

Douglas Baber

Panama City, FL

Meets all qualifications

*****SEE ATTACHED preliminary investigation information**

Douglas G. Baber, MBA, DBA(c), SHRM-CP
4766 Standing Cypress Dr
Panama City, FL 32404
(954) 830-0546 Cell
baber3000@gmail.com

Mayor Witt & City Council Members:

I am pleased to submit my resume and supporting documents as application for the position of City Manager. I am confident that you will find me to be a well-qualified candidate for this position.

My extensive education and experience in the public and private sector are indicative of a successful record of achievement. As you can see from my resume, I have demonstrated my ability to competently lead and manage local units of government through the diversity of tasks undertaken during my nearly twenty (20) year career in public service. I welcome the opportunity for a rewarding and challenging position representing the City of Lake City utilizing the skills that I have acquired and developed.

I have had the distinct pleasure as serving as the Chief Administrative Officer in Mexico Beach and Crystal River over the past three years. In these roles, I have not only seen grave adversity but rallied my teams to persevere. From the continued recovery of Hurricane Michael in Mexico Beach, to facing and rallying from Hurricane Idalia and an EF-2 Tornado in Crystal River. I feel that my leadership style would be a perfect fit to empower the City to the next level of professionalism.

I am most proud of my work in areas such as:

- Experienced PIO, focused on ensuring a positive public image of the City
- Budget focused to make certain strict adherence to the financial plan passed by Council
- Certified HR professional, experienced with collective bargaining agreements
- Craft GFOA focused budgets and long-term plans
- Excel in implementing capital improvement projects ahead of schedule and under budget
- Engage with citizens and provide stellar customer service
- Experienced worked with FEMA, FDEM and various federal and state agencies to the benefit of the City
- Provide timely reports to Council on a routine basis, with emphasis on operations, special projects and financials

I believe you will find that my leadership ability, coupled with strong communication and analytical talents will make a positive contribution to the City of Lake City. My approach to work is the same as my outlook in life, to treat each person with the highest respect and integrity in order to arrive at a fair solution to any given situation.

Thank you for the opportunity that this position offers to my family. I look forward to discussing my qualifications and to answer any questions about my experience you may have. I will be happy to supply additional information should you desire it.

Respectfully submitted,



Douglas G. Baber

Published on *City of Lake City, FL* (<https://www.lcfla.com>)

[Home](#) > [Application for General Employment](#) > [Webform results](#) > Application for General Employment

Submission information

Form: [Employment Application](#) [1]
Submitted by Visitor (not verified)
Tue, 01/23/2024 - 9:01am
35.145.250.180

Today's Date Tue, 01/23/2024

Are you applying for a position within the Police Department? No

Which position are you applying for? City Manager

Are you over the age of 18? Yes

Are you eligible to work in the United States? Yes

Have you read the full job postings for the position in which you are applying? Yes

Are there any duties you are unable to perform? No

Are there any days or hours you are unable to work? No

Are you able to travel, if required? Yes

Expected Salary (annual): \$ Negotiable

Have you ever been employed by the City of Lake City or Lake City Police Department? No

Do you have any relatives currently employed by the City of Lake City or Lake City Police Department? No

Why are you interested in working for the City of Lake City? My extensive education and experience in the public and private sector are indicative of a successful record of achievement. As you can see from my resume, I have demonstrated my ability to competently lead and manage local units of government through the diversity of tasks undertaken during my nearly twenty (20) year career in public service. I welcome the opportunity for a rewarding and challenging position representing the City of Lake City utilizing the skills that I have acquired and developed.

