

Lake Worth Beach Candidate Interview Links

Rob Hillard

https://us06web.zoom.us/rec/share/vzxEvPNwvpZzn209RYT4MgiM_bHeowiy38xVPxltzmZKZillC7MtYqwZFrB_VlpT.vYzszYpnCT6lFNpt?startTime=1785265613000&pwd=DJQl49Ql1bz1l-YxRQAAIAAAACCfoBqtplA2NDksYNkprbwgGAYUSp2dna9t-TRBHeO5ITPLN1M2UiAjTUTpEl6y4zAwMDAwNA

Stan Morris

https://us06web.zoom.us/rec/share/1RbePTaUFExWLDiiHI2vTt_hQDGpTaUwDyYKFVfvgT8x1Uj3ly4SxmDMREqLn4_6.DlhLhwSOLN87g54p?startTime=1785269501000&pwd=DCTtV2N3-vqFu8pLOQAAIAAAANhzw9piwcCKAWyqHFslzQj5s7OCcbveGvlOXZOg-RzzEVuEffdfBfpqxYRFEjEudjAwMDAwNA

Jonathan Lynn

<https://us06web.zoom.us/rec/share/AKGP-al6CELFDMZusB8ZmYF6UbnyLWEjjmH09pPzjyPbp7lu2bFGYUyb3WYsZ3gB.v9FMEVRTSFyh9ia1?startTime=1785265190000&pwd=DMXKFqTkQYAVDPcHOgAAIAAAALsMplwXoKlIXe7k1JRk0nMBEO72qBnG75TkyTg0DOrw4xbtStGG4Wtl4jOiMabVTawMDAwNA>

Chris Rodriguez

https://us06web.zoom.us/rec/share/K87gb-3VwYv5TSgOSeOV9aHQPtT8jBb3k11--eCHNJ7DXC43r7ni_Erb8gQznmdw.gnMhHUC1wwHDNbuZ?startTime=1781528491000&pwd=DD_DNBc_i8DaOTIOewAAIAAAAA7MBWddpLddvrHVeAZpalrBI9ARDJZql0PjhNrpZ51bzYPZ3t6K03gL83DKuHg2vDAwMDAwNA

Robert Charles Hillard
1101 Potomac Court
Pottersville MI 48876
(440) 420-1168

Education:

Master of Public Administration Western Michigan University
Kalamazoo, Michigan - December 1996

Bachelor of Science Western Michigan University
Kalamazoo, Michigan – April 1988
Major: Public Administration
Minor: Communication

Professional Experience:

City of Charlotte - Charlotte, Michigan - City Manager - May 2024 to February 2026

The City of Charlotte, Michigan, is a city that provides services in the areas of fire, police, emergency preparedness, planning and development, code administration, economic development, water distribution, wastewater treatment and collection, street maintenance, storm sewer management, recycling collection, facility management, parks, as well as administrative services. The City Manager is responsible for the implementation of ordinance and policy directives of a seven-member City Council, as well as the development and implementation of capital plans and fiscal budgets. The City Manager is responsible for personnel management of department directors and support staff. This effort includes staff collaboration in the development of employee policies and negotiations with four labor unions. The City Manager supports the implementation of contract services including information technology, financial services, public works services, and downtown outreach. The City Manager assists departments and staff in supporting many boards and commissions, including the Planning Commission, Airport Advisory Board, Parks Advisory Board, and Downtown Development Authority. The City Manager initiates reviews and implements strategies in the areas of City-owned property development, comprehensive planning, and communication strategies. The City Manager provides positive relationships with many governmental entities including federal, state, county, townships, and cities. The City Manager provides collaborative relationships with many other organizations throughout the City including medical facilities, industrial, downtown businesses, and retail establishments.

