



City of Lauderdale Lakes
Office of the City Clerk
4300 Northwest 36 Street - Lauderdale Lakes, Florida 33319-5599
(954) 535-2705 - Fax (954) 535-0573

SPECIAL CITY COMMISSION MEETING AGENDA
City Commission Chambers
July 8, 2026
9:00 AM

- 1. CALL TO ORDER**
- 2. ROLL CALL**
- 3. STATEMENT OF PURPOSE OF THE SPECIAL MEETING**
 - A. STATEMENT OF PURPOSE OF THE SPECIAL MEETING**

Consideration of Resolution 2026-075 approving the appointment of a City Manager to serve as the City's Chief Administrative Officer in accordance with Section 4.02 of the Lauderdale Lakes Charter.
- 4. CONSIDERATION OF BUSINESS CONTAINED IN THE CALL FOR SPECIAL MEETING**
 - A. RESOLUTION 2026-075 APPROVING THE APPOINTMENT OF A CITY MANAGER TO SERVE AS THE CITY'S CHIEF ADMINISTRATIVE OFFICER IN ACCORDANCE WITH SECTION 4.02 OF THE LAUDERDALE LAKES CHARTER**

This resolution approves the appointment of a City Manager to serve as the City's Chief Administrative Officer in accordance with Section 4.02 of the Lauderdale Lakes Charter.
- 5. CONSIDERATION OF OTHER MATTERS BY UNANIMOUS CONSENT**
- 6. ADJOURNMENT**

PLEASE TURN OFF ALL CELL PHONES DURING THE MEETING

If a person decides to appeal any decision made by the Board, Agency, or Commission with respect to any matter considered at such meeting or hearing, he or she will need a record of the proceedings, and that, for such purpose, he or she may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based. (FS 286.0105)

Any person requiring auxiliary aids and services at this meeting may contact the City Clerk's Office at (954) 535-2705 at least 24 hours prior to the meeting. If you are hearing or speech impaired, please contact the Florida Relay Service by using the following numbers: 1-800-955-8770 or 1-800-955-8771.

Any invocation that is offered before the official start of the commission meeting shall be the voluntary offering of a private person, to and for the benefit of the commission. The views or beliefs expressed by the invocation speaker have not been previously reviewed or approved by the commission or the city staff, and do not necessarily represent their individual religious beliefs, nor are the views and beliefs expressed by an invocation speaker intended to suggest the city's allegiance to or preference for any particular religion, denomination, faith, creed or belief. Persons in attendance at the city commission meeting are invited to stand during the opening invocation and Pledge of Allegiance. However, such invitation shall not be construed as a demand, order, or any other type of command. No person in attendance at the meeting shall be required to participate in any opening

invocation that is offered. You may exit the city commission chambers and return upon completion of the opening invocation if you do not wish to participate in or witness the opening invocation.

Mayor Veronica Edwards Phillips - Vice Mayor Sharon Thomas

Commissioner Tycie Causwell - Commissioner Easton Harrison - Commissioner Karlene Maxwell-Williams

CITY OF LAUDERDALE LAKES

Agenda Cover Page

Fiscal Impact:

Contract Requirement:

Title

STATEMENT OF PURPOSE OF THE SPECIAL MEETING

Summary

Consideration of Resolution 2026-075 approving the appointment of a City Manager to serve as the City's Chief Administrative Officer in accordance with Section 4.02 of the Lauderdale Lakes Charter.

Staff Recommendation

Background:

Funding Source:

Fiscal Impact:

Sponsor Name/Department: Tara Williams, Director of HRRM

Meeting Date: 7/8/2026

CITY OF LAUDERDALE LAKES

Agenda Cover Page

Fiscal Impact: Yes

Contract Requirement: Yes

Title

RESOLUTION 2026-075 APPROVING THE APPOINTMENT OF A CITY MANAGER TO SERVE AS THE CITY'S CHIEF ADMINISTRATIVE OFFICER IN ACCORDANCE WITH SECTION 4.02 OF THE LAUDERDALE LAKES CHARTER

Summary

This resolution approves the appointment of a City Manager to serve as the City's Chief Administrative Officer in accordance with Section 4.02 of the Lauderdale Lakes Charter.

Staff Recommendation

Background:

Pursuant to Resolution 2023-049 and Resolution 2023-087, The City Commission appointed City Manager Treasa Brown Stubbs as its city manager ("Former City Manager") for an indefinite term effective and commencing June 27, 2023. The City Manager has tendered her voluntary resignation of the city manager position with the City, effective March 18, 2025, and the City Commission, thereafter, accepted such resignation and discharge, without cause. On March 18, 2025, in accordance with Article IV., Division 3, Sec. 2-213 of the Lauderdale Lakes Code of Ordinances, designated Venice Howard, MMC, then serving as the City Clerk, as Acting City Manager to temporarily execute the functions of the City Manager during the interim period and until such time as the City Commission appoints a permanent City Manager. The City Commission after determining it to be in the best interest of the City to conduct a comprehensive recruitment process to search for and appoint the most appropriate professional to serve in the position of City Manager on a permanent basis, retained MGT Impact Solutions, LLC ("MGT"), an executive search firm, to conduct a professional executive recruitment process, including reviewing applications, evaluating the qualifications of applicants, and recommending the most qualified candidates to the City Commission for further consideration. On June 22, 2026, after completing its review, which included receiving and considering the recommendations from a five-person ad-hoc community-based Evaluation Committee appointed by the City Commission, who then recommended six (6) candidates for interviews by the City Commission and identified four (4) additional applicants for the City Commission's review and consideration, MGT further recommended that the City Commission conduct interviews of those candidates deemed most qualified by the City Commission.

Funding Source:

Fiscal Impact:

Sponsor Name/Department: Tara Williams, Director of HRRM

Meeting Date: 7/8/2026

ATTACHMENTS:

Description	Type
☐ Resolution 2026-075 Approving Appointment of City Manager	Resolution
☐ Candidates selected for Interviews	Backup Material

1 RESOLUTION 2026-075

2
3 A RESOLUTION OF THE CITY COMMISSION OF LAUDERDALE LAKES,
4 FLORIDA; APPROVING THE APPOINTMENT OF A CITY MANAGER TO SERVE
5 AS THE CITY'S CHIEF ADMINISTRATIVE OFFICER IN ACCORDANCE WITH
6 SECTION 4.02 OF THE LAUDERDALE LAKES CHARTER; PROVIDING FOR THE
7 ADOPTION OF RECITALS; PROVIDING FOR INSTRUCTIONS TO THE CITY
8 CLERK; PROVIDING AN EFFECTIVE DATE.
9

10 WHEREAS, the City Commission of Lauderdale Lakes, pursuant to Section 4.02 of the City
11 Charter and Section 2-211 of the Code of Ordinances, City of Lauderdale Lakes ("Code"), and
12 pursuant to Resolution 2023-049 and Resolution 2023-087, appointed City Manager Treasa
13 Brown Stubbs as its city manager ("Former City Manager") for an indefinite term effective and
14 commencing June 27, 2023;

15 WHEREAS, the City Manager has tendered her voluntary resignation of the city manager
16 position with the City, effective March 18, 2025, and the City Commission, thereafter, accepted
17 such resignation and discharge, without cause;

18 WHEREAS, on March 18, 2025, in accordance with Article IV., Division 3, Sec. 2-213 of the
19 Lauderdale Lakes Code of Ordinances, designated Venice Howard, MMC, then serving as the City
20 Clerk, as Acting City Manager to temporarily execute the functions of the City Manager during
21 the interim period and until such time as the City Commission appoints a permanent City
22 Manager;

23 WHEREAS, the City Commission determined that it was in the best interest of the City to
24 conduct a comprehensive recruitment process to fill the position of City Manager on a permanent
25 basis;

1 WHEREAS, the City Commission after determining it to be in the best interest of the City
2 to conduct a comprehensive recruitment process to search for and appoint the most appropriate
3 professional to serve in the position of City Manager on a permanent basis, retained MGT Impact
4 Solutions, LLC (“MGT”), an executive search firm, to conduct a professional executive recruitment
5 process, including reviewing applications, evaluating the qualifications of applicants, and
6 recommending the most qualified candidates to the City Commission for further consideration;

7 WHEREAS, on June 22, 2026, after completing its review, which included receiving and
8 considering the recommendations from a five-person ad-hoc community-based Evaluation
9 Committee appointed by the City Commission, who then recommended six (6) candidates for
10 interviews by the City Commission and identified four (4) additional applicants for the City
11 Commission's review and consideration, MGT further recommended that the City Commission
12 conduct interviews of those candidates deemed most qualified by the City Commission;

13 WHEREAS, the City Commission thereafter interviewed each of the recommended
14 candidates and carefully considered their qualifications, experience, leadership abilities, and
15 commitment to serving the City and its residents; and

16 WHEREAS, after completing the interview process and deliberating on the qualifications
17 of the finalists, the City Commission has determined that is the most qualified
18 candidate to serve as the City Manager of the City of Lauderdale Lakes.

