



January 11, 2026

S. Renée Narloch & Associates
2910 Kerry Forest Pkwy D4-242
Tallahassee, FL 32309

Dear Hiring Team:

I am providing this letter of interest concerning the City Manager position with City of Madeira Beach, FL. I would greatly enjoy serving in this position with City. Please find attached some supplemental information as it relates to my work history, experiences, and accomplishments. I offer this information in addition to the resume included with the application process.

As you can see in reviewing my resume and supplemental information, I have over 35 years of experience in government leadership positions at various levels including a brief stint as Interim County Manager for Seminole County prior to entering an early retirement, as well as serving the previous 3 years as Deputy County Manager directly overseeing various operational departments. Those departments included Leisure Services, Environmental Services, Public Works, Emergency Management, and the Fire Department. Each department had multiple divisions, and I have listed those on the following page to best illustrate the gravity of oversight. Prior to that position I served as Director of Leisure Services for 12 years with the County. Other agencies that I have worked with include the City of Coral Gables (9 years), Miami Shores (2+ years), Wilton Manors (6+ years), all in Florida, and I began my government management experience in Charleson, West Virginia (2+ years).

I believe my many years of professional parks and recreation leadership management experience would be a great asset to the City of Madeira team in the capacity of City Manager under the current city leadership team and the leadership of the City Commission.

As it turns out, my early retirement from government in June of 2022 was a bit pre-mature as I find myself in need of better fulfillment in continuing to be productive and serve the public as a servant leader. While my work as a consultant has been fulfilling, it has not completed the void left serving the public on a daily basis. If you should desire to discuss my qualifications and my interest further, I can be available at your convenience.

Very Respectfully,

Joseph R. Abel

Joseph R. Abel Information Package for City of Madeira Beach, FL City Manager Position:

Relative Seminole County Information:

As stated in my letter of interest for the City Manager position, please find herein, clarification of my oversight/direction while serving as the Deputy County Manager for Seminole County. Also of note, in my brief stint as the Interim County Manager, I had oversight of all departments and divisions of the County.

As Deputy County Manager, my direct oversight included the following:

Leisure Services Department:

Parks & Recreation Division
Extension Services Division
Library Services Division
Greenways & Natural Lands Division
Tourism Division
Museum

Public Works Department:

Construction
Engineering
Fleet
Facilities Management
Roads & Stormwater Management
Traffic Engineering
Watershed Management

Environmental Services Department:

Business Office
Water & Wastewater
Solid Waste Management
Utilities Engineering

Fire/EMS:

Emergency Communications
Fire/EMS Administration
Fire/EMS Operations
Fire Prevention

Office of Emergency Management:

Addressing
Animal Services
E-911
Emergency Management
Telecommunications

In addition to the direct oversight of the above I also provided indirect oversight, leadership assistance, and direction over the following: Each of which had sub programs or divisions.

Human Resources
Community Services
Information Services
Resource Management
Development Services
Office of Economic Development & Community Relations
Office of Organizational Excellence

As listed in my resume, included as an additional attachment, you will see that my list of skills matches those required and anticipated for the position of City Manager:

Administration	Project Coordination
Budget Preparation	Strategic Planning
Human Resources Management	Public Speaking
Relationship Building	Critical Thinking
Program Management	Leadership Management
Contract/Outsourcing Management	

Further, as my profile indicates, I consider myself a very efficiency-driven, servant, and inspirational leader skilled at leading departments and agencies; improving transparency in government; and building positive relationships with government agencies, community organizations, and members of the public. I have exceptional planning, program management, and team development skills that have been gained during a 35-year career supporting county and cities ranging in populations from 12,000 to nearly 500,000 residents.

In conclusion, I believe that my servant leadership style and ability to collaborate well with co-managers and leaders, contracted professionals, and organizational leadership will allow me to best serve the Board of Commissioners, fellow team members, and residents of the city in mentoring, developing, recruiting, and retaining top talent into the city while ultimately assisting in getting things done.

Thank you for this opportunity to share my information and desire to serve the City of Madeira as its next City Manager.

I look forward to hearing from you in the coming weeks.

Respectfully submitted

Joseph R. Abel

Joseph R. Abel

—○ JOSEPH R. ABEL ○—
PRESIDENT / OWNER – JOE ABEL & ASSOCIATES, LLC.



PROFILE

Efficiency-driven, servant, and inspirational leader skilled at leading departments and agencies; improving transparency in government; and building positive relationships with government agencies, community organizations, and members of the public. Exceptional planning, program management, and team development skills gained during 35-year career supporting county and cities ranging in populations from 12,000 to more than 475,000 residents.

SKILLS

- ADMINISTRATION
- PROJECT COORDINATION
- STRATEGIC PLANNING
- BUDGET PREPARATION
- HUMAN RESOURCE MANAGEMENT
- PUBLIC SPEAKING
- RELATIONSHIP BUILDING
- CRITICAL THINKING
- PROGRAM MANAGEMENT
- LEADERSHIP MANAGEMENT

PROFESSIONAL EXPERIENCE

Joe Abel & Associates, LLC.

