

EMPLOYMENT APPLICATION

FLAGLER COUNTY
1769 East Moody Blvd. #Bldg 2
Bunnell, Florida 32110
386-313-4007
<http://www.flaglercounty.gov>

Reade, Richard J.
00916 COUNTY ADMINISTRATOR

Received: 6/28/26 11:55 PM

For Official Use Only:

QUAL: _____

DNQ: _____

☐ Experience

☐ Training

☐ Other: _____

PERSONAL INFORMATION

POSITION TITLE: COUNTY ADMINISTRATOR		EXAM ID#: 00916
NAME: (Last, First, Middle) Reade, Richard J.		SOCIAL SECURITY NUMBER: N/A
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 3285 Ridge Lane, ., Boynton Beach, Florida 33435		EMAIL ADDRESS: richardjreade@aol.com
HOME PHONE: (863) 412-7767	ALTERNATE PHONE: 561.3735485	NOTIFICATION PREFERENCE: Email
DRIVER'S LICENSE: ☒ Yes ☐ No	DRIVER'S LICENSE: State: FL	LEGAL RIGHT TO WORK IN THE UNITED STATES? ☒ Yes ☐ No
What is your highest level of education? Master's Degree		

PREFERENCES

MINIMUM COMPENSATION: \$0.00 per hour; \$165,000.00 per year
WHAT TYPE OF JOB ARE YOU LOOKING FOR? Regular
TYPES OF WORK YOU WILL ACCEPT: Full Time
SHIFTS YOU WILL ACCEPT: Day
OBJECTIVE: Support and assist the City Manager, Deputy City Manager, Department Directors and staff in the management and oversight of the City's day-to-day operations, while ensuring that we communicate a clear vision of service excellence, deliver/provide the highest quality services, promote community engagement and develop ambassadors in supporting the direction of the City and committing to achieving the City's organizational and community strategic plan goals and objectives.

EDUCATION

DATES:	SCHOOL NAME: Florida Atlantic University	
LOCATION: (City, State/Province) Boca Raton, Florida	DID YOU GRADUATE? ☒ Yes ☐ No	DEGREE RECEIVED: Bachelor's
MAJOR: Finance	UNITS COMPLETED: 86- Semester	
DATES:	SCHOOL NAME: Florida State University	
LOCATION: (City, State/Province) Tallahassee, Florida	DID YOU GRADUATE? ☒ Yes ☐ No	DEGREE RECEIVED: Master's
MAJOR: Public Administration	UNITS COMPLETED: 140- Semester	

WORK EXPERIENCE

DATES: From: 10/2021 To: Present	EMPLOYER: Okeechobee County Board of County Commissioners	POSITION TITLE: Deputy County Administrator
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 304 NW 2nd Street, Okeechobee, Florida, 34972		COMPANY URL: https://www.okeechobeecountyfl.gov/
PHONE NUMBER: 8637636441	SUPERVISOR: Deborah Manzo - County Administrator	MAY WE CONTACT THIS EMPLOYER? ☐ Yes ☒ No
HOURS PER WEEK: 60	SALARY: \$11,413.00/month	# OF EMPLOYEES SUPERVISED: 187

DUTIES:

Work with the County Administrator to develop a new organizational culture that County staff are the organization's greatest resource and promote improved communication, group learning and decision making as well as improved training & education opportunities for all employees

Oversee and manage the daily operations of multiple County departments/divisions, including: Human Resources/Personnel, Economic Development, Information Technology, Finance/Budget, Fire and Rescue, Emergency Management, Capital Improvements, Risk Management, Legal, Airport and Commerce Park, Engineering, Public Works (Road and Bridge, Fleet Maintenance, Stormwater/Drainage, Solid Waste, Facilities, Cemetery Services), Community Development [Planning, Zoning, Building, Code Enforcement, Affordable Housing and State Housing Initiative Partnership Program (SHIP)], Community Services (Parks and Recreation, Library, Senior Services, Veteran's Services, Agri-Civic Center, UF/IFAS Extension, Indigent Services), State and Federal Legislative Affairs, Grants and Appropriations

REASON FOR LEAVING:

Opportunity to work in an exciting professional environment.

DATES:

From: 1/2025 To: Present

EMPLOYER:

Town of Lake Park

POSITION TITLE:

Town Manager

ADDRESS: (Street, City, State/Province, Zip/Postal Code)

535 Park Avenue, Lake Park, Florida, 33403

COMPANY URL:

www.townoflakeparkfl.gov

PHONE NUMBER:

863.412.7767

SUPERVISOR:

Mayor and Town Commission - Mayor and Town Commission

MAY WE CONTACT THIS EMPLOYER?

