

December 11, 2018

Michael A. McNees
5105 S. US Highway 1
Grant-Valkaria, Florida 32949

Mr. Doug Thomas, Senior Vice President
Strategic Government Resources

Dear Mr. Thomas:

I am pleased to submit my credentials for consideration for the position of City Manager of Palm Coast, Florida. I grew up as a local government manager in Southwest Florida when it was the fastest growing area in the nation, and have worked successfully with growth, development, and redevelopment of all types in the years since. I am impressed by Palm Coast's clearly articulated values, and as one who has consistently delivered results believe I have something unique to offer in helping the City achieve the goals the City Council has established.

I am a positive, service-driven, team-oriented manager and consensus builder who believes in hiring the very best people available, providing the necessary and available resources and both allowing and expecting them to both do their jobs, and do them in the right way. I believe success over time is built on diligent and disciplined effort toward well-defined goals as set by the Council. I also believe in building effective partnerships with the private sector and other government agencies at all levels. I am an experienced and effective public speaker, and in 2006 I received a special award from the Florida City/County Management Association for "Courage in Communication" for the *City Manager Blog*, a tool created to allow easier and direct access to the City and City Manager for the Sarasota Community. (srqcm.blogspot.com).

I have spent most of my career in three of the highest quality-of-life communities in the United States, and have an intimate understanding of both the value and pressures of growth, development and tourism and their effects on the very quality of life that brings them in the first place. I have worked extensively with land development, redevelopment, and economic development and understand how critical it is for all partners, including local government, to effectively fulfill their roles.

I would be happy to provide any other information you might find useful in your evaluation, and to make myself available for interview at your convenience. Thank you in advance for your consideration.

Sincerely,

Michael A McNees

Michael Alan McNeese
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Employment History

City Manager – City of Melbourne, Florida – 02-2013 to 12-2018. Full service coastal city with a year-round population of 80,000 and daytime population more than double that, a staff of 900 full time equivalent (FTE) employees and a budget of \$200 million. Commercial center for the Space Coast's aviation, technology, defense and aerospace industries with corporate headquarters of Harris Corporation and major presence of Northrup Grumman, Rockwell Collins, GE and many others. Significant economic development work including expansions of both Northrup Grumman and jet manufacturer Embraer S.A., including negotiations that led to one of the largest corporate expansion announcements of 2016 with Melbourne chosen as site for design of the new USAF long range bomber. Incident Commander for emergency response. Also managed three Community Redevelopment Agencies, including a significant downtown redevelopment program.

Interim Chief Executive Officer – USA Track and Field. 09/2010 to 05/2012. 100,000 Member National Governing Body. Assumed full duties of CEO during protracted Board-conducted CEO search, including contract negotiations (i.e. contracts with USOC and Local Organizing Committee for conduct of 2012 Olympic Trials), event development and execution, merchandising, marketing and promotions, Board relations.

Chief Operating Officer – USA Track and Field – 03/2009 to 05/2012. Recruited to serve as #2 executive for USOC-designated National Governing Body for the sport of track and field and road racing, primarily to advance proposed governance and business process reforms. Appointed Interim CEO when the change-agent executive was terminated in 2010, pending selection of new CEO. Duties included strategic planning, programmatic supervision from youth to masters including international teams, budgeting, sponsorship and event development and administration, merchandising, and elite athlete programs including selection and logistics for all USA national teams including Olympic teams. USATF Liaison to USOC, NCAA.

County Administrator – Blaine County, Idaho (Sun Valley area) – 5/07 to 3/09. First appointed CAO for 2400+ sq. mile county, population 23,000. Annual budget \$26 million.

City Manager - City of Sarasota, Florida (Population 54,000) – 9/01 to 1/07. Chief Executive Officer for the "Best Small City in America" (*Money* magazine, 2000) with 800 FTE and a budget of \$140M. Executive Director of Downtown Community Redevelopment Agency, overseeing \$1 billion in redevelopment over 3 years, including negotiation of development agreements. "Special Award for Courage in Communication" from the FCCMA for "City Manager's Blog": srqcm.blogspot.com

Employment History - continued

- Board of County Commissioners - Collier County FL - 8/84 to 9/01. 2000 sq. mi. county contains much of both Everglades National Park and the Big Cypress National Preserve, among fastest growing in the nation for 80's and 90's.

