dates of active duties.**
November 1982-April 1898
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?**
No

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 Touchberry, Keith, Monroe

ROBERT JOSEPH TURLIP

218 Skyline Drive ♦ Archbald, Pennsylvania ♦ 18403 ♦ (570) 877-2338 ♦ rturlip@yahoo.com
1248 Downey Lane SE ♦ Palm Bay, Florida ♦ 32909

January 27, 2025

City of Palm Bay
Office of Human Resources
120 Malabar Road
Palm Bay, FL 32907

Dear Hiring Manager,

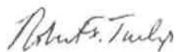
I would like to introduce myself as a candidate for the City Manager position for which your organization recently advertised. I strongly feel that I have all the competencies that you are looking for in a candidate. I am an experienced professional with proven skills working with individuals from diverse academic, socioeconomic, and cultural backgrounds.

I possess a Bachelor's degree in Business Management from the University of Scranton and a Master's degree in Public Administration from Widener University. My professional background encompasses positions in the private sector as Chief Executive Officer, local government as Borough Manager, and federal government as a Federal Air Marshal, Security Director, and Human Resources Officer/Manager. I also served in the U.S. Army in positions of increased responsibility for over 22 years having achieved the rank of Major. I have demonstrated the ability to develop long lasting relationships with stakeholders in the public and private sectors to match the priority issues and needs of the organizations for which I had the pleasure of serving.

While an Executive and Manager, I directed the strategic planning and operations of management programs to include project development, business development, personnel management, employee relations, labor relations, personnel security, employee development, grant writing, equal employment opportunity and records management. As a former law enforcement officer, I have extensive experience in physical and personnel security, conducting investigations, crisis management, emergency response procedures, surveillance, and international travel. Furthermore, as a retired military officer, I thrive on being on the front line and am fully confident in my ability to lead, handle complex issues, communicate effectively and make informed decisions. My education coupled with my civilian and military experience will ensure that my employer receives the best possible advice and representation.

I am very interested in working for a dynamic, performance-driven organization like yours that is full of new opportunities and that has the highest standards of excellence. I would very much welcome a personal meeting with you to discuss your needs and my ability to meet them. Thank you for your time, consideration and forthcoming response.

Sincerely,



Robert J. Turlip

ROBERT JOSEPH TURLIP

218 Skyline Drive ♦ Archbald, Pennsylvania ♦ 18403 ♦ (570) 877-2338 ♦ rturlip@yahoo.com
1248 Downey Lane SE ♦ Palm Bay, Florida ♦ 32909

SUMMARY OF QUALIFICATIONS

A proven leader capable of managing diverse teams of specialized personnel, while collaborating with representatives from private organizations and outside agencies to include local, federal, and state authorities. Possess strong communication and interpersonal skills; proficient in communicating information written and orally in such a manner that is clear and comprehensive.

Skilled at learning new concepts quickly, work well under pressure, solve problems efficiently, and communicating ideas clearly. Able to effectively serve organizational needs in management of highly specialized teams. Experience working with people from diverse cultures and backgrounds.

Core Strengths:

- | | | |
|---------------------------------|------------------------------|------------------------|
| ♦ Management/Leadership | ♦ Personnel Management | ♦ Public Speaking |
| ♦ Crisis Management | ♦ Budget Management | ♦ Training/Development |
| ♦ Criminal Investigations | ♦ Economic Development | ♦ Public Relations |
| ♦ Emergency Response Procedures | ♦ Business Development | ♦ Grant Writing |
| ♦ Physical Security | ♦ Labor Management Relations | ♦ Grant Compliance |

WORK HISTORY

Pine Hills Management Corporation, Archbald, PA

4/23 – present

Chief Executive Officer/ Project Manager

- Provide executive leadership that is inclusive, transparent, and empowering in a manner that supports and guides the organization's mission.
- Set and execute the organization's strategy on development, generating competitive advantages, potential new markets, and mitigating risks or seizing on opportunities.
- Develop and implement economic development strategies to attract new businesses, retain existing businesses, and stimulate job creation.
- Establish government relations, including strategic identification of opportunities, delivery of grant proposals, and overseeing implementation.
- Maintain excellent written, oral, and public speaking skills; persuasive and passionate communicator with strong interpersonal and multidisciplinary project skills.
- Communicate effectively with all stakeholders to include the general public, the press, lawmakers or other regulators, employees, customers, suppliers, or any number of other parties interested in the company operation.
- Oversee all aspects of the building process and overall project planning, working with engineers and architects to develop plans, establish timetables, and determine labor and materials costs.
- Collaborate with marketing and communication companies to develop marketing materials and campaigns to promote economic development advantages.
- Hire and manage subcontractors and employees.
- Obtain construction permits from the local township, municipality or city.

Borough of Archbald, Archbald, PA

4/19 – 3/23

Borough Manager

- Chief managerial and administrative employee of the Borough. Administrator and supervisor responsible for activities of any and all Borough employees who were assigned to this jurisdiction by ordinance or resolution of Council.
- Worked with a Borough Council and Mayor to carry out various public functions, including administration, finance, human resources, collective bargaining and communication.
- Managed and motivated staff, overseeing processes such as hiring, separation, ongoing staff development, performance management, and compensation and benefits.
- Obtained necessary information for preparing a budget for the next fiscal year as an explanatory budget message, and administer same once passed and adopted.
- Implement Borough legislation. To the extent provided by law, executed and enforced the ordinances and resolutions of the Borough.
- Inspired a business-oriented, professional, results-driven environment across the organization.
- Collaborated with government agencies, businesses, and community leaders to foster partnerships and promote economic growth.
- Prepared and delivered grant applications to community groups and government officials to promote economic development initiatives.
- Attended all meetings of Council and, upon request, its committee meetings with the right to participate in any discussions pursuant to the rules and regulations for the conduct of Borough meetings as established by Council.
- Assignments were varied in nature and carried-out in accordance with policy guidelines, goals and objectives set by Borough Council and applicable laws, rules and regulations.

Federal Air Marshal Service, Philadelphia, PA

4/02 – 7/17

Senior Federal Air Marshal

- Involved in the investigation, apprehension, and detention of individuals suspected or convicted of offenses against the criminal laws of U.S. air carriers, airports, passengers, and crews.
- Employed a diverse set of investigative techniques; surveillance, surveillance detection and counter surveillance, interviews and interrogations, background checks, use of cameras and photo-static machines, report writing and investigative detentions, conducted searches and seizures, prepared and obtained complaints and warrants.
- Collaborated with the U.S. Attorney, testify in court, carry out covert work assignments, and participate in multi-agency task forces as needed.

Special Assignments - Ground Based Assignment

Assistant Federal Security Director – Law Enforcement (2/11 – 2/12)

- Served as Transportation Security Administration's (TSA) primary liaison to the local area law enforcement community. Worked with law enforcement officials from other Federal, state and local agencies (FBI, DEA, Secret Service, ICE, CBP) to address law enforcement issues, share intelligence, and ensure the security of the airport.
- Facilitated investigations of potential violations of law in partnership with other law enforcement agencies, responded to security violations through participation in searches, seizures, and arrests.

Federal Air Marshal Airport Liaison Officer (2/10 – 2/12)

- Oversaw the daily activities of two assistant liaison Federal Air Marshals and coordinated field office outreach to agencies. Provided interactions with stakeholders (both civilian and government) within the aviation domain.