☒ Yes ☐ No

HOURS PER WEEK:

60

SALARY:

\$163,000.00/month

OF EMPLOYEES SUPERVISED:

69

DUTIES:

Work with the Mayor and Town Commission to build/regain the trust in our organization by our community by developing a culture of transparency, communication and accountability.

Additionally, worked to develop a new organizational culture that Town staff are the organization's greatest resource and promote improved communication, group learning and decision making as well as improved training & education opportunities for all employees

Oversee and manage the daily operations of the Town's twelve (12) departments along with various contracted partnerships with Palm Beach County Sheriff's Department, Palm Beach County Fire-Rescue and Seacoast Utilities. The Town's departments/divisions include: Human Resources/Personnel, Economic Development - Community Redevelopment Agency, Information Technology, Finance/Budget, Emergency Management, Capital Improvements, Risk Management, Legal, Public Works (Road and Bridge, Fleet Maintenance, Stormwater/Drainage, Solid Waste, Facilities), Community Development [Planning, Zoning, Building, Code Enforcement], Parks and Recreation and Special Events, Library, State and Federal Legislative Affairs, Grants and Appropriations and Public Information.

REASON FOR LEAVING:

Current position.

DATES:

From: 8/2013 To: 10/2021

EMPLOYER:

Village of Palm Springs

POSITION TITLE:

Village Manager/CRA Executive Director

ADDRESS: (Street, City, State/Province, Zip/Postal Code)

226 Cypress Lane, Palm Springs, Florida, 33461

COMPANY URL:

www.vpsfl.org

PHONE NUMBER:

561.965.4010

SUPERVISOR:

Mayor & Village Council - Mayor & Village Council

MAY WE CONTACT THIS EMPLOYER?

☒ Yes ☐ No

HOURS PER WEEK:

60

SALARY:

\$15,409.00/month

OF EMPLOYEES SUPERVISED:

218

DUTIES:

Responsible for overseeing and managing the daily operations of all Village departments, including: Personnel, CRA, Planning & Economic Development, Building, Information Technology, Library, Finance/Budget, Police, Utilities (Water & Wastewater), Public Works, Stormwater, Parks and Recreation, Village Clerk and Legal

REASON FOR LEAVING:

Opportunity to work in an exciting professional environment.

DATES:

From: 1/2009 To: 8/2013

EMPLOYER:

City of Delray Beach, Florida

POSITION TITLE:

Assistant City Manager - Sustainability Officer/PIO

ADDRESS: (Street, City, State/Province, Zip/Postal Code)

100 NW 1st Avenue, Delray Beach, Florida, 33444

COMPANY URL:

www.mydelraybeach.com

PHONE NUMBER:

(561) 243-7000

SUPERVISOR:

David Harden - City Manager

MAY WE CONTACT THIS EMPLOYER?

☒ Yes ☐ No

HOURS PER WEEK:

50

SALARY:

\$6,041.00/month

OF EMPLOYEES SUPERVISED:

765

DUTIES:

Act in the capacity of Assistant City Manager - Responsible for the daily oversight of all green and sustainability efforts within the City, manage the daily operations of the City's Public Information Office (PIO), serve as the City's lead Grant Administrator, assist with all City legislative support & lobbying efforts, contribute to development and promotion of the City's economic development initiatives, serve as the City's liaison to two City Boards and take on special projects as assigned.

REASON FOR LEAVING:

Offered position with the Village of Palm Springs to serve as their Village Manager.

CERTIFICATES AND LICENSES**TYPE:**

National Incident Management System (NIMS) - Various Certificates of Achievement

LICENSE NUMBER:

N/A

ISSUING AGENCY:

United States Federal Emergency Management Agency (FEMA)

TYPE: National Association of Counties (NACo) High Performance Leadership Academy	
LICENSE NUMBER: N/A	ISSUING AGENCY: National Association of Counties (NACo)

Skills	
OFFICE SKILLS: Typing:50 Data Entry:0	
OTHER SKILLS: Strong Presentation, Computer & Research Skills - Expert - 30 years and 0 months	
LANGUAGE(S):	

