



TOWN OF MELBOURNE BEACH

SPECIAL TOWN COMMISSION MEETING

January 9, 2026

AGENDA PACKET

Town of Melbourne Beach

SPECIAL TOWN COMMISSION MEETING

Friday, January 9, 2026 at 9:00 a.m.

COMMUNITY CENTER – 509 OCEAN AVENUE

PUBLIC NOTICE AGENDA

Commission Members:

Mayor Alison Dennington
Vice Mayor Terry Cronin
Commissioner Anna Butler
Commissioner Tim Reed
Commissioner Sherri Quarrie

Staff Members:

Town Attorney Ryan Knight
Town Clerk Amber Brown

1. Call to Order

2. Roll Call

3. Pledge of Allegiance, Moment of Silence, and Civility Pledge

The Commission and Staff of The Town of Melbourne Beach pledge to conduct all public discourse in a civil manner. The Mayor and all members of the Commission will treat one another with courtesy and respect, and ask the public to do the same toward the Commission, each other, and toward staff. We will be respectful of one another even when we disagree. We will direct all comments toward the issues. We will avoid personal attacks.

4. Public Comment

After being acknowledged by the Mayor, members of the public should state their name and address for the record. The Commission encourages citizens to prepare their comments in advance. Each individual will have three (3) minutes to address the Commission on any topic(s) related to Town business, not on the Agenda. Please remember to sign the sign-in sheet provided if you will be speaking at the meeting.

5. New Business

A. Interviews and decision on the Town Manager applicants

9:00 am – 10:00 am – Interview with David W. Bridle - Pages 4-13
10:00 am – 11:00 am – Interview with Lisa L. Frazier - Pages 14-24
11:00 am – 12:00 pm – Interview with A. Marie Smith - Pages 25-35
12:00 pm – 1:00 pm – Lunch
1:00 pm – 2:00 pm – Interview with Tim Thomas - Pages 36-48
2:00 pm – 3:00 pm – Follow-up questions from the Town Commission
3:00 pm – 4:00 pm – Vote on permanent Town Manager

6. Adjournment

PURSUANT TO SECTION 286.0105, FLORIDA STATUTES, THE TOWN HEREBY ADVISES THE PUBLIC THAT: In order to appeal any decision made at this meeting, you will need a verbatim transcript of the proceedings. It will be your responsibility to ensure such a record is made. Such person must provide a method for recording the proceedings verbatim as the Town does not do so. In accordance with the Americans with Disability Act and Section 286.26, Florida Statutes, persons needing special accommodations for this meeting shall, at least 5 days prior to the meeting, contact the Office of the Town Clerk at (321) 724-5860 or Florida Relay System at 711.

Town Commission Meeting

Section: New Business

Meeting Date: January 9, 2026

From: Town Clerk Amber Brown

RE: Interviews and decision on the Town Manager applicants

Background Information:

Below is the schedule for the Town Manager applicant interviews:

9:00 am – 10:00 am – Interview with David W. Bridle
10:00 am – 11:00 am – Interview with Lisa L. Frazier
11:00 am – 12:00 pm – Interview with A. Marie Smith
12:00 pm – 1:00 pm – Lunch
1:00 pm – 2:00 pm – Interview with Tim Thomas
2:00 pm – 3:00 pm – Follow-up questions from the Town Commission
3:00 pm – 4:00 pm – Vote on permanent Town Manager

Attachments:

Supporting documents for the four candidates.

Candidate 1

David W. Bridle

Education

- Master of Science – Management & Leadership
Western Governors University
- Master of Public Administration
University of Central Florida
- Master of Nonprofit Management
University of Central Florida
- Bachelor of Science - Public Administration
University of Central Florida

Work History

2021 to Present	<u>City of Saint Cloud, Florida (population 71,000)</u>
2023 to Present	Strategic Initiatives Project Manager
2021 to 2023	Business Navigator
2007 to 2021	<u>City of Kissimmee, Florida (population 84,000)</u>
2019 to 2021	Planner II
2007 to 2019	Engineering Coordinator
2002 to 2007	<u>Orange County Government, Florida (population 1.534 million)</u>
	Engineer Technician III

Data Summary:

Candidate:	David W. Bridle
Organization:	City of Saint Cloud, Florida
Position:	Strategic Initiatives Project Manager
Organization Budget:	\$275 million
Department Budget:	\$61 million
Total Number of Employees in Organization:	742
Total Number of Employees in Department:	16
Expected Salary:	Negotiable
Reporting Relationship:	Deputy City Manager
Years of Experience:	23

Professional Affiliations:

- Project Management Institute
- Management & Strategy Institute
- Certified Public Manager

DAVID W. BRIDLE

FINANCIAL MANAGEMENT | PERFORMANCE IMPROVEMENT | EMPLOYEE DEVELOPMENT

407-750-0348 | Dbridle30@gmail.com | Saint Cloud, FL 34771

EXECUTIVE SUMMARY

Results-oriented municipal leader with 20+ years of progressively responsible experience in city and county government. Skilled in supervising cross-departmental initiatives, managing \$100M+ in current capital budgets and \$240M+ combined oversight across St. Cloud and Kissimmee, and advising senior executives on policy development, legislative priorities, and intergovernmental relations. Recognized for transparent communication with City Council, staff, and residents, and for delivering measurable outcomes through strategic planning, sustainability initiatives, and capital project execution.

PROFESSIONAL HIGHLIGHTS

- Trusted advisor to the City Manager and Deputy City Manager on policy, legislative priorities, and intergovernmental relations.
- Directed oversight of more than \$240M in combined municipal capital budgets across St. Cloud and Kissimmee.
- Recognized for ability to supervise director-level projects and special initiatives spanning multiple departments and divisions.
- Proven track record of transparent communication and presentations to City Council, elected officials, staff, and the community.
- Successfully navigates complex political environments by maintaining transparency, collaboration, and sound judgment.

CORE PROFICIENCIES

- Strategic Planning & Policy Development/Execution
- Capital Improvement Program (CIP) Oversight (\$100M+ current / \$240M+ combined)
- Department & Division Supervision (Director-Equivalent)
- Intergovernmental & Legislative Affairs
- Sustainability & Resiliency Planning
- Budget Development & Financial Analysis
- Performance Measurement & Continuous Improvement
- Public Presentations & Council/Stakeholder Engagement
- Project & Program Management (PMP Certified)

PROFESSIONAL EXPERIENCE

City of St. Cloud – City Manager’s Office

Strategic Initiatives Project Manager | 2023 – Present

- Lead cross-departmental teams in delivery of \$100M+ in Capital Improvement Projects and special projects, ensuring alignment with the City’s Annual Business Plan, Commission priorities, and sustainability initiatives.
- Serve as a strategic advisor to the City Manager and Deputy City Manager on policy development, legislative priorities, and intergovernmental relations.
- Develop scopes of work, policies, and implementation frameworks that ensure compliance, fiscal responsibility, and accountability.
- Establish and facilitate project committees and cross-functional working groups, fostering collaboration among department directors, elected officials, and external partners.
- Provide policy recommendations and strategic analysis addressing resource allocation, operational improvements, and performance outcomes.
- Oversee policy implementation through project execution, ensuring transparency, fiscal responsibility, and measurable community impact.
- Deliver presentations and reports to the Commission, stakeholders, and community groups, strengthening public engagement and trust.
- Successfully navigate complex political environments by maintaining transparency and sound judgment in sensitive situations.
- Facilitate cross-departmental collaboration resulting in the successful implementation of 5 major city initiatives, including Fire Stations, Fire Training Facility, Police Substations, Multi-Use Trails, and Skate Parks.

Business Navigator | 2021 – 2023

- Served as the interdepartmental liaison across Planning, Building, Public Works, Environmental Utilities, and the City Manager’s Office to support residents, businesses, and developers in navigating development and permitting processes.
- Coordinated cross-departmental supervision of permitting and development activities, ensuring alignment with city codes, ordinances, and Commission priorities.
- Conducted high-level reviews of development applications, resolving conflicts while ensuring compliance with municipal regulations and community standards.
- Supported the City Manager’s Office in policy interpretation and process improvement, recommending workflow changes that reduced delays and increased transparency.
- Facilitated collaboration with external stakeholders including business owners, developers, and consultants to promote economic development while maintaining consistency with community values.
- Collected and reported customer feedback to senior leadership, identifying opportunities for enhanced service delivery.
- Produced outreach materials to improve public understanding of city policies and services, strengthening relationships between municipal government and the private sector.
- Recognized for building trust and collaboration with private sector stakeholders, fostering a positive business climate while upholding compliance.