- Primary point of contact for Federal Air Marshal Trainee surveillance exercises; planned and supervised all Visible Intermodal Prevention and Response Aviation activities at airports.

United States Attorney's Office, Scranton, PA

8/00 – 4/02

Human Resources Officer/Deputy Administrative Officer

- Planned and supervised the operation of all phases of the personnel management program encompassing 100 employees. Directed, advised management and performed personnel work in the areas of employment, classification and position management, training, employee relations, labor relations, employee development and records management.
- Performed complex position analysis, utilized efficient techniques to fill vacancies and met personnel goals within the organization. Prepared merit promotion evaluation plans and worked with supervisor and technical raters to evaluate candidates.
- Conducted position management surveys, provided advice and assistance on performance management systems, incentive awards and productivity improvement plans.
- Counseled employees on work deficiencies including job conduct, discrimination and fraud and prepared correspondence and documentation.

Federal Bureau of Prisons

6/95 – 8/00

Personnel Officer, Elkton, OH (12/98 – 8/00)

Assistant Personnel Officer, Butner, NC (8/96 – 12/98)

- Responsible for the planning, and operation of the personnel management program. Handled staff and placement, position classification, equal employment opportunity, pay administration, labor-management relations and records management.

Personnel Security Specialist, Fort Dix, NJ (6/95 – 8/96)

- Administered the position classification program, managed staffing duties, and oversaw the employee-management relations program. Conducted and initiated security background investigations and made clearance determinations. Answered questions regarding employee benefits.
- Performed as Law Enforcement Officer during emergency situations, staff shortages, and under correctional operating crises.

MILITARY EXPERIENCE & SCHOOLING

U.S. Army Reserves

10/05 – 10/07

Region Commander (Professor of Military Science), Major, Charlottesville, VA (9/06 – 10/07)

Instructor, Command and General Staff College, Major, Sparks, MD (10/05 – 9/06)

Pennsylvania Army National Guard

1/99 – 10/05

Operations Officer, Major, Hershey, PA (5/03 – 10/05)

Battery Commander, Captain, Wilkes-Barre, PA (7/01 – 5/03)

Battery Commander, Captain, New Castle, PA (1/99 – 7/01)

U.S. Army Command and General Staff School ♦ U.S. Army Combined Arms Staff Service School

EDUCATION

Widener University, Chester, PA - **Master's Degree, Public Administration**
University of Scranton, Scranton, PA - **Bachelor's Degree, Business Management**

LEADERSHIP AND VOLUNTEER EXPERIENCE

Archbald Borough Veterans Monument Park, Archbald, PA

6/16 - Present

President

- Founder of a nonprofit organization incorporated under the laws of the State of Pennsylvania and operated exclusively within the meaning of Section 501 (c) (3) of the Internal Revenue Code of 1986, or the corresponding section of any future Federal tax code.
- Provide oversight of organizational finances, vision, mission, volunteer staffing and long-term goal setting to establish and maintain a park within the Borough of Archbald, PA for the purpose of honoring the residents of Archbald who are current or former members of the U.S. Armed Forces.
- Lead the organization in strategic planning. In consultation with the board members, set short- and long-term goals to ensure the organization is mission-centered and outcome-oriented to construct and maintain a park in the borough that is dedicated to honoring past and present members of the U.S. Armed Forces.
- Track organizational progress and evaluates the completion of established goals.
- Supervise the fundraising efforts and coordinate special finance campaigns. Meet with donors, seek the support of corporate sponsorship and organizational constituents for individual donations.
- Supervise the design and construction of the park.

American Legion Department of Pennsylvania

Vice Commander, American Legion Department of Pennsylvania, Wormleysburg, PA

8/24 - Present

Member, National Security Council, Indianapolis, IN

10/22 - Present

Adjutant, Ambrose Revels American Legion Post 328, Archbald, PA

8/22 - Present

Director, Ambrose Revels American Legion Riders Charter 328, Archbald, PA

2/23 - Present

Commander, District 11, Lackawanna County, PA

8/21 - 8/23

Service Officer, Ambrose Revels American Legion Post 328, Archbald, PA

8/21 - 7/22

Vice-Commander, District 11, Lackawanna County, PA

8/20 - 7/21

Commander, Ambrose Revels American Legion Post 328, Archbald, PA

3/18 - 7/21

Senior Vice-Commander, Ambrose Revels American Legion Post 328, Archbald, PA


3/16 - 03/18

Post 328 Home Association, Archbald, PA

01/17 - Present

Board Member

- Serve as a Board Member of a Veteran's Organization which is operated to:
 - Promote the social welfare of the community;
 - Assist needy and disabled veterans, widows or orphans of deceased veterans;
 - Provide care and assistance to hospitalized veterans or members of the Armed Forces.

EMPLOYMENT APPLICATION		
 <p>City of Palm Bay 120 Malabar Road Palm Bay, Florida - 32907 http://www.palmbayflorida.org (http://www.palmbayflorida.org) TURLIP, ROBERT, JOSEPH City Manager</p>	<p>Received: 1/27/25, 11:12 AM For Official Use Only: QUAL: _____ DNG: _____ <input type="checkbox"/> Experience <input type="checkbox"/> Training <input type="checkbox"/> Other: _____</p>	
PERSONAL INFORMATION		
POSITION TITLE: City Manager		Job Number: 2639
NAME: (Last, First, Middle) TURLIP, ROBERT, JOSEPH		PERSON ID: 36218926
		Date And Month Of Birth: 10/07
ADDRESS: (Street, City, State, Zip Code) 218 Skyline Drive Archbald, PA 18403		
HOME PHONE: (570) 877-2338		
EMAIL ADDRESS: rturlip@yahoo.com		
DRIVER'S LICENSE: Yes State: PA Number: 2*****0	LEGAL RIGHT TO WORK IN THE UNITED STATES?: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	HIGHEST LEVEL OF EDUCATION: Master's Degree
PREFERENCES		
MINIMUM COMPENSATION: \$152,824.00/yr		ARE YOU WILLING TO RELOCATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Maybe

SHIFTS YOU WILL ACCEPT: Day , Evening , Night , Rotating , Weekends , On Call (as needed)
WHAT TYPE OF JOB ARE YOU LOOKING FOR? Regular
TYPES OF WORK YOU WILL ACCEPT: Full Time
OBJECTIVE: A seasoned professional with over 30 years of experience in government, seeking a senior-level leadership position to leverage proven skills in management to drive strategic initiatives, foster economic development and deliver impactful results within a dynamic and performance driven organization.