ADDITIONAL INFORMATION	
Professional Associations • Palm Beach County City County Management Association (PBCCMA President - 2025 to Present) • Florida City and County Management Association (FCCMA), 1996 to present (30 Year Service Award - 2026) • Florida City and County Management Association (FCCMA) Board of Directors, 2000 to 2004, 2012 to 2013 and 2017 and 2026 to Present (Term Expires 2030) • International City/County Management Association, Present (25 Year Service Award - 2026) • Florida Redevelopment Association (FRA), 2019 to Present • Seacoast Utilities Authority (SUA) Governing Board Member - 2025 to Present • Florida Association of County Managers (FACM), 2022 to 2025 • Treasure Coast City and County Managers (TCCCM), 2022 to 2025 • National Association of Counties (NACo) High Performance Leadership Academy, 2022 • National Incident Management System (NIMS) - Various Certificates of Achievement, 2009 and 2025 • Florida League of Cities (FLC) Home Rule Hero - 2026	

REFERENCES		
REFERENCE TYPE: Professional	NAME: David Harden	POSITION: Former (Retired) City Manager - City of Delray Beach, Florida
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 1395 NW 22nd Avenue, Delray Beach, Florida 33445		
EMAIL ADDRESS: dtharden3@netzero.com		PHONE NUMBER: (561) 479-6373
REFERENCE TYPE: Professional	NAME: Edward Mitchell	POSITION: Senior Vice President & General Manager (Former City Manager - City of West Palm Beach, Florida)
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 4939 Cross Bayou Boulevard, New Port Richey, Florida 34652		
EMAIL ADDRESS: emitchell@uswatercorp.net		PHONE NUMBER: (727) 858-2412
REFERENCE TYPE: Professional	NAME: Doug Gunther	POSITION: Former Vice-Mayor & Council Member - Village of Palm Springs, Florida
ADDRESS: (Street, City, State/Province, Zip/Postal Code) , Tullahoma, Tennessee		
EMAIL ADDRESS: douglasjgunther@bellsouth.net		PHONE NUMBER: (561) 315-1927
REFERENCE TYPE: Professional	NAME: Deborah Manzo	POSITION: Former (Retired) County Administrator - Okeechobee County Board of County Commissioners, Florida
ADDRESS: (Street, City, State/Province, Zip/Postal Code)		
EMAIL ADDRESS: richardjreade@aol.com		PHONE NUMBER: (561) 301-1002
REFERENCE TYPE: Professional	NAME: Dr. Robert E. Lee, Ph.D.	POSITION: Associate Professor, Department of Political Science & Public Administration, Florida Gulf Coast Univ
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 10501 Boulevard, South, Fort Myers, Florida 33965		
EMAIL ADDRESS: rlee@fgcu.edu		PHONE NUMBER: (239) 777-1013

Agency-Wide Questions

1. **If applying for driver position, do you possess a valid Class C or higher Commercial Driver's License with Passenger Endorsement?**
No
2. **Are you eligible to work in the United States?**
Yes
3. **Will you now or in the future require sponsorship for work authorization?**
No
4. **Employment Desired:**
Full Time
5. **Have you ever worked for this organization?**
No
6. **Do you have any relatives, either immediate or extended, or friends, that are currently employed by Flagler County?**
No
7. **If you answered "Yes" to question #6 please list the name of your relative(s)/friend(s). If you have relative(s) that work for Flagler County please list how you are related to them (i.e. mother, father, sister, brother, aunt, uncle, cousin, in-law, etc).**
N/A
8. **Hours of work (per week) desired:**
60 to 70
9. **Date Available:**
Within one (1) month of Employment Agreement approval.
10. **Desired Salary:**
\$235,000 annually
11. **Are you currently in the armed forces?**
No
12. **Military Branch:**
N/A
13. **Military Start Date:**
N/A
14. **Military Discharge Date:**
N/A
15. **Rank at Discharge:**
N/A
16. **ALL APPLICANTS MUST ANSWER "YES" OR "NO" TO THIS QUESTION. If you are claiming Veteran's Preference, a copy of your DD-214 or comparable document which serves as a certification of release or discharge claim, MUST be furnished at the time of application. Effective April 8, 1992, Chapter 92-80, Laws of Florida amended the definition of wartime service to include the Persian Gulf War, beginning August 2, 1990, and ending on such a date as may be prescribed by presidential proclamation or by law. The County will give your application every special consideration required by the law (Florida Administrative Code, Chapter 55A-7). If you believe you were not afforded employment preference in accordance with the law, you have the right to file a complaint within twenty-one (21) days of notice of non-selection for the position with the Department of Veteran's Affairs, 11351 Ulmerton Road, Suite 311-K, Largo, Florida 32278-1630 Are you claiming Veteran's Preference?**
No
17. **Check the appropriate category if you are claiming Veteran's Preference:**
18. **Have you uploaded supporting documentation verifying your veterans preference. Examples would include your DD214 or SF15 Form.**
N/A
19. **Have you signed and attached Form DOS-119 if applicable? (the link to this form can be found on the Career page/job opportunities under "show more")**
Not Applicable
20. **Where did you hear of this opportunity?**
County Website
21. **Did you complete the application in it's entirety, to include at a minimum the past 10 years work history in the provided fields of the application and any work history relevant to the position in which you are applying? If you do not complete the entire application your application will be rejected and you will be disqualified for the position you are applying for.**
Yes
22. **If this position requires diplomas/degrees or certifications/licenses you must attach them at the time you submit your application. Have you attached all required documents?**
No

