

<b>Date:</b> 08/19/2025		<b>AGENDA ITEM</b>		<b>Item:</b> 03	
<input type="checkbox"/> Ordinance		<input type="checkbox"/> Resolution		<input type="checkbox"/> Budget Resolution	
<input checked="" type="checkbox"/> Other					
<b>County Goals</b>					
<input type="checkbox"/>	Efficient Regulatory Framework	<input checked="" type="checkbox"/>	Efficient and Effective Government Operations	<input type="checkbox"/>	Expand Recreation and Sports Tourism
<input type="checkbox"/>	Enhance Fiscal Stewardship	<input type="checkbox"/>	Support a Solution-Oriented Culture	<input type="checkbox"/>	Leadership in Resiliency Practices
<input type="checkbox"/>	Promote Economic Prosperity	<input type="checkbox"/>	N/A		
<b>Department:</b> Leadership <b>Division:</b> Human Resources					
<b>Subject:</b> Confirmation of Appointment of Raymond Tyner to the position of Department Director, Growth and Resource Management.					
Suzanne Konchan Director Leadership Approved by:  <i>Suzanne Konchan</i> Department Approval		Approved By:		<b>Legal</b>  Thomas Russell Brown Deputy County Attorney Approved By:  <i>Thomas Russell Brown</i>  <b>Approved as to Form and Legality</b>	
Dana Paige Director Human Resources Approved By:  <i>Dana Paige</i> Division Approval		Approved By:		<b>County Manager's Office</b>  Ryan Ossowski Chief Financial Officer Approved By:  <i>Ryan Ossowski</i>	
<b>Council Action:</b>					
<b>Modification:</b>					
<b>Account Number(s):</b> NA <b>Total Item Budget:</b> NA					
<b>Staff Contact(s):</b> George Recktenwald Dana Paige				<b>Phone:</b> 386 736 5920 386 736 5951	
<b>Ext.</b> 15133 12605					
<b>Summary/Highlights:</b> Mr. Tyner has over 28 years' experience in the environmental and planning field, beginning his career as an Environmental and Safety Manager in the private sector. He moved to the City of Palm Coast 23 years ago as an Environmental Planner where he assisted in the development and implementation of many elements of the city's first comprehensive plan and environmental regulations. Mr. Tyner then promoted to Planning Manager where he managed and completed the city's first land development code, created a special assessment district to fund roadway					

projects, led City efforts to qualify for the National Flood Insurance Program and created efficiencies/improvements in processes.

Mr. Tyner currently serves as Deputy Director of Community Development for the City of Palm Coast. During his tenure as deputy director Mr. Tyner oversees the customer service functions in permitting, code enforcement, zoning and inspections, and building permitting; including the successful completion of the 2050 comprehensive plan; and developed metrics and a dashboard to track performance indicators and improve accountability for development services. Mr. Tyner also serves as the Designated Land Use Administrator, responsible for interpreting and making decisions on land use matters in accordance with the City's Unified Land Development Code

Mr. Tyner has won numerous awards throughout his career including the 2025 Regional Award for Excellence in Planning and Growth Management from the Northeast Florida Regional Council and Outstanding Private and Public Partnership from the Florida Planning and Zoning Association (2024). Mr. Tyner has also been active in the Flagler Chapter of VCARD representing the public sector and was named VCARD member of the year in 2019.

Mr. Tyner has a Bachelor of Arts degree in Anthropology from the University of South Florida and an Associate of Arts from Edison Community College.

**Recommended Motion:** Approval.

## RAYMOND F. TYNER

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**Recognized as a creative problem solver and effective team leader** in a fast-paced environment with a variety of stakeholders, challenges and opportunities. Consistently recognized for inspiring his work groups to produce, meet or exceed expectations.

