

EMPLOYMENT APPLICATION	
 <p style="text-align: center;"> <b>City of Palm Bay</b>  <b>120 Malabar Road</b>   <b>Palm Bay, Florida - 32907</b>  <a href="http://www.palmbayflorida.org">http://www.palmbayflorida.org</a> (<a href="http://www.palmbayflorida.org">http://www.palmbayflorida.org</a>)  <b>Sohaney, Mark</b>  <b>City Manager</b> </p>	<p><b>Received: 2/19/25,</b> 7:27 AM</p> <p><b>For Official Use Only:</b>            QUAL: _____            DNQ: _____</p> <p><input type="checkbox"/> Experience  <input type="checkbox"/> Training  <input type="checkbox"/> Other: _____</p>

PERSONAL INFORMATION		
<b>POSITION TITLE:</b> City Manager	<b>Job Number:</b> 2639	
<b>NAME:</b> (Last, First, Middle) Sohaney, Mark	<b>PERSON ID:</b> 59789615	
	<b>Date And Month Of Birth:</b> 01/15	
<b>ADDRESS:</b> (Street, City, State, Zip Code) 1102 Pearl Street Key West, FL 33040		
<b>HOME PHONE:</b> (808) 341-6706		
<b>EMAIL ADDRESS:</b> mark.sohaney@me.com		
<b>DRIVER'S LICENSE:</b> Yes State: FL Number: h*****3	<b>LEGAL RIGHT TO WORK IN THE UNITED STATES?:</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>HIGHEST LEVEL OF EDUCATION:</b> Master's Degree

PREFERENCES	
<b>MINIMUM COMPENSATION:</b> \$275,000.00/yr	<b>ARE YOU WILLING TO RELOCATE?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Maybe
<b>SHIFTS YOU WILL ACCEPT:</b> Day	
<b>WHAT TYPE OF JOB ARE YOU LOOKING FOR?</b> Regular	
<b>TYPES OF WORK YOU WILL ACCEPT:</b> Full Time	

EDUCATION

<b>DATES:</b> from November/2006 to November/2007	<b>SCHOOL NAME:</b> Naval War College	
<b>LOCATION:(City , State)</b> Newport, RI	<b>DID YOU GRADUATE?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>DEGREE RECEIVED:</b> Master's
<b>MAJOR/MINOR:</b> Master of Arts		

<b>DATES:</b> from August/1993 to January/1996	<b>SCHOOL NAME:</b> San Diego State University	
<b>LOCATION:(City , State)</b> San Diego, CA	<b>DID YOU GRADUATE?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>DEGREE RECEIVED:</b> Bachelor's
<b>MAJOR/MINOR:</b> Economics		<b>UNITS COMPLETED:</b> 125

### WORK EXPERIENCE

<b>DATES:</b> from June/2022 to July/2024	<b>EMPLOYER:</b> Joint Base Pearl Harbor- Hickam	<b>POSITION TITLE:</b> CEO
<b>ADDRESS:</b> (Street, City, State, Zip Code): Pearl Harbor Honolulu, HI 96701		
<b>PHONE NUMBER:</b> (808) 473-2200	<b>SUPERVISOR:</b> Stephen Barnett - Navy Region Hawaii	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40	<b>SALARY:</b> \$18,000.00	<b># OF EMPLOYEES SUPERVISED:</b> 4000

**DUTIES:**

Led the transformation of the most strategic, historic, and complex military installation in the world. Developed and implemented strategic initiatives for a comprehensive development plan that emphasized major utility and facilities recapitalization while prioritizing sustainability. Oversaw construction, facilities management, and base operations, directly supporting a community of 93,000 people. Managed a dual-use military and civilian international airport, extensive deep-water naval port facility, which included 12 geographically dispersed annexes spread over 15,000 acres with more than 4,000 facilities, all valued at approximately \$30.8 billion.