Job Specific Supplemental Questions

- 1. Do you possess a bachelor's degree from an accredited college or university? If yes, please upload a copy of degree in order to move forward in the recruitment process.**
Yes
 - 2. If you answered yes to previous question, in what discipline is your degree?**
Undergraduate - Finance Graduate - Public Administration
 - 3. Do you possess ten years of increasingly responsible leadership experience in business management or public administration including five years' experience in an executive level local government leadership role? If yes, please list where the experience was gained.**
Yes. Various County and Municipal organizations over my 30-year career.
 - 4. Do you possess a valid state of Florida driver's license? If yes, please upload a copy with application in order to move forward in the recruitment process.**
Yes
 - 5. All required certifications, diplomas and licenses must be uploaded with application. Have you completed this step?**
No
-

The following terms were accepted by the applicant upon submitting the online application:

By clicking the Accept & Submit button, I hereby certify that every statement I have made in this application is true and complete to the best of my knowledge. I understand that any false or incomplete answer may be grounds for not employing me or for dismissing me after I begin work. I understand that not completing my work history in the fields of the application will disqualify me for the position I am applying for. I understand that I will have to produce documentation verifying my identity and employment eligibility in the U.S. I understand that I may be required to verify any and all information given on this application. I understand that if I have stated that I have a degree(s) that I have uploaded and submitted a copy of my degree(s) with my application. I understand that this completed application is the property of Flagler County and will not be returned. I understand Flagler County may contact prior employers and others.

This application was submitted by Richard J. Reade on 06/28/26 11:55 PM

RICHARD J. READE

Boynton Beach, Florida | 863.412.7767 | richardjreade@aol.com

June 28, 2026

The Honorable Leann Pennington
Chair
Flagler County Board of County Commissioners
1769 East Moody Boulevard
Bunnell, Florida 32110

Dear Chairman Pennington and Members of the Flagler County Board of County Commissioners:

I would like to respectfully submit for your consideration my interest in serving as the County Administrator with the Flagler County Board of County Commissioners. I have spent the past thirty (30) years building a career in local government management and believe that my government and private sector experience along with my education has prepared me to be exceptionally qualified to serve as the County's next County Manager.

Throughout my local government service, my primary focus has been to ensure that my community remains vibrant and filled with opportunities for our residents and businesses as well as our staff.

My extensive experience and knowledge as a local government (County and City) manager would enable me to immediately ensure the complete and success of various projects/challenges that the County is currently facing, including:

- ❖ Ensure the County's economy is healthy and growing and benefits all community members
- ❖ Maintain a professional relationship with the surrounding County Administrators/Managers and municipal managers to assist in ensuring that our County maintains strong regional partnerships and opportunities for economic growth
- ❖ Significant knowledge of land development, budget, personnel management, procurement, grants, state and federal legislative lobbying and local government operations
- ❖ Protective of my community's identity, character and culture while promoting the community's outdoor lifestyle and history
- ❖ Effectively listen to our residents, businesses and stakeholders while working to understand the need to address new development, environmental vulnerabilities (i.e., stormwater/drainage) and transportation issues and balance competing interests and develop realistic solutions to overcome barriers and challenges (including sensitive, significant and sometimes controversial issues/concerns/projects)
- ❖ Providing strong leadership, problem-solving skills, motivation, the highest ethics and professional support to staff in all aspects of their positions to ensure the highest quality of work life

Honorable Leann Pennington
Chair
Flagler County Board of County Commissioners

June 28, 2026

As a local government professional, I always strive to encourage staff to provide customer service that is second to none, while at the same time, working to provide facilities, services, programs, events, activities and projects that support the highest quality of life possible.

Therefore, I am sending you a copy of my resume for your review. Please do not hesitate to contact me if you have any questions and/or require additional information.

Thank you in advance for your time and consideration of my qualifications and experience.