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### Areas of Expertise

Inter-Departmental Coordination	Inter-Governmental Coordination	Cross-Functional Team Leadership
Employee Development	Negotiations	Decision-Based Auditing
Personalized Service	Community Development	Project Management
Process Facilitation	Customer Service	Conflict Resolution

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### RELEVANT EXPERIENCE

***Deputy Director of Community Development, City of Palm Coast, Florida*** 06/30/2019 to Present

Palm Coast is a full-service City with an annual budget of \$357 million, supporting a population of 107,000 and covering approximately 95 square miles. Notably, Palm Coast was the fastest-growing metropolitan area in the United States from 2000 to 2010. The Community Development Department, which oversees planning, site development, business tax, building and code enforcement, operates with an annual budget of approximately \$11.3 million.

#### Key Duties and Responsibilities

- Provide strategic leadership and operational oversight for the Community Development Department, including Planning, Site Development, Building, Business Tax and Code Enforcement Divisions.
- Implement City Council priorities and manage department work plans in alignment with the City's vision and growth objectives.
- Direct, evaluate, and improve the development review process, ensuring efficiency, transparency, and compliance with local, state, and federal regulations.
- Oversee customer service functions across permitting, inspections, zoning, and code enforcement to ensure high-quality service delivery and responsiveness to community needs.
- Serve as Designated Land Use Administrator, responsible for interpreting and making decisions on land use matters in accordance with the City's Unified Land Development Code.
- Lead, mentor, and manage interdisciplinary work teams to achieve departmental goals and foster a culture of accountability, innovation, and collaboration.
- Staff liaison to the Planning and Land Development Regulation Board (PLDRB), providing technical guidance, coordinating agendas, and supporting transparent public processes.
- Coordinate cross-departmental efforts to support responsible growth, redevelopment, and code compliance throughout the community.
- Guide the implementation of technological solutions to improve permitting, inspections, and code enforcement processes, including online systems and remote service capabilities.

**Achievements:**

- Successful Completion of the 2050 Comprehensive Plan.
- Consistently successful in initiating and managing numerous award-winning public-private partnerships that have advanced major development and infrastructure initiatives throughout the City.
- Established and led the Site Development Division, incorporating Site Development Engineers and Inspectors to streamline reviews, enhance communication, and improve inspection efficiency.
- Implemented significant technological enhancements in response to COVID-19, including online applications, video/photo inspections, and integrated Zoom meetings with the Technical Review team (TRX) and applicants.
- Reorganized and optimized Community Development review process, reducing turnaround times and increasing efficiencies.
- Created and currently lead the intra-departmental TRX Team, which monitors project timelines and provides a collaborative, solution-oriented environment for staff and applicants.
- Created Customer satisfaction Survey that consistently achieved exceptional customer satisfaction in the Building, Permitting, Zoning, and Site Inspection Divisions, with average automated survey scores between 4.7 and 5.0.
- Developed metrics and dashboards to track performance indicators and improve accountability across development-related services.
- Continuous training and cross-departmental educational sessions to align staff with regulatory updates, Council priorities and customer service best practices.

***Planning Manager, City of Palm Coast, Florida***

**05/2/2005 to 06/30/2019**

**Key Duties and Responsibilities**

- Managed Planning, Zoning, and Site Development functions within the Planning Division.
- Implementation and updates to the Comprehensive Plan, Land Development Code, and related ordinances.
- Recruited, trained, and supervised staff to ensure efficient operations and high-quality service delivery.
- Provides both private and commercial residents with explicit technical information of requirements involving planning, zoning, land use and development approval processes.
- Administered the Planning Division budget and ensured adherence to financial and operational standards.
- Led the City's Community Development Block Grant (CDBG) programs and other housing initiatives.
- Coordinates River to Sea Transportation Planning Organization (R2CTPO) activities.
- Successfully approved hundreds of Development Order site plans and master plan applications, meeting high quality standards and achieving established performance measures.
- Significantly strengthened relationships with Local governments, Associations, State Agencies and the development community.