**REASON FOR LEAVING:**

Retired after 37 years of honorable service

<b>DATES:</b> from June/2019 to May/2022	<b>EMPLOYER:</b> Naval Air Station Key West	<b>POSITION TITLE:</b> CEO
<b>ADDRESS:</b> (Street, City, State, Zip Code): Boca Chica Key West, FL 33040		

<b>PHONE NUMBER:</b> (904) 504-0207	<b>SUPERVISOR:</b> Wes McCall - Commander, Navy Region Southeast	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40	<b>SALARY:</b> \$18,000.00	<b># OF EMPLOYEES SUPERVISED:</b> 1200
<b>DUTIES:</b> As the largest employer and landowner in the Florida Keys, committed to remaining open for business during the COVID-19 pandemic was crucial not only for the military, but also for the economic stability of the community. Navigated these unprecedented challenges with unwavering resilience and determination, prioritizing the safety and welfare of over 5,000 personnel across our extensive 5,800-acre installation, encompassing 35,000 square miles of airspace, comprising of more than 500 facilities valued at \$2.5 billion.		
<b>REASON FOR LEAVING:</b> Selected for sequential major command: Joint Base Pearl Harbor-Hickam, Honolulu, Hawaii		
<b>DATES:</b> from June/2017 to February/2019	<b>EMPLOYER:</b> U.S. Pacific Fleet	<b>POSITION TITLE:</b> Executive Assistant to the Director of Maritime Operations
<b>ADDRESS:</b> (Street, City, State, Zip Code): Pearl Harbor Honolulu, HI 96701		
<b>PHONE NUMBER:</b> (619) 613-5534	<b>SUPERVISOR:</b> Marc Dalton - Director of Maritime Operations	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40	<b>SALARY:</b> \$18,000.00	<b># OF EMPLOYEES SUPERVISED:</b> 300
<b>DUTIES:</b> Led the operational oversight of a vast maritime force comprised of 200 ships and submarines, 900 aircraft, and 145,000 personnel, all while managing a budget of \$15 million. Orchestrated complex maritime missions across the Pacific theater, ensuring tactical and operational readiness in response to a diverse array of challenges, from humanitarian assistance to combat operations. Developed and implemented comprehensive plans, facilitated joint exercises with international partners, and coordinated collaboration across all components to enhance the effectiveness of fleet operations		
<b>REASON FOR LEAVING:</b> Selected to Command Naval Air Station Key West, FL		
<b>DATES:</b> from June/2014 to May/2017	<b>EMPLOYER:</b> P-8A Poseidon Fleet Introduction Team	<b>POSITION TITLE:</b> Officer-In-Charge
<b>ADDRESS:</b> (Street, City, State, Zip Code): Naval Air Station Jacksonville Jacksonville, FL 92122		

<b>PHONE NUMBER:</b> (757) 202-5908	<b>SUPERVISOR:</b> Dave Whitehead - Commanding Officer, VP-30	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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<b>HOURS PER WEEK:</b> 40	<b>SALARY:</b> \$15,000.00	<b># OF EMPLOYEES SUPERVISED:</b> 100
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**DUTIES:**  
P-8A Poseidon Fleet Introduction Team Chief Executive Officer for the Navy's largest maritime aircraft transition program in over 50 years, overseeing a \$25 billion initiative to integrate the P-8 Poseidon aircraft into Navy operations. Provided strategic leadership and direction throughout the acquisition process, ensuring timely delivery of capabilities while adhering to budgetary and regulatory constraints. Developed and executed comprehensive transition strategies, coordinating efforts among diverse stakeholders, including senior Navy leadership, industry partners, and operational squadrons

**REASON FOR LEAVING:**  
Transferred to U.S. Pacific Fleet, Pearl Harbor, HI

<b>DATES:</b> from April/2013 to May/2014	<b>EMPLOYER:</b> Patrol Squadron Twenty-Six	<b>POSITION TITLE:</b> Commanding Officer
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**ADDRESS:** (Street, City, State, Zip Code):  
Naval Air Station Jacksonville  
Jacksonville, FL 92122

<b>PHONE NUMBER:</b> (904) 705-9824	<b>SUPERVISOR:</b> Craig Mattingly - Commodore	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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<b>HOURS PER WEEK:</b> 40	<b>SALARY:</b> \$15,000.00	<b># OF EMPLOYEES SUPERVISED:</b> 525
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**DUTIES:**  
Led a diverse team of 525 people while directing all maritime air operations during a highly strategic deployment involving intricate coordination with allied forces, enhancing multinational maritime security efforts and ensuring seamless integration of operations within a diverse coalition environment.