Sincerely,

Richard J. Reade

Enclosure

c: Mr. Charlie Picano – Human Resources Director – Flagler County Board of County Commissioners

RICHARD J. READE

Boynton Beach, Florida

Cell Phone: (863) 412-7767 | E-Mail: richardjreade@aol.com

PROFESSIONAL EXPERIENCE

TOWN MANAGER/LAKE PARK CRA EXECUTIVE DIRECTOR

Town of Lake Park, Florida

2025 to Present

Population 9,014

69 FTE Employees

\$37.468 Million Annual Budget

Responsible for overseeing and managing all aspects of the Town's general fund and enterprise operations within all Town and contracted departments as well as the long-term growth and livability of the community, including developing economic (re-)development programs within the Town.

DEPUTY COUNTY ADMINISTRATOR/INTERIM PUBLIC WORKS DIRECTOR

Okeechobee County, Florida

2021 to 2025

Population 40,266

187 FTE Employees

\$193.86 Million Annual Budget

Work with the County Administrator in overseeing and managing daily operations of all County services/departments and completed community and operational projects. Developed and advocated state and federal legislative agenda/position and served as acting Public Works Director and acting County Administrator (in absence of Administrator)

VILLAGE MANAGER/PALM SPRINGS CRA EXECUTIVE DIRECTOR

Village of Palm Springs, Florida

2013 to 2021

Population 23,867

218 FTE Employees

\$70.479 Million Annual Budget

Oversaw all aspects of the Village's general fund and enterprise operations as well as the planning of long-term growth and livability of the community. Established the Palm Springs Community Redevelopment Agency and oversaw all economic and (re-)development opportunities within the Village

ASSISTANT CITY MANAGER – SUSTAINABILITY AND PUBLIC INFORMATION OFFICER

City of Delray Beach, Florida

2009 to 2013

Population 60,831

765 Employees

\$144.2 Million Annual Budget

Responsible for daily operations of the Public Information Office and initiated City's sustainability and vulnerability efforts. Developed City's economic (re-)development programs and managed stimulus (grant) funding during the American Recovery and Reinvestment Act of 2009 in response to the Great Recession to save existing jobs and create new jobs.

ADDITIONAL RELEVANT PROFESSIONAL EXPERIENCE

- | | |
|--|--------------|
| • City Manager, CRA Director, Finance Director and Utilities Director - City of Port Richey, Florida | 2007 to 2008 |
| • President – Managing Member - Entitlements, LLC | 2004 to 2007 |
| • City Manager - City of Davenport, Florida | 2003 to 2004 |
| • Assistant City Manager and Assistant to the City Manager - City of Auburndale, Florida | 1999 to 2003 |

EDUCATION

Master of Public Administration, 1995

Florida State University - Reubin O'D. Askew School of Public Administration and Policy

Bachelor of Business Administration, Finance, 1993

Florida Atlantic University

RICHARD J. READE

PROFESSIONAL INVOLVEMENT and DEVELOPMENT

- Palm Beach County City County Management Association (PBCCMA President - 2025 to Present)
- Florida City and County Management Association (FCCMA), 1996 to present (30 Year Service Award - 2026)
- Florida City and County Management Association (FCCMA) Board of Directors, 2000 to 2004, 2012 to 2013 and 2017 and 2026 to Present (Term Expires 2030)
- International City/County Management Association, Present (25 Year Service Award - 2026)
- Florida Redevelopment Association (FRA), 2019 to Present
- Seacoast Utilities Authority (SUA) Governing Board Member - 2025 to Present
- Florida Association of County Managers (FACM), 2022 to 2025
- Treasure Coast City and County Managers (TCCCM), 2022 to 2025
- National Association of Counties (NACo) High Performance Leadership Academy, 2022
- National Incident Management System (NIMS) – Various Certificates of Achievement, 2009 and 2026
- Florida League of Cities (FLC) Home Rule Hero - 2026

