

JAMES F. COLEMAN, FCCMA-ICMA

40026 Agusta Drive, Lady Lake, Florida 32159-2826

Home: (Ph/Fax) 352.750.5644 ~ Cell: 352.256.5320 jfcoleman@embarqmail.com

Thursday, July 30, 2009

The Honorable Mayor and Town Councilors
C/O Town Clerk
Fort Myers Beach, Florida

via individual emails

Dear City Council:

Please accept this cover letter, city application, attached documents and résumé as my application for employment as **town manager**. From my experience in small to large organizations, I bring the following skills, knowledge and abilities from a broad and well-rounded background including:

- ❖ 18 years in Senior/Executive local government management positions, including 8 years at the CEO level and 5 years at the Deputy CEO level;
- ❖ Under Budget and On-time Capital Project Management;
- ❖ Inter-Governmental and Inter-Agency Relations;
- ❖ Short Range and Strategic Planning;
- ❖ Communications ~ staff, public and media relations;
- ❖ Organization development, effectiveness and productivity studies;
- ❖ Local, Regional and Global Economic Development since 1986;
- ❖ Human Resources and Risk Management experience since 1980;
- ❖ Labor negotiations since 1990 on behalf of governmental jurisdictions;
- ❖ A Bachelor of Arts Degree in Public Administration with minor concentrations in Military Science and International Business; and,
- ❖ All coursework completed for a Masters in Public Administration Degree, both from the University of Central Florida.

My successes in the above areas were in a large part due to maintaining a high level of communication combined with personal ethics and leadership. I welcome the opportunity to review my qualifications for this position. Thank you for your kind consideration.

Sincerely,



Enc.: Résumé
Professional References
AS

Résumé

JAMES FREELAND COLEMAN

40026 Agusta Drive, Lady Lake, Florida 32159-2826
Home: (Ph/Fax) 352.750.5644 ~ Cell: 352.256.5320
jfcoleman@embarqmail.com

PROFESSIONAL OBJECTIVE

To obtain the local government career position of town manager for the Town of Fort Myers Beach.

SUMMARY

A seasoned professional with more than 18 years of local government experience with expertise in the following areas:

- Organizational Management
- Policy Administration
- Public & Media Relations
- Airport Management
- Industrial Park Management
- Human Resources Management
- Labor Relations
- Disaster Preparedness & Recovery
- Economic Development
- Capital Project Management
- Program Management
- Tactical & Strategic Planning
- Purchasing, Procuring and Contract Management
- Financial Operations and Budgeting
- Risk Management

As a paternalistic leader, I possess an extremely well rounded background produced by my military service as well as my public administration career through my performance in a variety of positions, organizations and locations both domestic and international.

RELEVANT LOCAL GOVERNMENT EXPERIENCE

City of Williston, Florida.

City Manager & Airport Manager

2004 to 2008

I was city's first professional city manager. Williston is a full service city including electric, natural gas, water and wastewater utilities and solid waste along with police, fire, municipal airport and industrial park.

Duties and Responsibilities as City Manager and Airport Manager:

Being additionally responsible for risk management, intergovernmental relations with county, state and federal agencies; human and financial resource management; capital improvement projects and economic development, I was also the Chairman of the Municipal Airport Committee as well as the Airport Manager, Purchasing Agent, and a Canvassing Board Member. I sat on the Board of Directors for both the Florida Municipal Power Association as well as the Florida Gas Utility.

Williston hosts many regional events such as Independence Day with pyrotechnics, The Williston Peanut Festival and numerous horse shows at The Horseman's Park. There are six passive and active municipal parks and a sports complex, three under FRDAP grants of \$200,000/each. The population has the propensity to double.

Regarding Economic Development, I routinely liaison with Enterprise Florida, Inc., the Governor's Office of Tourism, Trade and Economic Development, The Heart of Florida, a regional economic development partnership and the county's EDO.