City of Oberlin - Oberlin, Ohio - City Manager/Treasurer - December 2016 to April 2024

The City of Oberlin, Ohio is a city that provides services in the areas of fire, police, dispatch, emergency preparedness, planning and development, code administration, economic development, electric distribution and generation, water treatment and distribution, wastewater treatment and collection, street maintenance, storm sewer management, engineering, solid waste collection and recycling services, facility management, parks and recreation, as well as administrative services. The City Manager is responsible for the implementation of ordinance and policy directives of a seven-member City Council, as well as the development and implementation of capital plans and fiscal budgets. The City Manager is responsible for personnel management of department directors and support staff. This effort includes staff collaboration in the development of employee policies and negotiations with five labor unions. The City Manager supports the implementation of contract services including building inspection, information technology, public transportation, downtown outreach, and energy services. The City Manager assists departments and staff in supporting many boards and commissions, including the Planning Commission, Zoning Board of Appeals, Fire Board of Appeals, Open Space Commission, Recreation Commission, Community Improvement Corporation, Historic Preservation Commission, Housing Renewal Commission, Public Utilities Commission, Civil Service Commission, Records Retention Commission, Resource Conservation and Recovery Commission, and Human Relations Commission. The City Manager initiates reviews and implements strategies in the areas of City-owned property development, active transportation, comprehensive planning, and communication strategies. The City Manager provides positive relationships with many governmental entities including federal, state, county, townships, and cities. The City Manager provides collaborative relationships with many other organizations throughout the City including a private college, medical facilities, senior housing, a federal air traffic control center, industrial, downtown businesses, and retail establishments.

City of Allegan - Allegan, Michigan - City Manager/Clerk - September 2005 to July 2016

The City of Allegan, Michigan is a city that provides services in the areas of community development, police, water treatment and distribution, sanitary sewer treatment and collection, utility billing services, street maintenance, parks and recreation, two historical theaters, riverfront amphitheaters, and many other amenities, downtown development and marketing, extensive economic development services, airport facilities, election and voter registration, housing and code enforcement, as well as a fire district, and ambulance services through contracts with multiple jurisdictions. The City Manager worked closely with a seven-member City Council on the development of goals and policies, oversight of department directors and support staff, negotiation of three labor union contracts, the preparation and presentation of capital and other fiscal budgets, and the development and implementation of a variety of economic development programs. The City Manager supported department directors in the support of many boards and commissions, including the Planning Commission, Historic District Commission, Development Committee, Finance Committee, Public Works Committee, Public Safety Committee, Downtown Development Authority, Economic Development Corporation, Downtown Economic Restructuring Committee, Downtown Design Committee, Business Park Association, Airport Advisory Board, Parks Board, and Brownfield Redevelopment Authority. The City Manager was responsible for the financial management, grant development, and implementation for the

organization. Included in this responsibility was maintaining positive relationships with other government units including federal, state, county, townships, and cities. The City Manager was responsible for contract services including building inspection, economic development, and other services. The City Manager provided collaborative relationships with many other organizations to create opportunities for partnerships. The City Manager trained department supervisors to locate grants and financial opportunities to enhance facilities and programs. The City Manager assisted citizens in navigating policy and services, including neighborhood and business support. The City Manager developed and implemented neighbor outreach programs. The City Manager established the Redevelopment Ready Community program in the City which involved system reorganization and State compliance. The City Manager coordinated the Riverfront Outreach project which involved many community listening sessions, grant research and implementation, and project development. The City Manager reorganized the operations of the airport, which included in-house support from the Public Works Department. The City Manager maintained proactive relationships with many institutions including a major pharmaceutical manufacturing facility, medical facilities, county facilities, many industrial, downtown, and retail establishments.

Village of Yellow Springs - Yellow Springs, Ohio - Village Manager - November 2000 to September 2005