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Applicant Information + Driver's History

Applicant Information

Full Name:

Douglas Baber

Social Security Number**Current Address**

4766 Standing Cypress Dr

City, State Zipcode

Panama City

Home phone number

9548300546

Cell phone number

9548300546

Email address

baber3000@gmail.com

Driver's History

Can you operate a motor vehicle? Yes**Do you possess a valid Florida driver's license?** Yes**Have you ever possessed a driver's license or CDL of any kind from any other state?** No**Have you ever had your driver's license SUSPENDED or REVOKED?** No**List all traffic citations and crashes in the last five (5) years:** N/A

Criminal History

Criminal History

Have you ever been convicted of, or pled guilty, no contest, or nolo contendere to a crime?
No**Have you ever been a defendant in a civil action for intentional tort (e.g. assault, battery, intentional infliction of emotional distress), or an unlawful employment practice (e.g. sexual or racial harassment)?** No**Have you ever been charged with a crime and either placed on court-ordered probation, had adjudication withheld, entered a pre-trial intervention program, or have any criminal charges pending now?** No**If you answered YES to any of the above, please fully explain below:**

N/A

Education

Education

Depending on the position sought, you may be required to provide a copy of your high school or college transcripts, degrees, and/or professional registration.

Do you currently have a high school diploma? Yes

High School Information

Name of School

George Rogers Clark

City and State

Winchester, KY

Date Graduated

05/1993

College or Technical School 1

Name of School

Western KY University

City and State

Bowling Green, KY

Years attended

4

Major

Business

Degree obtained

Bachelors

College or Technical School 2

Name of School

CSU

City and State

Orange Beach, AL

Years attended

3

Major

Business

Degree obtained

MBA

Certificates or additional training completed:

Masters of Business Administration

Work History

Work History

Please give the complete name and address of all employers, including military employment. Please describe the major duties performed. A resume may be attached as a supplement; however, you must complete all information requested on the application. Begin with your most recent employer and list all previous employers in chronological order. Include a minimum of 5 years of employment. Please contact HR if you need to add additional employers to your application.

Employer 1 (Current or most recent)

Name of Company

City of Crystal River

Street Address**City, State, Zip**

Crystal River, FL

Phone Number

813-393-8352

Dates Employed

July 2023 to present

Supervisor's Name

Mayor Joe Meek

Pay Rate

125,000

Brief Description of Duties

CAO of the City

Reason for Leaving

Cannot afford two houses

Employer 2

Name of Company

City of Mexico Beach

Street Address**City, State, Zip**

Mexico Beach, FL

Phone Number**Dates Employed**

Sept 2021 to July 2023

Supervisor's Name
Mayor & Council

Pay Rate
100,000

Brief Description of Duties
CAO of the City

Reason for Leaving
Accepted position in Crystal River

Employer 3

Name of Company
St. Lucie County BOCC

Street Address

City, State, Zip
Ft. Pierce FL

Phone Number
313-410-5605

Dates Employed
April 2016 to July 2021

Supervisor's Name
Howard Tipton

Pay Rate
120,000

Brief Description of Duties
Human Resources and Risk Management Director

Reason for Leaving
Looing for a City Management Position

Neighborhood Survey

Please list three (3) of your closest neighbors where you now reside, preferably ones on each side of you and behind you. If for some reason this is not practical, such as you live in a rural area or don't have close neighbors, list the nearest ones and list and explanation below.

Neighbor 1

Full Name

Nickname

Address

City, State Zip

Home Phone

Cell Phone

Occupation

Business Address

Business Phone

Neighbor 2

Full Name

Nickname

Address

City, State Zip

Home Phone

Cell Phone

Occupation

Business Address

Business Phone

Neighbor 3

Full Name

Nickname

Address

City, State Zip

Home Phone

Cell Phone

Occupation

Business Address

Business Phone

Additional Comments

Personal References

Reference 1

Full Name

Nickname

Address

City, State Zip

Home Phone

Cell Phone

Business Address

Occupation

Business Phone

Reference 2

Full Name

Nickname

Address

City, State Zip

Home Phone

Cell Phone

Occupation

Business Address

Business Phone

Reference 3

Full Name

Nickname

Address

City, State Zip

Home Phone

Cell Phone

Business Address

Business Phone

Occupation

Veteran Information

Have you ever served in the Armed Forces?

No

FRS Information

Florida Retirement System (FRS) - Certification form

This form is not an offer of employment or an enrollment form. If hired, a Retirement Choice kit may be mailed to your home with enrollment instructions

Have you ever been a member of a State of Florida administered retirement plan?