Williston also has a lucrative and active CRA encompassing the city's central business district and other areas for revitalization projects.

Achievements:

The electric utility maintained service throughout 2004's four hurricanes. Williston became the re-supply center for Levy County as well as the region for rations, water and ice distribution.

Having reorganized the city administrative departments according to new charter, implemented a municipal web site, created an IT division and completed a new HR Policy Manual, I also negotiated a price hedging agreement for wholesale power purchases with Progress Energy Florida, Incorporated.

During my tenure of four years, I initiated or rejuvenated languishing capital projects including the airport main runway (7,000 feet) concrete resurfacing project of \$2.8M and the new street lighting on US 27 and US 27A. I completed the expansion and upgrades of the municipal utilities and a second municipal natural gas gate (tap) on the Florida Gas Transmission pipeline in support the industrial park and tenant Monterey Boat's (Seabring Marine Industries) plant expansion. Other completed projects were a multi-acre berm removal for pilot line-of-sight requirements, completion of 17 aircraft T-Hangars, the airport security plan and timber harvesting for four runway air space clearances and in the industrial park that also created a revenue stream for the municipal airport.

Regarding Economic Development, I recruited a water bottling company and a horse trailer manufacturer into the corporate limits of the city for increased utility revenues, real estate lease revenues, job creation and ad valorem tax base. I executed a lease-option with a California company for 200-acres in the industrial park, which I am actively marketing. Similarly and in support of this project, we have successfully conducted a feasibility study for the financing and right-of-way acquisition for a ¾ mile railroad spur into the industrial park.

Also, I co-authored an Enterprise Zone Application and Strategic Plan for submission to Enterprise Florida, Inc. (EFI). The Enterprise Zone designation was recently awarded by Governor Crist effective January 2007. Similarly, my proposal offering the city's 2,000 acre industrial park in response to EFI's "Request for Site" for a catalyst project for regional economic development was graded highest within our 15-county RACEC Region.

City of Leesburg, Florida.

Acting City Engineer and Interim-Public Works Director

2003 to 2004

Duties and Responsibilities:

While providing continuity and control throughout the recruitment and transition period between department directors who were civil & professional engineers, I was able to deal with personnel & morale matters and supervise the able and capable division managers within the Public Works Department. My primary responsibility was in Capital Project and Program Management.

Achievements:

Some major but not all-inclusive projects that I had the opportunity to conclude:

- Execution of Joint Participation Agreements with FDOT
- Parking Structure Punch-List and Certificate of Completion
- Public Works Department and Facilities Relocation;
- Acquisition of Real Estate, Rights of Way, Easements and Property Leases;
- Feasibility study for 'Solid Waste Collection and Disposal Systems';
- 'Request For Qualifications' Committee for on-going Professional Engineering Consulting Services; and the
- 'Bid Selection Committee' for Space Needs Analysis and Design Services for the new Public Works Facility, Regional Airport's Air Traffic Control Tower and Municipal Library Rehabilitation Project

Town of Lady Lake, Florida.

Town Manager

1999-2003

Duties and Responsibilities as Town Manager:

Responsible for all the municipal management functions of a full service city with contracted fire and solid waste services. As you may be aware, Lake County recently gained in population which makes it the 34th-fastest-growing county in the nation. The Town of Lady Lake encompasses the original portion of The Villages® which is the fastest growing development in the United States. In Lady Lake, I was the longest serving CEO since the current Town Charter of 1987.