EDUCATION		
DATES: from June/1993 to May/1996	SCHOOL NAME: Widener University	
LOCATION:(City , State) Chester, PA	DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: Master's
MAJOR/MINOR: Public Administration		UNITS COMPLETED: 36
DATES: from June/1984 to May/1988	SCHOOL NAME: University of Scranton	
LOCATION:(City , State) Scranton, PA	DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: Bachelor's
MAJOR/MINOR: Business Management		UNITS COMPLETED: 136

WORK EXPERIENCE		
DATES: from July/2024 to Present	EMPLOYER: Department of Pennsylvania - American Legion	POSITION TITLE: Central Vice Commander

ADDRESS: (Street, City, State, Zip Code): 800 N Front Street Harrisburg, PA 17403		
PHONE NUMBER: 717-730-9100	SUPERVISOR: John Fritz - Commander	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 5	# OF EMPLOYEES SUPERVISED: 8	
DUTIES: <p>Vice Commanders are among the most important individuals in The American Legion organization. Serve as the representatives of a section posts within a defined area of a department: a "Section". Serve as a liaison between districts and departments, responsible for relaying information through both levels. Facilitate communication in this manner ensures the Legion operates as a national entity.</p> <p>Provide crucial leadership and guidance. Empower and direct members to act locally, in a manner that affects the well-being of all of our nation's communities, veterans and military personnel. The result is a unified organization working toward the same established goals.</p> <p>Often, assemble a team of members who assist in determining objectives and organizing projects that benefit the district and its communities and veterans. Responsible for ensuring that communication flows through the public, the posts in their district, the team of individuals they've assembled, and ultimately to the department and National Headquarters.</p> <p>Give guidance and encouragement to District Commander's Supervise posts to ensure proper execution of Legion programs or initiatives. When a post is inactive, faltering or failing altogether, provide direction and assist with rebuilding and revitalization.</p> <p>Establish committees to conduct many of the Legion's programs, which benefit communities, veterans or military personnel. Select committee members and chairmen who are passionate about the committee's programs. Productive committees are crucial to a district's success.</p>		
REASON FOR LEAVING: Current Volunteer		
DATES: from April/2024 to Present	EMPLOYER: Pine Hills Management Corporation	POSITION TITLE: Chief Executive Officer/Project Manager
ADDRESS: (Street, City, State, Zip Code): P.O. Box 126 Archbald, PA 18403		
PHONE NUMBER: (570) 877-2338	SUPERVISOR: Self	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

HOURS PER WEEK: 40		
DUTIES: <ul style="list-style-type: none"> •Provide executive leadership that is inclusive, transparent, and empowering in a manner that supports and guides the organization's mission. •Set and execute the organization's strategy on development, generating competitive advantages, potential new markets, and mitigating risks or seizing on opportunities. •Develop and implement economic development strategies to attract new businesses, retain existing businesses, and stimulate job creation. •Establish government relations, including strategic identification of opportunities, delivery of grant proposals, and overseeing implementation. •Maintain excellent written, oral, and public speaking skills; persuasive and passionate communicator with strong interpersonal and multidisciplinary project skills. •Communicate effectively with all stakeholders to include the general public, the press, lawmakers or other regulators, employees, customers, suppliers, or any number of other parties interested in the company operation. •Oversee all aspects of the building process and overall project planning, working with engineers and architects to develop plans, establish timetables, and determine labor and materials costs. •Collaborate with marketing and communication companies to develop marketing materials and campaigns to promote economic development advantages. •Hire and manage subcontractors and employees. •Obtain construction permits from the local township, municipality or city. 		
REASON FOR LEAVING: Contract Position		
DATES: from April/2019 to March/2023	EMPLOYER: Borough of Archbald	POSITION TITLE: Borough Manager
ADDRESS: (Street, City, State, Zip Code): 400 Church Street Archbald, PA 18403		
PHONE NUMBER: (157) 087-6180 ext. 0	SUPERVISOR: Michael Ossont - Councilman	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	# OF EMPLOYEES SUPERVISED: 14	

DUTIES: •Served as Chief managerial and administrative employee of the Borough. As Administrator and supervisor was responsible for activities of any and all Borough employees who were assigned to his jurisdiction by ordinance or resolution of Council. •Worked with a Borough Council and Mayor to carry out various public functions, including administration, finance, human resources, collective bargaining and communication. •Managed and motivated staff, overseeing processes such as hiring, separation, ongoing staff development, performance management, and compensation and benefits. •Obtained necessary information for preparing a budget for the next fiscal year as an explanatory budget message, and administer same once passed and adopted. •Implement Borough legislation. To the extent provided by law, executed and enforced the ordinances and resolutions of the Borough. •Inspired a business-oriented, professional, results-driven environment across the organization. •Collaborated with government agencies, businesses, and community leaders to foster partnerships and promote economic growth. •Prepared and delivered grant applications to community groups and government officials to promote economic development initiatives. •Attended all meetings of Council and, upon request, its committee meetings with the right to participate in any discussions pursuant to the rules and regulations for the conduct of Borough meetings as established by Council. •Assignments were varied in nature and are carried-out in accordance with policy guidelines, goals and objectives set by Borough Council and applicable laws, rules and regulations.		
REASON FOR LEAVING: Career Advancement		
DATES: from April/2002 to July/2017	EMPLOYER: Federal Air Marshal Service	POSITION TITLE: Senior Federal Air Marshal
ADDRESS: (Street, City, State, Zip Code): 2 International Plaza, Suite 645 Philadelphia, PA 19113		
SUPERVISOR: John Haladun - Supervisory Federal Air Marshal (Retired)		
HOURS PER WEEK: 40	SALARY: \$12,000.00	

DUTIES: Involved in the investigation, apprehension, and detention of individuals suspected or convicted of offenses against the criminal laws of U.S. air carriers, airports, passengers, and crews. Employed a diverse set of investigative techniques; surveillance, surveillance detection and counter surveillance, interviews and interrogations, background checks, use of cameras and photo-static machines, report writing and investigative detentions, conducted searches and seizures, prepared and obtained complaints and warrants. Collaborated with the U.S. Attorney, testified in court, carry out covert work assignments, and participate in multi-agency task forces as needed. Special Assignments - Ground Based Assignment		
REASON FOR LEAVING: Retirement from Federal Law Enforcement Service		
DATES: from August/2000 to April/2002	EMPLOYER: United States Attorney's Office	POSITION TITLE: Human Resources Officer/Deputy Administrative Officer
ADDRESS: (Street, City, State, Zip Code): Scranton, PA		
SUPERVISOR: Linda Smith - Administrative Officer (Retired)		
HOURS PER WEEK: 40		
DUTIES: Planned and supervised the operation of all phases of the personnel management program encompassing 100 employees. Directed, advised management and performed personnel work in the areas of employment, classification and position management, training, employee relations, labor relations, employee development and records management. Performed complex position analysis, utilized efficient techniques to fill vacancies and met personnel goals within the organization. Prepared merit promotion evaluation plans and worked with supervisor and technical raters to evaluate candidates. Conducted position management surveys, provided advice and assistance on performance management systems, incentive awards and productivity improvement plans. Counseled employees on work deficiencies including job conduct, discrimination and fraud and prepared correspondence and documentation.		
REASON FOR LEAVING: Promotion to the U.S. Department of Homeland Security, Federal Air Marshal Service		

DATES: from December/1998 to August/2000	EMPLOYER: US Department of Justice, Federal Bureau of Prisons	POSITION TITLE: Human Resources Manager
ADDRESS: (Street, City, State, Zip Code): 8730 Scroggs Road Lisbon, OH 44432		
PHONE NUMBER: (339) 042-0620 ext. 0	SUPERVISOR: Jerry Jones - Associate Warden	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	# OF EMPLOYEES SUPERVISED: 10	
DUTIES: <ul style="list-style-type: none"> Responsible for the planning, and operation of the personnel management program. Handled staff and placement, position classification, equal employment opportunity, pay administration, labor-management relations and records management. 		
REASON FOR LEAVING: Promotion		
CERTIFICATES AND LICENSES		
Nothing Entered For This Section		
SKILLS		
OFFICE SKILLS: Nothing Entered For This Section		
OTHER SKILLS: Nothing Entered For This Section		
LANGUAGE(S): Nothing Entered For This Section		
SUPPLEMENTAL INFORMATION Nothing Entered For This Section		