Yes

If you are not retired and earned FRS service after certain periods in 2002 (depending on your employer), you must rejoin the FRS retirement plan you were enrolled in when you terminated FRS-covered employment. You may have a one-time 2nd Election to switch FRS retirement plans. Also, alternative retirement programs are available to certain employees. Contact your employer for deadline and other information.

I was or currently am a member of the following State of Florida administered plan:

Section II

FRS Retirement Plan (incl. DROP)

Agency Name

City of Crystal River

Current or Former FRS Employer

St. Lucie County BOCC

Signature (By typing your name here you are electronically signing this form.)

Douglas Baber

Are you retired as defined in the statement above?

No

Section III

I am NOT retired from any State of Florida administered retirement plan. I understand that if it is later determined that I was a retiree and was reemployed during the first 6 calendar months after I retired or after my DROP termination date, or at any time during the 7th through the 12th months after I retired or after my DROP termination date, I must repay all unauthorized benefits received (see Section IV for details), or, if in the Investment Plan, terminate my employment. My employer may also be liable for repaying any unauthorized benefits I received.

Signature (By typing your name here you are electronically signing this form.)

Douglas Baber

Documents

Document upload

Please upload any documents here. Documents must be submitted as either .rtf, .doc, .docx, or .pdf
Items noted with a * are required.

Resume

lake city - resume 2024.pdf [2]

High School Diploma**Driver's License****Birth Certificate****College Degrees/Transcripts****Other Certificates****DD214****EEO****EEO Self-Identification Form**

Federal Laws and regulations require that the City incorporate a procedure for obtaining information necessary to conduct an applicant flow and selection analysis to determine the number of persons protected under those laws and whether or not the present selection system has an adverse effect on any protected group.

****Completion of this form is strictly voluntary****

Do you wish to self identify?

Yes

Race/National Origin: (Definitions from EEOC Form 221)

White (not Hispanic origin): All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.

Sex

Male

Individual with Disabilities?

No

Special Disabled Veteran?

No

Vietnam Era Veteran?

No

Other Eligible Veteran?

No

How did you learn of the job opening?

Job Posting

According to 41 CFR 60-41.42, there are only two circumstances when an employer may ask a disabled applicant to self-identify on a pre-offer basis:

(1) The invitation is made when the contractor actually is undertaking affirmative action for individuals with disabilities at the pre-offer stage; or (2) The invitation is made pursuant to a Federal, state or local law requiring affirmative action for individuals with disabilities.

According to 41 CFR 60-250.42, there are only two circumstances under which an employer may ask applicants who are Special Disabled Veterans to self-identify on a pre-offer basis:

(1) The invitation is made when the contractor actually is undertaking affirmative action for special disabled veterans at the pre-offer stage; or (2) The invitation is made pursuant to a Federal, state or local law requiring affirmative action for special disabled veterans.

Individual with disabilities: Defined as a person who (1) has a physical or mental impairment which substantially limits one or more of his or her major life activity(s), (2) has a record of such impairment(s), or (3) is regarded as having such impairment(s). For purposes of this definition, an individual with disability(s) is substantially limited if he or she is likely to experience difficulty in securing, retaining, or advancing in employment because of disability(s).

Special Disabled Veteran: Defined as a veteran who is entitled to disability compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Veterans Administration for a disability (i) rated at 30% or more, or (ii) rated at 10% or 20% in the case of a veteran who has been determined under Section 1506 to have a serious employment disability, or a person who was discharged from active duty because of a service-connected disability.

Veteran of the Vietnam Era: Defined as a veteran who (a) served on active duty in the Republic of Vietnam between February 28, 1961 and May 7, 1975, or (b) served on active duty for a period of more than 180 days, any part of which occurred between August 5, 1964 and May 7, 1975, and was discharged or released from there with other than a dishonorable discharge, or (c) was discharged or released from active duty for a service-connected disability if any part of his or her active duty was performed between August 5, 1964 and May 7, 1975.

Other Eligible Veteran: Defined as any veteran who served in a "war" declared by Congress, in a campaign or on an expedition for which a campaign badge, or service medal, or an expeditionary medal has been awarded.

Record Check

Record Check Authorization

Please Read Carefully Before Signing.