The Village of Yellow Springs, Ohio is a village that provides services in the areas of police, planning, code administration, economic development, electric distribution, water treatment and distribution, sanitary sewer treatment and collection, street maintenance, mediation services, natural gas purchasing, refuse collection and recycling services, facility management, as well as parks and recreation which included a community center and pool. The Village Manager was responsible for the implementation of ordinances and policy directives of a five-member Village Council, as well as the development of capital and multi-year fiscal budgets. Also, the Village Manager was responsible for personnel management of department supervisors and support staff. The Village Manager supported many boards and commissions, including the Planning Commission, Zoning Board of Appeals, Community Improvement Corporation, Revolving Loan Fund Committee, Design Advisory Board, Environmental Commission, Airport Advisory Board, and Human Relations Commission. The Village Manager represented the Village on the Springfield Airport Advisory Board, which involved participation with the Air National Guard. The Village Manager was assigned special projects and reports on subjects including Wellhead Protection, Blue Ribbon Finance, Police Chief Search, Downtown Parking Development, Solid Waste Bid, and Employee Manual Updates. The Village Manager was responsible for maintaining positive relationships with other government units including federal, state, county, townships, and other cities. The Village Manager maintained proactive relationships with many institutions including a private college, and many industrial, downtown, and retail establishments.

City of Allegan - Allegan, Michigan - City Manager/Clerk - October 1995 to November 2000

The City of Allegan, Michigan is a city that provides services in the areas of community development, fire, police, water treatment and distribution, sanitary sewer treatment and collection, utility billing services, street maintenance, parks and recreation which included a sports complex, many parks, two historical theaters, riverfront amphitheaters, and many other amenities, downtown development and marketing, promotions, extensive economic development services, airport facilities, election and voter registration, housing and code enforcement, as well as ambulance services through contracts with multiple jurisdictions. The City Manager worked closely with a seven-member City Council on the development of goals and policies, oversight of department supervisors and negotiation of union contracts with three labor unions, the preparation and presentation of annual, multiple years, and capital budgets, and the development and implementation of a variety of economic development programs. The City Manager worked with department directors on providing support for many boards and commissions, including the City Council, Planning Commission, Development Committee, Finance Committee, Public Works Committee, Public Safety Committee, Historic District Commission, Downtown Development Authority, Economic Development Corporation, Economic Restructuring Committee, Design Committee, Tree Commission, Business Park Association, Tax Incremental Finance Authority, Economic Development Corporation, Brownfield Redevelopment Authority, Airport Advisory Board, and Wellness Committee. Further, the City Manager was responsible for the financial management, and grant development and implementation for the organization. The City Manager maintained positive relationships with other government units including federal, state, county, townships, and cities.

Western Michigan University - Kalamazoo, Michigan - Part-Time Instructor - September 1998 to November 2000

Prepared and lectured students in national, state, and local government, as well as governmental budgeting and finance.

City of Allegan - Allegan, Michigan - Assistant City Manager - August 1993 to September 1995

Assisted the City Manager in completing various operations including budget, personnel, and festival management. Provided staff support to the Planning Commission, Historic District Commission, and Parks Commission. Administered and coordinated grants for infrastructure including water, sanitary, stormwater, and streets. Provided direct oversight of airport management, which involved securing funding for many projects, including an airport master plan and taxiway expansions.

Village of Mattawan - Mattawan, Michigan - Village Manager/Clerk - May 1990 to August 1993

Organized construction of a new Village office building. Provided administrative support to the Village Council, Planning Commission, and Zoning Board of Appeals, as well as other Council committees. During this period, a Charter Review Committee was successful in adopting a revised Charter for the Village. Reviewed site plans as Zoning Administrator and worked closely with building inspectors to ensure proper communication. Prepared goal and accomplishment-oriented budgeting, and invested funds to maximize revenue. Managed personnel and coordinated land use, emergency preparedness, and water distribution plans for the community.

West Shoreline Regional Planning Commission - Muskegon, Michigan - Transportation Coordinator - April 1990

Researched corrections alternatives for County Prosecutor, as well as the Muskegon County Law Enforcement Community. Further coordinated the carpool database for the region.

City of Allegan - Allegan, Michigan - Building Official - April 1988 to April 1990

Provided Zoning, Code Enforcement, and processed Historic District applications. The position was responsible for the administration of the Planning Commission, Zoning Board of Appeals, and the Historic District Commission. Revamped rental licensing program to assure consistent neighborhood property inspections. Provided inspection services for soil and sedimentation control permits.

