

Partnering with Local  
Governments to Recruit,  
Assess and Develop  
Innovative, Collaborative,  
Authentic Leaders

# City of New Smyrna Beach City Manager Search

Triage Level Briefing  
April 18, 2024



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# Meeting Objectives

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- Search Overview
- Review Candidates for Consideration
- Select approximately 8-12 Semifinalist Candidates to continue in the recruitment process
- Review Next Steps
- Review & Confirm Search Timeline



# SGR Candidate Outreach

- SGR marketing: Weekly announcement in 10 in 10 Newsletter; SGR website for 31 days; featured job ads March 11-15; posted on Facebook, Twitter, LinkedIn, & Instagram; and 2 email blasts to SGR's opt-in Job Alert subscribers (6,843 total subscribers)
- External ad placements: National, local, and position-specific targeted job ad placements
- Extensive direct outreach with prospective candidates and referral sources from similar SGR searches and Recruiter network.

# CITY MANAGER

City of New Smyrna Beach, Florida





## Triage Process

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- The Triage Process is like a funnel.
- At the initial application stage, we know a little about most Applicants, based upon what they have included in their submitted materials.
- As we progress to Semifinalists, we will learn more information regarding experience, style, and background of each candidate.
- SGR conducts comprehensive media searches and reference checks on Finalists, documenting and sharing items with you that could be of interest to a future employer.

**Applicants**

**Semifinalists**

**Finalists**

# Applicant Pool Profile: 54 Applicants

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Geographic Diversity – 22 States and 2 Countries

- 20 Applicants from Florida
- 3 Applicants each from Illinois, Michigan, and Texas
- 2 Applicants each from Colorado, Georgia, Iowa, Minnesota, Mississippi, and Utah
- 1 Applicant each from Alabama, Arizona, Arkansas, California, Indiana, Montana, Nevada, Ohio, Pennsylvania, South Carolina, Virginia, and Washington
- 1 Applicant from India



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# Applicant Pool Profile: Demographics

Total Applicants	Gender			Race					
	Female	Male	No response	Asian (Not Hispanic or Latino)	Black or African American (Not Hispanic or Latino)	Hispanic or Latino	I Choose Not to Respond	Two or More Races (Not Hispanic or Latino)	White (Not Hispanic or Latino)
54	5	48	1	1	4	1	3	3	42



# Explanations of Ranking System

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Rankings at this stage of the process are primarily based on qualifications and with individual Applicants as presented in their application materials utilizing the Position Profile Brochure as the lens for evaluation.

The rankings have NOT evaluated style and philosophical issues at this stage.

As the Applicants are being reviewed, please note your ranking of them using the following scale:

1. A candidate that I am interested in advancing as a Semifinalist
2. A candidate that I might be interested in advancing as a Semifinalist
3. A candidate that I am not interested in advancing as a Semifinalist





## Angela (Angie) Stone –

- Various positions, Town of Hilton Head Island, South Carolina (pop. 38k):
  - Assistant Town Manager - Community Engagement, 2021-Present
  - Human Resources Director, 2018-2021
  - Senior Human Resources Administrator, 2001-2018
- Master's Degree in Personnel and Employee Relations,  
Bachelor's Degree in Psychology



## **Bilal Iftikhar –**

- Director of Utilities & Acting City Manager (as needed), City of Winter Springs, Florida (pop. 38k) 2023-Present
- Director of Public Works and Utilities / Acting Deputy Assistant City Manager (as needed), City of Sanford, Florida (pop. 61k) 2002-2023
- Master's Degree in Public Administration, Juris Doctorate Degree, Bachelor's Degree in Civil Engineering, FL Bar, P.E.-FL

## Brian Kelley –

- Various positions, City of Sandy, Utah (pop. 93k):
  - Director of Administrative Services (CFO, CIO, HR VP) 2013-Present
  - HR & Management Services Director, 2003-2013
  - Assistant to the City Manager, 1999-2002
- City Manager, City of Washington Terrace, Utah (pop. 9k) 2002-2003
- Master's Degree in Business Administration, Bachelor's Degree in Health Services Administration

## **Carmen Davis –**

- City Manager, City of Lake Worth Beach, Florida (pop. 39k) 2021-2023
- Chief Operating Officer, Jackson Medical Mall Foundation, Jackson, Mississippi, 2020-2021
- County Administrator, Hinds County, Mississippi (pop. 218k) 2010-2020
- Various positions, City of Detroit, Michigan (pop. 620k):
  - City Planner, 2007-2009 & 1993-2001
- Master's Degree in Business Administration, Bachelor's Degree in Urban Planning

## Cary Vargo –

- Chief Executive Officer, ARRO Consulting, Inc., Lititz, Pennsylvania, 2019-2023
- Township Manager, Upper Uwchlan Township, Pennsylvania (pop. 12k) 2009-2019
- Township Manager, Thornbury Township, Chester County, Pennsylvania (pop. 7k) 2007-2009
- Master's Degree in Business Administration, Master's Degree in Public Administration, Bachelor's Degree in Public Administration