City of Kissimmee

Planner II | 2019 – 2021

- Conducted land use, transportation, environmental, and infrastructure planning in support of the Comprehensive Plan and sustainability goals.
- Reviewed development applications and site plans for compliance, serving as project coordinator to ensure interdepartmental alignment.
- Delivered presentations and technical reports to Planning Commission, City Commission, and community stakeholders.

Engineering Coordinator / Financial Analyst | 2007 – 2019

- Directed departmental operating and capital budgets exceeding \$100M, aligning financial policies with Commission direction.
- Advised department directors on infrastructure priorities and financial strategy.
- Created cross-functional teams to streamline engineering review and construction oversight, improving efficiency and accountability.

Orange County Government

Engineer Technician III | 2002 – 2007

- Directed teams in stormwater and wastewater field operations, ensuring compliance with state and federal regulations.
- Developed workforce training, improved productivity, and supported resiliency in critical public infrastructure.

EDUCATION & CREDENTIALS

- M.S., Management & Leadership – Western Governors University
- M.P.A., Public Administration – University of Central Florida
- M.N.M., Nonprofit Management – University of Central Florida
- B.S., Public Administration – University of Central Florida
- Certified Public Manager (CPM) – Florida State University
- Project Management Professional (PMP) – PMI Institute
- Certified Continuous Improvement Manager – Management & Strategy Institute
- FEMA Certifications: IS-042, IS-100, IS-200, IS-242, IS-700, IS-800



Release of Information

IMPORTANT -- PLEASE READ CAREFULLY PLEASE BE ADVISED: THE INFORMATION YOU PROVIDE WILL BE SHARED WITH OUR CLIENT.

Please read below

In accepting our invitation for further consideration in this recruitment, it is your obligation to have a definite interest in the position, make all appropriate disclosures and have discussed a possible career move and relocation with your family. It is unfair to all (Candidates, Client and Consultant) to accept a potential invitation to interview for a position if you are not seriously interested in the opportunity or not in a position to accept an appointment if it is offered to you.

Please indicate to us the degree of confidentiality you wish us to observe at this time. We will do our best to maintain confidentiality within the limits of state open record and freedom of information/sunshine laws and regulations.

We look forward to learning about you, your accomplishments and the strengths and enthusiasm you can bring to this important position. Thank you for your cooperation. If you have any questions as to the progress of the recruitment or the status of your candidacy, please feel free to call.

1. Email *

dbridle30@gmail.com

Please enter an email

2. **NOTE: Any false response, misrepresentation, or omission of relevant information submitted by you to the questions below may disqualify you from eligibility, selection, or appointment. Misleading or inaccurate information may result in our client withdrawing any conditional or final job offer, or bringing litigation against you. ***

Yes, I agree with these terms and conditions

No, please withdraw my application from this position

3. First Name *

David

4. Middle Name

5. Last Name *

Bridle

6. Alias Names: Other names by which you've been known by. Ex. Nicknames, Legal Names, Maiden Names, etc. (type n/a if non-applicable) *

N/A

7. Cell Phone: *

4077500348

Please enter at most 10 characters

8. Preferred Pronoun - ex. He/She/They, etc. (Optional)

9. Male or Female (Optional)

Male

Female

Prefer not to say

11. Total # of full time employees in your current or most recent overall organization (if applicable): *

12. Total # of full time employees in your current or most recent department (if applicable): *

16

13. Total budget in your current or most recent overall organization (if applicable): *

275,000,000

14. Total budget in your current or most recent overall department or areas of responsibility (if applicable): *

61,000,000

15. Who do you (or did you) report to? (position title only/no proper names): *

Deputy City Manager

16. Related professional affiliations (please spell out acronyms if applicable):

17. Please confirm that you agree to immediately advise the MGT consultant assigned to your recruitment if you accept another position or your employment circumstances change at any point during the recruitment and selection process for this position. *

Yes

No

18. At any time in the last seven (7) years, have you been convicted of any offenses relating to your operation of a motor vehicle, or has your drivers license been suspended or revoked for any reason?

Please answer YES or NO. If YES, please provide all information and applicable dates under other below. *

No

19. At any time in the last seven (7) years, have you been a party to a lawsuit in any court or administrative proceeding, personally or professionally?

Please answer YES or NO. If YES, please provide general information and applicable dates. Additionally, please identify the applicable venue or jurisdiction of the proceeding, and if known, the current status and/or disposition of the proceeding under other below. *

No

20. At any time in the last seven (7) years, have you been disciplined by your employer, for any reason?

Please answer YES or NO. If YES, please provide all information and applicable dates under other below. *

No

21. At any time in the last seven (7) years, to your knowledge, have you been investigated by a professional association or other organization, including but not limited to a governmental entity with investigative or regulatory oversight authority, for any reason?

Please answer YES or NO. If YES, please provide all information and applicable dates under other below. *

No

22. At any time, since age 18, have you been asked to resign, or have you been terminated from employment?

Please answer YES or NO. If YES, please provide applicable dates and please indicate if a severance agreement and/or release of claims was executed by you regarding such resignation/termination (do not reveal the terms of the agreement or release) under other below. *

No

23. At any time, to your knowledge, has anyone made a complaint against you to a professional organization, your employer or federal, state or local fair employment practices agency (e.g., the EEOC) for alleged violations of state or federal civil rights or sexual harassment laws?

Please answer YES or NO. If YES, please provide all information, including whether an investigation occurred, the outcome of the complaint, and applicable dates under other below. *

No

24. Are you Authorized to work in the United States? *

Yes

No

25. Do you need an employer to sponsor your visa or visa renewal? *

Yes

No

REFERENCES

REFERENCES: We typically contact at least two references before recommending you to a client. Upon the client's selection of you for an interview, we will conduct additional due diligence including further reference contacts, and background screening, etc.

Due to the confidential nature of your candidacy, please only provide information for references we can contact now without jeopardizing your present employment.

References should include at least one supervisor and one subordinate, from a previous or current employer, as well as others who can speak to your professional qualifications. Indicate your relationship with each reference submitted, employer where you work(ed) together, telephone contact number, and email address.

26. **By selecting the option below, you are authorizing us to contact the references you have listed on this form.** (*references should be recent within the last 10 years or less*) Thank you. *

MGT may contact ALL references that I have submitted. (*In selecting this option you authorize MGT to contact your references.)

Please DO NOT contact any of my references at this time. (enter n/a in all of the the required fields below)

Candidate 2

Lisa L. Frazier

Education

- Master of Science – Environmental Planning
Florida Institute of Technology, Melbourne, Florida
- Bachelor of Science – Natural Resources and Conservation
Central Michigan University, Mount Pleasant, Michigan

Work History

9/2025 to Present	<u>Town of Melbourne Beach, Florida (population 3,300)</u> Interim Town Manager
2023 to 9/2025	<u>City of Palm Bay, Florida (population 142,000)</u> Growth Management Director
2017 to 2023	<u>City of Sebastian, Florida (population 27,000)</u> Community Development Director / CRA Manager
2015 to 2017	<u>Merritt Island Redevelopment Agency, Brevard County, Florida</u> Executive Director
2014 to 2017	<u>Frazier Consulting Services LLC, Brevard County, Florida</u> Principle Private
2006 to 2013	<u>Kimely-Horn and Associates, Inc., Vero Beach, Florida</u> Associate / Project Manager / Environmental Planner
2001 to 2006	<u>The Nature Conservancy/Oakland Land Conservancy, Michigan</u> Conservation Protection Director

Data Summary:

Candidate:	Lisa L. Frazier
Organization:	Town of Melbourne Beach, Florida
Position:	Interim Town Manager
Organization Budget:	\$5.3 million
Total Number of Employees in Organization:	28
Expected Salary:	\$120,000
Reporting Relationship:	Town Commission
Years of Experience:	24

Professional Affiliations:

- International City/County Management Association
- American Institute of Certified Planners
- American Planning Association – Florida Chapter

November 6, 2025

Attn: Mr. Jim Dinneen
MGT Approved Independent Executive Recruiter

Subject: Lisa Leger Frazier – Town Manager Candidate, Town of Melbourne Beach, FL

Dear Members of the Town Commission,

I am writing to express my interest in continuing to serve as Town Manager for the Town of Melbourne Beach. With over three decades of leadership in Florida municipal government, including service as a Town Council member and in key administrative roles such as Executive Director, Community Development Director, CRA Manager, and Growth Management Director, I offer a comprehensive understanding of city management and public administration. My experience in strategic planning, operational oversight, and community engagement positions me to provide steady, informed leadership during this important transitional period.