Achievements:

- ◆ Performed as a fundraiser for the PAC for the successful Lake County Penny Sales Tax Referendum & as a lobbyist for the Florida League of Cities;
- ◆ Established an Economic Development Advisory Board for strategic planning;
- ◆ Established fire & rescue services and solid waste Municipal Benefit Services Units (MSBU) for those assessments on trim notice and certified tax rolls;
- ◆ Constructed new Public Works Complex (\$1.2m);
- ◆ Applied for CDBG grant for neighborhood revitalization-wastewater (\$1.1M);
- ◆ Constructed recreation facilities: soccer field complex, baseball field complexes, concession stand and restrooms; and relocated the town's golf driving range (\$1M);
- ◆ Accomplished voter ward re-districting due to 2000 census;
- ◆ Executed interlocal agreement for project development and environmental study for CR 466 widening with intersection enhancements (\$.3M);
- ◆ Extended the water utility and expanded the wastewater utility service area by 50%;
- ◆ Effected water/wastewater utility mandatory hook-ups; and,
- ◆ Placed a CDBG funded well and water treatment plant (#3) on-line.

I brought stability and cohesion to staff. Established and enhanced public relations/information, intergovernmental relations, liaison with Lake County government, civic, religious and social service groups. Settled 5-EEOC lawsuits, public safety lawsuits, union grievances and a condemnation lawsuit for ROW of a county road, all generated during a previous administration. Served on Lake County's emergency medical service (EMS) feasibility task force that resulted in the establishment of Lake-Sumter EMS in October of 2000. Completed conversion of the old Town Hall to a renovated library. Completed a municipal fire-rescue service feasibility study for a township (36 square miles). Performed due diligence for purchase of a private water and sewer system and for the purchase of planned unit development containing a golf course and residences.

**City of DeLand, Florida. Home of Stetson University
Director of Personnel and Risk Management**

1994-1999

I served at the level of an **Assistant City Manager** and was routinely appointed as the **Acting City Manager**.

Duties and responsibilities:

Human resources & benefits management; compensation plans and studies, classification plans and studies, employee and labor relations, staffing services; and recruitment. Responsible for employee safety and training. Provided all internal risk management services since the city was self-insured for Workers' Compensation. Keenly involved with Intergovernmental Relations, Local and Global Economic Development, Real Estate Acquisitions, Capital Improvement Projects, Organizational Effectiveness. Required to liaison with local, state, and federal agencies on behalf of the City.

My involvement with MainStreet DeLand was through contracts, special events, and public relations for the Downtown Streetscape Project. I functioned as the City representative to Volusia County's Emergency Operations Center and as the Acting City Manager at the City's EOC. I was here for "Firestorm '98".

I was also active at the DeLand Municipal Airport through Risk Management, development of regulations, conduct of special events, economic development and in the areas of US Customs and the Foreign Trade Zone #198.

I administered these programs: International Relations, Florida-Scotland Initiatives, Stetson University-Iberoamerican Municipalities, Sister Cities International, Economic Development Ad Valorem Tax Exemption and Qualified Target Industry-Enterprise Florida, Inc.

Achievements:

Authored the application for "User Fee Status" at the DeLand Municipal Airport: U.S. Customs. Implemented a new Pay and Classification Plan. Achieved a Two Year Premium Lock-In Of All FLC Lines of Insurance. Panelist, International Trade/Sister Cities: Florida League of Cities 72nd Annual Conference. On consensus building and cultural diversity, the DeLand Area Chamber of Commerce and the Spring Hill Task Force both publicly cited my performance as City Liaison. I was also named a co-recipient of President's Award for Exemplary Service, Southwest Volusia Committee of 100 (Economic Development), which was presented to the City in September 1998. I completed the Fish Hospital demolition and land conveyance from WVHA/Fish Trust to the City and subsequently to Volusia County for the construction of their new Justice Center.

City of Longwood, Florida
Director of Personnel & Risk Management

1989-1994

Duties and Responsibilities:

- Personnel Policies ● Employee Handbooks ● Ethics Policies ● Training & Development ● Performance Evaluation ● Citizen Liability Complaints ● Property & Casualty Program ● Drug-free Workplace Program ● Workplace Safety Training & Development ● Workplace Safety Incentive Programs ● Life, Health, and Dental Insurance ● Workers' Compensation ● Retirement ● Records Maintenance ● Disciplinary Actions ● Equal Employment Opportunity ● Recruiting & Interviewing ● Pre-employment Testing ● Hiring ● Orientation ● Labor Contracts and Negotiations ● Job Audits and Classification Studies ● Salary/Wage Survey ● IRS 125 Plan ● Appeals/Grievance Hearings ● Unemployment Claims ●

Achievements:

- Implemented a new Pay and Classification Plan.
- Designed, conducted, and analyzed a citizen attitudinal survey.
- Formulated, implemented and subsequently evaluated programs and policies in the areas of Human and Financial Resources, Sister Cities, Parks & Recreation, Economic Development, Historical and Community Redevelopment.