## Christopher (Chris) Miller –

- County Administrator, King George County, Virginia (pop. 27k) 2021-January 2024
- Executive Director, Northeast Texas Regional Mobility Authority (NET RMA), Tyler, Texas, 2016-2020
- Various positions, South Alabama Regional Planning Commission (SARPC), Mobile, Alabama:
  - Executive Director, 2013-2016
  - Deputy Executive Director, 2006-2013
- City Administrator, City of Bay Minette, Alabama (pop. 8k) 1999-2006
- Master's Degree in Public Administration, Bachelor's Degree in History and Political Science

## **Douglas (Doug) Maxeiner –**

- City Administrator, City of East Moline, Illinois (pop. 21k) 2019-2023
- City Administrator, City of Moline, Illinois (pop. 42k) 2017-2019
- Village Administrator, Village of Wauconda, Illinois (pop. 14k) 2013-2017
- Village Administrator, Hampshire, Illinois (pop. 8k) 2011-2013
- Various positions, City of McHenry, Illinois (pop. 28k):
  - City Administrator, 2002-2010
  - Assistant City Administrator, 1999-2002
- Master's Degree in Public Administration, Bachelor's Degree in Political Science

## Jacob Smith –

- City Manager, Fruit Heights City, Utah (pop. 6k) April-November 2023
- Assistant City Manager/Finance Director, City of Centerville City, Utah (pop. 17k) 2012-2023
- Finance/Grants/Budget Manager, State of Utah, 2008-2012
- Master's Degree in Public Administration, Bachelor's Degree in History



## James Slaton –

- Various positions, City of Lake Wales, Florida (pop. 17k):
  - City Manager / Executive Director, 2020-Present
  - Deputy / Assistant City Manager, 2017-2020
  - Public & Support Services Director, 2013-2017
  - Support Services Director, 2012-2013
  - IT Director/Network Administrator, 2005-2012
- Master's Degree in Management and Leadership, Bachelor's Degree in Public Administration, ICMA-CM, Senior Executive Institute-University of Virginia

## Jeff Mihelich –

- City Manager, City of Bozeman, Montana (pop. 56k) 2020-2024
- Deputy City Manager/Chief Operating Officer, City of Fort Collins, Colorado (pop. 169k) 2014-2020
- Assistant City Manager, City of Surprise, Arizona (pop. 154k) 2008-2014
- Master's Degree in Urban and Regional Planning, Bachelor's Degree in Political Science and Criminal Justice, ICMA-CM

## Joseph (Joe) Gaa –

- City Administrator, City of Marshalltown, Iowa (pop. 27k) September 2023-February 2024
- City Manager, City of Aberdeen, South Dakota, (pop. 28k) 2020-2023
- City Administrator, City of Dickinson, North Dakota (pop. 25k) 2018-2020
- City Manager, City of Chariton, Iowa (pop. 4k) 2014-2018
- City Administrator/Public Works Director, City of Woodbine, Iowa (pop. 2k) 2010-2014
- Master's Degree in Recreation Management, Bachelor's Degree in Public Administration/Criminal Justice, ICMA-CM

## **Kemarr Brown –**

- Vice President of Technology Integrations, CES Consultants, Inc, 2023-Present
- Founder & Chief Visionary Officer, Pointtech Business Solutions, Inc. DBA OnPointe Government Solutions, 2010-Present
- Deputy City Manager, City of North Miami Beach, Florida (pop. 43k) 2022-2023
- Various Positions, City of Miami, Florida (pop. 468k):
  - Assistant Director, Planning/Enterprise Program Manager, 2019-2022
  - Chief of Staff/Strategic Enterprise Program Manager, 2017-2019
  - Business Analyst Manager, 2015-2017
- Customer Relations & Mediation Manager, Aldridge Connors, LLC (location not provided), 2013-2014