19 NOW THEREFORE, BE IT RESOLVED BY THE CITY COMMISSION OF THE CITY OF
20 LAUDERDALE LAKES AS FOLLOWS:

21 SECTION 1. ADOPTION OF RECITALS: The foregoing RECITALS are hereby ratified and
22 confirmed as being true, and the same are hereby made a part of this Resolution.

1 SECTION 2. APPOINTMENT: In accordance with section 4.02 of the City Charter, the
2 City Commission hereby finds that, based on experience, expertise and management ability
3 pertaining to operating a municipal government, [REDACTED] is appointed to serve as City
4 Manager of the City of Lauderdale Lakes, Florida for an indefinite term, effective July [REDACTED], 2026
5 subject to the execution of an employment agreement fixing the compensation of the city
6 manager, and other pertinent terms and conditions, to be approved by the City Commission.

7 SECTION 3. INSTRUCTIONS TO THE CITY CLERK: The City Clerk and other appropriate
8 City Officials are hereby authorized to take any and all actions necessary to effectuate the intent
9 of this Resolution.

10
11
12
13
14
15 [REMAINDER OF THIS PAGE INTENTIONALLY LEFT BLANK]
16
17
18

SECTION 4. EFFECTIVE DATE: This Resolution shall take effect immediately upon its final passage.

ADOPTED BY THE CITY COMMISSION OF THE CITY OF LAUDERDALE LAKES AT ITS SPECIAL MEETING HELD JULY 8, 2026.

VERONICA EDWARDS PHILLIPS, MAYOR

ATTEST:

_____, CMC, Deputy City Clerk, for
VENICE HOWARD, MPA, MMC, FCRM
CITY CLERK

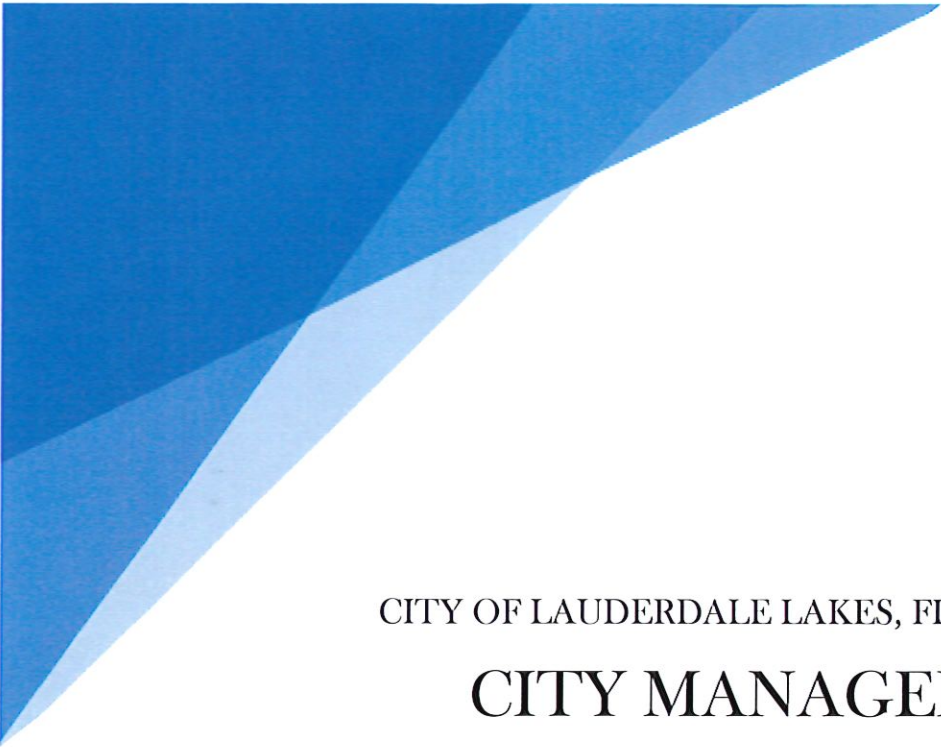
Approved as to form and legality
for the use of and reliance by the
City of Lauderdale Lakes only:

SIDNEY C. CALLOWAY, CITY ATTORNEY

Sponsored by: Tara H. Williams, Director of Human Resources and Risk Management

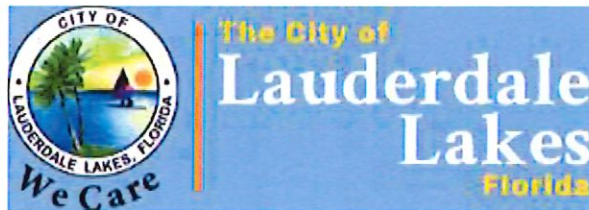
VOTE:

Mayor Veronica Edwards Phillips	_____ (For)	_____ (Against)	_____ (Other)
Vice-Mayor Sharon Thomas	_____ (For)	_____ (Against)	_____ (Other)
Commissioner Tycie Causwell	_____ (For)	_____ (Against)	_____ (Other)
Commissioner Easton Harrison	_____ (For)	_____ (Against)	_____ (Other)
Commissioner Karlene Maxwell-Williams	_____ (For)	_____ (Against)	_____ (Other)



CITY OF LAUDERDALE LAKES, FLORIDA

CITY MANAGER



CANDIDATE PORTFOLIO

MGT

Candidate 1

Jonathan E. Evans, MPA, MBA, FRA-RA

May 29, 2026

Jim Dinneen
MGT Approved Independent Executive Recruiter
City Manager Recruitment - City of Lauderdale Lakes, Florida

Re: Application for City Manager - City of Lauderdale Lakes, Florida

Mr. Dinneen:

I respectfully submit my application for the position of City Manager for the City of Lauderdale Lakes. I am enthusiastic about the opportunity to serve a diverse, centrally located Broward County community whose future success will depend upon sound executive leadership, transparent administration, disciplined budgeting, purposeful redevelopment, and meaningful engagement with residents, businesses, employees, and regional partners. My resume and accompanying professional speaking testimonials and endorsements reflect a career committed to ethical local government management, complex problem-solving, community advancement, and measurable public outcomes.

Lauderdale Lakes presents both important challenges and compelling opportunities. The City's recruitment materials describe an approximately 36,000-resident community with an all-funds budget of approximately \$111.8 million, a lean municipal workforce, and law enforcement and Fire Safety/EMS services delivered through a service agreement with the Broward Sheriff's Office. The City is also developing its next strategic plan while advancing mobility improvements and continuing to pursue redevelopment opportunities through its Town Center vision and Community Redevelopment Agency programs. These priorities require a City Manager who can align policy direction with operational execution, cultivate trust, strengthen accountability, and pursue strategic investment in neighborhoods and commercial corridors.

I bring more than twenty-five years of local government experience, including approximately twenty years in city and county administration. My career includes service as City Manager of Riviera Beach, City Manager of Madeira Beach, City Manager and Assistant City Manager of Haines City, Assistant County Administrator of Sarasota County, Assistant to the City Manager of Largo, and Executive Director of the Riviera Beach Community Redevelopment Agency. I have been recommended by the ICMA Credentialing Advisory Board to receive the ICMA Credentialed Manager (ICMA-CM) designation in July 2026. I also hold a Master of Public Administration from the University of Central Florida, a Master of Business Administration from Saint Leo University, and the Florida Redevelopment Association redevelopment administrator credential. Together, these experiences and credentials have equipped me to serve as a trusted professional advisor to elected officials and a capable executive leader for a complex municipal organization.

As City Manager of Riviera Beach, I led a full-service South Florida municipality with an approximately \$261 million operating scope, a \$535 million capital portfolio, and 546 full-time-equivalent employees. My responsibilities included oversight of public safety, public works, utilities, parks and recreation, development services, finance, human resources, communications, procurement, emergency management, capital projects, and intergovernmental affairs. I helped advance a successful \$115 million general obligation bond initiative for public safety and parks investments and guided major infrastructure, utility modernization, facility, roadway, resilience, and

neighborhood improvement priorities. This breadth of executive responsibility is directly relevant to Lauderdale Lakes' need for mature municipal leadership and high-quality service delivery.

My executive career has required leadership through difficult and complicated matters, including infrastructure emergencies, utility system challenges, organizational transitions, labor and personnel concerns, major capital decisions, heightened public scrutiny, and governance-sensitive issues. I approach complex conditions with steadiness and discipline: assess the facts, protect the integrity of the organization, provide candid and well-supported professional guidance to the governing body, communicate clearly with affected stakeholders, establish accountability, and move priorities from discussion to implementation. I understand that the City Manager must build an organizational culture centered on responsiveness, ethics, respect, fiscal responsibility, and service to residents.

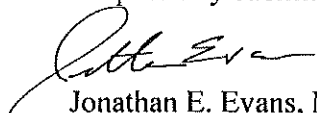
Redevelopment and economic development are particular strengths I would bring to Lauderdale Lakes. During four years as Executive Director of the Riviera Beach Community Redevelopment Agency, I worked to align redevelopment strategy with housing, corridor revitalization, infrastructure investment, placemaking, business growth, community identity, and public-private partnerships. My experience includes advancing mixed-use and housing opportunities, negotiating long-term development arrangements, coordinating waterfront and corridor investment strategies, and supporting initiatives designed to expand economic opportunity and strengthen long-term municipal value. Lauderdale Lakes' Town Center opportunity, commercial corridors, CRA programs, neighborhood reinvestment needs, and quality-of-life priorities closely align with this experience.