Throughout my career, I have overseen multimillion-dollar budgets, managed interdisciplinary teams, and led initiatives that enhanced infrastructure, sustainability, and economic development. My experience navigating Florida statutes, Sunshine Laws, and infrastructure protocols ensures compliance and transparency in all operations. I have worked closely with elected officials, advisory boards, and residents to foster trust and deliver results that reflect community priorities. As a servant leader, I understand the need to oversee the Town's "day to-day operations, including budgeting, personnel management, and departmental coordination" by focusing on the needs and well-being of the organization.

Having lived in Indialantic for over 35 years, I hold a deep appreciation for the enduring charm and community spirit of Melbourne Beach. Its commitment to preserving its unique character while thoughtfully planning for the future reflects values I strongly support. With a background in coastal resiliency, green infrastructure, and long-range planning, I bring a strategic perspective and collaborative approach that align with the Commission's goals. I am eager to contribute steady, informed leadership that supports sustainable growth and honors the town's rich heritage.

My recent tenure as the Town's executive leader has cemented my desire to continue the forward momentum we have begun! Working together with the Commission, the staff, and the community in outlining priority projects and focusing on the future has been rewarding. I would welcome the opportunity to continue my contribution and dedication to public service as your permanent Town Manager. Thank you for considering my application.

Warm regards,



Lisa Leger Frazier, M.S., AICP
FrazierLL@outlook.com
#321-750-7060

LISA LEGER FRAZIER, M.S., AICP

138 Ocean Terrace, Indialantic FL 32903
 (321)750-7060 | frazierll@outlook.com

PROFESSIONAL CREDENTIALS

- Master of Science, Florida Institute of Technology, Melbourne, FL
- Bachelor of Science, Central Michigan University, Mt. Pleasant, MI
- American Institute of Certified Planners (AICP)
- Commissioner, Sebastian Inlet District, 2018 - present
- Former elected member of the Indialantic Town Council from 1994 to 2000; Deputy Mayor from 1998 to 2000
- FEMA IS-00100.c
- PMI designation
- Former Licensed Real Estate Professional

PROFESSIONAL ORGANIZATIONS

- American Planning Association
- Atlantic Coast Section of the FAPA, Past-President 2015-2018

EXPERIENCE

Seasoned municipal executive with over 30 years of experience in Florida local government, including leadership roles as Town Manager, Community Development Director, CRA Manager, and Executive Director. Proven track record in managing multimillion-dollar budgets, overseeing complex infrastructure projects, and guiding strategic planning initiatives. Adept in Florida statutes, Sunshine Laws, FEMA protocols, and intergovernmental coordination. Known for fostering transparent governance, community engagement, and operational excellence. Ready to serve as Town Manager with immediate impact and steady leadership.

- Professional experience in the private, non-profit, and public sector
- Municipal administration & policy implementation including ordinances, resolutions, Florida Statutes and Sunshine Law
- Budgeting & finance (\$15M+) procurement, RFP/RFQ, agreements and contracts
- Grant acquisition & administration (\$50M+ secured)
- Strategic planning & infrastructure development includes complete streets, stormwater, parks and recreation, pedestrian trails and walkways, septic to sewer, coastal resiliency and sustainability plans.
- Staff supervision (25+) & interdepartmental coordination, establishing organizational priorities, and continuous process improvements
- Public engagement and outreach
- Commission support and collaboration
- Emergency management & FEMA Compliance
- Community Redevelopment Agency & Economic Development
- Land acquisition, annexations, conservation easements, entitlements, site planning, and permitting.

Interim Town Manager, Town of Melbourne Beach, FL, September 2025 – Present

Current interim manager, experienced in providing daily oversight and administration for town services, operations, projects and programs. Collaborating with the Commission to guide policy development and improve communication in support of Commission goals is a predominant focus as a manager. Opportune actions involve monitoring financial expenditure in accordance with the budget goals, providing seamless oversight of department employees to maintain continuity of service delivery, establishing town contracts and grant administration needs, attending town advisory boards to increase communication and staff support, and meeting with contractors, outside agencies and local officials to increase effective cooperative agreements. Milestone accomplishments since October include:

- Increased communication through consistent notification to public
- Established weekly reporting to Commission
- Created iterative priority Program/Project spreadsheet
- Established contract tracking and reference tools
- Established working relationship with all Town Boards and Committees
- Completed hiring of outside Special Magistrate and Building Official Consultants
- Reorganized staffing to better serve the public through on boarding of consultants
- Established task management of consultants including Planning
- Began Infrastructure improvement projects including Basin 1 stormwater.
- Started priority planning of all Basin improvement projects utilizing existing Stormwater Plan
- Launched update to critical asset planning through the Vulnerability Assessment process

Growth Management Director, City of Palm Bay, FL, September 2023 – September 2025

City Management Leadership Team position in the largest City in Brevard County comprised of Land Development and Code Enforcement (25 + FTE's). Department experienced high pressure development demands, high staff turnover and unfilled key positions. Immediate strong leadership initiatives included revision of programs and processes to eliminate redundancies and untenable timelines, adoption of state standards for review, streamline application processes, reallocation of job responsibilities, and establishment of a library of consultants. Additional actions include:

- Establish Standards of Operation (SOP's)
- Improved coordination and collaboration with interdisciplinary city departments
- Initiated process improvement strategies
- Updated Land Development Code in accordance with Comprehensive Plan.
- Enhanced staff presentation and technical reports to City Boards and Council
- Promoted collaboration with outside permitting agencies with shared infrastructure for stormwater, utilities, schools and transportation

Community Development Director/CRA Manager, City of Sebastian, FL, September 2017–September 2023

City Management executive team member. Provided leadership and administration for a multi-disciplinary department comprised of Long-Range Planning/Planning and Zoning (Board), Permitting, Grant Administration, Community Redevelopment Agency (Board), Natural Resource Management (Board), Floodplain Management (CRS) and Community Development Block Grant Program.

- Director of a CIP budget over \$2.5M and Operating budget over \$1M
- Secured over \$3M in planning and infrastructure funding (CDBG, FDEP, DEO, FDEM/HGMP, IRLNEP, SJRWMD, FIND)
- Management of City Boards: Natural Resources Board, Planning & Zoning, City Council, CRA; providing policy and technical assistance
- Initiated and implemented the CDBG program providing over \$500K in assistance to LMI community, including new sidewalk connections
- Management of CRA including grants and infrastructure improvements, Septic to Sewer conversion program, acquisition and disposition of properties, and master planning of Riverfront public improvement projects
- Initiated Sustainable Sebastian program and five-year work plan including green infrastructure plan and BMAP coordination
- Managed over 2400 acres of annexation since 2018, including formulation of strategic parameters and specific property conditions as part of Annexation Agreements, land use and zoning amendments
- Managed Working Waterfront Commercial Fish House, Marina and Distribution project, an FCT acquisition, including reporting, procurement, funding, negotiations, lease, planning and design, and project management of over \$800K infrastructure improvements (grant funded)
- MPO representative/managing member of the US Hwy 1 Corridor Study resulting in two FDOT RRR projects on US HWY 1, including completion of sidewalk gaps
- Developed long range conceptual design and funding plan for Riverview Park and event area
- Initiated City's Master Sign identification and wayfinding program
- Revamped consulting contracts, established library of consultants, reducing procurement time and costs
- Initiated GIS program/file management program, reduction in paper files, creating space and reducing waste

- *Updated Coastal Resiliency Plan (grant funded)*
- *Updated Comprehensive Plan 2040 including conservation strategies for protection of natural resources*
- *Updated CRA Master Plan 2023 (grant funded)*

Executive Director, Merritt Island Redevelopment Agency, Brevard County, FL, July 2015 – July 2017

Contract Executive Director of MIRA (with a seven-member Board), annual budget of \$3M, assisted Board in establishing priority projects, secured over \$2M in grant funding for stormwater, Septic-to-Sewer, transportation, and economic redevelopment. Implemented a library of consultants, streamlining the procurement process, improved public outreach through updated webpage and reduced the annual budget. In partnership with Brevard County, oversaw the execution of a septic to sewer project of over \$3M utilizing three grant agency funding partners.

Principle Private Consultant, Frazier Consulting Services LLC, Brevard County, FL, January 2014-September 2017

Private consultant involved in a variety of projects for the private and public sector, specializing in local municipal government. In 2015, assisted the City of Mulberry in establishing their CRA with funding secured by the DEO. Today, the economic base for the CRA is over \$1M in value.