1. I HEREBY AUTHORIZE that all the facts and information on this employment application are true and complete. I understand that any false, incomplete or misleading information given by me on this application is sufficient cause for rejection of this application. I also understand and agree that any such false, incomplete, or misleading information discovered on this application at any time after I am employed may result in my dismissal.

2. I HEREBY AUTHORIZE the City to investigate all statements contained in this application, to interview the references and previous employers listed in this application, and to obtain a report

from a consumer reporting agency to be used for employment purposes in accordance with Fair Credit Reporting Act, to conduct a record check on my background to include but not be limited to the following: criminal and driving check, employment and performance record and educational records. I authorize the references, previous employers, and school or other education institution, credit bureau, lending institution, consumer reporting agency or public agency listed to give the City all the facts, opinions and evaluations concerning my previous employment and any other information they may have, personal or otherwise, and I HEREBY RELEASE and save harmless the addressee, its officers, agents, servants or employees from and against any and all liability, claims, demands, damages, expenses, fees, fines, penalties, suits, proceedings, actions and costs of actions, including attorney's fees of any kind and nature arising or growing out of or in any way connected with the disclosure of requested information.

3. If I am offered employment, I understand that such an offer will be conditioned upon satisfactory results of a background investigation and/or City medical examination or inquiry, including a drug screening test. If then employed, I understand that I will be required to serve a probationary period. I further understand that my employment and compensation can be terminated, with or without cause or notice, at any time, regardless of the successful completion of my probationary period, at the option of either the City or myself. I understand that no supervisor or other representative of the City other than the City Manager has any authority to enter into any agreement for employment for any specified period of time, or to make any agreement contrary to the foregoing. I further authorize on going procurement of the above mentioned reports at any time during my employment.

By typing your name here you are electronically signing that you fully understand and voluntarily agree with the above items.

Douglas Baber

Today's Date

Tue, 01/23/2024

Certificate of Applicant

Certificate of Applicant

I hereby certify that all information given on this application is true and correct to the best of my knowledge and I understand that any false information given on this application shall constitute cause to withdraw the application from consideration for any position with the City of Lake City or termination of employment with the City of Lake City. Inquiry as to past employment of any on the job performance may be conducted and all past and current employers will be contacted. I release the City of Lake City and any past or current employers and other individuals contacted from any liability for release of information regarding my employment.

Applications of municipalities are considered public documents according to Florida Statutes and are open to public inspection upon request. Applications will remain active until position applied for is filled.

By typing your name here you are electronically signing this application:

Douglas Baber

Today's Date

Tue, 01/23/2024

Source URL:<https://www.lcfla.com/node/6533/submission/16870>

Links

[1] <https://www.lcfla.com/hr/webform/employment-application> [2] https://www.lcfla.com/system/files/webform/lake_city_-

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Professional Objective:

Gain an executive management position at a growing, highly active government agency that will allow me to apply my education and knowledge of Public Administration, Business Management, Human Resources, Risk Management.

Qualification Highlights:

- **Leadership & Management:** Over (17) seventeen years of local government experience with progressive management duties and responsibilities
- **Emergency Operations:** Extensive experience with all hazards planning, incident command, multi-agency coordination and emergency response
- **Multi-Departmental Experience:** Developed considerable working knowledge in a multitude of areas throughout my career
- **Financial/Budgeting:** Developed and administered numerous budgets at all levels and performed financial analyses of various programs and projects
- **Operational Efficiency:** Highly proficient in overseeing all areas of local and county actions and operations
- **Contract Administration and Project Management:** Experience with project management, including administration of contracts from the bid process to closeout and audit
- **Succession Planning & Development:** As part of overall strategic planning, developed succession plans and created individual development plans with key staff members
- **Standard Operating Procedures:** Knowledgeable in areas of government accreditation efforts including the development of standard operating procedures based on industry best practices
- **Facilitation:** Facilitated numerous citizen engagement meetings, planning sessions and community forums

Professional Experience:

City of Crystal River, Florida
City Manager

July 2023 to Present

6 months

Crystal River is a coastal city in west central Florida on the Gulf of Mexico and is centered around it's pristine waterway, Kings Bay, and is the self-proclaimed "Home of the Manatee." The small town of approximately 6.8 square miles and approximately 4,000 residents welcomes hundreds of manatees each winter to it's many warm springs including the famous Three Sisters Springs. Together with neighboring Homosassa, Crystal River is the site of the largest gathering of manatees in North America.