I also bring substantial experience in intergovernmental advocacy and pursuit of outside resources. I have worked with governmental-affairs professionals, legislative sponsors, state agencies, federal representatives, regulators, and regional partners to advance funding requests and support for utility infrastructure, water quality, well rehabilitation, public safety, resilience, community facilities, and economic development priorities. I understand how to connect local needs to state and federal funding objectives, support competitive and defensible appropriations requests, and organize the technical and policy documentation needed to secure outside investment. For Lauderdale Lakes, a coordinated funding strategy can be essential to advancing infrastructure, mobility, redevelopment, public safety, and neighborhood improvements while remaining attentive to the financial impact on residents.

Lauderdale Lakes possesses substantial assets: a strategic location in the heart of Broward County, a culturally rich community, established neighborhoods and businesses, redevelopment tools, engaged residents, and significant potential for continued reinvestment and placemaking. I would welcome the opportunity to work collaboratively with the Mayor and City Commission to establish clear priorities, strengthen service delivery and organizational accountability, support employees, advance redevelopment and infrastructure investment, cultivate regional and legislative partnerships, and ensure that residents experience the tangible benefits of professional city management.

Thank you for considering my application for City Manager. I would be honored to discuss how my executive experience, redevelopment background, ability to work through complex municipal matters, and record of advocating for state and federal resources can serve the residents, businesses, employees, Mayor, and City Commission of Lauderdale Lakes.

Respectfully submitted,



Jonathan E. Evans, MPA, MBA, FRA-RA

JONATHAN E. EVANS, MPA, MBA, FRA-RA
Senior Public Executive | City Manager | County Administration | Redevelopment, Infrastructure &
Organizational Transformation

PROFESSIONAL PROFILE

Results-driven senior municipal executive with more than 25 years of local government experience, including approximately 20 years in city and county administration and extensive service in city manager's offices and chief executive leadership roles. Experienced in leading full-service municipal operations, complex capital programs, redevelopment agencies, utility systems, public safety priorities, emergency management activities, labor relations, public finance initiatives, intergovernmental coordination, and organization-wide improvement strategies.

Proven ability to lead high-visibility public organizations through fiscal challenges, infrastructure demands, executive transitions, public scrutiny, emergency events, labor negotiations, redevelopment opportunities, and governance-sensitive matters. Career includes service as City Manager of Riviera Beach, Executive Director of the Riviera Beach CRA, City Manager of Madeira Beach, City Manager of Haines City, Assistant County Administrator of Sarasota County, Assistant City Manager of Haines City, and Assistant to the City Manager of Largo.

Holds a Master of Business Administration from Saint Leo University, a Master of Public Administration and Bachelor of Social Work from the University of Central Florida, redevelopment certification through the Florida Redevelopment Association, and prior ICMA Credentialed Manager status with reapplication/reinstatement pending in 2026.

EXECUTIVE SCOPE AND SELECTED IMPACT

\$261M Municipal operating budget under executive leadership	\$535M Capital portfolio supporting infrastructure, utilities, public facilities, and community investment
546 FTEs Full-service municipal workforce and enterprise operations	\$115M Successful General Obligation Bond initiative for public safety and parks investments
\$1B County capital improvement portfolio experience in Sarasota County	25+ Years Local government and public administration experience

EXECUTIVE LEADERSHIP COMPETENCIES

- City and County Administration
- Council-Manager Governance
- Chief Administrative Officer Leadership
- Public Finance and Budget Management
- Capital Improvement Planning and Delivery
- Utility Governance and Infrastructure Modernization
- Community Redevelopment Agency Leadership
- Economic Development and Public-Private Partnerships
- Public Safety Facilities and Emergency Operations
- Labor Relations and Collective Bargaining
- Human Resources and Workforce Development
- Procurement Governance and Contract Administration
- Intergovernmental and Legislative Affairs
- Crisis Communications and Public Information
- Strategic Planning and Organizational Transformation
- Performance Management and Internal Controls
- Community Branding and Resident Engagement
- Ethics, Transparency, Public Records, and Sunshine Law Awareness
- Emergency Management and NIMS/ICS-Based Operations
- Executive Communications and Stakeholder Management

EXECUTIVE VALUE PROPOSITION

Senior executive leader with the depth of experience to guide complex public organizations, stabilize operations, align elected-body priorities with implementation, manage large budgets and capital programs, strengthen accountability systems, negotiate labor and development matters, and deliver public services in politically complex and operationally demanding environments.

Known for combining strategic vision with execution, fiscal stewardship, infrastructure delivery, governance discipline, community engagement, and executive communication. Offers a demonstrated record of leading organizations through transformation while advancing public safety, utilities, redevelopment, public facilities, economic development, resident services, and organizational culture.

PROFESSIONAL EXPERIENCE

City of Riviera Beach, Florida

City Manager / Chief Administrative Officer; Executive Director, Community Redevelopment Agency | City Manager: 2019-May 2026 | CRA Executive Director: 2020-2024

Led a full-service South Florida municipal organization operating under a council-manager form of government. Provided executive leadership for City departments, enterprise utilities, public safety operations, redevelopment initiatives, capital projects, emergency management, workforce systems, public communications, and cross-functional priorities supporting residents, businesses, visitors, and regional stakeholders. Oversaw a \$261 million municipal operation, a \$535 million capital portfolio, and 546 FTEs. Concurrently served as Executive Director of the Community Redevelopment Agency, aligning CRA strategy with City, Utility Special District, infrastructure, economic development, housing, corridor revitalization, and place-making priorities.

Executive Leadership and Governance

- Served as chief administrative officer responsible for implementing policy direction of the elected body, managing day-to-day operations, advising elected officials, and ensuring execution of adopted priorities.
- Operationalized Riviera Beach Vision 2030 and the Reimagine Riviera Beach framework, aligning City, CRA, and Utility Special District priorities around redevelopment, infrastructure, service delivery, fiscal sustainability, and resident engagement.
- Led a more integrated enterprise model across the City, CRA, and Utility Special District to reduce silos, improve coordination, and accelerate redevelopment, capital, and operational initiatives.
- Strengthened executive communication and agenda support for elected officials, including policy implementation, operational briefings, emergency updates, capital project coordination, and high-sensitivity governance matters.
- Advanced organizational accountability through improved internal controls, procurement coordination, human resources practices, timekeeping review, operational reporting, and management training.

Budget, Finance, Capital Planning, and Fiscal Stewardship

- Managed a \$261 million municipal operation and a \$535 million capital portfolio with responsibilities spanning general government, enterprise utilities, public safety, public works, redevelopment, parks, library, and administrative services.
- Oversaw execution of FY2025 and FY2026 budgets while supporting a strong fiscal posture, budget transparency, financial reporting, and organization-wide compensation initiatives.
- Led passage and implementation planning for the City's first successful General Obligation Bond initiative, securing \$115 million with voter approval to advance public safety and parks investments.
- Supported funding and execution of the Riviera Beach Paving and Beautification Program and related neighborhood quality-of-life investments.
- Coordinated financial, procurement, legal, engineering, and operational resources to advance capital projects from policy authorization to implementation.

Infrastructure, Utilities, Water, and Resilience

- Directed major utility modernization efforts, including water treatment plant and wellfield expansion, well rehabilitation and construction, SCADA modernization, and replacement of critical intracoastal water and sanitary infrastructure.

- Stabilized Utility Special District and water plant operations during executive transition by coordinating consultant support, operational assessments, and corrective action planning to protect service continuity and improve water quality.
- Provided executive leadership during water main breaks, boil-water notices, wastewater events, emergency generator issues, storm-related impacts, and other utility service disruptions, with emphasis on continuity of service, public communication, and regulatory coordination.
- Coordinated with engineering, finance, procurement, legal, utility operations, consultants, contractors, and regulatory agencies on long-term infrastructure reliability and emergency operational needs.
- Advanced capital planning for public facilities, utility resilience, emergency operations, roadway improvements, stormwater coordination, and critical infrastructure upgrades.

Public Safety, Emergency Management, and Facilities

- Directed a multi-year public safety facilities program that brought Fire Station 88 online, completed Fire Station 87 and the City's Emergency Operations Center, and advanced site approvals and preconstruction planning for the rebuild of Fire Station 86.
- Strengthened public safety and service delivery through support for the Real-Time Crime Center, criminal intelligence coordination, co-response and community support initiatives, and emergency management leadership.
- Provided executive leadership during COVID-19, hurricanes, utility incidents, infrastructure failures, public safety events, and other emergency situations requiring coordinated response and public communication.
- Supported police, fire rescue, emergency management, public works, utilities, communications, and external agency coordination during high-priority incidents.

