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January 25, 2026

S. Renée Narloch & Associates

City of Madeira Beach City Manager Search

Dear Ms. Narloch and Members of the Board of Commissioners,

I am applying for the City Manager position with the City of Madeira Beach. I bring more than twenty years of government leadership with deep experience in municipal operations, finance, HR, governance, compliance, emergency coordination, and cross department modernization. In Tarpon Springs, a full service coastal city in Pinellas County, I serve as the Director of Information Technology and Chief Information Security Officer and as a senior executive partner to the City Manager and Commission. Over the last thirteen years I have helped shift the organization from reactive operations to disciplined governance by building citywide standards, strengthening internal controls, and delivering modern systems and workflows that support day to day service reliability across public safety, finance, HR, utilities, planning and zoning, parks and recreation, and general services.

The 2026 goals outlined for the City Manager align directly with how I lead. I build transparency, set expectations, strengthen continuity planning, while ensuring readiness across partners. I invest in employee retention, increase resident engagement, pursue grants aggressively and approach redevelopment with a balance of economic opportunity and neighborhood preservation.

My leadership style is practical and accountable. I translate complex issues into clear options, manage vendors and contracts to measurable outcomes, and keep the organization focused on service delivery. I communicate clearly with commissioners, residents, businesses, staff, and regional partners, especially during hurricane response and recovery. I would welcome the opportunity to discuss how I would approach your first priorities.

Thank you for your consideration.

Sincerely,

Suzanne Linton

SUZANNE MARIE LINTON

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SUMMARY

More than twenty years of government leadership, with deep experience in municipal operations, finance, HR, governance, compliance, cross-department modernization, and media representation. A practical, outcomes-driven leader known for translating complex risk and modernization priorities into clear decisions, sustainable governance, and reliable delivery. Comfortable in high accountability environments with competing priorities, and trusted to brief executives, elected officials, and community stakeholders.

Expertise includes:

- Governance, Policy, and Risk Management
- Crisis Management and Emergency Coordination
- Data Governance and Oversight
- Compliance, Audit, and Internal Controls
- Stakeholder and Legislative Engagement
- Budget and Financial Stewardship
- Strategic and Operations Planning
- Transformation and Modernization
- Workforce and Labor Relations
- Interagency Program Delivery

RELEVANT GOVERNMENT EXPERIENCE

CISO, Director of Information Technology, City of Tarpon Springs, Florida, 2013 to present

Full service coastal city serving 26,000 residents with a 120-million-dollar budget in Pinellas County, Florida. Executive partner to the City Manager and Commission, responsible for enterprise governance, security, continuity, and modernization across all departments, including public safety, finance, HR, utilities, planning and zoning, parks and recreation, and general services.

Duties and Responsibilities:

- Serve as executive advisor to the Board of Commissioners and City Manager, translating risk into clear options and guiding decisions that protect public trust, service reliability, and residents.
- Develop and administer operating and capital budgets, build business cases, lead procurements, negotiate contracts, and manage vendor performance to defined outcomes and service levels.
- Coordinate compliance impacts across County, State, and Federal requirements
- Lead continuity planning and disaster recovery to maintain essential services through hurricanes and operational disruptions, including exercises, after-action reviews, and corrective actions.
- Media representation of the city, including appearances on television and commercials
- Chief policy and decision authority for standards, risk posture, and modernization priorities citywide
- Draft, maintain, and enforce citywide policies, standards, and procedures covering security, continuity, and governance, and ensure adoption through training and accountability.

Achievements:

- Improved operational resilience by maturing disaster recovery planning, standardizing response playbooks, and strengthening continuity capabilities across departments.
- Delivered measurable cost control through citywide contract negotiations, licensing optimization, and disciplined vendor management while maintaining service levels.

- Built cross-department momentum for change by framing decisions in terms of risk, service reliability, and fiscal stewardship rather than tools.
- Achieved citywide public safety CJIS compliance by aligning policies, controls, and operating practices to FBI CJIS Security Policy and NIST standards
- Revolutionized citywide workforce training and policy acknowledgement, securing a \$50,000 training award and improving staff readiness, compliance adoption, and operational consistency. Reduced turnover by 60% in the first year of implementation.

Director of Management Information Systems, Mercer County, Pennsylvania, 1997-2003

Mercer County, Pennsylvania, serves about 108,500 residents across roughly 672.5 square miles. Directed countywide operations and modernization for core public services, with day-to-day partnership across courts, law enforcement, public safety, and administrative departments. Represented the County in statewide justice information sharing work and helped strengthen the policy and technical foundation for secure interagency data exchange aligned to FBI CJIS expectations and NIST-based controls.

Duties and Responsibilities:

- Managed countywide service delivery, infrastructure, and modernization across multiple departments and facilities, balancing operational risk, cost, and user adoption.
- Set governance direction for continuity and risk, translating requirements into enforceable policy, standards, and accountability.
- Led multi-agency coordination for justice information sharing and CJIS-aligned compliance readiness, working with federal, state, and local stakeholders.

Achievements:

- Supported Pennsylvania Justice Network collaboration by driving secure integration and operational alignment for criminal justice data sharing.
- Strengthened continuity planning and disaster recovery posture by formalizing processes, responsibilities, and recovery priorities.
- Improved reliability and service responsiveness through infrastructure modernization and standard operating procedures for support and change control.

OTHER PROFESSIONAL EXPERIENCE

Community Health Solutions of America, 2011-2013

Affordable Care Act Electronic Data Interface Manager

Appointed to lead the technical implementation of federal and state data exchange infrastructure during the launch of the Affordable Care Act (ACA). Collaborated with state agencies, EMR vendors, and private payers to align systems with evolving ACA policy requirements and federal incentive timelines.

Phillip Roy, Inc., 2005-2011

Director Human Resources Information Technology

Led full-cycle fiscal operations during a period of rapid business and regulatory change, managing accounting, payroll, A/P, A/R, billing, taxation, treasury and investment activities, and 401(k) strategy.

Baumann Raymondo & Co. CPA P.A., 2003-2005

IT Accountant, Audit and SOX Administrator

Specialized in internal control frameworks with a strong focus on enterprise governance, regulatory alignment, and information systems oversight in support of Sarbanes-Oxley (SOX) and SSAE 18 audit requirements. Provide consultative leadership across finance, IT, and legal teams to ensure regulatory alignment and enterprise readiness.

EDUCATION

MBA Barry University

BS Management and Organizational Leadership St. Petersburg College

PhD, Public Administration, Liberty University, in progress, expected 2028

Certified Public Manager, Florida State University, in progress, expected 2027

CERTIFICATIONS AND TRAINING

Project Management Professional (PMP)

Harvard Post Graduate Degree CORE, CLIMB, Specialization in Finance and Accounting

Harvard Certification in Leadership, Dynamic Teaming, Business Strategy, and Sustainable Investing.

FDLE Security and Privacy: Security Role (LASO); Level 2 Federal Background Check

FEMA Emergency Management Certified 00700.a-b, IS-00100. IS-00200.b, IEMC L0930

PROFESSIONAL AFFILIATIONS

Member International City/County Management Association (ICMA)

Member Florida Local Government Information Systems Association (FLGISA)