- Responsible for administration of the City of Crystal River by directing and coordination all phases of the municipal government.
- Administers through Department Directors and Contractors for floodplain administration, public safety, fire protection, emergency medical services, maintenance of public streets and property, financial operations and budgets, recreational activities, inspectional services, utilities operations, code enforcement planning, engineering and other related functions.
- Responsible for overseeing and controlling the inventory, maintenance, repairs, improvements and use of city property, materials, equipment and supplies.
- Prepares the annual city budget for submission to the Council. Submits recommendations to the Council for their discussion and approval concerning the efficient operation of the city government. Keeps the Council informed of general city operations and activities.
- Attend all meetings and workshops of the City Council, Planning Commission and other committees or workshops as directed by City Council.
- Responsible for all media relations activities for the city.
- Knowledge of laws and administrative policies governing municipal activities and of operations of municipal government.

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Indian River State College
Adjunct Professor

September 2021 to Present

Gulf Coast State College
Adjunct Professor

December 2021 to Present

City of Mexico Beach, Florida
City Administrator

September 2021 to July 2023

1 yr 10 months

The City of Mexico Beach is a coastal community located on the Northwest Florida coast with a population of 1,100 full time residents. However, there are always around 2,500 people in the town as it hosts many 2nd and 3rd homes for parttime residents and visitors alike. As a direct result of damages incurred from Hurricane Michael in 2018, the City, through an exceptional partnership with FDEM & FEMA has utilized more than \$110M to rebuild its infrastructure and resources, including an improved marina, boat ramp and canal system (\$3.5M Completed in 2022), beachfront parks (\$2M Completed in 2022), and more. The City is also currently rebuilding its Municipal Fishing Pier, Municipal Complex and Canal Jetties which will add more than \$35M to the rebuild.

- Responsible for administration of the City of Mexico Beach by directing and coordination all phases of the municipal government.
- Prepares the annual city budget for submission to the Council. Submits recommendations to the Council for their discussion and approval concerning the efficient operation of the city government. Keeps the Council informed of general city operations and activities.
- Plans, organizes, directs and coordinates the activities of City Departments.
- Assists Council members in developing major policies for the general direction of City affairs, for planning long range programs and for making difficult administrative decisions.
- Confers with and advises department heads on problems related to the operation and direction of various City programs, develops and installs work procedures, forms and methods.

St. Lucie County Board of County Commissioners, Florida
Human Resources & Risk Management Director

April 2016 to August 2021

St. Lucie County has total population of approximately 320,000 with a requisite location, business environment and workforce to be one of the best performing communities in the nation for the very near future. Additionally, St. Lucie County features Port St Lucie as the 7th largest City in Florida.

- Responsible for planning, organizing, and directing the activities of the Human Resources Department and staff, including policy development, workforce planning and employment, compensation, benefits, performance management, risk management, regulatory compliance, organizational and professional development, and labor and employee relations.
- Advises and provides recommendations to the County Administrator, Department Heads, Supervisors, and Employees in a comprehensive range of related matters while ensuring compliance with local, state, and federal laws.
- Establishes and implements short-term and long-term department goals, objectives, policies, and procedures in alignment with the County's strategic direction.
- Provides leadership and guidance for the County's Human Resources function by overseeing talent acquisition, employee relations, career development, succession planning, retention, training, risk management, and compensation and benefits.
- Conducts wage and benefits studies to ensure compensation for positions is equitable and competitive with surrounding communities to effectively recruit and retain qualified personnel.
- Coaches leadership and managers on employee performance, development, and discipline concerns and terminations. Conducts investigations, manages labor relations issues and grievance process to ensure compliance with union agreement.

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Human Resources Systems Administrator, City of Boca Raton, FL

July 2012 to April 2016

Boca Raton is a City in Palm Beach County, Florida, incorporated in May 1925. In the 2010 census, the city had a total population of over 85,000. However, the city swells to over 200,000 people during the business day due to the presence of 2 major universities a stadium and The Town Center Mall.