REFERENCES		
REFERENCE TYPE: Professional	NAME: Clyde Brown	POSITION: U.S. Army (Retired)
ADDRESS: (Street, City, State, Zip Code) 125 Maria Blvd Archbald, PA 18403		
EMAIL ADDRESS: clyde.e.brown3@gmail.com		PHONE NUMBER: 610-291-3560
REFERENCE TYPE: Professional	NAME: John Fritz	POSITION: Commmander, Department of Pennsylvania - American Legion
ADDRESS: (Street, City, State, Zip Code)		
EMAIL ADDRESS: jff3110@comcast.net		PHONE NUMBER: 814-603-3477

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?**
Hometown News
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.
August 5, 1985 - October 31, 2007
U.S. Army
Pennsylvania Army National Guard
U.S. Army Reserves
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).
Yes
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)?
No
6. Do you have an ICMA Credentialed Manager designation?
No

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 TURLIP, ROBERT, JOSEPH

Dale M. Walker

204 Pearl Street

Cadillac, Michigan 49601

1218cadillac@gmail.com

1-352-538-8510

February 24, 2025

Mr. Scott Morgan, Interim City Manager

[Governmentjobs.com/careers/palmbay](https://www.governmentjobs.com/careers/palmbay)

Re: City Manager

Dear Mr. Morgan

I am interested in applying for the position of City Manager for the City of Palm Bay. Having been a City Manager, County Manager, Deputy City Manager, Finance Director and Chief Financial Officer for several cities and counties from Michigan to Florida, I believe my experience fits the criteria that are being desired. I worked for the City of Cadillac, MI for thirty years as Deputy City Manager and Director of Finance. Later helped consolidate the City of Macon GA and the County of Bibb, GA to making it the fourth largest city in Georgia with 165,000 citizens and 2,500 employees. I feel that I have laid the groundwork for what is now a growing and prosperous community. The City of Palm Bay is similar in size to Macon. I was able to assist in the recruitment of major international companies to locate in Macon such as a major tire manufacturer that built a million square foot buildings and used robots to work production. Synergy has brought several other companies with similar size buildings. A board like your economic development commission was a huge part of the transition.

I have a master's degree in business administration with a major in finance. I clearly understand the importance of leadership and communication in the role of county management as well as understanding of GASB, FASB, GAAP. I am a 25-year secret national budget reviewer for GFOA, so I understand the financial operation of a city.

I work as a progressive innovator and collaborator, so I am looking for a team atmosphere where creativity and excellence abound within the constraints of the ordinances and state law.

Uniquely, I thought I was going to retire from Florida and move back to my hometown in Michigan, but I miss the years of experience that I have had in local government and enjoy bringing financial transparency and new energy to the community. Currently I have put on hold my credentials as a Credential Manager with ICMA and a Certified Government Finance Manager with Association of Government Accountants but will reinstate them. I have had training with Emergency Management Institute- FEMA NIMS training 100-800 levels. I believe living in the community that I work in, as any decision will also affect me, so I agree to and am an advocate for residency. I have followed the ICMA tenants of ethics my whole career and my value system is based on honesty and integrity. I have developed leadership and mentored staff that are now in the city management role in several cities. I have been active in personnel by writing policies, negotiating union contracts, and encouraging succession planning at all levels. Having won many Distinguished Budget Awards from the Government Finance Officers Association and a national budget reviewer, I believe I can handle the budget issues. Working closely with consultants I have handled the infrastructure planning and management. I enjoy building community and council relationships as a consensus builder I believe in looking you in the eye and telling the truth and if there is a different perspective then I will entertain it.

It would be my pleasure to be able to work with the City of Palm Bay as a team with the city council members and bring my experience to serve the community and mentor fellow employees that desire to move their career to the next level. I consider myself friendly, a good communicator, both verbally and in written form. I think one of my greatest strengths is that I listen to what is said about a concern to the leadership and then find a creative way to get it done. I prefer to communicate with the whole commission rather than one or two which to me is enhancing a team atmosphere. My focus is and I am sure you have the same focus to add value to the community we serve. Bring unity to the community. I look forward to being part of your team that works in harmony towards a positive goal. Your consideration is appreciated.

Sincerely

Dale M. Walker

Dale M. Walker

Dale M. Walker

204 Pearl Street Apartment A

Cadillac, Michigan 49601

Cellular 352-538-8510; 1218cadillac@gmail.com

Executive Profile

As a professional in the non-profit and governmental areas, I have experiences in the fields of accounting, procurement, human resources, treasury, economic development, grantsmanship, investments, debt management, information technology, and a manager of a county and cities. My current passion is to assist staff who wants to grow in their professionalism and become the best employees for the organization now and into the future plus create a positive succession plan. Excellence, integrity, and values are qualities I bring to any position and an organization needs to be looking for the same.

Career Achievements

One of the most significant career achievements was being voted buy my peers and approved by two Governors of the State of Michigan to be a board member of the Municipal Employees Retirement System of Michigan. As an unpaid board member for twenty years and the Chairman for ten of those years, I was able to put my educational background to use at a high level of creativity plus the ability to travel, met quality innovators in the business world, and learn exiting new concepts on a global stage. The retirement system of 70,000 members grew from less than a billion dollars to over five billion dollars when I retired. The system was able to politically maneuver out from under state government control to become a quasi-independent system. Create a leadership system for the board of directors that held them accountable to each other based on the John Carver model of board governance. I was able to assist the Chief Financial Officer in building a quality financial structure and budget system to a level where the system obtained many national awards for its excellence in financial reporting and budgeting.

Obtained the distinguished Master Trustee designation by attending many advance courses designed for board of trustees of retirement systems.

Became the first Macon-Bibb County Manager for a community of 165,000 and a staff of 2,100.

Obtained 48 national Distinguished Budget Awards and over 37 national awards for Excellence in Financial Reporting from the Government Finance Officers Association during my career.

Obtained the rare service award from the International City Managers Association for fifty years of service.

Professional History

Genysis Mortgage Professionals, 2024-current

Studied and passed several exams for mortgage loan originator. Specialize in reverse mortgages for those seniors in need of assistance. My goal is to add value to those in need.

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City of Crescent City, Florida 2023 – 2023

Assistant City Manager and Director of Finance

As the Chief Financial Officer, accounting and the financial systems were under my oversight. As the Assistant City Manager, I was responsible for operations when the City Manager was absent. After nine and assisting with the production of an audit that was extremely delinquent for the previous two fiscal years, I felt the organization was dysfunctional and resigned.