City of Apopka, Florida. Graduate-Intern, Public Works Department; March-December, 1989.

City of Orlando, Florida. Graduate-Intern, Office of Management and Budget, October, 1987-January, 1988.

Greater Orlando Aviation Authority and Florida/Korea Economic Cooperation Committee, Southeast US/Korea Economic Council. Intern, January-May, 1986.

OTHER PROFESSIONAL EXPERIENCE

- **Foreign Trade Zone #198** of Daytona Beach International Airport 1994-99;
- **West Volusia Committee of 100**, 1994-99, co-recipient of **President's Award for Economic Development**, 1998;
- Florida Department of Business and Professional Regulation licensed as a **Real Estate Broker #BK 545109**, 1992-95;
- **Foreign Trade Zone #42**, Orlando International Airport, 1985-6;
- **Southeast US/Korea Economic Council (SEUS-KEC)**, 1985-6.

MILITARY SERVICE

US Army, 1971-85, (Synopsisized). Served in the ranks up through Staff Sergeant and after OCS, Second Lieutenant through Captain in Airborne, Ranger, Infantry, Armor and Armored Cavalry organizations. Obtained my Associates Degree while on active duty. Stationed in Europe, Asia, Central America and Alaska with additional assignments in the Continental US. Awarded the **Army Commendation Medal** for Meritorious Achievement.

Lieutenant, **Adjutant**, 1st Squadron, 4th U.S. Cavalry Regiment, Ft. Riley, Kansas 66442. Completed the Army Personnel Management School's "**Battalion S-1 and Administrative Officer** Course" in 1980. As the **700-strong** Squadron's Adjutant, I coordinated administrative matters of internal staff sections and external agencies, formulated and supervised the execution of command administrative policies, received and routed correspondence, handled and safeguarded classified material, prepared responses to special correspondence and established and maintained the command reports control and forms management programs. My typical duties and tasks included: personnel services support systems, human resource development, religious activities management, maintenance of discipline, law and order, legal matters, casualty reporting, awards and decorations, performance evaluation reports, provisions for health services, headquarters management and postal operations. I supervised the Personnel Actions Center rated best in the 1st Infantry Division.

Captain, **S-3 Air & Acting Squadron Operations Officer**, 1st Squadron, 4th U.S. Cavalry Regiment, Ft. Riley, Kansas 66442 and the Federal Republic of Germany, January 1981, to November 1982. During successful deployments of the squadron to Colorado in 1981 and the return of forces to Europe (REFORGER-82) of a 700-man Cavalry Squadron, functioned as both acting and assistant operations officer for that unit. **S-1, Personnel and Administration Officer**, 2nd Battalion, 72nd Armor Regiment, APO San Francisco (Korea) 96224, November 1982, to April 1983, and **Assistant Operations Officer**, 2nd Battalion, 72nd Armor Regiment, APO San Francisco (Korea) 96224, August 1984, to January 1985.

Captain, **Company Commander**, 2nd Battalion, 72nd Armor Regiment, APO San Francisco (Korea) 96224, April 1983, to August 1984. Achieved commendatory evaluations and a 94% overall rating for all areas of operation during an outside agency's (IG) compliance inspection. Commanded 200 and later **300-personnel**, including 50 Korean soldiers during the largest joint-force exercise in the free world (TEAM SPIRIT 84). Supervised logistical and administrative support for a **600-personnel/200-vehicle** organization while maintaining a 91% reliability rate.