- *City of Mulberry, DEO Community Planning Grant, Workshop, Finding of Necessity/Community Redevelopment Area Master Plan*
- *City of Mulberry, Highway Beautification*
- *City of Cocoa, Lee Wenner Park Phase I*
- *City of Indian Harbour Beach, Stormwater Management Plan*
- *Various Private Development Projects, Natural Resource Assessments and Environmental Permitting, nature-based designs in accordance with CWA, ESA, NEPA, and NPDES.*

Associate/Project Manager/Environmental Planner, Kimely-Horn and Associates, Inc., Vero Beach, FL, June 2006- December 2013

Local municipal government planning practice, specializing in contracts, local government administration, budgets, grants, environmental permitting, planning, presentations, and project management.

- *Walmart Stores, Inc., Statewide Stormwater Monitoring and Environmental Landscape Maintenance program – Project Lead*
- *St. Lucie County, East Coast Greenway Implementation Plan, St. Lucie TPO — Project manager*
- *Volusia County, Bicycle/Pedestrian Continuing Feasibility Studies, Volusia County TPO— Project Manager/environmental planner*
- *Central and North Indian River County Greenways Plan, Indian River County MPO, FL —Environmental planner and public involvement specialist*
- *FDOT, A1A Multimodal Planning and Engineering Analysis, Complete Streets Study, Brevard County, FL. - Project planner and public involvement coordinator*
- *Mulberry Nature Center (aka Alafia Wetland Park) Community Visioning, Grant Funding, and Park Restoration Project, Mulberry, FL — Project Manager*
- *City of Palmetto Estuary Preserve Phase III, Palmetto, FL — Project manager*
- *City of New Smyrna Beach, US 1 CRA, Finding of Necessity - Project planner*
- *City of Cape Canaveral, Brownfield Designation, Finding of Necessity, and CRA Master Plan - Project planner*
- *West Melbourne, Finding of Necessity and CRA Master Plan - Project planner.*
- *Numerous Natural Resource Assessments, Environmental Permitting, and nature-based designs in accordance with CWA, ESA/HCP, NEPA, and NPDES.*

Conservation Protection Director, The Nature Conservancy/Oakland Land Conservancy, Michigan, September 2001 – May 2006

Conservation protection planner responsible for natural resource assessment of key conservation lands that promoted biodiversity of the landscape. Assisted in the protection of thousands of acres of conservation lands through acquisition, conservation easements or maintenance agreements. Developed the protection program, including Phase I reviews, for a local land conservancy. Collaborating with donors, landowners, government officials and the public honed skills in negotiation and maximize benefits for all participants. Successful in securing grants and donations toward the protection of conservation property.



Release of Information

IMPORTANT -- PLEASE READ CAREFULLY PLEASE BE ADVISED: THE INFORMATION YOU PROVIDE WILL BE SHARED WITH OUR CLIENT.

Please read below

In accepting our invitation for further consideration in this recruitment, it is your obligation to have a definite interest in the position, make all appropriate disclosures and have discussed a possible career move and relocation with your family. It is unfair to all (Candidates, Client and Consultant) to accept a potential invitation to interview for a position if you are not seriously interested in the opportunity or not in a position to accept an appointment if it is offered to you.

Please indicate to us the degree of confidentiality you wish us to observe at this time. We will do our best to maintain confidentiality within the limits of state open record and freedom of information/sunshine laws and regulations.

We look forward to learning about you, your accomplishments and the strengths and enthusiasm you can bring to this important position. Thank you for your cooperation. If you have any questions as to the progress of the recruitment or the status of your candidacy, please feel free to call.

1. Email *

frazierll@outlook.com

Please enter an email

2. **NOTE: Any false response, misrepresentation, or omission of relevant information submitted by you to the questions below may disqualify you from eligibility, selection, or appointment. Misleading or inaccurate information may result in our client withdrawing any conditional or final job offer, or bringing litigation against you. ***

Yes, I agree with these terms and conditions

No, please withdraw my application from this position

3. First Name *

Lisa

4. Middle Name

Leger

5. Last Name *

Frazier

6. Alias Names: Other names by which you've been known by. Ex. Nicknames, Legal Names, Maiden Names, etc. (type n/a if non-applicable) *

Lisa Claire Leger

7. Cell Phone: *

3217507060

Please enter at most 10 characters

8. Preferred Pronoun - ex. He/She/They, etc. (Optional)

She

9. Male or Female (Optional)

Male

Female

Prefer not to say

11. Total # of full time employees in your current or most recent overall organization (if applicable): *

28

12. Total # of full time employees in your current or most recent department (if applicable): *

28

13. Total budget in your current or most recent overall organization (if applicable): *

5,300,000.00

14. Total budget in your current or most recent overall department or areas of responsibility (if applicable): *

5,300,000.00

15. Who do you (or did you) report to? (position title only/no proper names): *

Town Commission

16. Related professional affiliations (please spell out acronyms if applicable):

ICMA
AICP
FAPA

17. Please confirm that you agree to immediately advise the MGT consultant assigned to your recruitment if you accept another position or your employment circumstances change at any point during the recruitment and selection process for this position. *

Yes
 No

18. At any time in the last seven (7) years, have you been convicted of any offenses relating to your operation of a motor vehicle, or has your drivers license been suspended or revoked for any reason?

Please answer YES or NO. If YES, please provide all information and applicable dates under other below. *

NO

19. At any time in the last seven (7) years, have you been a party to a lawsuit in any court or administrative proceeding, personally or professionally?

Please answer YES or NO. If YES, please provide general information and applicable dates. Additionally, please identify the applicable venue or jurisdiction of the proceeding, and if known, the current status and/or disposition of the proceeding under other below. *

YES
Personal suit against Condo Association. Brevard County. Resolution of dispute regarding responsible party maintenance of utility services. Case closed in our favor.

20. At any time in the last seven (7) years, have you been disciplined by your employer, for any reason?

Please answer YES or NO. If YES, please provide all information and applicable dates under other below. *

NO

21. At any time in the last seven (7) years, to your knowledge, have you been investigated by a professional association or other organization, including but not limited to a governmental entity with investigative or regulatory oversight authority, for any reason?

Please answer YES or NO. If YES, please provide all information and applicable dates under other below. *

NO

22. At any time, since age 18, have you been asked to resign, or have you been terminated from employment?

Please answer YES or NO. If YES, please provide applicable dates and please indicate if a severance agreement and/or release of claims was executed by you regarding such resignation/termination (do not reveal the terms of the agreement or release) under other below. *

YES. Kimley-Horn and Associates private consulting firm, December 2013. No severance or claims. Asked to resign due to lack of work during economic downturn.
Meritt Island Redevelopment Agency, 2017, three-month severance agreement with resignation. Change in Board.

23. At any time, to your knowledge, has anyone made a complaint against you to a professional organization, your employer or federal, state or local fair employment practices agency (e.g., the EEOC) for alleged violations of state or federal civil rights or sexual harassment laws?

Please answer YES or NO. If YES, please provide all information, including whether an investigation occurred, the outcome of the complaint, and applicable dates under other below. *

NO

24. Are you Authorized to work in the United States? *

Yes

No

25. Do you need an employer to sponsor your visa or visa renewal? *

Yes

No

REFERENCES

REFERENCES: We typically contact at least two references before recommending you to a client. Upon the client's selection of you for an interview, we will conduct additional due diligence including further reference contacts, and background screening, etc.

Due to the confidential nature of your candidacy, please only provide information for references we can contact now without jeopardizing your present employment.

References should include at least one supervisor and one subordinate, from a previous or current employer, as well as others who can speak to your professional qualifications. Indicate your relationship with each reference submitted, employer where you work(ed) together, telephone contact number, and email address.

26. **By selecting the option below, you are authorizing us to contact the references you have listed on this form.** (*references should be recent within the last 10 years or less*) Thank you. *

MGT may contact ALL references that I have submitted. (*In selecting this option you authorize MGT to contact your references.)