City of Lake Butler, Florida 2018-2023

City Manager and City Clerk

Responsible to the five-member city commission to oversee the staff and carry out the commission policies. Work with State of Florida legislatures to develop and receive grants for infrastructure, over \$50 million in one fiscal year, which is the most this community has ever received. Redeveloped financial policies, performance evaluations and community meetings. Improve the appearance of the community and brought three new restaurants to the city. Revitalized the downtown and had a hotel that was interested in coming to the city as currently there is not one in the county. Received four Distinguished Budget Awards from Government Finance Officers of the United States and Canada. These are the first national recognition awards this community has ever had. Developed a blue-ribbon committee of a few influential seasoned members of the community and another committee of millennials to help create and Economic Development Strategic Plan. Converted financial software, utility software, cemetery software, and city clerk reporting software. Created a public relations campaign to develop a visitor guide and a promotional video. Goal was to take a small community that was at the tipping point of complacency and watch it blossom into something unique and special in Northern Florida. Changing the culture of a community and a city staff is exciting. Grantsmanship was awarded over \$40 million in one year for a new wastewater treatment plant and another \$5 million for lift stations. Florida Governor DeSantis presented the city with a \$3.5 million grant for generators at the lift stations. This was the first time a sitting Governor of Florida stepped foot into City Hall. A \$1.2 million grant for a new state-of-the-art water meters that eliminated the need for manpower to read the meters. A \$1 million legislative appropriation was obtained for a new water storage tank. Mentored an assistant city manager who is now a successful city manager in another city in Florida.

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Macon-Bibb County, Macon Georgia 2014-2017

County Manager

The City of Macon and the County of Bibb consolidated January 1, 2014, whereby developing the position of County Manager, which is responsible for all daily administrative functions. Oversight of 2,100 employees and a community population of approximately 165,000 people making Macon the fourth largest city/county in the State of Georgia. In addition to consolidation and the cultural change of two organizations, new financial administration, courts, and public safety software was installed. Combining the Sheriff and the and the City Police as well as other departments plus budgets and financial activity creates a dynamic environment. Oversight of reducing the combined budgets by 20% over a three-year period. Successfully upgraded the bond rating in this change and developed a national award-winning strategic plan. Economic development brought regional industrial facilities to Macon-Bibb County such as Tractor Supply and Kumho Tire Manufacturing, each facility is over a million square feet. Redeveloped the organizational structure to increase efficiency. Received a national award for the strategic plan, annual budget, and annual comprehensive financial report. Mentored and developed several senior managers that went into the city management field. The fire chief earned the status of being the National Fire Chief of the Year.

City of Macon, Georgia 2011-2013

Chief Administrative Officer, Chief Financial Officer, Chief of Staff

As the Chief Financial Officer for the City with an annual budget of over \$250 million, I was tasked to bring the City out of the throws of bankruptcy. Took dysfunctional finance staff and brought it to a higher degree of professionalism. Developed and re-wrote financial policies and procedures. When I was first hired, I was given three months to develop an annual budget, which I did and received the national budget award for my work. As Chief Administrative Officer, I had direct oversight of 1,200 employees and all related budgets, allowed for the development of balance budgets and financial stability plus restructured the mayor's office staff to improve efficiency. Coordinated and improved relationships between the administration and the City Council. Completed all NIMS management training to handle national disaster with the Emergency Management Team. Worked with the Bibb County officials to transition 100 employees from the city to the county as part of a service delivery strategic plan. I was the lead administrator for the Special Local Option Sales Tax which generates over \$60 million per year for various capital projects. As the Chief Administrative Officer for the City, I was the lead administrative person in the consolidation effort to bring the city and county governments together and worked to create new

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technology and financial software for a new government. Developed a five-year comprehensive capital improvement program to give the City Council and the Citizens insight into the desired future path of the city.

City of Suffolk, Virginia 2009-2011

Director of Finance

As the Chief Finance Officer, I was responsible for all accounting, purchasing, and debt management. Oversight of the annual audit, working on two major software implementations, and developed policies and procedures were a few of the major activities. I was able to take a dysfunctional finance area and build it back to a higher degree of professionalism. Previous four Finance Directors lasted about six months each and it created a leadership vacuum. Staff oversight of thirteen accountants and four purchasing agents. Responsible for bond ratings and creating a process for improving the ratings so currently the city has a AAA rating. Oversight to the Annual Comprehensive Annual Financial Report.

District of Columbia Retirement Board, Washington D.C. 2008-2009

Chief Financial Officer

As an agency of the District of Columbia handling the retirement and related benefits of the police, fire, teachers, and park service employees, I had oversight of the staff of six and produced monthly financial statements for presentation to the executive director and the board of trustees. Created and developed a new budget format to assist in the internal management of the agency. Oversight to the annual audit and related reports as well as developing internal control and audit programs while interacting with the United States Treasury on funding issues.

City of Cadillac, Michigan 1977-2007

Director of Finance and Deputy City Manager

As a local unit of government in northern Michigan known for its financial stability, tourism, and manufacturing, I had oversight of a staff of eight which produced monthly financial statements for the City Manager and the City Council. Introduced information technology to the organization and now it is

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the core of its operation. Developed a committee of end users and management to research new software. The committee successfully and unanimously decided on New World Systems and is still very excited about the software it still uses. Oversight of successful audits and developed the Comprehensive Annual Financial Report and for twenty-three consecutive years the City obtained the Certificate of Excellence in Financial Reporting from Government Finance Officers of the United States and Canada. In addition, developed a "bottom up" approach to budgeting to get as many participants involved as possible. This process allowed for consensus of staff as it went to the city commission for their approval. For twenty-three consecutive years the city was awarded the "Distinguished Budget Award" by GFOA, and it is still the longest consecutive awarded for any city in the State of Michigan. For thirty years I was the Deputy City Manager and represented the City Manager in his absence at Council meetings and other community functions. During my tenure, I also served as the Chief Investment Officer and represented the city on the Board of Directors for the Police and Fire Retirement Board as well as the Municipal Employees Retirement System of Michigan.

Michigan Baptist Homes, Detroit Michigan 1976-1977

Corporate Treasurer

As a non-profit company it was the largest retirement home in the State of Michigan at the time and it had offices in four communities. They have since gone out of business. As Chief Financial Officer, I was responsible for the accounting, budgeting, investing, and monthly consolidated financial reports for the Board of Directors and the President.

John Wesly College, Owosso, Michigan 1974-1976

Internal Auditor

A college with many innovative qualities was later merged with Baker College and has a different focus. As the internal auditor for the college, I was also responsible for the auditing functions of a printing and advertising company, a law firm, and a real estate company. These were all subsidiaries for the college. My direct report was the President and I developed audit programs for each of the differing groups.

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City of Owosso, Michigan 1970-1974

Director of Finance

The Dean of Accounting from Ferris State University recommended me to this local unit of government, and I was responsible for all the accounting, budgeting and human resources, plus risk management, investments, and technology.