**Professional References for
James F. Coleman**

Mr. David C. Rigsby
President, Florida League of Cities
1998-99
Former Mayor, City of DeLand
450 East Minnesota Avenue
DeLand Florida 32724
Office phone: (386-822-8809)
Home phone: (386-736-4757)

Don Upton, President
fairfield index, inc.
10117 Princess Palm Avenue, Suite 340
Tampa, Florida 36110
813.490.3890
877.490.3890

The Honorable Jerry Robinson
Vice-president, Williston City Council
Post Office Box 726
Williston, Florida 32696
(352) 528-3522

The Honorable Bob McKee
Lake County Tax Collector
317 West Main Street
Post Office Box 327
Tavares, Florida 32778-0327
(352) 343-9740

Rodney Carson, Director
Economic Development
Central Florida Development Council of
Polk County
600 N. Broadway, Suite 300
Bartow, FL 33830
(863) 534-2518/9

Mr. Mike Sittig, Executive Director
Florida League of Cities, Inc.
301 S. Bronough Street, Suite 300
(Post Office Box 1757)
Tallahassee, Florida 32302-1757
(850) 222-9684 or (800) 342-8112

The Honorable Bill Reed
Lady Lake Mayor-Commissioner
Ward Four, 1992 - 2002
1411 Plantation Drive
Lady Lake, Florida 32159
(352) 753-7616

Ms. Dottie Keedy
Director of Economic Growth &
Redevelopment
(Post Office Box 7800)
315 W. Main Street, Suite 118
Tavares, Florida 32778
(352) 343-9866

Ms. Leslie S. Campione, Esq.
(Former Lady Lake Attorney)
Leslie Campione, P.A.
342 E. Fifth Avenue
Mount Dora, Florida 32757
352-383-9020

Ms. April Money, Manager of
Government Relations
Enterprise Florida, Inc.
300 Pensacola Street, Suite 118 O
Tallahassee, FL 32301
850.294.5864



Certificate of Completion

This is to certify that

James F. "Jim" Coleman, City Manager

Has satisfactorily completed an ICMA University Audioconference entitled:

Civic Engagement an Economic Crisis: What You Need to Know

April 16, 2009
1.5 hours

A handwritten signature in black ink, appearing to read "Robert J. O'Neill Jr.", written over a horizontal line.

Robert J. O'Neill Jr.
ICMA Executive Director

A handwritten signature in black ink, appearing to read "Felicia C. Logan", written over a horizontal line.

Felicia C. Logan
ICMA Leadership Development



Certificate of Completion

This is to certify that

James F. "Jim" Coleman, City Manager

Has satisfactorily completed an ICMA University Audioconference entitled:

**Energy Efficiency and Conservation Block Grants and More: How to Compete Successfully
for These Federal Stimulus Funds**

April 23, 2009
1.5 hours

A handwritten signature in black ink, appearing to read "Robert J. O'Neill Jr.", written over a horizontal line.

Robert J. O'Neill Jr.
ICMA Executive Director

A handwritten signature in black ink, appearing to read "Felicia C. Logan", written over a horizontal line.

Felicia C. Logan
ICMA Leadership Development



ICMA UNIVERSITY
The International City and County Management Association
1000 North 17th Street, Suite 1000
Denver, Colorado 80202
Phone: 303.733.8000
Fax: 303.733.8001
www.icma.org

This is to recognize

James F. Coleman

as an

ICMA Credentialed Manager

Qualified by a combination of education and experience in professional local government management by adherence to high standards of integrity, and by a demonstrated commitment of lifelong learning and professional development

January 2008—January 2009

Robert J. O'Neill Jr.