Certifications and Memberships

FEMA Emergency Management Institute - ICS 300 and 800

FEMA Emergency Management Institute - ICS 100, 200, and 700

Michigan State University - Business Solutions Professional

International City Managers Association (1990 - 2024)

International City Managers Association - Credentialed Manager (2008-2013)

Ohio City Managers Association (2017 - 2024)

Lorain County Mayors and Managers Association (2016 - 2024)

Michigan Local Government Managers Association (2006 - 2014)

Southwest Michigan City/County Managers Association (2006 - 2016)

STAN MORRIS

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SUMMARY:

- 30+ years of municipal government experience
- ICMA Credentialed Manager
- Resourceful administrator with excellent communication skills, written and verbal
- Master and Bachelor Degrees in Public Administration
- Visionary

EMPLOYMENT HISTORY:

2013 – Present

CITY OF SUNNY ISLES BEACH

CITY MANAGER 2022 - CURRENT

DEPUTY CITY MANAGER 2013 - 2022

- Oversight of day-to-day administration of City government with staff of 343 employees
- Responsible for \$220 million budget
- Make public presentations before Governmental Boards and Agencies
- Create policies and procedures
- Secure and oversee contracts for services
- Responsible for all personnel actions

2006-2013

TOWN OF SOUTHWEST RANCHES

OWNER, CODE SERVICES INCORPORATED (TOWN CONSULTANT)

INTERM TOWN ADMINISTRATOR

- Business owner of private company providing contractual governmental code enforcement services
- Administered day-to-day operations
- Created policies and procedures
- Monitored profit and loss statements

1997-2006

BROWARD COUNTY

ASSISTANT DIRECTOR – ZONING/BUILDING CODE SERVICES

- Assisted director in planning, coordinating, and supervising the programs in the Building Code Services Division with a staff of 162
- Monitored and regulated contracts and permit programs
- Administered quasi-judicial boards and hearings
- Settled real estate liens, fines and acted as divisional liaison with attorney's office

1995-1997

CITY OF TAMARAC

SUPERVISOR – COMMUNITY DEVELOPMENT DIVISION

- Responsible for the administration and oversight of policies and procedures of the code enforcement division
- Prepared and managed division budget
- Presented and prosecuted code enforcement violations

1989-1995

CITY OF CORAL GABLES

PUBLIC WORKS/CODE INSPECTOR

EDUCATION:

FLORIDA ATLANTIC UNIVERSITY

Master of Public Administration – 2004

FLORIDA INTERNATIONAL UNIVERSITY

Bachelor of Public Administration – 1992

JONATHAN H. LYNN, ICMA-CM, CPM

City Manager | Executive Local Government Leader | Strategic Advisor to Elected Officials

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EXECUTIVE PROFILE

ICMA-CM credentialed local government executive with more than twenty years of progressive leadership experience and over a decade serving as a City and County Manager. Recognized for building collaborative relationships between governing bodies, employees, and the community while providing direct, objective, and transparent professional advice. Proven ability to lead high-growth, full-service organizations through strategic planning, infrastructure investment, organizational transformation, utility management, and economic development while maintaining fiscal discipline and a strong customer-service culture. Experienced in implementing long-term policy objectives, developing future leaders, and building consensus around complex issues that shape the future of a community.

LEADERSHIP PHILOSOPHY

I believe the role of a professional City Manager is to provide objective advice, implement the policy direction established by the governing body, and create an organizational culture where employees are empowered to solve problems and deliver exceptional public service. The strongest organizations are built on transparency, accountability, and trust. My approach emphasizes honest communication, equal access to information for elected officials, long-term strategic thinking, and collaboration with employees, residents, and community partners to achieve shared goals.