Please DO NOT contact any of my references at this time. (enter n/a in all of the the required fields below)

Candidate 3

A. Marie Smith

Education

- Master of Business Administration
University of Maryland, College Park, Maryland
- Master of Public Affairs & Communications Management
American University
- Bachelor of Arts – Political Science
Catholic University of America

Work History

2019 to 2024	<u>Maryland-National Capital Park & Planning Commission, Riverdale, Maryland</u> Executive Director
2012 to 2019	<u>Maryland Department of Housing & Community Development, Annapolis, Maryland</u> Chief of Staff / Chief Innovation Officer
2007 to 2012	<u>Maryland Military Subcabinet on Base Realignment and Closure, Annapolis, Maryland</u> Executive Director / Program Manager
2003 to 2007	<u>CACI / Veterans Health Administration, Reston, Virginia</u> Program Manager
1999 to 2003	<u>State of Maryland, Annapolis, Maryland</u> Special Assistant to the Governor for Economic Development

Data Summary:

Candidate:	A. Marie Smith
Organization:	Maryland-National Capital Park & Planning Commission, Riverdale, Maryland
Position:	Executive Director (Former)
Organization Budget:	\$1.1 billion
Department Budget:	\$9.7 million
Total Number of Employees in Organization:	2,200
Total Number of Employees in Department:	90
Expected Salary:	\$120,000
Reporting Relationship:	Chairperson and Vice Chairperson
Years of Experience:	26

Professional Affiliations:

- Project Management Institute
- Society of Human Resource Management
- International City/County Management Association
- Leadership Maryland

A. "Marie" Smith
Bowie, MD 20715
Phone: (301) 943-5756
Email: amcsmith90@gmail.com

November 4, 2025

Mayor and Town Commission
Town of Melbourne Beach
507 Ocean Avenue Melbourne Beach, FL 32951

Dear Mayor and Commissioners,

I am writing to express my strong interest in serving as the next Town Manager for Melbourne Beach. With more than two decades of executive leadership in local and state government, I bring a proven record of managing complex municipal operations, fostering community trust, and delivering results that balance fiscal responsibility with high-quality public services. As a proud alumna of Brevard Community College, I am eager to return to Brevard County and contribute my skills to the community that first invested in my education, and where my family still resides.

In my most recent role as Executive Director of the Maryland-National Capital Park and Planning Commission, I worked directly with a bi-county commission to set agendas, brief elected officials, and ensure transparent communication with residents and elected officials alike. I also led the organization through the COVID-19 pandemic, establishing emergency protocols, continuity of operations plans, and community support programs that kept essential services running while protecting public health. As Executive Director, I also advanced environmental preservation and sustainability projects to assist wildlife in and around the Chesapeake Bay.

Throughout my career, I have consistently demonstrated the ability to:

- Direct and supervise municipal operations across HR, finance, procurement, IT, public works, recreation, environmental/ sustainability and public safety.
- Prepare and manage budgets ranging from \$1 million to \$1 billion, including presentations to Wall Street rating agencies and oversight of capital programs.
- Engage residents and advisory boards through open communication, public meetings, and collaborative problem-solving with a specialty in land use and planning.
- Lead emergency preparedness and risk management, ensuring continuity of operations during crises.
- Foster organizational innovation, from creating performance metrics offices to implementing workforce training and succession planning.

I am particularly drawn to Melbourne Beach's unique character as Florida's oldest beachside community, as I previously lived in Satellite Beach and volunteered with sea turtle preservation

and the Satellite Beach library. I understand the importance of preserving local charm while ensuring efficient, modern governance. My experience balancing growth, environmental stewardship, and community values makes me well-prepared to serve as a trusted partner to the Mayor, Commissioners, staff, and residents.

I would welcome the opportunity to bring my leadership, integrity, and passion for public service to Melbourne Beach. Thank you for considering my application. I look forward to the possibility of discussing how my background and vision align with the Town's goals.

Sincerely,

A. "Marie" Smith, MBA, PMP

A. Marie Smith, MBA, PMP

A. “Marie” Smith, MBA, PMP

Phone: (301) 943-5756 | Email: amcsmith90@gmail.com

PROFESSIONAL PROFILE

Proven local government executive with over 20 years of leadership in municipal operations, strategic planning, finance, public safety, and community engagement. Skilled in commission/board relations, budget development, emergency management, and policy implementation. Recognized for building consensus among elected officials, staff, and residents while ensuring efficient, transparent, and ethical governance. Certified Project Management Professional with a strong record of organizational innovation, fiscal accountability, and servant leadership.

KEY QUALIFICATIONS FOR TOWN MANAGER ROLE

- **Commission/Board Relations:** Extensive experience preparing agendas, briefing elected officials, and ensuring transparent communication with governing boards.
- **Municipal Operations Oversight:** Directed departments including HR, finance, procurement, public works, recreation, and public safety coordination.
- **Budget & Finance:** Managed budgets ranging from \$1 million to exceeding \$1 billion, presented to Wall Street rating agencies, and ensured compliance with government accounting standards.
- **Emergency & Risk Management:** Led continuity of operations planning, pandemic response, and disaster preparedness initiatives.
- **Community Engagement:** Partnered with residents, advisory boards, and advocacy groups to deliver responsive services and programs.
- **Policy & Program Development:** Drafted and implemented legislation, strategic plans, and operating procedures to improve efficiency and accountability.
- **Grant & Economic Development:** Secured billions in state and federal funding; managed public-private partnerships and major capital projects.

PROFESSIONAL EXPERIENCE

Executive Director | Maryland-National Capital Park & Planning Commission | 2019–2024

- Oversaw local government agency managing all land use, planning and zoning in two counties in the Washington, DC suburbs; 65,000 acres of parkland, 3,400 facilities, and \$1B+ operational and capital budget.
- Directed HR, procurement, finance, IT, legal, and corporate operations; ensured compliance with ethics and cybersecurity standards.
- Advised Commissioners on legislative issues; prepared agendas, reports, and public communications. Briefed Commissioners prior to public meetings and handled all sensitive/ contentious issues.
- Led emergency management and continuity planning; coordinated pandemic response and created emergency response communications with surrounding counties and municipalities.

Chief of Staff / Chief Innovation Officer | Maryland Dept. of Housing & Community Development | 2012–2019

- Managed \$2B budget with single and multi-family housing finance loans, operations and capital projects; oversaw HR, facilities, communications, and policy/legislation.
- Partnered with nonprofits and state agencies to launch **housing and veteran support programs**, improving community well-being.
- Implemented data-driven performance improvements and interagency coordination.

Executive Director / Program Manager | Maryland Military Subcabinet on Base Realignment and Closure | 2007–2012

- Directed \$3.5 billion state project to bring 60,000 jobs to Maryland through Department of Defense (DoD) relocations; coordinating with DoD leadership, Congress, and state legislature/ elected officials.
- Passed legislation supporting workforce, tax credits, and military families.
- Managed all transportation, environmental, housing, workforce development and education projects to support the military moves to Maryland.

Program Manager | CACI / Veterans Health Administration | 2003–2007

- Managed IT team achieving FDA approval for Veterans Administration medical device, preventing blood-type mortalities.

Special Assistant to the Governor for Economic Development | State of Maryland | 1999–2003

- Oversaw multi-million-dollar development projects; briefed legislators and coordinated public affairs.

EDUCATION & CERTIFICATIONS

- **MBA**, University of Maryland, College Park
- **Master of Public Affairs & Communications Management**, American University
- **BA, Political Science**, Catholic University of America
- **Certificate for Senior Executives in State & Local Government**, Harvard Kennedy School
- **Project Management Professional (PMP)**, PMI
- **AI & Career Empowerment Certification**, University of Maryland
- **Alumni**, Brevard Community College (Full Music Scholarship)

HONORS & AFFILIATIONS

- Member, **International City/County Management Association (ICMA)**
- Member, **Project Management Institute**
- Member, **Leadership Maryland, Class of 2011**
- Multiple awards for **innovation in government, leadership, and public service**



Release of Information

IMPORTANT -- PLEASE READ CAREFULLY PLEASE BE ADVISED: THE INFORMATION YOU PROVIDE WILL BE SHARED WITH OUR CLIENT.

Please read below

In accepting our invitation for further consideration in this recruitment, it is your obligation to have a definite interest in the position, make all appropriate disclosures and have discussed a possible career move and relocation with your family. It is unfair to all (Candidates, Client and Consultant) to accept a potential invitation to interview for a position if you are not seriously interested in the opportunity or not in a position to accept an appointment if it is offered to you.

Please indicate to us the degree of confidentiality you wish us to observe at this time. We will do our best to maintain confidentiality within the limits of state open record and freedom of information/sunshine laws and regulations.

We look forward to learning about you, your accomplishments and the strengths and enthusiasm you can bring to this important position. Thank you for your cooperation. If you have any questions as to the progress of the recruitment or the status of your candidacy, please feel free to call.