### **Achievements:**

- Managed and completed the City's first Land Development Code, establishing unified zoning, subdivision, and development standards.
- Led \$40 million Island Walk Redevelopment and ensured timely coordination across departments and stakeholders to deliver this major project successfully
- Negotiated Developments of Regional Impact (DRIs) and master plans for several DRIs, including Neoga Lakes and Old Brick Township, and finalized related settlement agreements supporting the 2035 Comprehensive Plan..
- Led a multi-jurisdictional effort to created award-winning Airport Area Master Plan to develop a plan providing for economic development around the Flagler Executive Airport.
- Inspired cross-departmental staff and created the Infrastructure Team - established the City's one, five and ten year capital plan. Developed capital projects with capital funds tracking. Introduced planning concepts, project manager and timeline system.
- Established and implemented the Town Center Community Redevelopment Area (CRA) and coordinated its long-term master plan.
- Directed the City's housing programs, including Neighborhood Stabilization Programs (NSP1 and NSP3), Small Cities CDBG, and Entitlement CDBG initiatives.
- Completed Interlocal Agreement for the Transfer of Transportation Impact Fees from Flagler County.
- Created the Old Kings Road Transportation Special Assessment District, including drafting the ordinance and assessment roll to fund roadway improvements.
- Managed and implemented transportation and park impact fee studies, resulting in updated and equitable fee structures.
- Secured grant funding for the 9.19-acre upland portions of Long Creek, preserving the land and establishing the City's Long Creek Nature Park.
- Led the City's efforts to qualify for the National Flood Insurance Program, enhancing community resilience and insurance eligibility.
- Spearheaded numerous process improvements including electronic permitting, fillable online forms, paperless PLDRB meetings, enhanced permit expiration notifications, permit fee structure updates, etc.
- Consistently successful in initiating and managing public-private partnerships that advanced major development and infrastructure initiatives across the City.

### ***Environmental Planner, City of Palm Coast, Florida*      06/24/2002 to 05/2/2005**

At the time, Palm Coast had a population of 38,348 across 56 square miles. During this period, the City acquired Florida Water Services' wastewater and water production operations and assumed responsibility for all stormwater treatment facilities from the Palm Coast Community Service Corporation.

### **Key Duties and Responsibilities**

- Conducted technical development review to ensure compliance with environmental resource regulations.
- Administered City codes related to subdivisions, floodplains, and environmental planning.

- Performed environmental field investigations to support development review and code enforcement.
- Assisted in the development and implementation of long-range growth management, land use, utility, and environmental regulations.
- Supported the design of City projects including parks, landscaping, and green infrastructure.

#### **Achievements:**

- Partnered with the St. Johns River Water Management District and Florida Water Services to develop the City's first wellhead protection ordinance.
- Created the City's first wetland regulations using a functional assessment approach to evaluate wetland quality and protection priorities.
- Served as the Liaison for the Utility Advisory Committee which analyzed the feasibility of acquiring Florida Water Services.
- Drafted the Environmental, Coastal, Cultural Resources, and Infrastructure Elements of the City's first Comprehensive Plan.
- Authored the original trails master plan within the Comprehensive Plan, including early planning for the Graham Swamp Trail.
- Collaborated with stakeholders to develop the City's Marina Protection Ordinance.
- Secured grant funding and led the acquisition of 48.5 acres in the Mulberry Branch floodplain, removing 49 homes from the floodway and reducing future flood risk.
- Facilitated the donation and acquisition of approximately 137 acres of environmentally sensitive land along Long Creek, contributing to the City's green infrastructure and preservation efforts.

#### **PREVIOUS EXPERIENCE**

***Iluka Resources, Inc., Green Cove Springs, Florida***      01/1/1997 to 07/25/2002  
***Environmental and Safety Manager***

Iluka Resources is an Australia-based mining company specializing in mineral sands extraction. The Green Cove Springs operation focused on mining zircon, rutile, and ilmenite derived from titanium dioxide.

#### **KEY ACHIEVEMENTS**

- Recognized by the Bureau of Mine and Reclamation for designing and implementing a comprehensive dam, water, and wastewater management inspection program.
- Founded and led a cross-functional Safety Team to address MSHA compliance and near-miss incidents, resulting in one of the top-rated safety programs globally.
- Developed and implemented an environmental management system aligned with the Australian equivalent of ISO 14001 standards.
- Assessed and implemented process improvements that reduced CUP water usage by millions of gallons annually.
- Successfully transitioned the facility from a large quantity generator to a small quantity generator of hazardous waste, significantly reducing environmental liability and regulatory burden
- Advocated for the company's interests with state legislative delegations and lobbyists, successfully securing exemptions for mineral mines from Development of Regional Impact (DRI) studies.