**REASON FOR LEAVING:**  
Transferred to new job

**CERTIFICATES AND LICENSES**

Nothing Entered For This Section

**SKILLS**

**OFFICE SKILLS:**  
Nothing Entered For This Section

**OTHER SKILLS:**  
Nothing Entered For This Section

<b>LANGUAGE(S):</b> Nothing Entered For This Section
<b>SUPPLEMENTAL INFORMATION</b> Nothing Entered For This Section

REFERENCES
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<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Jake Johansson	<b>POSITION:</b> Volusia County Council Member
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**ADDRESS:** (Street, City, State, Zip Code)

<b>EMAIL ADDRESS:</b> jake@coreconceptsleadership.com	<b>PHONE NUMBER:</b> 410533-2234
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<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Michelle Lincoln	<b>POSITION:</b> Monroe County Commissioner, District 2
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**ADDRESS:** (Street, City, State, Zip Code)

<b>EMAIL ADDRESS:</b> boccdis2@monroecounty-fl.gov	<b>PHONE NUMBER:</b> (305) 292-4512
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<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Sean Brandenburg	<b>POSITION:</b> Chief of Police, Key West FL
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**ADDRESS:** (Street, City, State, Zip Code)

<b>EMAIL ADDRESS:</b> sbrandenburg@cityofkeywest-fl.gov	<b>PHONE NUMBER:</b> (305) 809-1042
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<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Rick Blangiardi	<b>POSITION:</b> Mayor of Honolulu
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**ADDRESS:** (Street, City, State, Zip Code)

<b>EMAIL ADDRESS:</b> blangiardi.rick@gmail.com	<b>PHONE NUMBER:</b> 808768-4141
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<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Monica Gramling	<b>POSITION:</b> Colonel, U.S. Air Force
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<b>ADDRESS:</b> (Street, City, State, Zip Code)		
<b>EMAIL ADDRESS:</b> monica.gramling@us.af.mil		<b>PHONE NUMBER:</b> (719) 231-6753
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Jim Scholl	<b>POSITION:</b> Monroe County Commissioner, District 3
<b>ADDRESS:</b> (Street, City, State, Zip Code)		
<b>EMAIL ADDRESS:</b> boccdis3@monroecounty-fl.gov		<b>PHONE NUMBER:</b> (305) 292-3430

**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 Website
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.**  
1987-2024
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?**  
9 to 12 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

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By clicking on the 'Accept' button, I hereby certify that every statement I have made in this application is true and complete to the best of my knowledge. I understand that any false or incomplete answer may be grounds for not employing me. I understand that if employed, **false statements, misrepresentations** or **omissions** on this application or any other material required for employment shall be considered sufficient cause for disciplinary action or dismissal, regardless of when and how discovered. I understand that I will have to produce documentation verifying identity and employment eligibility in the U.S. I understand that I may be required to take and pass a physical examination after a conditional offer of employment is made and employment is contingent on the results of that examination. I further understand that the physical examination will include a drug and/or alcohol screen. Any illegal or controlled substance which shows in my test result will cause my immediate disqualification for employment with the City. I authorize my former employers to furnish their records of my service. This includes all information they may have concerning me, whether on record or not. I also release my former employers from any liability for any damage in providing this information. I understand that I must notify the Human Resources Division of any changes in my name, address, or phone number.

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

This application was submitted by Sohaney, Mark

# MARK SOHANEY

Key West, FL ♦ (808) 341-6706 ♦ mark.sohaney@me.com ♦ linkedin.com/in/mark-sohaney

February 19, 2025

Dear Members of the Hiring Committee,

I am writing to express my enthusiastic interest in the City Manager position for Palm Bay, Florida. With over 37 years of leadership experience in the military, having held command roles at key installations such as Joint Base Pearl Harbor-Hickam and Naval Air Station Key West, I have developed a comprehensive skill set in strategic planning, budget management, and community engagement. I am eager to bring these skills to the dynamic community of Palm Bay, known for its diverse culture and vibrant growth.