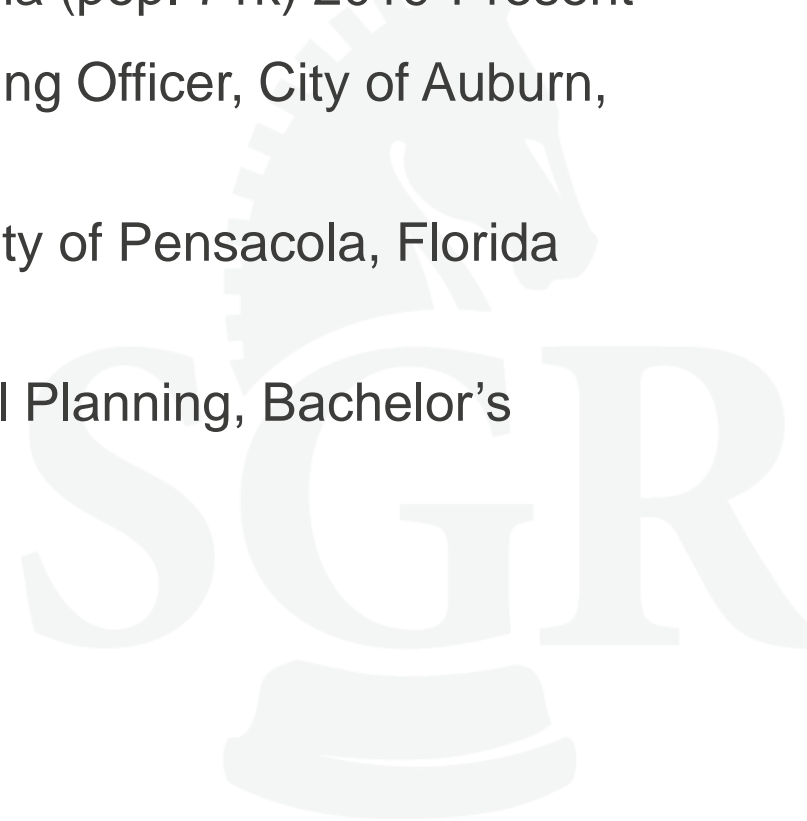
## **Kemarr Brown – continued**

- Agency Redesign Consultant-Florida Gubernatorial Fellow, State of Florida, 2011-2012
- Master's Degree in International Administration, Master's Degree in Law in Intercultural Human Rights Law, Bachelor's Degree in Government & Political Science



## Kevin Cowper –

- City Manager, City of Dothan, Alabama (pop. 71k) 2019-Present
- Assistant City Manager/Chief Operating Officer, City of Auburn, Alabama (pop. 76k) 2007-2019
- Community Development Director, City of Pensacola, Florida (pop. 54k) 2001-2007
- Master's Degree in City and Regional Planning, Bachelor's Degree in Geography, AICP



## Michael (Mike) Morris –

- Various positions, Stafford County, Virginia (pop. 163k):
  - Deputy County Administrator, 2022-Present
  - Director of Parks, Recreation and Community Facilities, 2016-2021
- Director of Recreation and Parks, City of Annapolis, Maryland (pop. 41k) 2014-2016
- Director of Parks & Recreation, City of Corpus Christi, Texas (pop. 316k) 2010-2014
- Director of Parks, Recreation, and Community Services, City of Portsmouth, Virginia (pop. 97k) 2003-2010
- Master's Degree in Education - Sports Management, Bachelor's Degree in Accounting, CPRP, Senior Executive Institute-University of Virginia



## Michael Silverman –

- City Manager, City of Pascagoula, Mississippi (pop. 22k) 2019-Present
- City Manager, City of Caro, Michigan (pop. 4k) 2018-2019
- Management Analyst, Lee County, North Carolina (pop. 62k) 2016-2018
- Victim Witness Assistant, Lee/Harnett District Attorney's Office, Lillington, North Carolina, August-November 2016
- Legislative Intern, Representative Robert Reives II, Raleigh, North Carolina, February-August 2016
- Summer Law Clerk, North Carolina State Ethics Commission Raleigh, North Carolina, May-July 2015
- Master's Degree in Public Administration, Bachelor's Degree in History

## Patrick Comiskey –

- City Manager, City of Mount Dora, Florida (pop. 17k) 2021-2024
- City Manager, City of Cambridge, Maryland (pop. 13k) 2018-2021
- Educational Sabbatical, 2016-2018
- City Manager, City of Thomaston, Georgia (pop. 10k) 2002-2016
- Master's Degree in Public Administration, Bachelor's Degree in Sociology and Business Administration, CPM



## Patrick Jordan –

- County Administrator, Ionia County, Michigan (pop. 67k) 2022-Present
- City Manager, City of Escanaba, Michigan (pop. 12k) 2017-2022
- County Administrator, Wexford County, Michigan (pop. 33k) 2015-2017
- Assistant City Manager, City of Unalaska, Alaska (pop. 5k) 2013-2015
- Borough Manager, Bristol Bay, Alaska (pop. >1k) 2011-2013
- Vital Records Manager, Tarrant County Clerk, Tarrant County, Texas (pop. 2,2m) 2008-2011
- Master's Degree in Public Administration, Bachelor's Degree in Political Science

## Patrick Marsh –

- Independent Consultant, various clients and locations, 2021-Present
- City Manager, City of Fernley, Nevada (pop. 24k) 2022-2023
- City Administrator, City of Fitchburg, Wisconsin (pop. 31k) 2015-2021
- City Administrator and Economic Development Director, City of Monona, Wisconsin (pop. 9k) 2007-2015
- Master's Degree Public Administration, Bachelor's Degree Business/Public Administration & Political Science, ICMA-CM

## Patry (Pat) Oman –

- County Administrator, Becker County, Minnesota (pop. 34k) 2021-2024
- Technical Expeditor, Skywater Technology, Bloomington, Minnesota, 2021
- County Administrator, Mille Lacs County, Milaca, Minnesota (pop. 26k) 2015-2021
- City Administrator/Executive Director HRA, City of Moose Lake, Minnesota (pop. 3k) 2013-2015
- Director of Economic Development/Exec. Director EDA/HRA, Carlton County, Minnesota (pop. 37k) 2005-2013
- Master's Degree in Business Administration, Master's Degree in Manufacturing Systems, Bachelor's Degree in Biology, Bachelor's Degree in History, EDFP