1. Email *

amcsmith90@gmail.com

Please enter an email

2. **NOTE: Any false response, misrepresentation, or omission of relevant information submitted by you to the questions below may disqualify you from eligibility, selection, or appointment. Misleading or inaccurate information may result in our client withdrawing any conditional or final job offer, or bringing litigation against you. ***

Yes, I agree with these terms and conditions

No, please withdraw my application from this position

3. First Name *

Asuntha

4. Middle Name

Maria (Marie)

5. Last Name *

Smith

6. Alias Names: Other names by which you've been known by. Ex. Nicknames, Legal Names, Maiden Names, etc. (type n/a if non-applicable) *

My full name is Asuntha Maria Chiang-Smith (Chiang is my maiden name). I have seen different variations of my first or middle name with my last name (either with or without my maiden name attached).

7. Cell Phone: *

3019435756

Please enter at most 10 characters

8. Preferred Pronoun - ex. He/She/They, etc. (Optional)

She/Her

9. Male or Female (Optional)

Male

Female

Prefer not to say

11. Total # of full time employees in your current or most recent overall organization (if applicable): *

2200

12. Total # of full time employees in your current or most recent department (if applicable): *

90

13. Total budget in your current or most recent overall organization (if applicable): *

\$1.1 Billion

14. Total budget in your current or most recent overall department or areas of responsibility (if applicable): *

\$9.7 Million

15. Who do you (or did you) report to? (position title only/no proper names): *

Chairperson and Vice Chairperson, Maryland-National Capitol Park and Planning Commission

16. Related professional affiliations (please spell out acronyms if applicable):

Project Management Institute
Society of Human Resource Management
International City/ County Management Association
Leadership Maryland

17. Please confirm that you agree to immediately advise the MGT consultant assigned to your recruitment if you accept another position or your employment circumstances change at any point during the recruitment and selection process for this position. *

Yes

No

18. At any time in the last seven (7) years, have you been convicted of any offenses relating to your operation of a motor vehicle, or has your drivers license been suspended or revoked for any reason?

Please answer YES or NO. If YES, please provide all information and applicable dates under other below. *

NO.

19. At any time in the last seven (7) years, have you been a party to a lawsuit in any court or administrative proceeding, personally or professionally?

Please answer YES or NO. If YES, please provide general information and applicable dates. Additionally, please identify the applicable venue or jurisdiction of the proceeding, and if known, the current status and/or disposition of the proceeding under other below. *

NO.

20. At any time in the last seven (7) years, have you been disciplined by your employer, for any reason?

Please answer YES or NO. If YES, please provide all information and applicable dates under other below. *

NO.

21. At any time in the last seven (7) years, to your knowledge, have you been investigated by a professional association or other organization, including but not limited to a governmental entity with investigative or regulatory oversight authority, for any reason?

Please answer YES or NO. If YES, please provide all information and applicable dates under other below. *

NO.

22. At any time, since age 18, have you been asked to resign, or have you been terminated from employment?

Please answer YES or NO. If YES, please provide applicable dates and please indicate if a severance agreement and/or release of claims was executed by you regarding such resignation/termination (do not reveal the terms of the agreement or release) under other below. *

YES. At my last job, I signed a severance agreement with payments ending in December 2024 because the new Chairs of the Commission wanted to install a new Executive Director of their choosing.

23. At any time, to your knowledge, has anyone made a complaint against you to a professional organization, your employer or federal, state or local fair employment practices agency (e.g., the EEOC) for alleged violations of state or federal civil rights or sexual harassment laws?

Please answer YES or NO. If YES, please provide all information, including whether an investigation occurred, the outcome of the complaint, and applicable dates under other below. *

NO.

24. Are you Authorized to work in the United States? *

Yes

No

25. Do you need an employer to sponsor your visa or visa renewal? *

Yes

No

REFERENCES

REFERENCES: We typically contact at least two references before recommending you to a client. Upon the client's selection of you for an interview, we will conduct additional due diligence including further reference contacts, and background screening, etc.

Due to the confidential nature of your candidacy, please only provide information for references we can contact now without jeopardizing your present employment.

References should include at least one supervisor and one subordinate, from a previous or current employer, as well as others who can speak to your professional qualifications. Indicate your relationship with each reference submitted, employer where you work(ed) together, telephone contact number, and email address.

26. **By selecting the option below, you are authorizing us to contact the references you have listed on this form.** (*references should be recent within the last 10 years or less*) Thank you. *

MGT may contact ALL references that I have submitted. (*In selecting this option you authorize MGT to contact your references.)

Please DO NOT contact any of my references at this time. (enter n/a in all of the the required fields below)

Candidate 4

Tim Thomas

Education

- Master of Science - Administration
Central Michigan University, Mount Pleasant, Michigan
- Bachelor of Science - Government
Auburn University, Montgomery, Alabama

Work History

2024 to 2025	<u>RTV Engineering</u> Senior Program Manager
2010 to 2024	<u>Viera High School, Melbourne, Florida</u> Senior Army Instructor
2016 to 2024	<u>City of Melbourne, Florida (population 88,000)</u> Councilman, Elected
2006 to 2010	<u>Defense Equal Opportunity Management Institute, Patrick Air Force Base</u> Director of Training
1985 to 2010	<u>Military Service</u>

Data Summary:

Candidate:	Tim Thomas
Organization:	RTV Engineering
Position:	Senior Program Manager (Former)
Organization Budget:	Our last contract was for 22M with the US Navy Fleet Readiness Centers in Coronado, CA, Cherry Point, NC and Jacksonville, FL
Department Budget:	Current contract was broken down by quarter with an average budget of \$2M per quarter
Total Number of Employees in Organization:	12
Total Number of Employees in Department:	As a Senior Program Manager my responsibilities and numbers of people supervising changed based on contract and location
Expected Salary:	\$120,000
Reporting Relationship:	Chief Executive Officer
Years of Experience:	40

Professional Affiliations:

- Military Officers Association of America Cape Canaveral Chapter
- Association of the United States Army

TIM THOMAS
2602 Englewood Drive
Melbourne, Florida 32940
Timthomasusa1987@yahoo.com
321-223-1016

November 7, 2025

Jim Dinneen
Independent Executive Recruiter
(386) 846-2612

Subject: Town Manager Position Melbourne Beach, Florida

Dear Mr. Dinneen,

It is with great excitement that I submit my resume for the Town Manager position at Melbourne Beach. I have over 38 years of leadership experience managing people, resources, budgets and creating command climates where everyone is treated with dignity and respect and feel like they are part of a winning team. Since settling here in Brevard County after retiring from the United States Army in 2010, I have earned a reputation for being a strong leader who is able to motivate and inspire others to get difficult things done with outstanding results. I'm a team builder and for any organization to be successful they must be unified as a team in executing their duties and responsibilities. Building winning teams has been my reputation as an Army Senior Army Instructor at Viera High School, as a Melbourne City Councilman and as an Airport Authority Board member. I have a proven track record of success that you can easily verify here locally. Additionally, I have great relationships with city of Melbourne and Palm Bay elected leaders, the Brevard County Commission, our Brevard County Constitutional Officers including Sheriff Wayne Ivey, as well as our Brevard Legislative Delegation. If selected as Town Manager, I will use these relationships to further enhance and improve our community.

During my time on the Melbourne City Council, I was a stalwart in ensuring we maintained the infrastructure on city roads with milling, repaving and restriping. My first year on the council in 2016, Melbourne was only maintaining 2.5 miles of road per year but in my last year we increased that up to 10 miles of road while spending \$4M versus \$1.5M in 2016. Additionally, I collaborated with fellow council members, city staff and the Melbourne Chamber in creating a probusiness environment that facilitated 8,935 building permits being issued in 2021 valued at \$323M. The projects included Hotel Melby, Paramount Condominium development and Highline Apartment project. In the Post COVID-19 environment, we also approved a package of temporary fee waivers and deferrals to assist new businesses opening and started a “Spend Local Melbourne Were Back in Business” campaign to jump start the reopening of existing businesses. This campaign was very successful. As one of the city councilmen selected to serve on the Airport Authority Board, we directed capital improvements and grant decisions totaling over \$200 million. These improvements included reconstruction of three runways, construction of a new air traffic control tower and 83,000 sq. ft. addition to the commercial terminal. These upgrades to the airport produce a \$3.1B annual economic impact to Brevard County. These are just a few of my accomplishments showing my experience and proven track record of success. I am confident in my ability to effectively serve our residents and contribute to the continued success of Melbourne Beach.

I'm very much aware of the small-town ambience of Melbourne Beach. Maintaining that cozy residential culture will be a priority. The picturesque beaches and natural attractions at maritime Hammock Sanctuary and Coconut Park make Melbourne Beach one of the best places to live in the world. It would be an honor for me to be selected as the Melbourne Beach Town Manager. With my proven ability with regards to the administration of city operations, services and projects, I will work with the City Staff, the Mayor and the Commission to shape the future of Melbourne Beach. The results of our team's efforts will make Melbourne Beach residents extremely proud.