During my tenure as Commanding Officer at Joint Base Pearl Harbor-Hickam, I managed complex operations that required strategic oversight of multi-branch military initiatives. My proficiency in budget management and resource allocation ensured projects were completed efficiently and within fiscal constraints. Moreover, my focus on sustainability and environmental resilience during infrastructure projects reflects my commitment to aligning operational goals with ecological priorities, a perspective I am excited to bring to Palm Bay's development initiatives.

At Naval Air Station Key West, I honed my skills in collaborative leadership and stakeholder engagement. Leading this installation, I prioritized transparency and community-focused decision-making, consistently striving to build consensus among diverse groups. My ability to forge partnerships and foster teamwork will be instrumental in fulfilling the City Council's vision for Palm Bay as a harmonious and thriving community.

As City Manager, I am prepared to lead Palm Bay with integrity and strategic vision, supporting the City Council's mission to effectively balance and integrate diverse community interests. My extensive background in strategic financial planning, intergovernmental relations, and emergency management aligns closely with the requirements of this role. Additionally, my experience with FEMA and grant writing equips me to secure vital resources for the city's continued growth and development.

I am particularly drawn to Palm Bay's commitment to fostering a resilient economy while preserving its natural beauty and community values. My leadership style, grounded in active engagement and team motivation, aligns with Palm Bay's need for a leader who connects with staff and the community on all levels.

I am eager to bring my strategic vision and leadership expertise to Palm Bay, contributing to a vibrant future for the city. Thank you for considering my application. I look forward to the opportunity to discuss how my experience and vision can align with Palm Bay's needs.

Warm regards,

Mark Sohaney

# MARK SOHANEY

808-341-6706 | Key West, FL | mark.sohaney@me.com | linkedin.com/in/mark-sohane

## **CHIEF EXECUTIVE OFFICER | CONSTRUCTION, FACILITIES AND OPERATIONS**

With over 37 years of leadership and operational experience, including distinguished naval service, a notable track record in strategic planning, and resource management, significant achievements have been made in construction operations and facilities management. Spearheaded multi-billion-dollar infrastructure projects, with a strong emphasis on sustainability, quality control, and strategic development, leading transformative initiatives in complex military and civilian environments. Equipped to drive organizational growth and enhance team dynamics, adept at boosting operational efficiency and fostering a culture of excellence.

- Expertise in construction project management and procurement, ensuring on-time completion and budget adherence while maintaining high safety and quality standards.
- Proven ability to lead and modernize infrastructure and operations, demonstrated through successful management of capital improvement projects and comprehensive facility upgrades.
- Skilled in financial performance analysis and operational metrics, effectively overseeing budgets and driving economic stability in challenging environments.

### **Core Competencies:**

City Management | Construction Operations | Project Management | Procurement Strategies | Quality Control  
Financial Performance Analysis | Sustainability Initiatives | Infrastructure Modernization | Historical  
Preservation | Facility Sustainment | Contract Negotiations | Community Engagement | Emergency Preparedness

## **HIGHLIGHTS OF PROFESSIONAL ACHIEVEMENTS**

### **As Chief Executive Officer, Joint Base Pearl Harbor-Hickam**

Led the transformation of the most strategic, historic, and complex military installation in the world. Developed and implemented strategic initiatives for a comprehensive development plan that emphasized major utility and facilities recapitalization while prioritizing sustainability. Oversaw construction, facilities management, and base operations, directly supporting a community of 93,000 people. Managed a dual-use military and civilian international airport, extensive deep-water naval port facility, which included 12 geographically dispersed annexes spread over 28,000 acres with more than 4,000 facilities, all valued at approximately \$30.8 billion.