SELECTED EXECUTIVE ACCOMPLISHMENTS

- Trusted advisor to elected officials with a demonstrated record of providing objective policy analysis, honest communication, and transparent implementation of governing body priorities.
- Advanced a one-billion-gallon regional reservoir initiative and implemented a long-term capital financing strategy supporting more than \$60 million in infrastructure and public safety investments.
- Created and implemented a citywide Director Roadmap and performance management framework establishing measurable expectations, accountability standards, and succession planning across the organization.
- Led organizational restructuring and leadership development initiatives that improved employee engagement, strengthened service delivery, and fostered a culture of continuous improvement.
- Successfully managed complex intergovernmental partnerships, infrastructure projects, and economic development initiatives while balancing community expectations and long-term organizational goals.

CORE COMPETENCIES

• Executive Leadership & Organizational Development	• Budget & Long-Range Financial Planning
• Strategic Planning & Policy Implementation	• Capital Improvement & Infrastructure Delivery
• Utility Operations & Asset Management	• Economic Development & Redevelopment
• Performance Management & Succession Planning	• Community & Intergovernmental Relations
• Growth Management & Development Services	• Personnel Administration & Labor Relations

PROFESSIONAL EXPERIENCE

CITY OF WINDER, GEORGIA — *City Administrator | September 2024 – Present*

Serve as the Chief Administrative Officer for a rapidly growing full-service municipality, providing executive leadership for all municipal operations and implementing the strategic direction established by the Mayor and City Council. Responsible for organizational leadership, capital planning, budget development, utility administration, economic development, and policy implementation while fostering a culture of transparency, accountability, and customer service.

- Advanced the City's long-term water security strategy through planning and development of a one-billion-gallon regional reservoir project, positioning the community for sustained growth.
- Developed and implemented a long-range capital financing strategy supporting more than \$60 million in infrastructure and public safety investments.
- Established a citywide Director Roadmap and performance management initiative creating measurable expectations, accountability standards, and leadership development opportunities.
- Strengthened budget development and long-term financial planning by aligning annual funding decisions with strategic priorities established by the governing body.
- Led organizational restructuring and recruitment efforts that improved service delivery, enhanced employee retention, and promoted a collaborative workplace culture.
- Expanded communications initiatives, improving transparency, information sharing, and engagement with elected officials, employees, and the community.
- Worked collaboratively with local, regional, and state partners to advance infrastructure, downtown investment, and economic development opportunities.
- Fostered a solutions-oriented management culture focused on accountability, customer service, and continuous improvement.

CITY OF RINCON, GEORGIA — *City Manager / September 2022 – September 2024*

Chief Executive Officer for a growing Savannah metropolitan community overseeing all municipal operations, utilities, and strategic initiatives.

- Established the City's first Information Technology Department and secured ownership of the municipal web domain.
- Enhanced compensation and budget operations while maintaining fiscal stability.
- Partnered to recruit a \$300 million industrial investment creating approximately 740 jobs.
- Delivered operational improvements and capital projects that supported continued residential and commercial growth.

CITY OF HOGANSVILLE, GEORGIA — *City Manager / July 2020 – June 2022*

Chief Administrative Officer responsible for all municipal operations, utility funds, and implementation of Council priorities.

- Reduced annual debt service obligations by approximately 25 percent through comprehensive restructuring.
- Directed more than \$7 million in CDBG-funded water infrastructure improvements.
- Advanced downtown redevelopment and cultural investment projects.
- Implemented the City's first AMI/SCADA modernization initiative.

ADDITIONAL EXECUTIVE & SENIOR LEADERSHIP EXPERIENCE

- Surry County, Virginia — County Administrator (2019–2020)
- Town of Tyrone, Georgia — Town Manager (2017–2018)
- City of Douglasville, Georgia — Community & Development Services Director (2015–2017)
- Development Services Supervisor — City of Woodstock, Georgia
- Senior Consultant / Affordable Housing Programs Manager — WFN Consulting
- Financial Analyst II — Gwinnett County Government
- Planning & Zoning Manager — City of Tybee Island
- Community Improvement Director — City of Waycross
- Mitigation / Grants Manager — State of Georgia
- Regional Planner — Heart of Georgia-Altamaha Regional Commission

EDUCATION & PROFESSIONAL CREDENTIALS

- Master of Public Administration, Georgia Southern University
- Bachelor of Arts in Political Science, Georgia Southern University
- ICMA Credentialed Manager (ICMA-CM)
- Certified Public Manager (CPM), University of Georgia

PROFESSIONAL LEADERSHIP & AFFILIATIONS

- International City/County Management Association
- Georgia City-County Management Association
- American Planning Association / Georgia Planning Association
- Georgia Association of Zoning Administrators
- Graduate, Georgia Academy for Economic Development
- Graduate, Leadership Barrow County
- Graduate, Leadership Douglas County
- ICMA Emerging Leaders Development Program

References, project portfolio, and representative work products available upon request.