## Paul Brake –

- City Manager, City of Royal Oak, Michigan (pop. 57k) 2020-2023
- City Manager, City of Morgantown, West Virginia (pop. 30k) 2017-2020
- Director of State Operations, Michigan SAFEbuilt, Inc., Athens, Michigan, 2015-2016
- City Manager, City of Grand Blanc, Michigan (pop. 8k) 2011-2015
- Assistant Township Manager, Meridian Township, Michigan (pop. 43k) 1998-2011
- Master's Degree in Public Administration, Bachelor's Degree in Public Administration, ICMA-CM, CEcD, Senior Executive Institute-University of Virginia, Senior Executives in State & Local Government-Harvard University

## **Robin Hayes –**

- City Manager, Cocoa Beach, Florida (pop. 11k) 2022-2023
- Interim Director of Finance, City of Port Orange, Florida (pop. 65k) 2021-2022
- City Manager, City of Mount Dora, Florida (pop. 17k) 2016-2021
- Director of Management Services, City of Oviedo, Florida (pop. 40k) 2012-2016
- Director of Finance, City of Winter Garden, Florida (pop.47k) 2008-2012
- Bachelor's Degree in Business Administration



## Scott Moye –

- County Manager, Ware County Board of Commissioners, Ware County, Georgia (pop. 37k) 2016-Present
- Procure-to-Pay (P2P) Operations Coordinator, MCHS in Waycross, Georgia, 2013-2016
- City Administrator, City of Blackshear, Georgia (pop. 4k) 2004-2013
- Adjunct Instructor, Coastal Pines Technical College, Waycross, Georgia 2005-Present
- Various positions, City of Fernandina Beach, Florida (pop.14k):
  - Deputy City Manager, 2000-2004
  - Interim City Manager, 2001-2002
- Master's Degree in Public Administration, Bachelor's Degree in Business Administration

## Stanley Hawthorne –

- City Manager, City of College Park, Georgia (pop. 14k) 2023-2024
- Town Manager, Town of Bloomfield, Connecticut (pop. 10k) 2021-2023
- President, DoyleSH Corporation, Fort Lauderdale, Florida, 2019-2021
- Assistant City Manager, City of Fort Lauderdale, Florida (pop. 180k) 2011-2019
- Assistant City Manager, City of Lakeland, Florida (pop. 120k) 2005-2011
- Master's Degree in Public Administration, Bachelor's Degree in Social Science, Senior Executive Institute-University of Virginia

## Thomas (Ted) Yates –

- General Manager, SD Marine, Islamorada, Florida, 2023-Present
- Village Manager, Village of Islamorada, Florida (pop. 7k) 2022-2023
- Various positions, City of Twinsburg, Ohio (pop. 19k):
  - Mayor, Public Safety Director, 2015-2022
  - Member of Twinsburg City Council, 2009-2015
- Various positions, Reitz, Paul & Shorr, Aurora, Ohio:
  - Of Counsel, 2015-2019
  - Partner, 2013-2015
- Master's Degree in Business Administration, Juris Doctorate Degree, Bachelor's Degree in Accounting

# Discuss Selection of Semifinalists

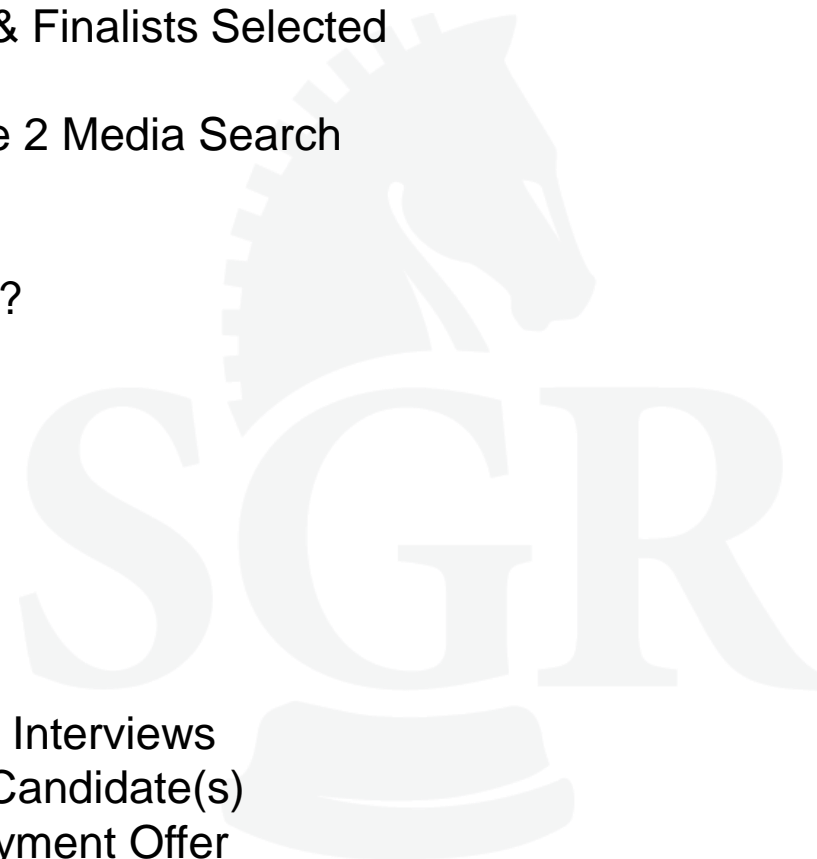
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# Next Steps