Redevelopment, Economic Development, Housing, and Place-Making

- Spearheaded planning, negotiations, and development-readiness activities for a new City Hall campus and related mixed-use public-private redevelopment opportunities along Broadway and West Blue Heron Boulevard.
- Advanced waterfront and marina redevelopment through Marina Village Phase II negotiations, mooring field and marina expansion planning, parking management, and mixed-use redevelopment coordination.
- Negotiated a 99-year ground lease for Marina Village Phase II, advancing a mixed-use redevelopment program with affordable housing, market-rate residential units, and retail components.
- Advanced Broadway and Avenue E corridor redevelopment through infrastructure coordination, streetscape planning, utility undergrounding strategies, mixed-use positioning, and economic development alignment.
- Supported catalytic redevelopment and housing initiatives, including Berkeley Landing, FoundCare, Villa L'Onze, and related affordable housing, workforce housing, and health-access investments.
- Negotiated and positioned major economic development opportunities, including the Amazon same-day delivery center, health-care investment, and corridor revitalization activity.
- Supported redevelopment packaging tied to Avenue E, waterfront access, Marina District improvements, long-term City Hall and civic-campus concepts, and community place-making initiatives.

Transportation, Parking, Parks, Recreation, and Quality of Life

- Facilitated implementation of the City's paid parking program at Ocean Walk and the Marina District, including policy development, resident permit options, public outreach, and operational controls to improve access, turnover, and revenue capture.
- Expanded neighborhood and quality-of-life investments through parks, playgrounds, recreation, library services, beautification, paving, and public-realm improvements.
- Supported special events, community engagement, customer service standards, resident-facing services, and operational initiatives designed to improve trust and service responsiveness.

Workforce, Customer Service, and Organizational Development

- Advanced customer-service and workforce-professionalization efforts through the Customer Bill of Rights, Reimagined Riviera Beach University, management training, policy coordination, and stronger internal controls.
- Promoted supervisory and management development, chain-of-command clarity, governance literacy, employee accountability, and service excellence.
- Supported labor relations and compensation initiatives involving bargaining strategy, fiscal analysis, management communications, and coordination with labor counsel.
- Led organizational improvement efforts involving human resources, procurement, finance, operations, timekeeping, and performance accountability.

City of Madeira Beach, Florida

City Manager / Chief Administrative Officer | 2017-2019

Served as chief administrative officer for a coastal Florida municipality, overseeing daily operations across public works, community development, emergency services, financial administration, public communication, and major infrastructure, environmental, coastal resilience, and economic development initiatives.

- Led the \$12 million redevelopment of Crystal Island, the City's largest capital investment since construction of City Hall, focused on stormwater, roadway, and sustainable infrastructure improvements.
- Directed the City's response to the 2018-2019 red tide outbreak in coordination with Pinellas County, helping preserve beach conditions during a critical period for residents and tourism.
- Initiated a \$3.8 million project to restore 22 of 37 groins along Madeira Beach's two-mile coastline, improving erosion protection and coastal resilience.
- Advanced the John's Pass dredging project in collaboration with the U.S. Army Corps of Engineers to maintain safe navigation channels and prevent sediment buildup.
- Oversaw completion of major development projects, including Madeira Bay, Madeira del Mar condominiums, and Gulf Grille commercial space, helping revitalize key areas of the city.
- Directed the City's emergency response during Hurricane Irma, serving as co-incident commander, managing crisis communications, and leading recovery efforts.
- Led modernization of the City's parking system, increasing revenue collections by more than \$290,000 through new parking technology and safety improvements.
- Secured Southwest Florida Water Management District funding for a watershed management plan to strengthen stormwater planning and environmental readiness.
- Conducted an in-depth audit of the Madeira Beach Marina, identifying more than \$550,000 in operational losses and implementing improvements to restore accountability and efficiency.
- Initiated the Coffee with the City Manager program and created the City Manager's Report to strengthen public communication, transparency, and resident engagement.
- Successfully negotiated a new agreement with local merchants for the Madeira Beach Seafood Festival, enhancing vendor participation and local economic impact.

City of Riviera Beach, Florida

City Manager / Chief Administrative Officer | 2017

Served as City Manager for Riviera Beach, overseeing daily management of municipal operations and leading organizational, financial, emergency preparedness, and governance improvements.

- Developed an annual budget document that earned recognition through the Government Finance Officers Association.
- Restructured and reorganized internal departments to modernize operations and resolve a \$750,000 budget shortfall.
- Established executive management signature requirements for financial transactions to improve internal controls.
- Organized the City's Emergency Operations Center consistent with the FEMA Incident Command System.
- Served as the City's co-incident commander and public information officer during Hurricane Irma.
- Rewrote essential department-head job descriptions to attract credentialed professionals and strengthen executive recruitment.
- Engaged and met with all 564 employees to communicate operational initiatives and the One City, One Vision approach.
- Reinitiated the City Charter review process to eliminate conflicts, reduce redundancy, and strengthen governance tools.
- Provided strategic direction to City Council, department heads, and line staff to move the organization forward.

Sarasota County, Florida

Assistant County Administrator | 2017

Served as Assistant County Administrator for a large Florida county governed by a five-member County Commission. Oversaw development and infrastructure operations and supported countywide capital, policy, financial, and economic development initiatives.

- Managed operations of five departments and approximately 900 employees.
- Assisted the County Administrator in making major financial, administrative, and policy recommendations to the County Commission.

- Coordinated, managed, and monitored assigned capital improvement program projects at all stages of development, with an aggregate budget value of approximately \$1 billion.
- Ensured project schedules, cost, and quality performance objectives were met across a diverse capital project portfolio.
- Acted as project manager and liaison for affordable housing, the Legacy Trail extension, and the Siesta Key Trolley pilot project.
- Revised and modernized the County's impact fee structure.
- Successfully negotiated an easement agreement between Sarasota County and Florida Light & Power.
- Assisted in creation of a countywide branding initiative and internal economic development strategy.

City of Haines City, Florida

City Manager / Chief Administrative Officer | 2013-2016

Served as City Manager for Haines City, a commission-manager municipality. Directed day-to-day municipal operations, oversaw more than 260 employees, appointed department heads, managed executive staff, and led development and implementation of the City's annual budget, organizational structure, capital planning, labor strategy, and economic development efforts.

- Appointed department heads and provided executive direction for departmental activities.
- Prepared City Commission agendas and City Manager reports.
- Established more effective bi-weekly Commission briefings to improve communication between staff and elected officials.
- Oversaw financial reporting and forecasting and implemented three balanced annual budgets.
- Successfully reorganized the City's management structure and accountability standards.
- Developed and implemented an employee succession plan.
- Revised the budget format to include greater detail, fund analysis, budget policies, a five-year operating budget, and a five-year capital improvement program.
- Streamlined expenditures, producing approximately \$800,000 in savings, and implemented solutions to address a \$2.4 million budget shortfall within four months.
- Led the City's position reclassification and compensation structure initiative and advised on benefits, pension, compensation, retirement reform, and risk-management issues.
- Successfully negotiated collective bargaining agreements while maintaining labor peace and controlling labor costs.
- Reduced the City's liability exposure through negotiations on litigation and claims and provided expert testimony on the City's behalf.
- Initiated and led downtown revitalization planning, community branding, and strategic economic development activities.
- Championed construction of a \$2.1 million fire station and launched the grassroots community initiative Taking It to the Streets.

City of Haines City, Florida

Assistant City Manager | 2012-2013

Provided executive-level assistance to the City Manager in development, implementation, and administration of City programs and operations. Researched, analyzed, and implemented policies and procedures; assisted in budget preparation; coordinated complex projects; and supported municipal service delivery.

- Conducted research assigned by the City Manager and prepared reports of findings and recommendations to assist officials in resolving management and administrative issues.
- Assigned and coordinated follow-up responses from administrative and management staff resulting from City Commission motions and requests for action.
- Participated in development and administration of the annual City budget, including funding forecasts for staffing, equipment, materials, supplies, and budgetary adjustments.
- Monitored and evaluated efficiency and effectiveness of service-delivery methods, procedures, administrative workload, and support systems.
- Coordinated staff support for boards and committees and served on intergovernmental and citizen committees.
- Identified complex policy issues and worked with executive staff to create, present, and implement solutions with approval of the City Manager and City Commission.

- Informed elected officials of state and federal legislation affecting the city and submitted analyses and proposed actions.
- Assisted in selection, supervision, training, and evaluation of staff.
- Served as a point of contact for the City Commission, committees, staff, and the general public.
- Coordinated release of public information to the media and maintained contact with media outlets on City and community issues.
- Represented the City Manager, when necessary, at City Commission meetings and community, business, and governmental meetings.
- Interpreted and ensured City Manager and City Commission policies were understood and implemented.
- Performed duties of the City Manager as assigned during the City Manager's absence.

City of Largo, Florida

Assistant to the City Manager | 2006-2012

Performed executive administrative work related to organization-wide issues, policy analysis, strategic projects, citywide operating improvements, legislative affairs, public communication, and support for the City Manager and City Commission.

- Tracked and monitored the City's budget with associated annual revenue and expenditures of \$133 million.
- Collaborated with department directors regarding City budget coordination and capital improvement projects totaling \$242 million.
- Coordinated follow-up and responses to City Commission motions and requests for action, ensuring City responsiveness.
- Led special projects for the City Manager, including Commission retreats, public meetings on budget and environmental issues, strategic initiatives, and employee communications.
- Served as liaison for legislative affairs and emergency disaster mitigation, briefing the City Manager, Mayor, and City Commission on matters of concern.
- Interpreted federal laws, state statutes, and City ordinances.
- Acted as project manager for the City's green designation process.
- Developed and implemented a citizens academy highlighting departmental functions and municipal operations.
- Proposed and oversaw the employee recognition program, Watching Outstanding Work.
- Managed the City's communications and marketing division through the website, publications, initiatives, retreats, events, and media relations.