- Responsible for all aspects of AS400/Infinium/NEOGOV/Halogen network systems City-wide
- Research and prepare all salary surveys
- HRIS Administrator and liaison for Finance and Information Technology
- Assists with labor relations, employee relations, and disciplinary actions as directed
- Responsible for recruitment, development and retention processes
- Participate and proctor for promotional interviews/examinations within the City for management, Police & Fire
- Responsible for preparing budgetary information for the Human Resources Department
- Maintain monthly reports within department and position control

Owner/Operator, Wowies Sports Grill, Boca Raton, FL

January 2011 to July 2012

Personnel Analyst, City of Hallandale Beach, Hallandale Beach, FL

January 2006 to February 2011

Hallandale Beach is a progressive city with big city sophistication and a hometown feel and is located in the center of a tri-county metropolitan area.

- Review, qualify and run background checks for all applicants for the City of Hallandale Beach
- Administer all promotional examinations within the City, Police & Fire
- Responsible for all budgetary aspects within the Personnel Department
- Maintain monthly departmental reports and responsible for all day-to-day operations
- Assists the director and assistant in developing and improving established procedures
- Assists director with first communication to concerned residents

Education:

Western Kentucky University, Bachelor's Degree
Columbia Southern University, MBA
Columbia Southern University, DBA(c)

Certifications, Training, and Organizations:

Society for Human Resource Management - Certified Professional (SHRM-CP)
Inclusive Workplace Culture Micro-Credential (SHRM)
Tyndall Airforce Base, Honorary Commander
Referendum Citizens Advisory Committee, St. Lucie Public Schools, Committee Chair 2019 - 2021
HR Florida State Council, Inc. Certification Director, 2018 - 2021
Florida City & County Management Association – 2023 – 2024 Membership Chair
Certified Labor Negotiator - FPELRA
NIMS Certified - ICS 100, 200, 300 & 400, G402, IS 700, IS 800 & IS 907 for Emergency Management
ICMA, FCCMA, SHRM, & FPELRA member
Heart Defibrillator & CPR Certified
Notary of the Public, 2010 to Present



123 NW Highway 19
Crystal River, FL 34428
352-795-4216 P
352-795-6245 F
www.crystalriverfl.org

To Whom It May Concern,

Please accept this letter as my formal recommendation of Douglas Baber. Having worked with Douglas since he started with the City, I can confirm that the leadership he brought the City of Crystal River was outstanding.

Despite two major natural disasters in a 90-day span, Douglas had operations moving at record pace. His efforts in moving capital projects that had stalled for years prior to his arrival forward in a timely manner will always been a major achievement for the City.

His stellar character, motivation, and fearless leadership have been on display since he arrived in Crystal River. Even in the face of great adversity, he moved the needle forward day in and day out. His departure is a loss for the City of Crystal River, and I wish him the absolute best in his future endeavors.

Should you have any questions about his tenure at the City of Crystal River, please do not hesitate to contact me.

Thank you for your consideration,

Joe Meek
Mayor, City of Crystal River

January 22, 2024

**Board of County
Commissioners**

Chris Dzadovsky
DISTRICT 1
Vice Chair

Larry Leet
DISTRICT 2

Linda Bartz
DISTRICT 3

Jamie Fowler
DISTRICT 4

Cathy Townsend
DISTRICT 5
Chair

Administration

George Landry
COUNTY
ADMINISTRATOR

Daniel McIntyre
COUNTY
ATTORNEY

Dear: To whom it may concern,

It is my honor to recommend Douglas Baber, SHRM-CP, for a position in public administration. I have had the pleasure to know and work with Doug for over five years. He has worked with me as the Director of Human Resources & Risk Management and in his role as the Finance & Administration Section Chief at the Emergency Operations Center for St. Lucie County B.O.C.C., where he has excelled and is one of the go to individuals for in the County. He has since become the City Manager of Mexico Beach and Crystal River, where he and I still talk weekly, and I can confidently say he has done great things in both places.