CAREER HIGHLIGHTS

- Oversaw and managed the daily operations of various municipal and county full-service services/departments, including: Human Resources/Personnel, Economic Development, Information Technology, Finance/Budget, Police, Fire and Rescue (In-House and Contracted), Emergency Management, Utilities (Water and Wastewater), Capital Improvements, Clerk, Risk Management, Legal, Marina, Airport and Commerce Park, Engineering, Public Works (Road and Bridge, Fleet Maintenance, Stormwater/Drainage, Solid Waste, Facilities, Cemetery Services), Community Development [Planning, Zoning, Building, Code Enforcement, Affordable Housing and State Housing Initiative Partnership Program (SHIP)], Community Services (Parks and Recreation, Library, Senior Services, Veteran's Services, Agri-Civic Center, UF/IFAS Extension, Indigent Services), State and Federal Legislative Affairs, Grants and Appropriations
- Prepared the Palm Springs' balanced annual budget utilizing a lower total ad-valorem (property) tax rate over 9 years (reduced from 4.6117 mills to 3.7994 mills – more than a 21% decrease) while increasing/improving service levels to residents, businesses, customers and stakeholders - no job loss or reduced customer service due to COVID-19 pandemic
- Requested, obtained and managed more \$100 million in state and federal grant and/or legislative appropriation funding
- Developed city and county Five-Year Strategic Plans, including Vision and Mission statements and Goals and Objectives
- Responsible for Okeechobee's \$25 million Series 2024 Bond financing to support the Jail Improvement Project
- Initiated Economic Development programs/activities that resulted in a 257% increase in property valuations over 9 years in Palm Springs [or more than \$905 million in new property valuation (investment and annexation) – from \$579 million to \$1.485 billion], creation of more than 650 new jobs, improved community livability, created a clean and safe community and promoted a business-friendly environment
- Developed City of Delray Beach's Economic Development programs to create jobs and increase tax base, including the Delray Beach Economic Development Fund – \$1 million to fund State and County local match requirements and the Delray Beach Innovation Corridor and Delray Beach Innovation Park, Economic Development Media Marketing and Promotion, creation of the Delray Beach Economic Development Action Team (staff team to provide quick response to potential business opportunities), PACE (Property Assessed Clean Energy) micro-loan program, Economic Development Self-Assessment Survey (analysis of City's ability to retain, grow and attract new businesses) and legislation to create an Enterprise Zone

RICHARD J. READE

- Took a leadership role regarding the re-negotiation of the Lake Park Marina P3 (Public-Private Partnership) Project to (re-)develop the Town's Marina and surrounding 12 acres of waterfront property to improve the Town's long-term financial sustainability (from a previously approved 99 year term providing the Town with \$4.2 million over the term of the lease) and ensure that the project provides significant revenues back to the Town while also protecting the Town's interests/needs, maintaining local access to our waterways at an affordable opportunity as well as to contributing to the job growth and economic impact (i.e., surrounding business growth, property valuation increases, visitor reach, etc.) within our community and the downtown area
- Developed and coordinated state and federal legislative priorities/agenda (City, County, FCCMA) [regarding Home Rule, economic (re-)development, quality of life, pensions, revenues, public safety, public infrastructure, planning and environmental priorities], drafted state bills, requested state and federal appropriation and grant funding (i.e., park and pedestrian/sidewalk funding, new P25 compliant radios with multi-agency interoperability and related equipment funding, roads and sidewalks, airport improvements, jail construction funding, regional drainage projects, public safety vehicles – Fire-Rescue Ladder Truck, etc.), tracked bills and provided updates/analysis, communicated (verbal and written) support/opposition to proposed bills and amendments during session, defended legislative positions/requests during Florida Legislative Committee meetings, built relationships and advocated legislative position (i.e., local, state and federal elected officials, delegations and aides, state legislative staff directors, state and federal lobbyists, community and labor groups, FLC Legislative Policy Committees, etc.)
- Improved Police Department safety/protection equipment, vehicles, tools, training and resources to ensure increased productivity and protection of the Palm Springs community, including the replacement of all Police vehicles over a 6 to 8 year period as well as the planned \$8.5 million expansion project to support current and future staff needs [expected to be the largest non-utility project to be completed since the development of the Village Hall Complex (almost 15 years ago) and expected to be funded entirely with Sales Tax, Grant and General Fund Balance/ Reserve dollars – with no planned increase in property taxes and/or assessments]
- Initiated development and permitting improvements to promote a business-friendly environment [i.e., Land Development Regulations (LDR) amendments, improved permitting and development approval processes – “one-stop shop,” selection and implementation of new permitting software system, etc.] to significantly reduce development costs and construction times and enhance our customer service experience
- Responsible for all aspects of the Utilities and Public Works functions including completion of utility-related master plans [i.e., Water Treatment Facilities (Master) Plan, Wastewater Infiltration and Inflow Study, Septic to Sewer Study and Stormwater Master Plan] and more than 30 capital projects to improve the aging water production, treatment and distribution system (i.e., revitalization/upgrade of two (2) MIEX Regeneration Water Treatment plants, replacement/rehabilitation of various water production wells, installation of new AMI metering system) as well as the wastewater collection system to ensure proper operation and safety of the collection and treatment process [i.e., installation of System Control and Data Acquisition (SCADA) system, annual Lift Station Rehabilitation program, safety improvements within the vacuum wastewater station, relining manholes and sewer pipes throughout the utility service area (to prevent/reduce infiltration/inflow into the wastewater collection system and save costs)]
- Oversaw the development of thirty (30) County (roadway-related) capital improvements projects (utilizing more than \$39.385 million in grant funding and invested more than \$14.778 million in Local Option Gas Tax funding) to improve driver safer and pedestrian (multi-)mobility as well as to protect public rights-of-way and private property (including resurfacing County roadways, intersection and signalization, install, repair and maintain drainage systems, expanded roadways, installation of signage, striping and guardrails in accordance with MUTCD standards, etc.)
- Managed and oversaw all aspects of Okeechobee County's stormwater system, including the National Pollutant Discharge Elimination System (NPDES) annual permit, serve as the point of contact with South Florida Water Management District (SFWMD) on stormwater treatment areas (STA's) (including P3 projects), reservoirs and updates to the Regional Water Supply Plan, work with US Army Corps of Engineers (USACE) on the Lake Okeechobee water release schedule as well as participation with Lake Okeechobee Basin Management Action Plan (BMAP) to reduce pollutants within County, state and federal waterways and drainage systems through current and future projects and strategies