# Next Steps

- **Semifinalists Preparations:**
  - Questionnaires & Video Interviews
  - Stage 1 Media Search
  - Material reviewed by City Commission & Finalists Selected
- **Finalists Preparation:**
  - Background/Reference Checks & Stage 2 Media Search
  - First Year Game Plan (FYGP)
  - DiSC Assessments?
  - Any Assessment/Presentation Exercise?
- **On-Site Interview Process:**
  - Day 1 - June 7<sup>th</sup>:
    - City Commission 1-on-1's
    - Community Tours
    - Senior Staff-Candidate Sessions
    - Public Meet & Greet
  - Day 2 - June 8<sup>th</sup>:
    - Candidate City Commission Public Interviews
    - Deliberations & Decision on Final Candidate(s)
    - Commence Negotiations of Employment Offer



# Review & Confirm Search Timeline

<b>New Smyrna Beach City Manager Search Timeline - 04/18/2024</b>	<b>Search Process Milestone</b>	<b>(City Meeting Dates w/ SGR in Red Font)</b>
<b>Position profile brochure is finalized/ Job Launched</b>	Thursday, March 7, 2024	
<b>Job Posted/Ads Placed</b>	Friday, March 8, 2024	Internal steps with SGR
<b>Deadline for first review of applications</b>	Sunday, April 7, 2024	Position Closed
<b>Send Resume materials /PowerPoint Presentation</b>	Friday, April 12, 2024	Internal steps with SGR
<b>SGR meets with City to review Applicant Pool / selection of Semifinalists</b>	Thursday, April 18, 2024	<b>Propose 90-minute Virtual Meeting on April 18th @ 5:30 PM</b>
<b>Stage 1 Media Search Due</b>	Thursday, May 2, 2024	Internal steps with SGR
<b>Questionnaires Due from Candidates</b>	Sunday, April 28, 2024	Internal steps with SGR
<b>Online Interviews Due from Candidates</b>	Sunday, April 28, 2024	Internal steps with SGR
<b>Semifinalist Briefing Materials/Online interview links delivered to City</b>	Monday, April 29, 2024	<b>Project Monday, April 29th</b>
<i>Semifinalist briefing materials include cover letters, resumes, and questionnaires</i>		
<b>SGR meets with City to review Semifinalists and facilitate selection of Finalists</b>	Thursday, May 16, 2024	<b>Propose ~90-minute Virtual Meeting on May 16th @ 5:30 PM</b>
<b>DiSC Assessments Due from Candidates (if desired)</b>	Friday, May 31, 2024	Internal steps with SGR
<b>First Year Game Plan Due from Candidates</b>	Thursday, May 30, 2024	Internal steps with SGR
<b>Background Checks Due</b>	Thursday, May 30, 2024	Internal steps with SGR
<b>Stage 2 Media Searches Due</b>	Thursday, May 30, 2024	Internal steps with SGR
<b>Finalist Briefing Materials delivered to City</b>	Friday, May 31, 2024	<b>Project Friday, May 31st</b>
<i>Finalist Briefing Materials include DiSC assessments (if desired) and comprehensive media reports</i>		<i>SGR needs ~2-weeks to complete background work on Finalists</i>
<b>Interview Start Date</b>	Friday, June 7, 2024	<b>June 7th &amp; 8th</b>



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# Questions?



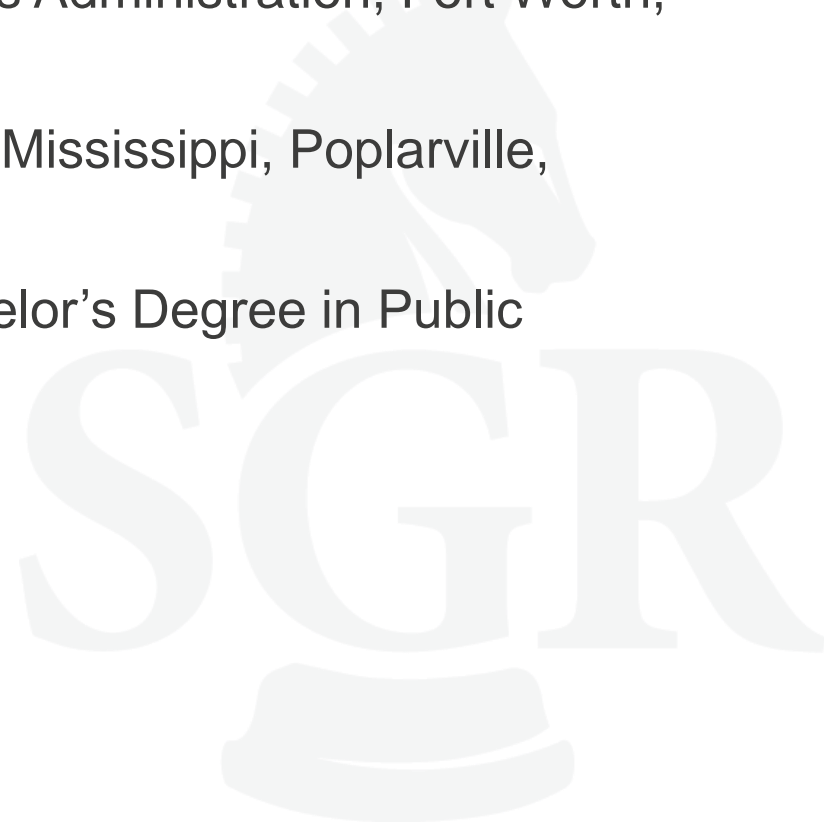
[WWW.GOVERNMENTRESOURCE.COM](http://WWW.GOVERNMENTRESOURCE.COM)