Town of Celebration, Florida

Recreation Manager | 2004-2006

Provided leadership for community events and recreation programs, managed budgets and cost controls, supervised staff and volunteers, and improved program profitability, attendance, resident satisfaction, and operational performance.

- Revitalized events and programs that had experienced recurring annual losses, resulting in a \$28,000 turnaround in the first year.
- Increased revenue by creating advertising and marketing tools that improved turnout and visibility.
- Performed annual budgeting and implemented weekly forecasting and reporting to the Board of Directors and Parks and Recreation Executive Committee.
- Created and implemented a comprehensive quarterly employee performance evaluation program.
- Planned, estimated, and managed department events, programs, and maintenance activities.
- Developed and enforced organizational policies, procedures, and safety regulations.

City of St. Cloud, Florida

Recreation Site Supervisor | 1999-2006

Served in a progressively responsible public-contact and community service role supporting recreation, human services, community programming, facility coordination, and resident engagement.

- Helped formulate, organize, coordinate, and administer recreation, human service, and community service programs within available resources.
- Participated in identification and implementation of program improvements.
- Recommended new activities and programs to meet community leisure needs.
- Prepared and secured facilities and fields for public use.

SELECTED MAJOR PROJECTS AND EXECUTIVE INITIATIVES

Riviera Beach Vision 2030 and Reimagine Riviera Beach: Operationalized a strategic framework aligning City, CRA, and Utility Special District priorities around redevelopment, infrastructure, service delivery, resident engagement, branding, economic positioning, workforce development, and organizational accountability.

General Obligation Bond Initiative: Led passage and implementation planning for the City's first successful General Obligation Bond initiative, securing \$115 million with voter approval to advance public safety and parks investments.

Water Treatment Plant, Wellfield, SCADA, and Utility Infrastructure: Directed major utility modernization activities, including water treatment plant and wellfield expansion, well rehabilitation and construction, SCADA modernization, and replacement of critical intracoastal water and sanitary infrastructure.

Public Safety Facilities Program: Directed a multi-year public safety facilities program involving Fire Station 88, Fire Station 87, the Emergency Operations Center, and preconstruction planning for Fire Station 86.

Marina Village Phase II and Waterfront Redevelopment: Negotiated and advanced major waterfront redevelopment initiatives, including a 99-year ground lease for Marina Village Phase II, marina expansion planning, mooring field planning, parking management, and mixed-use development coordination.

Broadway and Avenue E Corridor Revitalization: Advanced corridor redevelopment through land strategy, infrastructure coordination, streetscape planning, utility undergrounding strategy, mixed-use development positioning, and economic development activity.

Haines City Fiscal Stabilization and Organizational Reorganization: Implemented balanced budgets, reorganized management structure, addressed a \$2.4 million budget shortfall within four months, streamlined expenditures by approximately \$800K, and strengthened accountability systems.

Madeira Beach Coastal Infrastructure and Environmental Response: Led major coastal resilience and infrastructure initiatives, including Crystal Island redevelopment, groin restoration, John's Pass dredging coordination, parking modernization, red tide response, and emergency management during Hurricane Irma.

Sarasota County Capital and Infrastructure Oversight: Supported countywide capital and infrastructure activities with assigned capital improvement program projects totaling approximately \$1 billion, including affordable housing, Legacy Trail, Siesta Key Trolley, impact fee modernization, and FPL easement negotiation.

EDUCATION

Master of Business Administration | Saint Leo University, St. Leo, Florida

Master of Public Administration | University of Central Florida, Orlando, Florida

Bachelor of Social Work | University of Central Florida, Orlando, Florida

CREDENTIALS AND CERTIFICATIONS

- Florida Redevelopment Association - Redevelopment Administrator (FRA-RA).
- International City/County Management Association - Previously held ICMA Credentialed Manager 2014 - 2025 (ICMA-CM) status; reapplication/reinstatement pending in 2026.
- National Incident Management System Certifications - ICS 0029, ICS 100, ICS 200, ICS 300, ICS 400, ICS 700, and ICS 800.

PROFESSIONAL AFFILIATIONS AND LEADERSHIP

- International City/County Management Association.
- Florida City/County Management Association - Board of Directors, At-Large Director; Communications Committee, Co-Chair; Professional Development Committee, Chair; speaker, presenter, and resource panelist.
- Palm Beach County City Management Association - Past President; Vice President, 2020-2021.
- University of Central Florida Public Administration Advisory Board - Member, lecturer, and presenter.
- National Forum for Black Public Administrators - Member.
- Government Finance Officers Association - Member.
- Florida Parks and Recreation Association - Member.
- Business Advisory Board, Polk State College - Member.
- United Way, Live United Steering Committee - Member in multiple Florida regions.
- American Cancer Society - Member in multiple Florida regions.

AWARDS AND RECOGNITION

- 2023 - Recognized as one of South Florida's Most Influential & Powerful Black Professionals, MiA Legacy Media Group.
- 2022-2023 - Civil Leader of the Year, Faith Ministries.
- 2022 - Recognized as one of the Top 12 Black Leaders in Palm Beach, Broward, and Miami-Dade, She Holdings, LLC.
- 2022 - City of Riviera Beach received accreditation from the Florida Commission on Law Enforcement for the first time in the City's history.
- 2022 - University of Central Florida School of Public Administration Alumni Achievement Award.
- 2021-2022 - President, Palm Beach County City Management Association.
- 2020-2021 - Vice President, Palm Beach County City Management Association.
- 2016 - Distinguished Budget Presentation Award, Government Finance Officers Association, Chicago, Illinois.
- 2016 - Person of the Year, St. Mark's Episcopal Church of Haines City, Haines City, Florida.
- 2013 - Top Transparency Website, Lucy Burns Institute, Madison, Wisconsin; City of Haines City website received an A+ transparency rating.
- 2005 - Children's Empowerment Award, Celebration Community Foundation, Celebration, Florida.
- Congressional Recognition - U.S. Representative Grayson, U.S. House of Representatives, Florida District 9, Orlando, Florida.

ACADEMIC EXPERIENCE

Polk State College, Lakeland, Florida

Adjunct Professor, Financial Management in the Public Sector

Taught core public budgeting and financial management concepts, providing students with a substantive understanding of fiscal management policies and procedures in the public sector and preparing them for real-world challenges in local, state, and federal government.

APPLICATION POSITIONING STATEMENT

Senior public executive with a demonstrated record of leading full-service municipal organizations, county infrastructure portfolios, redevelopment agencies, public safety facility programs, utility modernization initiatives, and complex budget and capital systems. Career reflects progressive advancement through local government leadership roles requiring strategic judgment, fiscal discipline, executive communication, intergovernmental coordination, operational execution, and the ability to lead effectively in complex, high-visibility environments.

Prepared for senior executive leadership opportunities, including City Manager, County Administrator, Deputy County Administrator, Chief Administrative Officer, Assistant County Administrator, Redevelopment Executive, Infrastructure and Utility Executive, Public Sector Chief Operating Officer, and senior government advisory roles.

REFERENCES

Professional references are available upon request and may be provided as a separate reference sheet tailored to the specific opportunity.

Candidate 2

May 18, 2026

Honorable Mayor, Vice Mayor and Commissioners
City of Lauderdale Lakes
4300 Northwest 36th Street
Lauderdale Lakes, FL 33319

Re: City Manager Job Posting

Dear Mayor Vice Mayor and Commissioners,

I am pleased to submit my application for the position of City Manager for the We Care City of Lauderdale Lakes. With more than 20 years of municipal experience and a proven record of advancing operational excellence, fiscal stewardship, strategic planning, and community engagement, I am confident that my background aligns strongly with the City's vision for its future and the priorities outlined in the recently presented five-year strategic plan.

Currently serving as Assistant City Manager for the City of Miramar, I provide executive oversight for multiple departments within a full-service municipality serving approximately 140,000 residents and operating with a budget exceeding \$446 million. My experience includes budget administration, organizational performance management, capital improvement coordination, intergovernmental relations, workforce development, public communication, and implementation of Commission priorities through measurable and accountable operational strategies.

What particularly excites me about Lauderdale Lakes is the City's commitment to fiscal responsibility, public safety, customer service, and economic growth. These strategic priorities closely align with my leadership philosophy and professional experience advancing organizational efficiency, financial sustainability, permitting modernization, customer service improvements, and performance-driven accountability systems designed to align operations with strategic goals.

I am also particularly aligned with the City's priorities surrounding community engagement, workforce development, and youth leadership initiatives. Through partnerships with Broward County Public Schools, Nova Southeastern University, local businesses, and community stakeholders, I helped establish the Local Government Academy, an experiential workforce and civic education initiative designed to create pathways for students into public service, internships, apprenticeships, and career opportunities. Lauderdale Lakes' focus on structured youth internships, workforce pipelines, apprenticeship opportunities, and collaboration with the business community reflects the type of forward-thinking leadership necessary to build long-term community stability and economic mobility.