RICHARD J. READE

- Worked together with the County Administrator to develop a new organizational culture that recognizes County staff as the organization's greatest resource and promote improved communication, group learning, accountability and decision making as well as improved training and education opportunities for all employee
- Established and improved relationships and communication with County Constitutional Officers, state and federal elected officials, state agencies (e.g., FDOT, SFWMD, FDEP, FDMS, Governor's Office – Sustainability, etc.), local and municipal elected officials/staff, bargaining teams, community groups, and contractors/vendors to develop partnerships and enhance the sustainability of the community, lower costs and increase service delivery
- Oversaw all aspects of Disaster Relief and Emergency Operations and Assistance during storm events in Florida (i.e., Hurricanes Nicole, Ian, Irma, Dorian, Ike, Isaac, Isaias, Maphew, Wilma, Jeanne, Frances Charley, as well as Tropical Storms Hanna and Erika, etc.)

RICHARD J. READE

Boynton Beach, Florida | 863.412.7767 | richardjreade@aol.com

REFERENCES

The Honorable Michael Hensley

Vice-Mayor
Town of Lake Park Commissioners
535 Park Avenue
Lake Park, FL 34972
Phone: 561-818-8937

*****Please enable me the opportunity to notify Chairman Hazellief prior to contacting him. Thank you.**

Vice-Mayor Hensley has served on the Town Commission a number of years and I have an incredible amount of respect for his knowledge of the Town and our County as well as his sincere commitment to all members of the community. I have had the opportunity to work with and learn from the Vice-Mayor during my time with the Town, especially within the area of citizen engagement/transparency issues. Vice-Mayor Hensley is available to provide a professional reference. I have worked with the Vice-Mayor since 2025.

Ms. Deborah Manzo

Retired - County Administrator
Cell: 561-301-1002

I have known Ms. Manzo for more than twenty-three (23) years, almost twenty (20) years as a local professional manager and she served as my direct supervisor for more than three (3) years. During my tenure with Okeechobee County, we worked together in overseeing all aspects of the operations for Okeechobee County. Ms. Manzo recently retired to support and assist her parent in West Virginia and she is available to provide a professional and character reference.

The Honorable David Hazellief

Chair
District 1 - County Commissioner
Okeechobee County Board of County Commissioners
304 NW 2nd Street, Room 123
Okeechobee, FL 34972
Phone: 863-763-6441 Ext. 6
E-mail: dhazellief@okeechobeecountyfl.gov

Commissioner Hazellief serves as the Chair of the Okeechobee County Board of County Commissioners and I have an incredible amount of respect for his knowledge of the County as well as his sincere commitment to all members of the community. I have had the opportunity to work with and learn from the Chair during my time with the County, especially within the area of regional stormwater drainage issues and the impacts of contaminants within our water bodies (i.e., lakes, rivers, canals and ditches, etc.). Commissioner Hazellief is available to provide a professional reference. I worked with the Chairman during my tenure with the County.