Robert J. O'Neill Jr.
ICMA Executive Director

Edwin C. Daley

Edwin C. Daley
ICMA President



Certificate of Completion

This is to certify that

James F. "Jim" Coleman, City Manager

Has satisfactorily completed an ICMA University Audioconference entitled:

Innovative HR Approaches for These Tough Economic Times

**May 7, 2009
1.5 hours**

A handwritten signature in black ink, appearing to read "Robert J. O'Neill Jr.", written over a horizontal line.

Robert J. O'Neill Jr.
ICMA Executive Director

A handwritten signature in black ink, appearing to read "Felicia C. Logan", written over a horizontal line.

Felicia C. Logan
ICMA Leadership Development



Certificate of Completion

This is to certify that
James F. "Jim" Coleman, City Manager

Has satisfactorily completed an ICMA University Audioconference entitled:

The Power of "Story": Using Storytelling to Engage and Inform Citizens and Employees

June 25, 2009
1.5 hours

A handwritten signature in black ink, appearing to read "Robert J. O'Neill Jr.", written over a horizontal line.

Robert J. O'Neill Jr.
ICMA Executive Director

A handwritten signature in black ink, appearing to read "Felicia C. Logan", written over a horizontal line.

Felicia C. Logan
ICMA Leadership Development



Certificate of Completion

This is to certify that

JAMES COLEMAN

Has satisfactorily completed an ICMA University Audioconference entitled:

Leading from the Sandbox to the Orchestra Pit: Creating a High Performance Culture

June 4, 2009

1.5 hours

A handwritten signature in black ink, appearing to read "Robert J. O'Neill Jr.", written over a horizontal line.

Robert J. O'Neill Jr.
ICMA Executive Director

A handwritten signature in black ink, appearing to read "Felicia C. Logan", written over a horizontal line.

Felicia C. Logan
ICMA Leadership Development

CITY OF DELAND

DELAND, FLORIDA 32721



POST OFFICE DRAWER 449
TELEPHONE: (904) 736-3900
FAX: (904) 736-9819

Certificate of Appreciation In Recognition of Outstanding Service Presented to James F. Coleman

Whereas, James "Jim" F. Coleman has served this community well as Personnel/Risk Management Director for the City of DeLand since September of 1994, and has announced his resignation to the City administration in order to accept the position of Town Manager of the Town of Lady Lake; and

Whereas, in the performance of his duties and responsibilities, Jim Coleman has demonstrated a working relationship that has always been characterized by an obvious dedication to getting the job done well; he has further been characterized by his associates as always being a "team" player; and

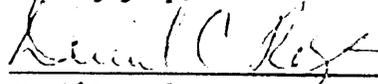
Whereas, Jim Coleman, in his duties as Personnel/Risk Management Director was responsible for administration of planning, organizing, directing and coordinating the personnel and risk management activities of the City, including coordinating the employee group health, life and accidental death and dismemberment policies, pay and classification plan implementation, bonus plus program, positive recruitment for filling vacant positions, administration of personnel rules and regulations, worker's compensation, and departmental budgeting; and

Whereas, in addition to his normal duties Jim Coleman was Acting City Manager in the Manager's absence, staff liaison for the Citizens Advisory Task Force, and the Spring Hill Initiative, he was instrumental in the Fish Hospital demolition and conveyance of that property to Volusia County, he was staff coordinator for many special events, he was the City's Intergovernmental Relations Coordinator, he served as the City representative for the Local Government Study Commission, he worked with Sister Cities International in coordinating relations; and

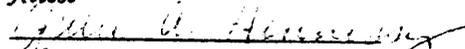
Whereas, Mr. Coleman has continued his professional development through membership in the International City/County Managers' Association, the American Society of Public Administration, the Public Risk and Insurance Management Association, the Florida Economic Development Council and the Risk and Insurance Management Society.

Now therefore, I, David C. Rigsby, Mayor of the City of DeLand, and on behalf of the DeLand City Commission and City Staff hereby express our sincere appreciation and thanks to Jim Coleman for his contributions to the operation and development of the City of DeLand. We commend him for the manner in which he has carried out his responsibilities and duties as a member of the City Staff and we extend our best wishes to him and his family, for much success and happiness in the future.