I have attached my resume for your review and welcome the opportunity to discuss my qualifications further. Thank you for your time and consideration.

Sincerely,

Tim Thomas



LTC (Ret) Tim Thomas

2602 Englewood Drive Melbourne, Florida 32940
Cell (321) 223-1016; Email: timthomasusa1987@yahoo.com

EXECUTIVE LEADERSHIP PROFILE

City Management • Organizational Team Building • Vision and Innovation

Professional Overview

Decorated combat experienced retired Army Lieutenant Colonel seeking a position as a Town Manager. A dynamic, motivated and energetic leader with over 37 years of experience managing people, resources and hundred-million-dollar budgets. Able to prioritize and make tough decisions on capital and infrastructure improvements as well as police and fire budgets impacting the quality of life of 85,000 Melbourne residents.

A charismatic leader able to inspire and motivate others to obtain the highest possible goals for themselves and the organization with award winning results. Lives the values of loyalty, duty, respect, selfless service, honor, integrity, and personal courage. A strategic thinker with great interpersonal and communication skills encompassing both the public and private spectrums.

PROFESSIONAL EXPERIENCE

Senior Program Manager

2024-2025

Senior Program Manager for RTV Engineering overseeing the planning, execution and completion of \$22 million dollar contract to enhance asset visibility of F18 and F35 aircraft parts, tools and tugs at the Fleet Readiness Centers located at MCAS Cherry Point, North Carolina, NAS Jacksonville, Florida, and NAS Coronado, California. Responsible for managing cross-functional teams, budgets and resources to ensure successful delivery on time and within scope.

- Conducted Site Surveys at all 3 Fleet Readiness Centers at MCAS Cherry Point, NAS Jacksonville, and NAS Coronado to gather critical data for project planning to include identifying RFID and cabling requirements for over 120 hangers/storage facilities.
- Facilitated the installation of 670 RFID devices and 485 Cat6a cables with multiple technologies associated with each device at MCAS Cherry Point, NC.
- Senior PM on site daily resolving issues with building supervisors and government representatives to ensure installation team was not distracted and focused on getting the job completed.
- Provided daily status reporting to government representatives on the numbers of devices, cable installed as well as percentage complete of each building.

Senior Army Instructor Viera High School

2010-2024

Director of a 200 Cadet strong battalion responsible for all instruction meeting Department of the Army and Brevard County School standards. Responsible for planning, budgeting, and training all extra-curricular teams to include Raider, Drill, Rifle Marksmanship, and Color Guard teams. Subject Matter Expert on ROTC scholarship and Service Academy application process for prospective Cadets.

- Rated as a Highly Effective Instructor which is the highest rating possible.
- VFW Post 4534 Teacher of the Year Runner-Up in 2021.

- Exceeded in all extra-curricular team activities with all teams qualifying for Regional and State Championships.
- Developed processes which resulted in 10% of senior Cadets earning ROTC scholarships or Service Academy appointments and 20% enlisting in one of the branches of the military.
- Rated as an Honor Unit of Distinction by the Department of the Army the highest possible rating.
- Recognized by State and local Congressional leadership for building one of the best JROTC programs in the state and nation.

City of Melbourne Councilman

2016-2024

Elected in 2016 and re-elected in 2020 as the District 1 Representative on the Melbourne City Council.

Serves as part of the legislative body responsible for setting municipal policy including the passage of laws and the annual budget. Additionally provides direction to City Manager to guide operations.

- Approved and managed on average an over a 200-million-dollar budget that provided key infrastructure upgrades to ensure residents had the best water, roads, police and fire in Brevard County.
- Made decisions regarding the administration of city operations, services, and projects.
- Provided input and information to city staff to guide deliberations and policy development.
- Maintained timely communications with the Mayor and Council to ensure all suspense's were met.
- Attended all council meetings, providing information, reports and recommendations.
- Provided guidance to city staff on the annual budget and capital improvement program.
- Monitored financial expenditures through the use of quarterly updates at council meetings.
- As a Councilman also served multiple terms on the Melbourne Airport Authority board of directors, including two terms as vice chairman. The MAA board oversees all policy and strategic planning of the Melbourne Orlando International Airport (MLB) including approval of its \$63.8M annual budget. Directed capital improvement and grant decisions totaling over \$200M. Approved facility improvements to include reconstruction of three runways, construction of a new air traffic control tower, and 83,000 sq. ft. addition to the commercial terminal. Provided guidance through the executive director to achieve a \$3.1B annual economic impact while facilitating a conducive business environment that hosts a workforce of over 20,000 employees.
- Promoted and maintained a probusiness environment that facilitated 8,935 building permits being issued in 2020-2021 valued at \$323 million. Projects included were the Hotel Melby, Paramount Condominium development and Highline Apartment project.
- Managed 293 miles of paved roadway to include milling, repaving, restriping and ADA sidewalk upgrades on 10 miles of road in 2023 totaling \$3.5 million in improvements.
- Built a strong relationship with City Staff based on trust and mutual respect which facilitated an outstanding working environment.
- Supported a classification study for all exempt and non-exempt employees outside of the IAFF and PBA bargaining units. This ensured staff were getting paid fair market value.
- Served as Vice Mayor 2020-2021 during that time Melbourne earned national recognition by being ranked in the top 25 best places to live by US News and World Report due to strong population growth and job market.
- In 2021 approved the expenditure of \$500K to provide our Melbourne Police with a new body-worn camera program to increase transparency and improve safety.
- Promoted policies in 2022 that ensured Melbourne Fire Department earned an ISO Class 1 rating, placing it among the top 10% of fire departments in the State of Florida and the first fire department in Brevard County to receive a Class 1 rating.

- During preparations for Hurricanes assisted city staff in filling up and issuing sandbags to residents.
- Frequent the EOC during Hurricanes to check on city staff. Additionally, acted as spokesperson for city with the Weather Channel during Hurricane Dorian.

Director of Training, Defense Equal Opportunity Management Institute (DEOMI) Patrick Air Force Base 2006 – 2010

Responsible for Executive level training for all Department of Defense General Officers and Senior Executive Services (SES) on Human Dimension training to include Cultural Competency, Prevention of Sexual Harassment and Equal Opportunity. Additionally, trains all services Equal Opportunity Advisors who advise Commanders on all issues pertaining to Human Dimension.

- Managed the largest multi-service Directorate at DEOMI with 37 joint military, civilian, and contractor personnel responsible for development and program management of all 450 Department of Defense and Department of Homeland Security Equal Opportunity Advisors.
- Conducted Human Dimension Awareness training for 110 Department of Defense Executive leaders leading to DEOMI's selection as the Equal Opportunity Center of Excellence for the Department of Defense.
- Flawlessly executed a \$850K budget that funded on campus training and Mobile Training Teams dispatched to conduct Human Dimension training worldwide.

Key Military Assignments / Experience **1985 - 2010**

- A Team Executive Officer, 20th Group Special Forces, Alabama National Guard
- Fire Support Officer, 117th Field Artillery Regiment, Alabama National Guard
- Fire Direction Officer Republic of Korea, 2nd Infantry Division
- Executive Officer Bravo Battery, 1/20th Field Artillery, 1st Cavalry Division
- Fire Support Officer, Charlie Company 2/5 Cavalry, Operation Desert Storm/Shield (Combat)
- S4 Logistics for 24th Infantry Aviation Brigade, 24th Infantry Division
- Headquarters and Supply Company Commander, 924 Aviation Support Battalion, 24th Infantry Division
- Search and Recovery Team Commander, Joint Task Force Full Accounting, Joint Base Pearl Harbor-Hickam
- Logistics Planner for Contingency Operations in Macedonia, Joint Operations Center NATO/Naples, Italy
- Chief Distribution Management, 13th COSCOM, Ft. Hood, Texas
- Brigade S1, 3rd Brigade (Grey Wolf), Ft. Hood, Texas
- Selected for Command and General Staff College, Ft. Leavenworth, Kansas
- Brigade S1 24th Corps Support Group, 3rd Infantry Division/Iraq (Combat)
- Human Dimension Advisor to 3rd Infantry Division Commanding General, Ft. Stewart, Georgia
- Division Deputy Rear Detachment Commander, 3rd Infantry Division, Ft. Stewart, Georgia
- Director of Training, Defense Equal Opportunity Management Institute (DEOMI), Patrick Air Force Base, Florida

Awards and Recognition

- Decorated 23-year Veteran of the United States Army whose many decorations include the Bronze Star, Defense Meritorious Service Medal, Meritorious Service Medal with 2 Oak Leaf Clusters, Joint Service Achievement Medal, Airborne, and Air Assault badges. (2 Combat Tours/Iraq)
- Recipient of a 2019 Resolution passed by the Brevard County Commissioners recognizing efforts in saving the life of student suffering from Sudden Cardiac Arrest.