Chief Operating Officer/Assistant County Manager - 9/95 to 9/01. Responsible for all day-to-day operations under Board of County Commissioners (1400 employees, budget \$611 million). Authority on hiring, salary administration and discipline issues; large-scale special projects. Responsible for recommendations to County Commission on all debt-related issues. Also served as:

- Interim County Manager – 1/97 to 6/97 and 11/99 to 3/2000.
- Acting Emergency Services Administrator – 5/99 to 5/01. Management of countywide EMS system, Emergency Management, Helicopter Operations, and two dependent fire control districts.
- Acting Transportation Administrator – 5/00 to 9/00.
- Utilities Administrator – 2/94 to 9/95. Senior manager of 200 employee, 75,000 customer water and wastewater utility.
- Management and Budget Director – 10/89 to 2/94.
- Utilities Finance Director – 4/86 to 10/89
- Administrative Assistant to Utilities Administrator – 8/84 to 8/96

Comptroller, West Coast Windows, Inc. - Naples, FL – 4/83 to 2/84

District Manager - Internorth, Inc. (Northern Propane Gas Co.) Naples, FL – 2/80 to 4/83
Profit center responsibility for propane gas distribution and service operation.

Graduate Assistant Track Coach, Louisiana Tech University – 9/77 to 12/79
Supervision and training of all sprinters and hurdlers, approximately twenty student-athletes.

Education and Training

- MBA, Management, Louisiana Tech University, Ruston, 1979
- AB, Chemistry, Indiana University, Bloomington, 1977
(Big Ten Track Champion, 1977)
- FEMA Incident Command System and National Incident Management System Certifications
- Center for Creative Leadership - "Leadership Development Institute"
- Graduate - Advanced Government Finance Institute, Government Finance Officers' Association

Professional, Community Activities

Current

- Member International City Management Association
- At-large member, Board of Directors, Florida City-County Management Association
- Member, Center for Ethics and Leadership, Florida Tech University
- Board of Directors, United Way of Brevard County
- Team Captain, Space Coast Runners Racing Team

Previous

- Board of Directors, USA Team Handball
- Board of Directors Running USA. Trade Association for the running industry
- Delegate – 2011 Congress of the International Association of Athletics Federations, Daegu, South Korea
- Delegate – 2011 Pan American Athletics Congress, Guadalajara, Mexico
- Team Leader, Team USA, 2011 IAAF World Outdoor Championships, Daegu, South Korea, and 2012 IAAF World Indoor Championships, Istanbul, Turkey
- Board of Directors, Fly Sun Valley Alliance
- President, HealthCare Sarasota (self-insurance pool/healthcare services buying consortium)
- Sarasota Bay Estuary Program, Management Committee Chair
- Committee for Economic Development, Sarasota County
- Sarasota Downtown Partnership Board of Directors
- Founding Member, Sarasota Actors Workshop
- Advisory Committee for the Masters Program in Public Administration, Florida Gulf Coast University
- Four-term President, Naples Players Inc. – One of 10 largest community theaters in the U.S. Completed successful \$6.8 million capital campaign and construction of two-auditorium theater complex in the heart of downtown Naples.
- Board member and 1st Vice President, Children’s Advisory Board, Big Brothers/Big Sisters of Collier County
- Member Florida Association of Counties, Administration and Finance Technical Advisory Committee
- Associate Instructor, Management Principles for various colleges, including Edison Community College and Barry University
- Volunteer Varsity Assistant Basketball Coach, Lely H.S., Naples, FL – 5 years

Personal Interests

Running, acting, guitar, scuba, fishing, boating, bicycling, skiing, mountaineering, rock climbing, basketball.