# Other Candidates



## Aaron Russell –

- Attorney Advisor, U.S. Small Business Administration, Fort Worth, Texas, 2021-2022
- County Attorney, Pearl River County, Mississippi, Poplarville, Mississippi (pop. 57k) 2008-2018
- Juris Doctorate Degree in Law, Bachelor's Degree in Public Accounting



## Beau Taylor –

- Various positions, Public Lighting Authority of Detroit, Michigan:
  - Executive Director/CEO, 2017-Present
  - Director/Administrator of Public Lighting, 2013-2016
  - Assistant to the Chief Operating Officer, 2011-2013
- Regional Manager, Asplundh Construction, Midwest region, 2016-2017
- Master's Degree in Business Administration, Bachelor's Degree in Finance, Lean Six Sigma-Green Belt

## Dennis Durham –

- City Manager, City of Grandville, Michigan (pop. 16k) 2022-2023
- City Administrator, City of Windsor Heights, Iowa (pop. 5k) 2020-2022
- City Manager, City of Carlton, Oregon (pop. 2k) 2018-2020
- City Manager, City of Parchment, Michigan (pop. 2k) 2007-2017
- Owner/General Partner, CivicQuest Consulting LLC, various clients and locations, 2005-2018
- Bachelor's Degree in Journalism

## Dicran (Rick) Keuroglan, III –

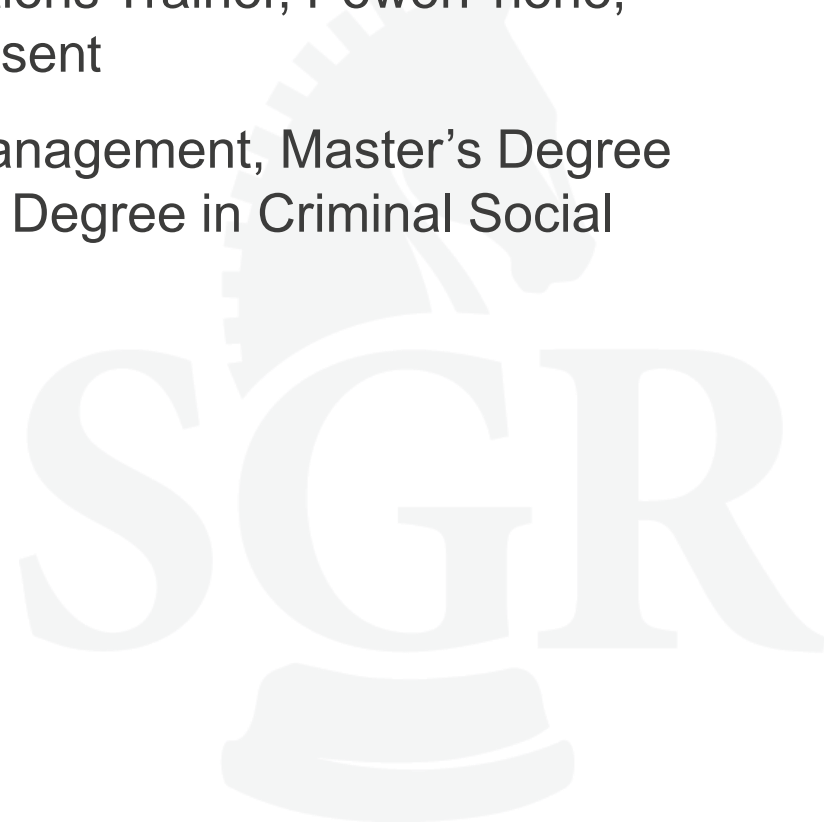
- Town Administrator, Town of Georgetown, Colorado (pop. 1k) 2022-Present
- Assistant City Administrator, City of Brush, Colorado (pop. 5k) 2020-2022
- Executive Director/ Founder, City Hope Alliance 501c3, Augusta, Georgia, 2012-2020
- Community Development and Operations Manager / Partner, State Farm – Mike Ingham Agency, Augusta, Georgia, 2019-2020
- Director of Community Development / Outreach Pastor, First Presbyterian Church, Augusta, Georgia, 2008-2019
- Master's Degree in Public Administration, Master's Degree in Theological Studies, Bachelor's Degree in Sociology/ Community Analysis & Development