- Recognized in 2019 by the Dr. Martin Luther King Jr. Coalition and the Florida Tech Alumni Association for efforts in spearheading the renaming of Airport Blvd to Dr. Martin Luther King Jr. Blvd.
- Recipient of a 2019 Central Florida Humanitarian Award for efforts in setting up Bahama Relief Missions to bring needed supplies to the Bahamas after Hurricane Dorian.
- Selected, competed and won the 2022 Dancing for the Space Coast competition which helped raise \$400 thousand for local charities.
- Recipient of the 2022 Military Officers Association Outstanding Citizen Award.
- Recipient of the 2024 Liberty Bell Museum Patriot Award.
- Recipient of the 2024 NVHS Veteran Advocate of the Year.

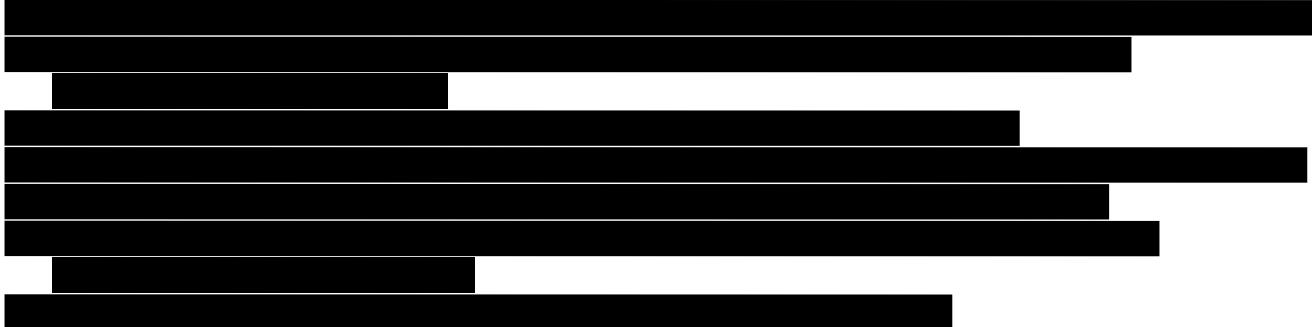
EDUCATION

United States Army Command and General Staff College, Ft. Leavenworth, KS (2002)

Central Michigan University, Master of Science, Administration, Ft. Leavenworth, KS (2002)

Auburn University in Montgomery (AUM), Bachelor of Science, Government, Montgomery, AL (1987)

References

A series of horizontal black bars of varying lengths, representing redacted text for a list of references.



Release of Information

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Please read below

In accepting our invitation for further consideration in this recruitment, it is your obligation to have a definite interest in the position, make all appropriate disclosures and have discussed a possible career move and relocation with your family. It is unfair to all (Candidates, Client and Consultant) to accept a potential invitation to interview for a position if you are not seriously interested in the opportunity or not in a position to accept an appointment if it is offered to you.

Please indicate to us the degree of confidentiality you wish us to observe at this time. We will do our best to maintain confidentiality within the limits of state open record and freedom of information/sunshine laws and regulations.

We look forward to learning about you, your accomplishments and the strengths and enthusiasm you can bring to this important position. Thank you for your cooperation. If you have any questions as to the progress of the recruitment or the status of your candidacy, please feel free to call.

1. Email *

timthomasusa1987@yahoo.com

Please enter an email

2. **NOTE: Any false response, misrepresentation, or omission of relevant information submitted by you to the questions below may disqualify you from eligibility, selection, or appointment. Misleading or inaccurate information may result in our client withdrawing any conditional or final job offer, or bringing litigation against you. ***

Yes, I agree with these terms and conditions

No, please withdraw my application from this position

3. First Name *

Timothy

4. Middle Name

Ray

5. Last Name *

Thomas

6. Alias Names: Other names by which you've been known by. Ex. Nicknames, Legal Names, Maiden Names, etc. (type n/a if non-applicable) *

Tim

7. Cell Phone: *

3212231016

Please enter at most 10 characters

8. Preferred Pronoun - ex. He/She/They, etc. (Optional)

He

9. Male or Female (Optional)

Male

Female

Prefer not to say

11. Total # of full time employees in your current or most recent overall organization (if applicable): *

RTV Engineering had 12 full time employees.

12. Total # of full time employees in your current or most recent department (if applicable): *

As a Senior Program Manager my responsibilities and numbers of people supervising changed based on contract and location.

13. Total budget in your current or most recent overall organization (if applicable): *

Our last contract was for 22M with the US Navy Fleet Readiness Centers in Coronado, CA, Cherry Point, NC and Jacksonville, FL

14. Total budget in your current or most recent overall department or areas of responsibility (if applicable): *

Current contract was broken down by quarter with an average budget of \$2M per quarter.

15. Who do you (or did you) report to? (position title only/no proper names): *

I reported directly to the CEO of RTV Engineering [REDACTED]

16. Related professional affiliations (please spell out acronyms if applicable):

Military Officers Association of America Cape Canaveral Chapter
Association of the United States Army

17. Please confirm that you agree to immediately advise the MGT consultant assigned to your recruitment if you accept another position or your employment circumstances change at any point during the recruitment and selection process for this position. *

Yes

No

18. At any time in the last seven (7) years, have you been convicted of any offenses relating to your operation of a motor vehicle, or has your drivers license been suspended or revoked for any reason?

Please answer YES or NO. If YES, please provide all information and applicable dates under other below. *

No.

19. At any time in the last seven (7) years, have you been a party to a lawsuit in any court or administrative proceeding, personally or professionally?

Please answer YES or NO. If YES, please provide general information and applicable dates. Additionally, please identify the applicable venue or jurisdiction of the proceeding, and if known, the current status and/or disposition of the proceeding under other below. *

No.

20. At any time in the last seven (7) years, have you been disciplined by your employer, for any reason?

Please answer YES or NO. If YES, please provide all information and applicable dates under other below. *

No.

21. At any time in the last seven (7) years, to your knowledge, have you been investigated by a professional association or other organization, including but not limited to a governmental entity with investigative or regulatory oversight authority, for any reason?

Please answer YES or NO. If YES, please provide all information and applicable dates under other below. *

Yes. In 2022, while I was an Army JROTC Instructor at Viera High School, I was accused of making disparaging remarks about the LGBTQ community because I made a post on my FB page saying that I was against "Drag Queen Story Time Telling" to young children taking place in a public area (Downtown Melbourne). Also during this time, I was an elected official on the Melbourne City Council, and I was expressing my political opinion. The investigation was unsubstantiated, and I was cleared of any wrongdoing.

22. At any time, since age 18, have you been asked to resign, or have you been terminated from employment?

Please answer YES or NO. If YES, please provide applicable dates and please indicate if a severance agreement and/or release of claims was executed by you regarding such resignation/termination (do not reveal the terms of the agreement or release) under other below. *

No.

23. At any time, to your knowledge, has anyone made a complaint against you to a professional organization, your employer or federal, state or local fair employment practices agency (e.g., the EEOC) for alleged violations of state or federal civil rights or sexual harassment laws?

Please answer YES or NO. If YES, please provide all information, including whether an investigation occurred, the outcome of the complaint, and applicable dates under other below. *

No.

24. Are you Authorized to work in the United States? *

Yes

No

25. Do you need an employer to sponsor your visa or visa renewal? *

Yes

No

REFERENCES

REFERENCES: We typically contact at least two references before recommending you to a client. Upon the client's selection of you for an interview, we will conduct additional due diligence including further reference contacts, and background screening, etc.

Due to the confidential nature of your candidacy, please only provide information for references we can contact now without jeopardizing your present employment.

References should include at least one supervisor and one subordinate, from a previous or current employer, as well as others who can speak to your professional qualifications. Indicate your relationship with each reference submitted, employer where you work(ed) together, telephone contact number, and email address.

26. **By selecting the option below, you are authorizing us to contact the references you have listed on this form.** (*references should be recent within the last 10 years or less*) Thank you. *

MGT may contact ALL references that I have submitted. (*In selecting this option you authorize MGT to contact your references.)

Please DO NOT contact any of my references at this time. (enter n/a in all of the the required fields below)