My experience overseeing public communication and serving as Public Information Officer (PIO) for nearly a decade has prepared me to support the City's goals related to transparency,

community trust, and responsive government. I understand the importance of visible leadership, proactive communication, responsiveness to residents, and maintaining strong relationships with civic associations, businesses, elected officials, staff, and regional partners. I also recognize the importance of ensuring that strategic plans are not simply aspirational documents, but living operational frameworks supported by measurable milestones, continuous reporting, and clear departmental accountability.

The challenges facing Lauderdale Lakes, including revenue enhancement, maintaining fiscal stability, advancing redevelopment opportunities, strengthening organizational culture, improving customer service delivery, overseeing contracted services, and enhancing operational efficiencies, require a collaborative and highly engaged leader capable of balancing strategic vision with day-to-day execution. I believe my background, leadership style, and commitment to ethical and community-focused governance position me well to help lead the City through its next chapter of growth and transformation.

I would be honored to bring my experience, energy, and dedication to the City of Lauderdale Lakes. Thank you for your time and consideration. I welcome the opportunity to further discuss how my background and leadership experience can support the City Commission's vision and strategic priorities.

Sincerely,

A handwritten signature in blue ink, appearing to read "Shaun D. Gayle", with a stylized flourish at the end.

Shaun D. Gayle, DPA, ICMA-CM

Dr. SHAUN D. GAYLE, ICMA-CM
Assistant City Manager
City of Miramar, FL

PROFESSIONAL EXPERIENCE

Assistant City Manager / City Spokesperson | City of Miramar, Miramar, FL | January 2019 – Present

- Executive oversight of multiple departments including Financial Services, Human Resources, Procurement, Management and Budget, City Clerk, Building Planning & Zoning, Social Services, Economic Development and Housing.
 - Act as City Manager during periods of absence, representing the City's interests with stakeholders, intergovernmental agencies, and regional partnerships, serving 1,200 employees and approximately 140,000 residents.
 - Provide executive oversight of the City's combined \$457.8M budget.
 - Oversight of City Commission meeting and workshop agenda items.
 - Provide review for operational projects being presented for City Commission approval from enterprise funds (e.g. Utility Fund).
 - Provide oversight for Public Private Partnership (P3) projects – development agreement, DRC approval and Building Permitting process – including 110-unit senior affordable housing project and 66-unit workforce town house project.
 - Participate in development agreement negotiations for large-scale mixed-use projects (e.g., Miramar Cove, a \$2.1B project consisting of 2,874 dwelling units, 330,680 SF retail, 128,386 SF office space).
 - Participate in the review of large-scale transportation projects funded by Broward County Metropolitan Planning Organization (MPO).
 - Participate in strategic planning and the implementation of citywide strategic initiatives such as Energov for the automation of multiple City operations.
 - Serve as Public Information Officer (PIO) facilitating media relations and coordinate with other governments and agencies
 - Championed housing affordability through American Rescue Plan Act (ARPA), SHIP plans, CDBG 5-Year Consolidated Plan, and Neighborhood Stabilization funding.
 - Advanced financial modernization through Workiva budget platform, ClearPoint and Balanced Scorecard.
 - Led Miramar's COVID-19 "Re-open Miramar Taskforce" including setting up testing and vaccination sites and citywide safety protocols.
 - Participate on the Flood Mitigation Planning Advisory Committee – FEMA initiative
- 

Chief of Staff / City Spokesperson | City of Miramar, Miramar, FL | May 2018 – January 2019

- Developed and administered operating budgets for Office of the City Manager, City Commission, Legal, and Non-Departmental expenditures.
- Facilitated employee relations and communication to promote transparency.
- Serve as PIO, leading strategic communications with all stakeholders.
- Review and monitor contracts and provide oversight for City Administration.
- Facilitated financial transactions, including high-priority and time-sensitive payments, and ensured compliance with applicable internal and external standards.
- Participated in collective bargaining negotiations with Police, GAME and Fire unions.
- Managed federal and state grant administration, reporting, compliance, and oversight for capital improvement and cultural arts projects.

Director of Social Services | City of Miramar, FL | 2017 – 2018

- Preparation and administration of the department's \$6.3 million operating budget.
- Led a multidisciplinary department of more than 100 employees across five major service areas, including childcare services, senior services, community outreach, adult day care, and facilities management.
- Implemented policies and procedures to improve service delivery.
- Successfully led the accreditation process with the National Council on Aging.
- Negotiated and administered contracts for departmental programs and services.
- Coordinate post-hurricane response and service restoration activities for seniors.
- Prepared, and presented agenda items, reports, and policy recommendations before the City Commission on matters related to senior and community services.

Strategic Administration Officer | City of Miramar, Miramar, FL | 2014 – 2017

- Preparation and administration of the \$6.7 million operating budgets for the Office of the City Manager, Legal Department, and City Commission.
- Secured and administered over \$877,000 in state and tourism grant funding to support the development and construction of the 90,000-square-foot, 5,000-seat Miramar Regional Park Amphitheater project.
- Led strategic planning efforts, annual budget workshops and executive team retreats, to align departmental goals with citywide objectives.
- Participated on selection committees for health insurance, bond refinancing, and disparity studies, ensuring cost-effective and equitable service delivery.

Earlier Roles: Program Manager | 2012 – 2014, Grants Coordinator | 2008 – 2012, Permit Clerk Supervisor | 2006 – 2008, DRC Coordinator – Planning & Zoning | 1998 – 2001

EDUCATION

Doctor of Public Administration – Nova Southeastern University, Fort Lauderdale, FL
Master of Public Administration – Florida Atlantic University, Boca Raton, FL
Executive Certificate in Public Procurement – Florida Atlantic University, Boca Raton, FL
Bachelor of Health Services / Minor in Business Administration – Florida Atlantic University, Boca Raton, FL

PRESENTATIONS

2026: GFOA Conference **Panelist**: Yes, We Can - Women in Leadership Series
2026: Keynote **Speaker** – Miramar High Entrepreneur and Small Business graduation
2026: Classroom presentation – **guest lecturer** – Miramar High
2025: Alan B. Levan | NSU Broward Center of Innovation: **Moderator** – Broward Supplier Development Exchange
2024: ASPA (American Society for Public Administration), 18th Annual SoFla Best Practices Conference: **Panelist** – XYZ: Public Service Across Generations
2023: Broward College: **Presenter** – Topic “Overcoming One’s Greatest Fears, Oneself”
2022: ESRI Public Sector CIO Summit – **Panelist** – What is Driving Your GIS Adoption

PROFESSIONAL AFFILIATIONS

- GFLA - Greater Fort Lauderdale Alliance
- Committee Member – Flood Mitigation Planning Advisory Committee
- ICMA (International City/County Management Association)
- BCCMA (Broward County City Managers Association)
- FCCMA (Florida City County Management Association) | Professional Development Committee Member | Fall Symposium Chair
- ASPA (American Society for Public Administration) | Conference Presenter
- SFMC (South Florida Media Coalition)
- NFBPA (National Forum for Black Public Administrators)
- GFOA (Government Finance Officers Association) – Award Presenter

AWARDS AND RECOGNITION

- Greater Fort Lauderdale Alliance – Feature – 2026 Real Estate Opportunities chapter
- Top 10 Assistant City Managers 2026 – Gov Business Review
- ICMA-CM designation (2025)
- Woman of Distinction Award – City of Miramar (2023)

Candidate 3

Charles (Chad) Morris

Lauderdale Lakes recruiting team,

Thank you for the opportunity to apply for the City Manager position in Lauderdale Lakes. After reviewing the job description, it's clear that you're looking for a candidate that is extremely familiar with the responsibilities associated with the role, and can perform them confidently. I am familiar with the issues and concerns that accompany growth and operations in local government. Given your requirements, I am certain that I have the necessary skills to successfully do the job adeptly and perform above expectations. I have begun the process of acquiring my ICMA-CM designation. I have more than 23 years of experience in Florida municipal operations.

I have a working knowledge of the challenges of water and wastewater utilities as well as electric utilities, and have worked with Public Works Department staff to address stormwater infiltration and drainage issues. I have a strong understanding of financial issues and their impacts on local government, and have developed and presented budgets to City Council. I am familiar with the operations of Public Safety, Public Works, and Leisure/Recreation Departments. I have extensive experience in the fields of procurement and technology. I have experience dealing with state and federal agencies as well. I have experience with labor negotiations, Project Management, and Land Use Planning. I have experience with redevelopment activities in Niceville.

I am a results-oriented professional who has been recognized as proactive and competent by my co-workers and management. Over the course of my 25-year career, I've developed a skill set directly relevant to the City Manager role for which you are hiring, including government policy and regulations, government procurement and budgeting, and developing and leading teams to accomplish both short term and long-term goals. Overall, I have consistently demonstrated leadership, problem-solving, and communication abilities in every aspect of my roles at the City of Niceville and the City of Milton-Freewater. I invite you to review my experience and achievements in the attached resume or in personal conversation, as appropriate. I have completed a MPA and have 24 years of increasing responsibility, including more than 15 years in supervisory roles, in a local government environment. I want to be a part of a growing organization focused on the quality of life of the residents,

After reviewing my resume, I hope you will agree that I am the type of competent and competitive candidate you are looking for. I look forward to elaborating on how my specific skills, abilities, and knowledge of municipal operations will benefit Lauderdale Lakes.