## James (Jim) Ritz –

- City Administrator, City of Oakbrook Terrace, Illinois (pop. 3k) 2022-Present
- Director of Public Safety Facilities and Special Event Operations, Monterrey Security, Chicago, Illinois, 2019-2022
- Chief of Police, Village of Willow Springs, Illinois (pop. 6k), 2018-2022
- Adjunct Faculty Instructor, Morton College, Cicero, Illinois, 1993-2017 (part-time) & January-August 2018 (full-time)
- Chief of Police, City of Berwyn, Illinois (pop. 54k) 2010-2017
- Adjunct Faculty Professor in Graduate Studies, Centenary College, Hackettstown, New Jersey, 2009-Present

## James (Jim) Ritz, continued –

- Public Safety and Crisis Communications Trainer, PowerPhone, Inc., Madison, Connecticut, 2001-Present
- Master's Degree in Public Service Management, Master's Degree in Criminal Social Justice, Bachelor's Degree in Criminal Social Justice, FBINA



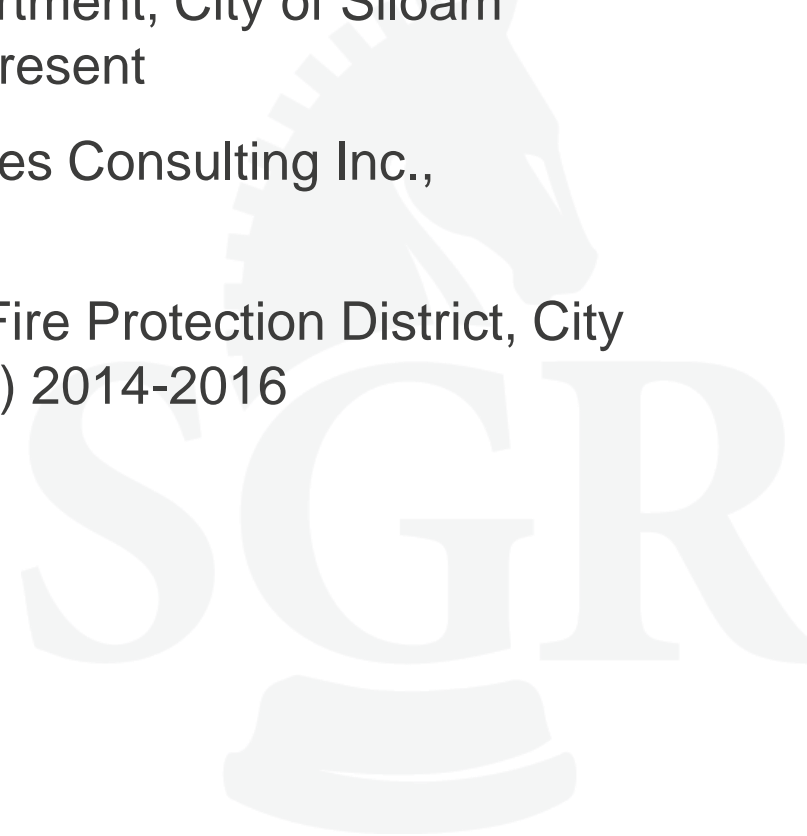


## Jeffrey (Jeff) Shoobridge –

- Town Administrator, Town of Redington Shores, Florida (pop. 2k) 2022-2023
- City Administrator, City of Madison Lake, Minnesota (pop. 1k) 2019-2022
- City Council Member, City of Groveland, Florida (pop. 20k) 2018-2019
- Social Studies Teacher-AP US History/US Government/Economics, Lake County Schools/Leesburg High School, Leesburg, Florida, 2015-2019
- Master's Degree in Public Administration, Bachelor's Degree in Political Science/International Relations

## Jeremey Criner –

- Fire Chief, Siloam Springs Fire Department, City of Siloam Springs, Arkansas (pop. 18k) 2016-Present
- Project Associate, Emergency Services Consulting Inc., Wilsonville, Oregon, 2021-Present
- Assistant Fire Chief, Sunrise Beach Fire Protection District, City of Sunrise Beach, Missouri (pop. 500) 2014-2016
- Bachelor's Degree in Fire Science



## Larry Tibbs –

- City Manager/Finance Director, City of Moore Haven, Florida (pop. 2k) 2021-Present
- Director of Finance, Administration, Purchasing, and Information Technology, City of Belle Glade, Florida (pop. 17k) 2016-2021
- Administration/Finance, Lehigh Acres Fire Control/Rescue District (Special District), Florida, 2012-2016
- Director of Finance, Purchasing, Customer Service, and Information Technology, City of Greenacres, Florida (pop. 44k) 2005-2012
- Master's Degree in Business Administration, Bachelor's Degree in Business Administration