- **Spearheaded the development of major capital improvement projects**, including a \$1.4 billion Biodiesel Plant and Solar Farm, a \$1.2 billion Wastewater Treatment Plant, and a \$750 million Water Treatment Plant, with a focus on sustainability, sea level rise adaptation, and environmental cleanliness.
- **Directed the modernization of airport infrastructure**, encompassing \$865 million in construction, while collaborating with all stakeholders to ensure smooth coordination with Honolulu International Airport.
- **Led the seamless integration of the Navy's largest construction project to date**, ensured the \$4.5 billion Dry Dock project was executed without disrupting base operations or impacting the community.
- **Directed the continuous integration of \$1.2 billion in repairs** for the base's piers and wharves, enhancing the readiness and resilience of essential infrastructure without interrupting naval operations.
- **Collaborated with city, state and elected officials to create a \$200 million project**, enhancing emergency evacuation for Honolulu County in response to hurricanes, wildfires and other natural disasters.
- **Established a partnership with the Hawaii Department of Land and Natural Resources**, securing funding for collaborative real estate projects, including a \$16 million Watershed Management Project.

# MARK SOHANEY

808-341-6706 | mark.sohaney@me.com

## **As Chief Executive Officer, Naval Air Station Key West, Florida**

As the largest employer and landowner in the Florida Keys, committed to remaining open for business during the COVID-19 pandemic was crucial not only for the military, but also for the economic stability of the community. Navigated these unprecedented challenges with unwavering resilience and determination, prioritizing the safety and welfare of over 5,000 personnel across our extensive 5,800-acre installation, encompassing 35,000 square miles of airspace, comprising of more than 500 facilities valued at \$2.5 billion.

- **Recognized expert in emergency and crisis management**, collaborated with Monroe County leadership through hurricanes and other emergencies, ensuring safety, sustainability, and resilience.
- **Directed high-performing Parks and Recreation department**, managed a diverse range of facilities and services while implementing operational improvements, resulting in excellent P&L outcomes.

## **PROFESSIONAL EXPERIENCE**

**Commanding Officer** (2022 – 2024)

**Joint Base Pearl Harbor-Hickam** – Pearl Harbor, HI

- Directed over 4,300 personnel in integrating projects exceeding \$10 billion, managing a \$243 million budget while achieving construction goals.
- Managed military housing units, optimizing occupancy and maintenance efficiency, resulting in high resident satisfaction and budget compliance.
- Led collective bargaining for 700 employees, securing favorable agreements that boosted morale and reduced turnover.

**Commanding Officer** (2019 – 2022)

**Naval Air Station Key West** – Key West, FL

- Managed crucial Navy installation supporting joint training, ensuring precise operational readiness.
- Developed strategic plans to mitigate sea level rise impacts, guaranteeing infrastructure resilience.

**Executive Assistant to the Director of Maritime Operations** (2017 – 2019)

**U.S. Pacific Fleet** – Pearl Harbor, HI

- Oversaw maritime operations for 200 ships, 900 aircraft, and 145,000 personnel, managing a \$15 million budget for operational readiness against diverse challenges.

**Officer-in-Charge, Boeing P-8A Poseidon Fleet Introduction Team** – Jacksonville, FL (2014 – 2017)

Chief Executive Officer leading the Navy's largest maritime aircraft transition program in over half a century. Directed a \$25 billion strategic integration of the P-8 Poseidon aircraft into Navy operations managing diverse teams, stakeholder alignment, and adherence to stringent timelines and budgets.

**Commanding Officer, Patrol Squadron Twenty-Six** – Jacksonville, FL (2013 – 2014)

Chief Executive Officer of an aviation squadron, led a diverse team of 525 people while directing all maritime operations during a highly strategic deployment involving intricate coordination with allied forces, enhancing multinational maritime security efforts and ensuring a seamless integration within a coalition environment.

## **EDUCATION**

NAVAL WAR COLLEGE, MA, **National Security and Strategic Studies**, Newport, RI  
SAN DIEGO STATE UNIVERSITY, BA, **Economics, Summa cum laude**, San Diego, CA

## **ADDITIONAL INFORMATION**

International City Managers Association, Member  
Florida City and County Management Association, Member