Thank you for your consideration, and I look forward to hearing from you soon.

Sincerely,

Chad D. Morris

CHARLES (CHAD) D. MORRIS

COMMUNICATOR • LEADER • COORDINATOR

PROFESSIONAL PROFILE

Accomplished leader with more than 25 years of service in the public and private sector. More than 15 years of progressively responsible local government management experience. Demonstrates high level communication skills, the ability to think strategically, and political acumen. Values creativity, flexible thinking, and resiliency. Proficient at finding innovative solutions to challenges, developing relationships, and building and empowering teams.

RELEVANT EXPERIENCE

City of Milton-Freewater, Oregon • May 2024 – Oct. 2025

City Manager -- Chief Administrative Officer for the City. Senior appointed officer, responsible for all day-to-day operational decisions and all personnel actions. Oversee all operational departments including Public Safety, Public Works, Administration, Finance, Library, Water, Sewer, Electric, Solid Waste, and Community Development. Facilitated Strategic Visioning process.

City of Niceville • Niceville, FL • 2001 – 2024

DEPUTY CITY MANAGER - 2023 – 2024, DIRECTOR OF PURCHASING - 2009 – 2024, DIRECTOR OF INFORMATION SYSTEMS- 2001 - 2024

Deputy City Manager -- Title became official in February 2023 to reflect duties performed for several years previous. Serves as strategic advisor for senior leadership, develops public-private partnership opportunities, represents the City when requested by management, and seeks to increase visibility of the organization. Involved in development, review, and presentation of annual city budget. Fosters relationships with stakeholders, senior leadership, and elected officials.

- **2001 - 2024 -- Information Systems Director** - Coordinates with Information Systems Department and other city staff to develop solutions that solve technology related challenges. Understands business processes of all municipal departments to implement appropriate resources.
- **2009 - 2024 -- Purchasing Director** - Establish proper processes to ensure that all applicable laws and requirements are satisfied. Monitors and understand operations and ongoing activities in all departments to assist in procuring needed goods and services.
- **2012 - 2024 -- Project Manager - Special Projects** - Lead teams to plan, budget, implement, and manage projects with multiple department involvement. Facilitates cooperation and scheduling within and between involved departments. Coordinate labor and material acquisition as required to successfully accomplish project goals.
- **2014- 2024 -- Grants management** --Manages some grants applied for by the City. Researches, plans, communicates, budgets, and evaluates grant opportunities as part of the grant team and process.

EDUCATION

Master of Public Administration
Management
Troy University

B.S.B.A. Business Administration
Accounting
University of West Florida

RELEVANT TRAINING

Certified Government Chief
Information Officer Program

Administrative Law

Labor Relations Mediation and
Negotiation

Organizational Analysis

Policy Formation &
Implementation

Policy & Program Research

Governmental Budgeting &
Finance

Personnel Management

FEMA/NIMS 100 & 200

PROFESSIONAL MEMBERSHIPS

ICMA

OCCMA

NIGP

CHAD D. MORRIS

COMMUNICATOR • LEADER • COORDINATOR

RELEVANT EXPERIENCE - Continued

Owner - SR Technologies

Milton, FL • 1998 - 2003

Accounting Manager - Graves & Carlos, Architects and Engineers

Pensacola, FL • 1997 - 1998

Lead Caregiver - Santa Rosa Community School - SRCSD

Milton, FL • 1988 - 1997

Enlisted - US Army and US Army Active Reserves

1986 - 1990

RELEVANT SKILLS

COMMUNICATIONS

- Communicates professionally and effectively with staff, management, council members, and citizens to aid in task completion, project management, conflict resolution, and information dissemination.
- Proactively works with teams, departments, and outside consultants to create and execute work plans, budgets, performance metrics, and policies and procedures.

PLANNING / BUDGETING

- Developed department plans for continuity of operations.
- Involved in city-wide budget development as well as individual departments.
- Developed policies and procedures for department operations.

LEADERSHIP

- Understand and use delegation to increase productivity and efficiency.
- Utilize strategic thinking processes to research and evaluate potential solutions to needs or issues
- Able to develop creative solutions to opportunities and adapt to changing needs and situations.
- Team leader for signal team in US ARMY Active Reserves 1988-1990

MAJOR PROJECT INVOLVEMENT

- Project Manager for Niceville Senior Center Construction
- Project and Grant Manager for John Sims Pkwy Median Beautification Project - FDOT grant
- Restore Act Grants lead for Niceville Landing land acquisition.

Volunteer Work

- Niceville/Valparaiso Rotary Club
(2018- 2024)
- Milton-Freewater Rotary Club (2024-present)
Board member 2025-present
- Pine Terrace Baptist Church Treasurer
Approx. 2000 – 2008

BOARDS/COMMITTEES

- Central Gulf Coast Chapter NIGP
President 2016-2017
- Florida Local Government Information Systems Association
Northwest District Representative
Board Member 2005-2014
- NIGP Best Practices Development Team. Team member for series of Best Practices documents on IT Procurement published by NIGP
- Oregon Municipal Electric Utilities (OMEU) Board member and Legislative Committee member
- OCCMA Scholarship committee

Candidate 4

Honorable Mayor Edwards Phillips and Members of the City Commission,

I am writing to express my interest in serving as City Manager for the City of Lauderdale Lakes. My background includes more than 13 years of Broward County local government experience in city operations, public finance, budgeting, capital planning, redevelopment, public safety service contracts, intergovernmental coordination, and Commission support. I have spent my career working in an adjacent Broward community, and my interest in Lauderdale Lakes is not only professional; it is personal.

I know this part of Broward County well because it is my home. I have lived in the 33309 ZIP code since 2013, near Lauderdale Lakes and the Oakland Park Boulevard corridor. I taught my children to ride their bikes on the C-13 Canal Greenway, and I have spent many hours at Vincent Torres Park playing basketball -poorly, but gratefully- under the covered court with my kids. I understand that Lauderdale Lakes has its own history, identity, diversity, and pride. I have seen firsthand the dynamic changes taking place in the area and the City's redevelopment efforts through projects such as Cassia Commons, Bella Vista, and other investments. I would be honored to serve a community that has been part of my life for so long, and I believe my professional background would serve Lauderdale Lakes well.

My personal connection is matched by a strong professional alignment with the City's needs. Lauderdale Lakes' adopted budget and strategic priorities make clear that the City is focused on public safety, infrastructure, meaningful redevelopment, culture and recreation, excellent customer experiences for residents and businesses, and employee development, all supported by a strong emphasis on financial stewardship. Those priorities closely match the work I have performed in Oakland Park. As Assistant City Manager and Chief Financial Officer, I helped oversee citywide operations for a full-service municipal government, coordinated department directors, managed agenda development, conducted Commissioner briefings, and worked across all levels of the organization to ensure that elected-body priorities were translated into operations, budgets, capital projects, and service delivery.

A City Manager for Lauderdale Lakes should be someone who understands public safety service agreements and their long-term financial impact. I have more than a decade of direct experience analyzing and negotiating high-value Broward Sheriff's Office service contracts, including a 99-position, \$22 million annual police services agreement that represented Oakland Park's largest operating expenditure. I understand the importance of evaluating service levels, staffing, cost escalation, contractual terms, and community expectations in a way that supports both public safety and fiscal sustainability.

Strong financial management will be especially important in the coming years. Lauderdale Lakes' long-range financial planning recognizes the pressure created when service costs rise faster than

recurring revenue growth. At the same time, the broader property tax reform discussion in Florida could significantly affect local government revenue structures and will require cities to be even more disciplined, transparent, and forward-looking. Whatever the Legislature and voters ultimately decide, the next City Manager must be prepared to help the Commission evaluate financial conditions, protect essential services, identify efficiencies, seek grants and alternative revenues, and communicate difficult tradeoffs clearly. These are challenging times that require active engagement with financial issues, not simply reactive responses.

That is an area where I can add immediate value. In Oakland Park, I directed financial strategy for a \$200 million-plus municipal budget and a multi-year capital program exceeding \$130 million. I maintained a 13-year record of clean audits and unamended annual budget proposals, led a \$40 million General Obligation Bond program, managed enterprise fund rate studies, directed CARES Act and ARPA compliance, supported FEMA reimbursement documentation, and helped convert more than \$4 million in CRA loans to grant funding. I have also worked extensively with Broward County, regional agencies, state and federal programs, and service providers on financial, emergency management, redevelopment, planning, surtax, and infrastructure matters.

I also understand that the City Manager role is not just about numbers or projects. It is about trust. Lauderdale Lakes' "We Care" identity is reflected in the City's work with families, seniors, youth, vulnerable residents, small businesses, neighborhoods, schools, faith communities, and civic organizations. The City Manager must respect that identity while supporting the Commission with reliable administration, ethical governance, timely communication, and practical execution. I understand the Commission-Manager form of government: the Commission sets policy, and the City Manager's responsibility is to provide professional guidance, execute that direction faithfully, and keep members of the Commission informed in a clear, consistent, and timely manner.