Education

Master of Business Administration Major – Finance Minor- Economics

Central Michigan University, Mt. Pleasant, Michigan 1981

Bachelor of Science Major – Accounting Minor – Business Law

Ferris State University, Big Rapids, Michigan 1970

Licenses

Certified Government Finance Manager (CGFM)- Retired (2024)

1995 Association of Government Accountants, Certificate Number 1883

Credential City Manager (ICMA-CM)- Retired (2024)

2002 International City and County Managers Association

Training

2022- Leading in Analytics – Professional Development Academy – ICMA

HR Department of One- Society of Human Resource Management (SHRM)

2021- High Performance Leadership – ICMA

2016- Georgia Association of Public Pension Trustees Basic Course for Certification as a Public Pension Trustee

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2014- Leadership Development- ICMA

2009-2011 – Emergency Management Institute – FEMA NIMS training 100-800 levels

2007 – Certified Master Trustee for Retirement Systems – International Foundation of Employee Benefit Plans

2007- Certificate of Achievement in Public Plan Policy (CAPPP) – International Foundation of Employee Benefit Plans

1989 – Advance Governmental Accounting – Syracuse University- GFOA

Honors

2023 – Fifty- year Service Award from International City/County Managers Association

2021-2022 Man of the Year – Business Leaders and Professionals

Florida City/County Manager Committee- Fiscal and Administration Policy Committee

2020-2022 Adjunct Professor of Business at Florida Gateway College in Lake City Florida

2020 – Humanitarian Award – Marquis Who's Who

Lifetime Achievement Award – Marquis Publication Board

Who's Who in America – Maquis Who's Who

2016- Spoke to the newly elected County Commissioners for the State of Georgia regarding budgeting

1985 – Adjunct Professor of Accounting – Baker College in Cadillac, Michigan

1981 – Sigma Iota Epsilon Honorary Business Fraternity- Central Michigan University

1980- Current National Budget Reviewer for Government Finance Officers Association

1975 – Adjunct Professor of Economics – Baker College in Owosso, Michigan

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Volunteer

2020-2023 – Union County Community Health Assessment Steering Committee

2019-2023 – North Florida Tourism Task Force Board of Directors

2012-2017 – City of Macon General Employees Retirement System – Vice Chair

2010-2011 – Western Tidewater Water Authority, Suffolk VA Treasurer

1977-2010 – First Baptist Church of Cadillac, Michigan – Treasurer

2005-2007 – Premier Health Insurance Company Board of Directors – Lansing, Michigan

1998-2007 Michigan Municipal Employees Retirement System – Lansing, Michigan

1980-2007 City of Cadillac Police and Fire Retirement Board of Directors - Treasurer

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References


James Dean, former City Councilman of City of Cadillac, MI
1319 Sunnyside Dr
Cadillac, Michigan 49601

Sara Owen, City Manager
706 N.E. Cholokka Blvd
City of Miconopy, Florida 32667
386-365-5422

Jack Schenck, Former Mayor of City of Lake Butler, FL
527 S.W. 12th Street
Lake Butler, Florida 32054
386-623-0050

Greg Lang, Vice President
Mittauer and Assoc.
580-1 Wells Rd
Orange Park, Florida 32073
904-278-0030

Bruce Meek, Senior Vice President
Genysis Mortgage Professionals
116 E. Nelson St
Cadillac, MI 49601
231-779-9817

EMPLOYMENT APPLICATION		
	City of Palm Bay 120 Malabar Road Palm Bay, Florida - 32907 http://www.palmbayflorida.org (http://www.palmbayflorida.org) Walker, Dale, M. City Manager	Received: 2/25/25, 10:27 AM For Official Use Only: QUAL: _____ DNQ: _____ <input type="checkbox"/> Experience <input type="checkbox"/> Training <input type="checkbox"/> Other: _____

PERSONAL INFORMATION		
POSITION TITLE: City Manager		Job Number: 2639
NAME: (Last, First, Middle) Walker, Dale, M.		PERSON ID: 56475887
		Date And Month Of Birth: 12/18
ADDRESS: (Street, City, State, Zip Code) 204 Pearl St. Apartment A Cadillac, MI 49601		
HOME PHONE: 352-538-8510		ALTERNATE PHONE: 352-538-8510
EMAIL ADDRESS: 1218cadillac@gmail.com		
DRIVER'S LICENSE: Yes State: MI Number: W*****9	LEGAL RIGHT TO WORK IN THE UNITED STATES?: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	HIGHEST LEVEL OF EDUCATION: Master's Degree

PREFERENCES	
MINIMUM COMPENSATION: \$67.30/hr \$200,000.00/yr	ARE YOU WILLING TO RELOCATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Maybe
SHIFTS YOU WILL ACCEPT: Day , Evening , Weekends , On Call (as needed)	
WHAT TYPE OF JOB ARE YOU LOOKING FOR? Regular	
TYPES OF WORK YOU WILL ACCEPT: Full Time	
OBJECTIVE: Objective is to add value to a community and use my accounting and finance degree as well as my management experience to bring excellence to the department and the county.	

EDUCATION		
DATES: from /1973 to /2023	SCHOOL NAME: International City/County Managers Association	
LOCATION:(City , State) Washington, DC	DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: Professional
MAJOR/MINOR: Service Award		
DATES: to /2023	SCHOOL NAME: Society of Human Resource Management	
LOCATION:(City , State) Alexandria, VA	DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: Professional
MAJOR/MINOR: membership		
DATES: from /2021 to /2021	SCHOOL NAME: High Performance Leadership	
LOCATION:(City , State) Washington, DC	DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: Professional
MAJOR/MINOR: ICMA		
DATES: from /2020 to /2020	SCHOOL NAME: Marquis Publication Board	
LOCATION:(City , State) New York, NY	DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: Professional
MAJOR/MINOR: Humanitarian Award		
DATES: from /2009 to /2011	SCHOOL NAME: FEMA Emergency Management Institute	
LOCATION:(City , State) Emmitsburg , PA	DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: Professional
MAJOR/MINOR: Emergency Management		
DATES: from /2007 to /2007	SCHOOL NAME: International Foundation of Employee Benefit Plans	

LOCATION:(City , State) Brookfield , WI	DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: Professional
MAJOR/MINOR: Certified Master Trustee		
DATES: from /2007 to /2007	SCHOOL NAME: International Foundation of Employee Benefit Plans	
LOCATION:(City , State) Brookfield , WI	DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: Professional
MAJOR/MINOR: Certificate of Achievement		
DATES: from /1989 to /1989	SCHOOL NAME: Syracuse University	
LOCATION:(City , State) Syracuse, NY	DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: Professional
MAJOR/MINOR: Advance governmental accounting		
DATES: from /1978 to /1981	SCHOOL NAME: Central Michigan University	
LOCATION:(City , State) Mt. Pleasent, MI	DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: Master's
MAJOR/MINOR: Master of Business Administration		
DATES: from /1966 to /1970	SCHOOL NAME: Ferris State University	
LOCATION:(City , State) Big Rapids , MI	DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: Bachelor's
MAJOR/MINOR: Accounting/Business Law		
DATES: from /1995	SCHOOL NAME: Certified Government Finance Manager	
LOCATION:(City , State) Alexandria, VA	DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: Professional
MAJOR/MINOR: Certified Government Finance Manager		

WORK EXPERIENCE		
DATES: from January/2024 to Present	EMPLOYER: Genisys Mortgage Professionals	POSITION TITLE: Reverse Mortgage Advisor
ADDRESS: (Street, City, State, Zip Code): 116 E. Nelson St Cadillac, MI 49601		COMPANY URL: www.genisysmortgage.com
PHONE NUMBER: 231-779-9817	SUPERVISOR: Bruce Meek - Vice President	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40		
DUTIES: Work with the elderly and develop a reverse mortgage program for them so they can use the equity in their home and live without stress for the remainder of their lives and to protect the spouse as well. It is backed by HUD.		
REASON FOR LEAVING: Can not live on commission at this stage of homeowner downturn. This is an amazing company and if possible, will work on the side for them.		
DATES: from March/2023 to December/2023	EMPLOYER: City of Crescent City	POSITION TITLE: Assistant City Manager/ Finance Director
ADDRESS: (Street, City, State, Zip Code): 3 Summit Street Crescent City, FL 32112		COMPANY URL: crescentcity-fl.com
PHONE NUMBER: 386-698-2525	SUPERVISOR: Charles Rudd - City Manager	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	SALARY: \$7,500.00	# OF EMPLOYEES SUPERVISED: 2
DUTIES: Assistant City Manager and Director of Finance As the Chief Financial Officer, accounting and the financial systems were under my oversight. As the Assistant City Manager, I was responsible for operations when the City Manager was absent. After nine months and assisting with the production of an audit that was extremely delinquent, I felt the organization was dysfunctional and resigned.		
REASON FOR LEAVING: Resigned due to dysfunctional city commission		
DATES: from May/2018 to May/2023	EMPLOYER: City of Lake Butler	POSITION TITLE: City Manager