- Created and executed a comprehensive mine closure and reclamation plan for the Green Cove Springs operation, ensuring regulatory compliance and long-term environmental stewardship.

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## **EDUCATION**

University of South Florida, Tampa, Florida, Founded 1636 HKS Program Senior Executive in State and Local Government, Bachelor of Arts Anthropology Awarded 1990

Edison Community College, Fort Myers, Florida, Associate of Arts  
Awarded 1988

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## **SIGNIFICANT HONORS AND AWARDS**

2025 – Northeast Florida Regional Council (NEFRC) – Regional Award for Excellence for Planning and Growth Management – Imagine 2050 Comprehensive Plan Update.

2024 – Florida Planning and Zoning Association (FPZA) – Outstanding Private and Public Partnership – Citation Boulevard Extension.

2023 – Florida Planning and Zoning Association (FPZA) – Outstanding Private and Public Partnership – Palm Coast Disc Golf Course.

2019 – Volusia/Flagler County Association for Responsible Development – Fred Thellman Member of the Year.

2019 - National Arbor Day Foundation Tree City USA and Tree City USA Growth Award

2017 The National Flood Insurance Program - increased Palm Coast's rating in the Community Rating System (CRS) to a Class 4 – One of the best in the nation.

2016 – Northeast Florida Regional Council - Award for Excellence in Education – Children Helping in resource Protection (C.H.I.R.P).

2015 – Northeast Florida Regional Council - Award for Excellence in Planning and Growth Management – Island Walk Shopping Center.

2015 – Florida Planning and Zoning Association – Outstanding Innovation and Design – Island Walk Shopping Center.

2011 - Florida Planning and Zoning Association – Outstanding Development – Florida Water Star Demonstration Exhibit.

2010 - Northeast Florida Regional Council - Award for Excellence in for Quality of Life – Environmental Stewardship.

2010 - Florida Planning and Zoning Association – Sustainability Award – Green Development Incentive Program.





2009 - Florida Planning and Zoning Association – Master Plan Award of Excellence – Area Master Plan and Zoning Overlays.

2009 - Florida Planning and Zoning Association – Outstanding Public Private Partnership – Old Kings Road Special Assessment District – City partnership with Palm Coast Holdings Inc. and the Town Center Community Development District.

2008 - Northeast Florida Regional Council - Award for Excellence in for Quality of Life – Management Plan for Masonic Cemetery.

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### PROFESSIONAL AFFILIATIONS

American Planning Association (APA): National & Florida Chapter  
 Florida Planning and Zoning Association – Central Florida Chapter  
 Flagler/Volusia County Association of Responsible Development County (Government Membership)  
 Flagler County Home Builders Association (Government Membership)  
 Regional Community Institute of Northeast Florida

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### Recent Highlighted Education/Professional Development

FEMA Continuity of Operations Planning for Pandemic Influenza, IS-520	2020
Public Records Training	2020
Active Shooter Training	2020
FEMA Forms Used for Incident Action Plan, IS-201	2020
FEMA Guides to Points of Distribution, IS-26	2020
FEMA Diversity Awareness Course, IS-20.20	2020
FEMA Logistics-Food Unit Staff	2019
FEMA Planning Section Chief	2019
Ethics Training and Florida Sunshine Law	2019
Harassment Training	2017
Munis Transparency Module Training	2017
Dealing With Difficult People	2017
FEMA Active Shooter, IS-907	2017
Management and Supervisory Skill 10-Week Class	2016
Customer Service Training	2015
Sexual Harassment Awareness	2014
Lite Team Graduation Inaugural Class 2012-2014	2014
FEMA National Incident Management Systems (NIMS) IS-700	2014
FEMA ICS for Single Resources and Initial Action ICS-200	2014
FEMA Introduction to Incident Command Systems, ICS-100	2014
Northeast Florida Regional Leadership Academy	2011
Growth Management related workshops, conferences and course work	On-Going