Mr. Thomas Baird

Town Attorney
Town of Lake Park
Jones Foster Law Firm LLP
4741 Military Trail
Suite 200
Jupiter, FL 33458
Phone: 561-650-8233
E-Mail: tbaird@jonesfoster.com

I have had the pleasure of working with Mr. Baird as the Town of Lake Park's Town Attorney over my tenure with the Town (since January 2025). Mr. Baird represents several cities throughout Palm Beach County, Florida and is well versed in municipal and local government law. We have worked on several economic and development projects, Land Development Regulations (LDR's) amendments, the development of various ordinances, resolutions and policies and procedures. Mr. Baird is available to provide a professional and character reference.

The Honorable Doug Gunther

Former Vice Mayor and Council Member
Village of Palm Springs
220 Williamsburg Circle
Tullahoma, Tennessee 37388
Cell: (561) 315-1927
E-Mail: douglasgunther@bellsouth.net

Vice Mayor Gunther is a former elected official with the Village of Palm Springs and was one of my direct supervisors during my tenure with the Village of Palm Springs. Mr. Gunther recently retired from the Lake Worth Drainage District and we worked closely together on numerous drainage and utility projects during my tenure with the Village. I have known Mr. Gunther since 2013 and he is available to provide a professional and character reference.

Mr. David T. Harden

Retired - City Manager
1395 NW 22nd Avenue
Delray Beach, Florida 33445
Cell: (561) 479-6373
E-Mail: dtharden3@netzero.com

Mr. Harden retired as the City Manager for the City of Delray Beach and hired me in January 2009 and was my direct supervisor for four (4) years. Additionally, I then had the opportunity to hire David (following his retirement from Delray Beach) and we worked together for approximately three (3) years while he filled various interim roles/positions within the Village of Palm Springs – Assistant Public Service Director and Public Service Director. I have known Mr. Harden on a professional and personal basis as well as a mentor for the past sixteen (16) years.

Mr. Edward Mitchell

Retired – City Manager
Senior Vice President & General Manager
US Water Services Corporation
4939 Cross Bayou Boulevard
New Port Richey, Florida 34652
Cell: (727) 858-2412
E-Mail: emitchell@uswatercorp.net

Mr. Mitchell served as the City Administrator for the City of West Palm Beach for fourteen (14) years. During my tenure with the City of West Palm Beach, Mr. Mitchell served as the Assistant City Administrator and was my direct supervisor.

Mr. Mitchell served as the President for the Florida City and County Management Association (FCCMA) in 2008/2009. I have known Mr. Mitchell since 1996 and he is a professional and personal mentor.

Dr. Robert E. Lee, Ph.D.

Retired – City Manager

Associate Professor

Department of Political Science & Public Administration

Florida Gulf Coast University

10501 Boulevard, South

Fort Myers, Florida 33965

Cell: (239) 777-1013

E-Mail: rlee@fgcu.edu

I have known Dr. Lee since 1997 and he is a professional colleague and mentor. Please note that Dr. Lee is a former municipal manager and has served as the President for the Florida City and County Management Association (FCCMA) in 1998/1999.

*****Please note that I would be happy to provide additional professional and personal references (i.e., resident and business community, other local government agencies, etc.) upon request.**

Florida Atlantic University

has conferred on

Richard Julius Reade

the degree

Bachelor of Business Administration
with a major in Finance

With all the rights and privileges thereunto appertaining. In Witness whereof, this diploma,
duly signed, has been issued and the seal of the University affixed. Issued by the Board of
Regents of the State of Florida upon the recommendation of

The Faculty of the College of Business

Given at Boca Raton, this tenth day of December, 1993.

Lawton Chiles
Governor

Carolyn K. Roberts
Chairman Board of Regents



D. J. Catalano
President

Stanley S. Hill
Dean of the College

The Florida State University

College of Social Sciences

has conferred upon

Richard Julius Reade

the degree of

Master in Public Administration

with all the rights, honors and privileges thereunto appertaining.

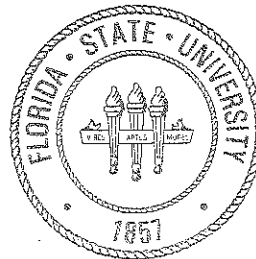
*Witness the Seal of the University and the signatures
of its duly authorized officers thereunto affixed.*

*Given at Tallahassee, Florida, this sixteenth day of December, in the year
one thousand nine hundred and ninety-five.*

Lester Childs
GOVERNOR OF THE STATE OF FLORIDA

John T. Schuyler
CHAIRMAN OF THE BOARD OF REGENTS

Charles B. Reed
CHANCELLOR, STATE UNIVERSITY SYSTEM



Galbot Disabert
PRESIDENT OF THE UNIVERSITY

Charles F. Criddle
DEAN