

JAMES L. MANFRE

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386/793-0216

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Dear Sir,

I have been a resident of Palm Coast for 25 years and have served as Sheriff for eight of those years. I have worked with several city managers during my time as sheriff and have worked with others in a private capacity. In fact, the present interim city manager worked for me while I was sheriff. I have a keen understanding of the history, dynamics and politics of the city that no other candidate can match. In addition, I have a love and appreciation for the city in which I have raised my family and have worked tirelessly to improve through community efforts. When I previously applied for this position in 2020, I received the highest score among the applicants. I understand that the impulse of the search committee will be to seek to hire a city manager from the large pool of previous city managers. I have had a front row seat to this process in the past and have found that the managers selected have failed due to their unfamiliarity with the unique aspects of a fast- growing coastal community in Florida subject to hurricanes and other emergency management issues.

The city is in need of a comprehensive overhaul of its operation and strategic planning, and the learning curve necessary for any other candidate would be long and slow to initiate the required changes. I believe as a local candidate with a unique skill set as an attorney, sheriff and project manager experience I possess the necessary background to be a successful city manager. I would appreciate your consideration of my application.

Yours truly,

James L. Manfre

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EXPERIENCE

- 2017-Present** **Law Offices of James L. Manfre** **Flagler County, FL**
- Private practice specializing in corporate business and real estate law with a concentration on development and land use issues. Services include working with financial institutions, government entities for project approval with appearances at all local planning boards and city or county commissions, and construction related issues
- 2013-2017 & 2001-2005** **Flagler County Sheriff's Office (FCSO)** **Flagler County, FL**
Sheriff of Flagler County
2013-2017
- Implemented a data-driven, proactive community policing program to effectively allocate resources within the county to prevent crimes from occurring, resulting in 10% reduction in crime
 - Created performance management system including monthly dashboards of key performance metrics per employee and instituted annual evaluation of all FSCO employees
 - Managed design and construction of three major facilities increasing projected space of FSCO Operations Center by 40% while staying within budget, doubling number of inmate bed space and saving \$1M in projected cost, and negotiating city precinct lease to one third the original cost while moving to more central location
 - Lobbied on behalf of numerous criminal justice reform bills with state legislature resulting in passing of civil asset forfeiture reform bill and inclusion of medical marijuana amendment on upcoming ballot
 - Saved \$1M on annual budget of \$25M each year and oversaw annual government budget negotiation with County Commission, City Council, and District School Board
- 2001-2005**
- Achieved statewide law enforcement accreditation of 150-person agency from the Florida Commission on Accreditation, first time in history of Flagler County Sheriff's Office
 - Selected as one of 200 heads of law enforcement agencies out of 18,000 to attend the Department of Justice FBI Law Enforcement Executive Development Seminar in recognition of leadership skills
- 2005-2012** **Private Practice** **Flagler County, FL**
Attorney – admitted to Florida Bar in May 2005
- Managed the land use approval process of four multi-million dollar commercial / residential projects for a total value of around \$50M and worked with school district to obtain approval for new charter school
 - Represented on a pro bono basis 10+ spousal abuse victims to help receive restraining orders, obtain child custody, and finalize divorce proceedings
- 2005-2012** **Prudential Real Estate** **Palm Coast, FL**
Broker Associate
- Assisted in sale and lease of 160,000 sq. ft. commercial development in city center
 - Brokered \$7M land purchase for large box retailer by identifying site location and assisting in approval process. Identified and assembled large box retailers for three 50+ acre commercial projects in order to facilitate land purchase by site developers
- 1999-2000** **Von Bulow LLC** **Palm Coast, FL**
In-House Counsel
- Brokered land deal, obtained local government approvals, and oversaw construction of 220-unit apartment complex and 250-acre river residential development
- 1988-1999** **Private Practice** **Babylon, NY**
Specialized in corporate law & real estate development
Attorney
- Represented large land development companies seeking to develop property in Florida
 - Managed, operated, and turned around businesses seized by the federal government to rehabilitate in order to sell and fund government crime fighting efforts
- 1996-1997** **Berkman, Henoeh & Peterson** **Garden City, NY**
Law firm specialized in corporate law & real estate development
Attorney
- Developed new commercial contacts and relationships for the firm

1988-1996

Town of Babylon

Babylon, NY

Deputy Town Attorney

- Formed first commercial garbage carting district by consolidating volume of commercial businesses, issuing request for proposal, and awarding business in order to standardize rates and reduce cost
- Developed first commercial recycling facility in New York by raising \$25M in municipal bonds
- Restructured and streamlined land use planning and approval process, halving time needed to receive land use approval
- Oversaw staff of 20 attorneys, paralegals, and outside counsel to handle all state and federal litigation of 100+ cases per year
- Negotiated two union contracts covering 1200 employees and served as negotiating team lead
- Reorganized the human resource department and created a disciplinary process by implementing objective review standards that required promotional testing for all 1200 Town of Babylon employees

Deputy Counsel - Industrial Development Agency

- Led the re-financing of \$100M in municipal bonds to upgrade the municipal solid waste system and restructure agency debt
- Oversaw Small Business Administration lending to encourage growth and relocation of small businesses to the Town of Babylon

1984-1988

Suffolk County

Babylon, NY

Assistant District Attorney

- Tried one of the first cases in New York State using DNA evidence as proof of the guilt of a crime, resulting in a successful conviction and sentencing
- Created the Land of Secrets program to support child abuse survivors in the recounting of testimony, the first of its kind in the county, by creating a safe space funded through a \$250K grant from the federal government to fund a victim's advocate and related video equipment
- Implemented a dashboard camera program with the Suffolk County highway patrol and integrated video evidence into the investigation and prosecution of DUI incidents and related accidents / fatalities

EDUCATION

St. John's University School of Law

New York, NY

Juris Doctorate, 1983

Fordham University

New York, NY

Bachelor of Science, 1979

- Magna cum laude, Phi Beta Kappa

COMMUNITY INVOLVEMENT

- Flagler Palm Coast Chamber of Commerce Business Issues Committee
- Flagler County Rotary – President 2007-2008
- City of Bunnell Community Redevelopment Advisory Board
- Flagler County Comprehensive Plan Committee
- Volusia Flagler United Way Board
- Volusia Flagler Boys and Girls Club Board
- Florida Hospital Flagler Foundation Board

AWARDS AND COMMENDATIONS

- President Obama Call to Service Award recognizing strength of the nation through volunteer service
- 7th Judicial Circuit Crime Victims' Advocate Law Enforcement of the Year Award
- Flagler County Police Athletic League Elected Official of the Year
- Thurgood Marshall Award from the Florida-Flagler NAACP for advocacy for racial justice and equality in the community
- Boy Scouts of America Golden Eagle Man of the Year