Doug brings to all of his activity's energy, enthusiasm, and commitment. This is to be expected in any successful member of a government organization, and in this regard, Doug is an excellent team member and leader. Be it in dealing with a resident looking for a position with the County, the intricate workings of a complex project or risk related event, or the establishment of best practices in our everchanging organization, Doug consistently delivers high-quality results for our organization. This speaks to his overall intellect and ability to learn, attributes that will serve him well throughout his career.

He is always eager to work with fellow employees throughout the County utilizing his organizational skills, compassion, dedication and ability to try new and exciting tasks. He has a deep-rooted spirit of helpfulness that, coupled with his quick grasp of subject matter, speaks well to his overall body of work as a growing professional. I began to fully understand Doug's ability and depth of the administrative side of government as he leads his team through each and every hurricane or disaster that we have faced in St. Lucie County over the past five years. His skills are validated during each and every activation.

Douglas Baber was a valued member of our organization whom we rely upon; regardless of the difficulty of the task or the challenge, he is presented. I look forward to watching him continue to grow as he pursues his career in public administration.

I encourage you to look favorably upon his resume.

Sincerely,





Local Government Solutions, LLC

816 Arbor Pointe Ave., Minneola, FL 34715 • (954) 644-9999 • LocalGovSolutionsLLC.com

January 21, 2024

To Whom It May Concern,

I have known Douglas Baber for more than two years. I first met Doug when he applied for the assistant county manager position in Lake County. At the time, I was the county manager and was very impressed with Doug's background and achievements. While we did not end up working together in Lake County, he went on to bigger and better things as the city manager for Mexico Beach, FL and Crystal River, FL.

I've kept up with Doug's career since I met him and have been blown away by his work in Mexico Beach and Crystal River. He has been able to take two cities completely devastated by Hurricane Michael and Idalia, and revive them from the ground-up – literally. I have first-hand knowledge of his work because Doug and I worked together on his capital improvement plan over two years in Mexico Beach.

His accomplishments were swift and impactful. As a former city and county manager, I can truly say Doug can integrate into any jurisdiction he works for and pour his heart and soul into everything he does to make the community a better place for its residents, businesses, and visitors.

He would be an unparalleled addition to your leadership team and an unstoppable force for seeing your projects to the finish line. If you have any questions about Doug's qualifications, please feel free to reach out to me at your convenience.

Sincerely,

Alan Rosen, MPA, ICMA-CM
CEO, Local Government Solutions, LLC



TOWN OF LONGBOAT KEY

Incorporated November 14, 1955

Town Hall
501 Bay Isles Road
Longboat Key, Florida 34228-3196
(941) 316-1999
SUNCOM 516-2760
Fax (941) 316-1656
www.longboatkey.org

January 22, 2024

RE: Douglas Baber

To Whom It May Concern:

As the former County Administrator for St. Lucie County from November 2014 until January 2023, I am providing this professional reference for Mr. Douglas Baber for any position he desires.

Mr. Baber worked in the Human Resources Department from April 2016 until August 2021. He began as an HR Manager and due to his performance was promoted to be the Director of Human Resources and Risk Management. Mr. Baber left St. Lucie to pursue his ambition of becoming a city or county manager.

During Mr. Baber's tenure, he demonstrated a high level of initiative, professionalism, and dedication. Remembering that from March 2020 until his departure the County was in a State of Emergency due to the pandemic, one example of Doug's initiative capability was his recognition that our medical workers and first responders needed 24-hour day-care services as all of them had pretty much shut down. He worked with a private foundation and the Boys & Girls Club to create a situation where needed services for critical workers and the critical assistance to keep the financial resources of a key not-for-profit helping the youth of the community was provided in short order.

Mr. Baber's many examples of professionalism include his dedication to developing strong training programs for our team members, updated pay study recommendations to remain competitive, as well as ensuring that on the Risk Management side the County did not pay more for inmate medical care than was absolutely necessary. To the last point, Doug pulled in a key hospital partner (Cleveland Clinic) that created a lower cost alternative for inmate medical treatment.