## Michael Giardino –

- Deputy Director Technical Services Division, TDX, LLC, Anchorage, Alaska, 2023-Present
- Interim (Contract) Airport Assistant Director, KBRO, City of Brownsville, Texas (pop. 189k) April-August 2023
- Executive Director, Peninsula Airport Commission (CEO), KPHF, Newport News, Virginia, 2017-2023
- Director of Aviation / Administrative Director (COO/CEO), Monroe County, New York / Monroe County Airport Authority, New York, 2012-2017
- Village Manager/Treasurer (COO/CFO), Brockport, New York (pop. 7k) 2011-2012
- Master's Degree in National Security and Strategic Studies, Bachelor's Degree in Meteorology

## Paul Dyal –

- Various positions, City of Lake City, Florida (pop. 12k):
  - City Manager/Executive Director of Utilities, 2023-Feb. 2024
  - Interim City Manager/Executive Director of Utilities, 2021-2022
  - Executive Director of Utilities, 2018-2024
  - Assistant City Manager-Utilities and Public Works, 2017-2018
  - Executive Director of Utilities, 2015-2024
  - Assistant Executive Director of Utilities, 2014-2015
- Bachelor's Degree in Business Administration

## Paul Trombino –

- Director, Public Works Department, City of Greeley, Colorado (pop. 109k) 2021-Present
- Various positions, State of Iowa, Des Moines, Iowa:
  - Director & Homeland Security Advisor, 2021
  - Chief Operating Officer, 2019-2021
  - Director – Department of Transportation, 2011-2016
- President, McClure Engineering Company, Various locations, 2017-2019
- Bachelor's Degree in Economics, Bachelor's Degree in Civil Engineering, P.E. – WI & CO, Wharton Transportation Executive Program

## **Richard (Rich) Marsh –**

- Town Manager, Town of Wellton, Arizona (pop. 2k) 2022-Present
- Special Aid to the Mayor, City of River Rouge, Michigan (pop. 7k) 2021-2022
- City Administrator, City of Ecorse, Michigan (pop. 9k) 2017-2021
- City Manager, City of Bisbee, Arizona (pop. 5k) 2016-2017
- City Manager, City of Inkster, Michigan (pop. 26k) 2013-2016
- Master's Degree in Public Administration, Bachelor's Degree in Public Law and Government

## Sara Pascale –

- Various positions, State of New Jersey, Trenton, New Jersey
  - Deputy Chief Administrative Officer, NJ Department of Law & Public Safety, 2021-January 2024
  - Deputy Director, Office of Human Resources, NJ Department of Human Services, 2018-2021
  - Unit Director, Office of Workforce Development and Training, NJ Department of Human Services, 2015-2018
  - Manager, Customer Service Operations, NJ Department of Human Services, 2012-2015
  - State Contract Manager, NJ Department of Human Services, 2004-2012
- Bachelor's Degree in Forensic Psychology



## **William (Bill) Lawrence –**

- Town Manager, Town of Lady Lake, Florida (pop. 17k) 2021-Present
- City Manager, City of Bowling Green, Florida (pop. 2k) 2019-2021
- Town Manager, Town of Warren, Maine (pop. 5k) 2016-2019
- Town Manager, Town of Howland, Maine (pop. 1k) 2015-2016
- Town Manager, Town of White Springs, Florida (pop. 700) 2014-2015
- Police Chief/Town Manager, Town of Lincoln, Maine (pop. 3k) 2011-2014
- No Bachelor's or Master's Degree




**Bobby (BJ) Parker**, Adjunct Professor/Faculty Member (Business Department), Saint Leo University, Ocala Center, Ocala, Florida

**Bryan Noske** (*resident of New Smyrna Beach*), Fleet Manager, United Utility Power Services, LLC, Florida

**Chris Tiedemann**, Airport Police Sergeant, Airport Police Department, City of Lubbock, Texas

**Christina Mambourg**, Civil Service & Equal Employment Opportunity Commissioner, City of Stockton, California

**Craig Cordi**, Supervisor of Water and Wastewater Construction, Citizens Energy Group, Indianapolis, Indiana



**George Stamper**, Manager, Uncrewed/Autonomous Systems and Emerging Programs Portfolio, Mission Support & Test Services, LLC, management and operating contractor for National Nuclear Security Administration (NNSA) Nevada National Security Site (NNSS)

**Glenn Akramoff**, Interim Public Works Director, City of Burien, Washington

**Jessie Montes Jr**, Assistant Purchasing Manager, City of Amarillo, Texas

**Joseph Palmer** (*resident of New Smyrna Beach*), VP, HR Manager, Wells Fargo, Florida

**Matthew Reyes**, Physical Education APE Teacher, NYC Department of Education, Brooklyn, New York



**Matthew (Matt) Wright**, Vice President of Operations, HHS and CCS - Dripping Springs, Texas

**Rathina Kumar**, VP – BP, Virudhunager, India

**Robert (Bobby) Falcon**, City Administrator, City of Lewiston, Minnesota

**Russell Fox**, Manager, Starlite Lamp Service, Daytona Beach, Florida

**Sidney Miller**, Human Resources Manager (6-month contract), City of Wasilla, Alaska

**Stephen Gray**, Chief Deputy Treasurer, Lake County, Illinois

**Steven (Steve) Wargo**, Facilities Director, Phoenix House Florida,  
Citra, Florida