ADDRESS: (Street, City, State, Zip Code): 200 S.W. 1st St Lake Butler, FL 32054		
PHONE NUMBER: 386-623-0050	SUPERVISOR: Jack Schenck - Mayor	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	SALARY: \$7,500.00	# OF EMPLOYEES SUPERVISED: 10
DUTIES: Responsible to the five-member city commission to oversee the staff and carry out the commission policies. Work with State of Florida legislatures to develop and receive grants for infrastructure, over \$50 million in one fiscal year, which is the most this community has ever received. Redeveloped financial policies, performance evaluations and community meetings. Improve the appearance of the community and brought three new restaurants to the city. Revitalized the downtown and had a hotel that was interested in coming to the city as currently there is not one in the county. Received four Distinguished Budget Awards from Government Finance Officers of the United States and Canada. These are the first national recognition awards this community has ever had. Developed a blue-ribbon committee of a few influential seasoned members of the community and another committee of millennials to help create a Economic Development Strategic Plan. Converted financial software, utility software, cemetery software, and city clerk reporting software. Created a public relations campaign to develop a visitor guide and a promotional video. Goal was to take a small community that was at the tipping point of complacency and watch it blossom into something unique and special in Northern Florida. Changing the culture of a community and a city staff is exciting. Grantsmanship was awarded over \$40 million in one year for a new wastewater treatment plant and another \$5 million for lift stations. Florida Governor DeSantis presented the city with a \$3.5 million grant for generators at the lift stations. This was the first time a sitting Governor of Florida stepped foot into City Hall. A \$1.2 million grant for a new state-of-the-art water meters that eliminated the need for manpower to read the meters. A \$1 million legislative appropriation was obtained for a new water storage tank. Mentored an assistant city manager who is now a successful city manager in another city in Florida.		
REASON FOR LEAVING: Fired as city manager. New commissioner was elected and turned the commission and citizens against me so did not fight the decision as my effectiveness was destroyed by the negativity.		
<hr/>		
DATES: from March/2014 to March/2017	EMPLOYER: Macon-Bibb County	POSITION TITLE: County Manager
ADDRESS: (Street, City, State, Zip Code): 700 Poplar St Macon, GA 31201		
PHONE NUMBER: 478-751-7400	SUPERVISOR: Robert Reichart - Mayor	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	SALARY: \$13,750.00	# OF EMPLOYEES SUPERVISED: 2100

DUTIES: County Manager The City of Macon and the County of Bibb consolidated January 1, 2014, whereby developing the position of County Manager, which is responsible for all daily administrative functions. Oversight of 2,100 employees and a community population of approximately 165,000 people making Macon the fourth largest city/county in the State of Georgia. In addition to consolidation and the cultural change of two organizations, new financial administration, courts, and public safety software was installed. Combining the Sheriff and the City Police as well as other departments plus budgets and financial activity creates a dynamic environment. Oversight of reducing the combined budgets by 20% over a three-year period. Successfully upgraded the bond rating in this change and developed a national award-winning strategic plan. Economic development brought regional industrial facilities to Macon-Bibb County such as Tractor Supply and Kumho Tire Manufacturing, each facility is over a million square feet. Redeveloped the organizational structure to increase efficiency. Received a national award for the strategic plan, annual budget, and annual comprehensive financial report. Mentored and developed several senior managers that went into the city management field. The fire chief earned the status of being the National Fire Chief of the Year.		
REASON FOR LEAVING: Retired		
DATES: from March/2011 to March/2013	EMPLOYER: City of Macon	POSITION TITLE: Chief Financial Officer/Chief Administrative Officer
ADDRESS: (Street, City, State, Zip Code): 700 Poplar St Macon, GA 31201		
PHONE NUMBER: (478) 751-7400	SUPERVISOR: Robert Reichart - Mayor	MAY WE CONTACT THIS EMPLOYER? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
HOURS PER WEEK: 40	SALARY: \$7,500.00	# OF EMPLOYEES SUPERVISED: 1200
DUTIES: Chief Administrative Officer, Chief Financial Officer, Chief of Staff As the Chief Financial Officer for the City with an annual budget of over \$250 million, I was tasked to bring the City out of the throws of bankruptcy. Took dysfunctional finance staff and brought it to a higher degree of professionalism. Developed and re-wrote financial policies and procedures. When I was first hired, I was given three months to develop an annual budget, which I did and received the national budget award for my work. As Chief Administrative Officer, I had direct oversight of 1,200 employees and all related budgets, allowed for the development of balance budgets and financial stability plus restructured the mayor's office staff to improve efficiency. Coordinated and improved relationships between the administration and the City Council. Completed all NIMS management training to handle national disaster with the Emergency Management Team. Worked with the Bibb County officials to transition 100 employees from the city to the county as part of a service delivery strategic plan. I was the lead administrator for the Special Local Option Sales Tax which generates over \$60 million pr year for various capital projects. As the Chief Administrative Officer for the City, I was the lead administrative person in the consolidation effort to bring the city and county governments together and worked to create new technology and financial software for a new government. Developed a five-year comprehensive capital improvement program to give the City Council and the Citizens insight into the desired future path of the city.		
REASON FOR LEAVING: City consolidated with the County to form one consolidated government.		

DATES: from March/2009 to March/2011	EMPLOYER: City of Suffolk	POSITION TITLE: Director of Finance
ADDRESS: (Street, City, State, Zip Code): 442 W. Washington St Suffolk, VA 23439		COMPANY URL: suffolkva.us
PHONE NUMBER: (757) 514-4000	SUPERVISOR: Selina Cuffee Glenn - City Manager	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	SALARY: \$7,000.00	# OF EMPLOYEES SUPERVISED: 13
DUTIES: As the Chief Finance Officer, I was responsible for all accounting, purchasing, and debt management. Oversight of the annual audit, working on two major software implementations, and developed policies and procedures were a few of the major activities. I was able to take a dysfunctional finance area and build it back to a higher degree of professionalism. Previous four Finance Directors lasted about six months each and it created a leadership vacuum. Staff oversight of thirteen accountants and four purchasing agents. Responsible for bond ratings and creating a process for improving the ratings so currently the city has a AAA rating. Oversight to the Annual Comprehensive Annual Financial Report.		
REASON FOR LEAVING: Better opportunity		
DATES: from March/2008 to March/2009	EMPLOYER: District of Columbia Retirement Board	POSITION TITLE: Chief Financial Officer
ADDRESS: (Street, City, State, Zip Code): 900 7th Street Washington, DC 20001		COMPANY URL: dcrb.dc.gov
PHONE NUMBER: (202) 343-3200	SUPERVISOR: Eric (can't remember) no longer there. - Executive Director	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	SALARY: \$12,500.00	# OF EMPLOYEES SUPERVISED: 6
DUTIES: Retirement Board, Washington D.C. As an agency of the District of Columbia handling the retirement and related benefits of the police, fire, teachers, and park service employees, I had oversight of the staff of six and produced monthly financial statements for presentation to the executive director and the board of trustees. Created and developed a new budget format to assist in the internal management of the agency. Oversight to the annual audit and related reports as well as developing internal control and audit programs while interacting with the United States Treasury on funding issues.		
REASON FOR LEAVING: I resigned when I was told that I was the wrong color for advancement		
DATES: from March/1977 to March/2007	EMPLOYER: City of Cadillac	POSITION TITLE: Director of Finance