Regarding Mr. Baber's dedication, he served as the Section Chief of Finance and Administration as part of the Incident Command System (ICS) when the County was activated for disasters. From the pandemic to Hurricanes Matthew, Irma and Dorian, Doug's leadership was critical in how the County made key expenditures and how we would be reimbursed by FEMA later. The hours that he spent ensuring that the team knew how/what to document as well as his understanding of FDEM and FEMA processes was a testament to his desire to protect our local financial resources while ensuring the response was exactly what was needed. As the Incident Commander, I can tell you there was a great level of comfort having Doug in the Emergency Operations Center with me, as his leadership and communication abilities were outstanding.

In summary, Mr. Baber is an outstanding public servant who can be counted on in the toughest of circumstances to get the job done. He leads by example and continues with his own training & development to be a better version of himself every day. If there are any questions that I can help answer, please don't hesitate to contact me at h_tipton@longboatkey.org or (941) 316-1999.

My best regards,

A handwritten signature in blue ink, appearing to read 'H. Tipton', with a stylized flourish at the end.

Howard N. Tipton
Longboat Key Town Manager

Crystal River Manager Douglas Baber abruptly resigns

'I know it came as a surprise and shock to a lot of folks.'

Crystal River is in need of a City Manager just six months after hiring one.

Douglas Baber resigned, saying in a letter he hasn't been able to sell his house in Panama City since leaving the Panhandle for Citrus County in July.

"Unfortunately, the burden of carrying two households and the current market conditions have made it impossible for me to sell my home," he wrote. "This has resulted in a significant amount of stress, and I believe moving back to Panama City is in the best interest of my family."

The City Council, in a special meeting Monday morning, unanimously accepted Baber's resignation and immediately signed him onto a six-month, \$35,000 consulting contract.

The city **hired Baber**, former City Manager in **Mexico Beach**, in late June on a \$120,000 salary. City officials also agreed to pay Baber up to \$20,000 in moving expenses. Mayor **Joe Meek** said Baber had used about \$6,000 of that amount.



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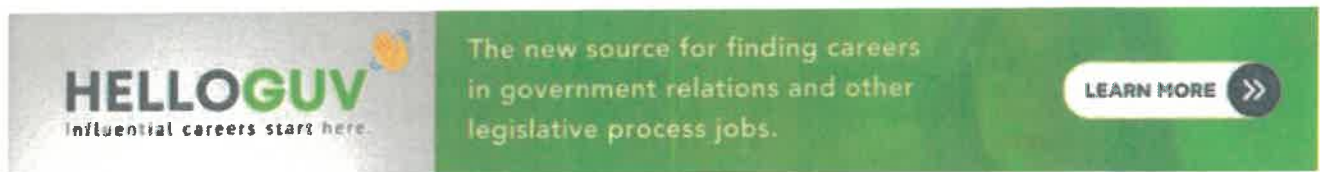
...Council members were somewhat taken off the resignation, which came as a surprise. City Attorney **Robert Batsel** recommended silence citing the “nondisparagement” clause in the separation agreement.

Baber’s brief tenure brought immediate concerns in Crystal River which, prior to the last 10 years, was infamously known for its revolving door of City Managers.

Meek, noting numerous projects Crystal River has ongoing, called Baber’s resignation a “hiccup.”

“I know it came as a surprise and shock to a lot of folks,” he said. “The City of Crystal River will work hard to ensure we don’t miss a beat.”

Assistant City Manager **Michael Manning**, who Baber brought with him from Mexico Beach, also resigned, Meek said.



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Baber’s brief tenure was filled with activity. Hurricane Idalia **flooded homes and businesses**, forcing the closing of City Hall and **temporary relocation** of city services to the Citrus County Chamber of Commerce Welcome Center. Six weeks later, a **tornado ripped** through the city.

“We have successfully navigated through two challenging natural disasters, provided outstanding municipal services, projects with innovative strategies, and have maintained one of the strongest and most resilient communities I have ever worked with,” Baber’s resignation letter states.

The Council named Public Works Director **Troy Slattery** as Interim City Manager.

 Mike Wright

January 22, 2024

4 min

Citrus County Chamber Of
Commerce

Crystal River

Crystal River Mayor Joe
Meek

Douglas Baber

Hurricane Idalia