

HORACE A. McHUGH, ICMA-CM

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October 20th, 2025

Odet Izquierdo, Acting City Clerk
City of Westlake, Florida
publicrecords@westlakegov.com

Re: Recruitment for City Manager – City of Westlake

Dear Ms. Izquierdo:

Attached is my application package, which is being submitted for consideration for the position of Westlake's City Manager. The package summarizes my relevant thirty-three (33) years of municipal experience, which includes twenty-one (21) years at the executive-level as Chief Administrative Officer-City Manager (CAO), Deputy City Manager, and Assistant City Manager in various South-Florida municipalities.

My background has provided me with tremendous experience in executive municipal services, addressing financial planning, infrastructure planning, strategic planning, organizational development, quality-of-life enhancement, and business engagement. This includes the startup of a newly incorporated city, where I had the responsibility for building several key administrative departments.

I have ~~significant experience~~strong proficiency with the oversight of outsourced services, including law enforcement, fire-rescue, community development, building services, code compliance, economic development, solid waste and community redevelopment. My background also includes strong financial leadership, with experience in infrastructure financing, bond rating, budgeting in periods of economic prosperity and recession, and private sector banking.

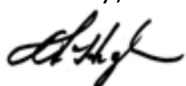
My experience includes the oversight of internal service and operational departments, and hands-on experience in some of the key, larger departments. While these services are provided by contract to Westlake, my knowledge in these areas will enhance my ability to manage the outsourced services in a manner that is thoughtful, deliberate and in the best interests of the City.

I am a Credentialed Manager with the International City/County Management Association (ICMA) and have maintained active memberships in its local affiliates for more than thirty (30) years. I am also a past president of Florida City County Management Association (FCCMA) and currently serve on its state-wide Ethics Committee.

My extensive background and skills will allow me to work collaboratively with the City Council, community and service providers to develop valuable, long-term contributions that accrue to the benefit of Westlake's residents, businesses and visitors.

As Westlake continues to chart its progress as a new municipality, it would be my honor to serve the community as its next City Manager. It would be my privilege to be a part of the growth, development and transformation that the community desires and to be an active contributor to the City's sustainability. I look forward to your kind consideration.

Sincerely,



Horace A. McHugh, ICMA-CM