ADDRESS: (Street, City, State, Zip Code): 200 N. Lake St Cadillac, MI 49601		COMPANY URL: cadillac-mi.net
PHONE NUMBER: (232) 775-0181	SUPERVISOR: Bob Hamilton - City Manager	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	SALARY: \$6,500.00	# OF EMPLOYEES SUPERVISED: 8
DUTIES: As a local unit of government in northern Michigan known for its financial stability, tourism, and manufacturing, I had oversight of a staff of eight which produced monthly financial statements for the City Manager and the City Council. Introduced information technology to the organization and now it is the core of its operation. Developed a committee of end users and management to research new software. The committee successfully and unanimously decided on New World Systems and is still very excited about the software it still uses. Oversight of successful audits and developed the Comprehensive Annual Financial Report and for twenty-three consecutive years the City obtained the Certificate of Excellence in Financial Reporting from Government Finance Officers of the United States and Canada. In addition, developed a "bottom up" approach to budgeting to get as many participants involved as possible. This process allowed for consensus of staff as it went to the city commission for their approval. For twenty-three consecutive years the city was awarded the "Distinguished Budget Award" by GFOA, and it is still the longest consecutive awarded for any city in the State of Michigan. For thirty years I was the Deputy City Manager and represented the City Manager in his absence at Council meetings and other community functions. During my tenure, I also served as the Chief Investment Officer and represented the city on the Board of Directors for the Police and Fire Retirement Board as well as the Municipal Employees Retirement System of Michigan.		
REASON FOR LEAVING: Retired		
DATES: from March/1976 to March/1977	EMPLOYER: Michigan Baptist Homes	POSITION TITLE: Corporate Treasurer
ADDRESS: (Street, City, State, Zip Code): Burns Street Detroit, MI 49601		
PHONE NUMBER: (352) 538-8510	SUPERVISOR: Elton Curtis - President	MAY WE CONTACT THIS EMPLOYER? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
HOURS PER WEEK: 40	SALARY: \$5,500.00	# OF EMPLOYEES SUPERVISED: 4
DUTIES: As a non-profit company it was the largest retirement home in the State of Michigan at the time and it had offices in four communities. They have since gone out of business. As Chief Financial Officer, I was responsible for the accounting, budgeting, investing, and monthly consolidated financial reports for the Board of Directors and the President.		
REASON FOR LEAVING: Recommended they file bankruptcy as they were the largest retirement community in the State		

DATES: from March/1974 to March/1976	EMPLOYER: John Wesly College	POSITION TITLE: Internal Auditor
ADDRESS: (Street, City, State, Zip Code): no longer in existence Owosso, MI 48867		
PHONE NUMBER: none	SUPERVISOR: Dr. Armstrong - President	MAY WE CONTACT THIS EMPLOYER? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
HOURS PER WEEK: 40	SALARY: \$4,000.00	# OF EMPLOYEES SUPERVISED: 1
DUTIES: Internal Auditor ----- A college with many innovative qualities was later merged with Baker College and has a different focus. As the internal auditor for the college, I was also responsible for the auditing functions of a printing and advertising company, a law firm, and a real estate company. These were all subsidiaries for the college. My direct report was the President and I developed audit programs for each of the differing groups.		
REASON FOR LEAVING: New job opportunity		
DATES: from July/1970 to March/1974	EMPLOYER: City of Owosso	POSITION TITLE: Director of Finance
ADDRESS: (Street, City, State, Zip Code): 301 W. Main Owosso, MI 48867		COMPANY URL: ci.owosso.mi.us
PHONE NUMBER: (989) 725-0599	SUPERVISOR: Neil Jackson - City Manager	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	SALARY: \$3,000.00	# OF EMPLOYEES SUPERVISED: 5
DUTIES: Director of Finance The Dean of Accounting from Ferris State University recommended me to this local unit of government, and I was responsible for all the accounting, budgeting and human resources, plus risk management, investments, and technology.		
REASON FOR LEAVING: Challenging opportunity to expand skill set		
CERTIFICATES AND LICENSES		
TYPE: Certified Government Finance Manager		

DATE ISSUED: March 1995	EXPIRATION DATE: March 2024	NUMBER: 1883	ISSUING AGENCY: Association of Government Accountants
TYPE: Credential Manager			
DATE ISSUED: March 2002	EXPIRATION DATE: March 2024	NUMBER: None	ISSUING AGENCY: International City/County Management Association

SKILLS	
OFFICE SKILLS: Nothing Entered For This Section	
OTHER SKILLS: Nothing Entered For This Section	
LANGUAGE(S): Nothing Entered For This Section	
SUPPLEMENTAL INFORMATION Nothing Entered For This Section	

REFERENCES		
REFERENCE TYPE: Professional	NAME: Sara Owen	POSITION: City Manager
ADDRESS: (Street, City, State, Zip Code) 110 NE 10th Ave Unit D Gainesville, FL 32601		
EMAIL ADDRESS: sowen@micanopytown.com		PHONE NUMBER: (386) 365-5422
REFERENCE TYPE: Professional	NAME: Jack Schenck	POSITION: Former Mayor
ADDRESS: (Street, City, State, Zip Code) 527 S.W. 12th St Lake Butler, FL 32054		
EMAIL ADDRESS: jackschenck2014@yahoo.com		PHONE NUMBER: 386-623-0050

REFERENCE TYPE: Professional	NAME: Greg Lang	POSITION: Senior Vice President
ADDRESS: (Street, City, State, Zip Code) 580-1 Wells Rd Orange Park, FL 32073		
EMAIL ADDRESS: glang@mittauer.com		PHONE NUMBER: 904-278-0030
REFERENCE TYPE: Professional	NAME: Bruce Meek	POSITION: Vice President
ADDRESS: (Street, City, State, Zip Code) 116 E. Nelson St Cadillac, MI 49601		
EMAIL ADDRESS: bmeek@genisysmortgage.net		PHONE NUMBER: (231) 779-9817
REFERENCE TYPE: Professional	NAME: James Dean	POSITION: Friend and Former City Councilman for City of Cadillac, Mich
ADDRESS: (Street, City, State, Zip Code) 1519 Sunnyside Drive Cadillac, MI 49601		
EMAIL ADDRESS: james.dean@icloud.com		PHONE NUMBER: (231) 775-8691

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?**
Other
3. **If you answered "Other" to the previous question, briefly describe where you heard about employment with the City of Palm Bay.**
ICMA
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?**
Yes

7. **If answered "YES" to any question above, explain in the space provided.**
As City Manager of the City of Lake Butler they did not renew my contract
8. **Have you ever been in the U.S. Armed Forces?**
No
9. **If "YES", list dates of active duties.**
n/a
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

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 Walker, Dale, M.