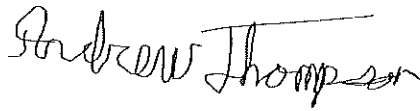
My management approach is grounded in clear expectations, transparency, accessibility, and respect for both residents and employees. In Oakland Park, I implemented the City's first financial transparency portal, improved public budget communication, reviewed agenda items and presentation materials for clarity and accuracy, and made myself easily accessible to residents, businesses, and neighborhood groups. My direct phone number appeared on every property tax bill for more than a decade. I believe residents deserve a government that answers questions, follows through, and explains decisions plainly.

I also believe employees do their best work when expectations are clear and development is taken seriously. I have managed departments, worked through directors and supervisors, participated in labor negotiations, supported succession planning, and developed promotional pathways tied to certifications and credentials. A City Manager should set standards, hold the organization accountable, and still create an environment where employees are respected, trained, and given the opportunity to grow.

Lauderdale Lakes is a vibrant, diverse, service-oriented city with significant opportunities. Like other communities, there are real challenges to be overcome. I would approach the role with respect for the City's history, its residents, its employees, and the Commission's leadership. I would bring financial discipline, operational experience, public safety contract knowledge, redevelopment experience, regional relationships, and a commitment to transparent, responsive local government.

I would welcome the opportunity to discuss how my experience can serve the Mayor, City Commission, residents, businesses, and employees of Lauderdale Lakes.

Sincerely,

A handwritten signature in black ink that reads "Andrew Thompson". The signature is written in a cursive style with a horizontal line extending from the top of the "A".

Andrew Thompson

Andrew Thompson, MPA, MURP, CGFO

Municipal executive with 13+ years of Broward County local government experience leading city operations, public finance and budgeting, strategic and capital planning, redevelopment, public-private partnerships, public safety service contracts, intergovernmental collaboration, and Commission support. Proven ability to translate elected body priorities into effective administration, reliable services, transparent communication, accountable operations, and long-term financial sustainability. Experienced managing departments, advising elected officials, developing employees, negotiating service agreements, supporting community engagement, and delivering complex initiatives in a diverse full-service municipal environment.

PROFESSIONAL EXPERIENCE

Assistant City Manager / Chief Financial Officer | *City of Oakland Park, FL* *Sept. 2021 – April 2026*

- Oversaw citywide operations for a full-service municipal government with 340 employees, coordinating department directors, aligning service delivery across departments, and ensuring execution of organizational priorities
- Served as a primary advisor to the City Commission, preparing and presenting agenda items, facilitating policy discussions, conducting Commissioner briefings, and ensuring consistent execution of Commission direction
- Negotiated and analyzed high-value Broward Sheriff's Office public safety service contracts, including a 99-position, \$22M annual police services agreement, securing long-term renewals and annual cost-containment measures for the City's largest operating expenditure
- Directed financial strategy for a \$200M+ municipal budget and multi-year capital program exceeding \$130M, authoring the annual budget message and personally delivering public budget presentations
- Led revision and implementation of the City's Strategic Plan, connecting elected-body priorities to departmental work plans, budget allocations, capital projects, service delivery expectations, and performance measures
- Coordinated organizational priorities and cross-departmental operations, including public works, development services, finance, parks, public safety contract services, utilities, human resources, procurement, technology, emergency management, and community-facing initiatives
- Established clear expectations with department leaders and staff to support accountable operations, timely service delivery, employee development, and consistent execution of Commission priorities
- Maintained a 13-year record of clean audits and unamended budget proposals while overseeing budget development, financial operations, internal controls, transparency initiatives, and audit compliance
- Directed implementation and compliance for CARES Act and ARPA funding exceeding \$20M, ensuring regulatory compliance, reporting, expenditure tracking, departmental coordination, and audit readiness
- Led a \$40M General Obligation Bond program, managing public education, Commission support, financing strategy, AA rating process, and delivery of proceeds for major public facilities and infrastructure investments
- Coordinated redevelopment and economic development efforts, including business incentive programming, Opportunity Zone 2.0 application preparation, public-private partnerships, and code updates to support investment, housing, and corridor revitalization
- Served as lead negotiator in collective bargaining, with over a dozen successful union negotiations across four bargaining units, including public safety units
- Supported transparent and accessible government through public financial reporting, agenda review, budget presentations, resident/business communication, and implementation of Oakland Park's first financial transparency portal
- Served as NIMS/FEMA Section Chief, participating in Emergency Operations Center activations and directing FEMA reimbursement and recovery documentation

Director, Financial Services | City of Oakland Park, FL**2016 – 2021**

- Secured consistent, unamended Commission adoption of annual budgets, maintaining all proposed tax and assessment rate structures through strategic stakeholder alignment
- Managed a 16-person Financial Services Department, overseeing budgeting, accounting, treasury, procurement, utility billing, and financial reporting
- Maintained a clean external audit record with zero findings, establishing strong internal controls and compliance practices, including restructuring the City's cybersecurity program
- Led comprehensive refunding of the City's debt portfolio, reducing long-term debt service by millions
- Directed financial strategy for enterprise funds, including water, sewer, stormwater, and solid waste, serving as lead manager for rate studies and long-term revenue sufficiency planning
- Developed multi-departmental auto-progression and promotional programs that supported employee development, improved retention, and created advancement opportunities tied to specified certifications and credentials
- Converted \$4M+ in CRA loans to grant funding, eliminating debt service and reducing long-term liabilities
- Coordinated the public educational campaign for the City's inaugural General Obligation (GO) Bond referendum, securing passage with a 67% supermajority vote for \$40 million in bonds to construct new City facilities
- Issued \$10.1 million in water & sewer Green Bonds (E1 score) in 2019, one of the first such issuances in Florida
- Improved the City's Water & Sewer Bond Rating from AA- to AA with S&P
- Secured favorable franchise agreements, notably with Tampa Electric (TECO) and other regional utility providers
- Implemented an ESCO-funded Advanced Metering Infrastructure (AMI) system citywide, modernizing utility operations without upfront capital costs while improving customer service, leak detection, meter accuracy, and reducing staffing needs
- Modernized citywide revenue collection by implementing no-fee online, 24/7 telephonic, and retail-based cash payment systems, significantly enhancing service accessibility
- Directed the competitive RFP and transition of citywide banking services, optimizing treasury management functions and modernizing cash handling protocols
- Implemented a purchasing card program generating \$300K+ annually in rebates
- Oversaw conversion of firefighter pension system to Florida Retirement System, including development of innovative mid-career transition options

Assistant Director / Budget & Management Analyst | City of Oakland Park, FL**2013 – 2016**

- Led implementation of a citywide transition to the Tyler Munis ERP system, successfully consolidating fragmented legacy software into a unified, enterprise-wide management platform
- Integrated operating, capital, and payroll budgets into a single system, improving reporting, forecasting, and control
- Developed custom reporting tools using Microsoft Access to create the City's budget book
- Implemented the City's first financial transparency portal and presented the initiative at Florida City and County Management Association
- Inherited and resolved outstanding audit findings to the satisfaction of the Florida Joint Legislative Auditing Committee

EDUCATION & CERTIFICATIONS

- Master of Public Administration (MPA) – Florida State University (2017)
- Master of Science, Urban & Regional Planning (MURP) – Florida State University (2013)
- Graduate Certificate, Florida City & County Management – Florida State University (2013)
- Bachelor of Arts, Political Science – Northern Kentucky University (2008)

- Certified Government Finance Officer (CGFO) since 2015
- Certified Public Pension Trustee (CPPT) since 2016
- FEMA ICS: IS-100, 200, 700, 800

PROFESSIONAL LEADERSHIP & SERVICE

- Member, Finance, Taxation & Personnel Legislative Policy Committee – Florida League of Cities (2016–2020; 2022–2025)
- Member, Technical Review Committee – Broward Metropolitan Planning Organization
- Banking Services Selection Committee – City of Plantation
- Member, Energy Conservation Committee – Wakulla County
- Volunteer – Oakland Park Volunteer Corps

AWARDS

- ICMA Program Excellence Award for Community Health and Safety (2022)
- Performance Excellence Award – City of Oakland Park (2015)
- Distinguished Budget Presentation Award – Government Finance Officers Association (2013 to 2025)
- Certificate of Achievement for Excellence in Financial Reporting – Government Finance Officers Association (2013 to 2025)
- B. Harold Farmer Award – Florida City and County Management Association (2011)

PRESENTATIONS & PUBLICATIONS

- Sustainable Urban Renewal: Innovative Strategies for Downtown Development, ICMA Conference Presentation (2025)
- Comparing Quality and Cost of Law Enforcement Service Models: An Analysis of Contracting and Non-Contracting Cities within Broward County, Florida, Askew School of Administration, (2017)
- Unlocking the Value of Your Financial Data, FCCMA Conference Presentation (2015)
- Public-Private Pay Comparisons: An Analysis of Florida, *Compensation & Benefits Review* (2012)