DR. CHRISTOPHER RYAN RODRIGUEZ
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Washington, DC 20016
C:202-515-6056
E:rodchristopher@gmail.com

EXPERIENCE

Government of the District of Columbia, Washington, DC

- ***Assistant City Administrator, 17 September 2023 – Present***
- ***Acting Chief Technology Officer, 17 September 2023 – 28 February 2024***
- ***Director, Homeland Security and Emergency Management Agency, 26 October 2017 – 16 September 2023***
 - Supervise and streamline municipal services for Washington, DC and its 79 departments and agencies, 38,000 employees, and \$21 billion annual budget;
 - Served as DC's top executive on emergency management, homeland security, intelligence, and operational coordination; guided an agency of 200 personnel with an annual budget of \$200 million;
 - Coordinated citywide emergency preparedness initiatives, including on cybersecurity; collaborated with agencies and ensured continuity of services during crises; developed and enforced policies that support strategic goals;
 - Oversee technology, cybersecurity, and artificial intelligence (AI) initiatives for the city—ensuring compliance while enhancing operational efficiency;
 - Led organizational transformation of internal plans, processes, and procedures for cyber and technology, emergency management, resilience, and response;
 - Served as Incident Commander for DC's COVID-19 response and the 58th and 59th Presidential Inaugurations—including setting objectives and plans; managing budgets; and conducting intergovernmental training and exercises;
 - Manage hiring, training, performance, and evaluation of city employees, working closely with HR to maintain a skilled and effective workforce;
 - Lead citywide contracting and procurement, as well as the Department of General Services and its over-600 property portfolio;
 - Collaborate with federal, state, local, international, and business partners

State of New Jersey, Trenton, NJ

- ***Director of Homeland Security and Chief Information Security Officer, 26 July 2014 – 5 June 2017***
 - Served as New Jersey's top executive on cybersecurity, emergency preparedness, homeland security, and crisis management. Created and sustained open-source collection and dissemination on all threats and hazards to inform local, state, federal, and private-sector policies, risk mitigation, and resilience;
 - Oversaw all crisis prevention and technology-related analysis;
 - Marshaled collective capacity with local, state, federal, international, and academic partners, including on technology and critical infrastructure

Central Intelligence Agency, Langley, VA

- ***Branch Chief, 30 June 2013 – 25 July 2014***
- ***Senior Analyst, 3 November 2003 – 29 June 2013***
 - Led analytic teams that produced strategic intelligence and operational plans for U.S. policymakers and foreign counterparts on cybersecurity, energy security, counterterrorism, and broader global security trends;

- Briefed dozens of foreign diplomats and intelligence officials across Europe, the Middle East, Southeast Asia, and Latin America;
- Provided strategic and tactical analysis for US military operations in Afghanistan, Iraq, Pakistan, Somalia, and Yemen;
- Lived in Brussels, Belgium, serving the Bilateral, EU, and NATO Missions;
- Served in Iraq and other Middle East countries

EDUCATION

***PhD/MA, University of Notre Dame, Department of Political Science,
South Bend, IN, 15 July 2000 – 8 January 2006***

***BA, Williams College, Political Economy, Williamstown, MA, 28 August
1995 – 6 June 1999***

CITATIONS AND AWARDS

- CIA Exceptional Performance Award (multiple)
- DNI Exceptional Performance Award (multiple)
- Iraq Meritorious Medal
- Agency Award for Exceptional Performance and Contribution:
COVID-19 Response