Done and proclaimed this 20th day of September 1999.


David C. Rigsby, Mayor

Attest


Julie A. Hennessy, City Clerk - Auditor



Certificate of Achievement

This is to certify that

James Coleman

has successfully completed the

29th Annual Economic Development Course

offered by

The University of South Florida
Center for Economic Development Research, April 23 - 28, 2006

The course confers 3.8 Continuing Education Units and fulfills the introductory requirement for the Certified Economic Developer (CECD) exam.


Dennis G. Colie, Ph.D., Course Director
College of Business Administration
University of South Florida


Nolan P. Kimball, Course Coordinator
College of Business Administration
University of South Florida

USF UNIVERSITY OF
SOUTH FLORIDA

INTERNATIONAL
ECONOMIC DEVELOPMENT
COUNCIL



Certificate of Merit

Fundamentals of Effective Project Management

According to the Guidelines set forth by the National Task Force on Continuing Education,

Jim Coleman
City Manager

is awarded 1.2 CEUs or 12 contact hours of Continuing Education Credit
for completion of the above class

April 25 & 26, 2007


Mark R. Truitt
Executive Director


Rocky White
Vice President, On-Site Training

Rockhurst University Continuing Education Center, Inc.

6901 West 16th Street, Shawnee, Missouri, KS 66203-4400



EMERGENCY PLANNING FOR MITIGATION, PREPAREDNESS, RESPONSE & RECOVERY
INCLUDING
DISASTER PREPAREDNESS ~ EMERGENCY & OPERATIONS CENTER MANAGEMENT

US Army

1979-82, Fort Riley, Kansas.

- Second Lieutenant, Nuclear, Biological and Chemical Warfare (weapons of mass destruction-WMD) officer for Troop A, 1st Squadron, 4th Cavalry Regiment, 1st Infantry Division.
- First Lieutenant, S-3 Air/Assistant Operations and Tactical Operations Center Officer during redeployment from Kansas to Colorado for 1st Squadron, 4th Cavalry Regiment, 1st Infantry Division.
- Captain, Acting S-3 Operations Officer and Tactical Operations Center Officer during Return of Forces to Germany Deployment (REFORGER 1982) 1st Squadron, 4th Cavalry Regiment, 1st Infantry Division.

1982-1985, Camp Casey, South Korea.

- Captain, Company Commander and Headquarters Commandant responsible for the deployment of a company of 300-Korean and American soldiers and the battalion tactical operation centers in sites throughout the high war-threat environment of South Korea including maneuver areas off the 4-kilometer wide DMZ during the free world's largest Joint-Force exercise, "Team Spirit", for both 1983 and 1984, 2nd battalion 72nd Armor Regiment, 2nd Infantry Division.

Florida Local Government (1986-present)

1994-1999, DeLand, Florida. I participated in the State's hurricane drills as acting city manager for the City of DeLand in the EOC. Also while in Volusia County, a coastal county, I participated in and lived through "FireStorm '98".

1999-2003, Town Manager, Lady Lake, Florida. Participated in Y2K preparedness and staffed the EOC on New Year's Eve. I received a NIMS Certificate in ICS 402 – Incident Command System Summary for Executives, Lake Technical Center, Institute of Public Safety, Lake County, Florida. I also participated in the formulation of the new Lake-Sumter EMS organization and completed a feasibility study for the start-up of fire & rescue services for a 25 square mile MSBU district.

2004-2008, City Manager & Airport Manager, Williston, Florida. Shortly after my arrival in June, 2004, I led the city through 3 cycles of "Preparedness, Response & Recovery" for hurricanes Charley 8/13-14/04, Francis 9/04-05/04 & Jeanne 9/25-26/04. The city became the supply point for Levy County, a coastal county, during these events. The FLARNG was prepared to stage 1,000-soldiers at the municipal airport in preparation for Hurricane Ivan.