President & Owner 06/2022 – Present

Seminole County, Florida

Interim County Manager 11/2021 – 06/2022
 Deputy County Manager 03/2019 - 11/2021
 Director of Leisure Services 06/2007 - 02/2019
Included Parks & Recreation, Library Services, Extension Services, Tourism/CVB, Greenways & Natural Lands

City of Coral Gables, Florida

Parks and Recreation Director 02/1998 - 06/2007
 Interim Assistant City Manager 03/2002 - 10/2002

Village of Miami Shores, Florida

Assistant Director of Recreation 09/1995 - 02/1998

City of Wilton Manors, Florida

Athletic Supervisor 09/1989 - 09/1995

City of Charleston, West Virginia

Recreation Coordinator 02/1988 - 09/1989
 Assistant Community Center Manager 07/1987 - 02/1988
 Athletic Director 12/1986 - 07/1987

EDUCATION

West Virginia University

May 1985

Bachelor of Science

– Sport Management

—○ JOSEPH R. ABEL ○—
PRESIDENT / OWNER – JOE ABEL & ASSOCIATES, LLC.

**PROFESSIONAL
MEMBERSHIPS**

Florida Recreation & Park
Association

National Recreation & Park
Association

International City/County
Managers Association

Florida Association of County
Managers

(Memberships were held while working)

**COMMUNITY
INVOLVEMENT**

President of the Central Florida
West Virginia University Alumni
Chapter – building and
establishing student athletic and
academic scholarships totaling
approximately \$100,000.

Leadership Seminole graduate and
session coordination member.

Served as United Way Executive
Leadership Campaign Coordinator
for City of Coral Gables.

NOTABLE ACCOMPLISHMENTS

Led a team through the successful completion of a \$38M
amateur tournament-level sports complex development
and land acquisition project.

Led a team through the successful completion of a Florida
Communities Land Trust/Florida Department of
Environmental Protection land exchange that includes the
redevelopment of a defunct golf course. First exchange of
this kind in the program's history.

Negotiated facility utilization contracts with the
Professional Orlando City Lions and Pride Soccer Clubs for
the use of County facilities that netted four additional
soccer fields and renovation of existing training facility.

Led two separate leadership teams through National
Accreditation and repeated Re-accreditations for two
different agencies – both of which were among the first 100
agencies in the nation to achieve this accomplishment.

Spearheaded park development and renovation projects,
resulting in enhanced recreation opportunities and
generating economic impacts of over \$40M annually.

Certified Parks & Recreation Professional for over 32 years.

Served in leadership roles at local, state, and national levels
for the Florida and National Recreation & Park Associations,
including serving as President of the Florida Association,
served as President of the Council of Affiliate Presidents as
well as serving on the Board of Directors, and Executive
Board of the National Association.

Provide outstanding and award-winning programs,
services, and leadership in both city and county government
agencies for over 35 years.

Accomplished Speaker and Trainer at local, state, and
national conferences and agencies.

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PRESIDENT / OWNER – JOE ABEL & ASSOCIATES, LLC.

PROFESSIONAL ACHIEVEMENTS

Gained National Agency Accreditation for Seminole County Leisure Services – 2009 - 2014
Gained National Agency Accreditation for City of Coral Gables Parks and Recreation – 2001 - 2006
Certified Parks and Recreation Professional since 1993 - Retirement

Member of the National Recreation and Park Association 1992 - Retirement

Chair of NRPA Southern Region Network – 2010 - 2011
Chair of NRPA One Vision Task Force – 2010 - 2011
Member of Branch/Regions/Sections Task Force - 2010
Member of the Board of Trustees – 2003 – 2006; 2006 – 2009
Member of Executive Committee of Board of Trustees – 2004 - 2005
Chair of Council of Affiliate Presidents – 2002 - 2003
Member of Council of Affiliate Presidents - 1999 - 2003
NRPA Southern Region Representative & Chair - 2000 – 2006
Member of NRPA Affiliate Task Force – 2002 - 2003
Co-Chairperson - Hospitality Committee for 1998 National Convention
Co-Chair – Development/Annual Fund Committee - 2003 – 2005
Member of NRPA Finance Committee – 2004 - 2009
Member of Development/Annual Fund Committee – 2003 – 2009

Member of the Florida Recreation and Park Association 1989 - Retirement

FRPA Distinguished Service Award - 2022
FRPA Achievement Award Recipient – 2011
Immediate Past President of Association - 2001 - 2003
President of Association - 2000 - 2001
Chaired Task Force to examine Restructuring of State Association Board - 1999 - 2000
President Elect of Association - 1999 - 2000
State Conference Social Chairperson - 1999
District VII Director – 1997 - 1999
Served on State Conference Site Selection Committee - 1998
Liaison to Dade County Safe Neighborhood Bond Oversight Committee for FRPA District
State Conference Silent Auction Chairperson - 1996
District VII Membership Chairperson
Jack Woody Memorial Outstanding Service Award 1995 - 1996
Mini-Conference Exhibitor Chairperson - 1996
Broward Sports Festival Steering Committee - Media Coordinator
Broward Sports Festival Event Director

Member of the West Virginia Recreation and Park Association 1986 - 1989

State CO-Chairperson - Fund Raising Committee
State C.E.U. Chairperson
State CO-Chairperson - Hershey Track and Field Program