

JASON B. WEEKS, ICMA-CMC

La Porte, Texas • (214) 585-9607 • jasonbweeks71@yahoo.com • [LinkedIn](#)

Visionary Public Servant Executive

Dedicated to providing “Service Above Self” to be a part of something much greater than oneself. Detailed, analytical and results oriented with broad experience in all aspects of municipal budgeting and financial management. Solid planning and organizational skills in coordinating all aspects of each project from inception through completion. Forward thinker and tries to strategize and plan for all possible outcomes. Envisions the big picture and plans appropriate strategies to achieve results. Not afraid to ask tough questions and challenge processes by understanding why things are done a specific way. Ability to search for solutions to problems and enjoys the challenges of complex concepts. Accomplished track record of overseeing public safety in the areas of fire suppression, fire prevention, emergency medical services, and emergency management. Team focused, customer service driven and understands the challenges to managing a culturally diverse and changing workforce and community. Ascertain needs and goals, envisions new concepts and future trends, and follows through with development and implementation. Effectively communicates direction, commits people to action and conveys complex information in easy-to-understand formats. Skilled relationship builder that works collaboratively with internal and external stakeholders to create effective working relationships in the community. Encourages and supports developmental training while valuing the strengths of the leadership team that allows employees of today to become leaders of tomorrow. Political savvy, but never political. Honest, dependable, and ethical always displaying integrity.

CORE COMPETENCIES

Strategic Planning & Project Execution	Prudent Fiscal Approach	Proven Budget Management
Crisis Management & Problem Solving	Economic Development	Staff Management & Development
Building Highly Motivated Teams	Committed to Public Service	Communication & Political Acuity
Land Use Management & Development	Community Engagement	Creates Culture of Customer Service
Productive Relationships & Partnerships		Enhancement of Quality of Life

CAREER EXPERIENCE / ACCOMPLISHMENTS

City of La Porte – La Porte, Texas

Assistant City Manager

11/2017 – Current

Relieve City Manager of direct responsibility over coordination of City administrative functions by assuming delegated authority for controlling operations & directing resolution of personnel, budgetary, and general administrative issues and programs for Fire, Fire Prevention, EMS, Office of Emergency Management, Human Resources, Information Technology, Bay Forest Golf Course, Economic Development and City Manager’s Office. Provides budget management by reviewing operational budgets during the budget development process; identifying projects & priorities for budget development; assist in developing budgets direct reports; compiles data & documents for budget meetings; and working with City Manager & Finance during budget process to implement City Council goals & priorities. Direct & participate in the development, prioritization, and implementation of organizational goals, objectives, policies & procedures. Assist with overseeing programs and functions reporting directly to City Manager such as Police, Public Works, Finance, Parks & Recreation and Planning & Development. Respond to City Council & citizen’s concerns, complaints, and requests for information. Works with executive staff to review & update City Council and various Board meeting agenda items. Collaborates strategically with external organizations for various projects, initiatives and events that promotes and fosters community within La Porte.

- ✓ Provided interim support during the vacancy of the Planning & Development Director and oversaw code enforcement, permitting, inspections, GIS, and planning functions.

CAREER EXPERIENCE / ACCOMPLISHMENTS (cont.)

- ✓ Assisted with the hiring process for the Planning & Development Director, EMS Chief, Police Chief (twice), Golf Course General Manager, Parks & Recreation Director and Assistant Fire Chief.
- ✓ Worked closely with the new Planning & Development Director as she began reviewing the code enforcement process for the presentation to City Council.
- ✓ Actively involved in the planning & development process which include: updating the development process & reviewing code enforcement procedures; participated in the discussions related to the creation of a MUD; attends Planning & Zoning, Zoning Board of Adjustments, EDC and TIRZ meetings; and participates in pre-development meetings with potential developers to the community.
- ✓ Worked with City Manager, Economic Development, Planning & Development and Engineering to review, update and find solutions on new developments (retail, commercial and industrial).
- ✓ Responds to various emergency incidents within the community as part of the emergency operation center policy division, while working closely with all first responders and other governmental & regulatory agencies.
- ✓ Provided interim support (over a year) during the vacancy of the Economic Development Coordinator and oversaw neighborhood cooperative & enhancement façade grant programs; in the process of finalizing the utility box mini-mural project; developing public art program; assisted EDC Board in development of current and next fiscal year budget; met with developers and investors; and assisted with the creation of a PID #2.
- ✓ In the process of working with a consultant and staff to finalize the City's 5-year Strategic Plan.

Town of Fairview – Fairview, Texas

Chief Financial Officer

10/2013 – 11/2017

Supervised the Accounting Department functions of accounts payable, payroll, and cash management. Prepared the annual budget & multi-year plan by maintaining complex budget spreadsheets. Instrumental in development and management of the Town's newly developed 10-year capital improvement plan. Prepared all closing year-end journal entries & work papers for the annual audit. Managed the annual financial audit, while completing the CAFR for publication & submission to GFOA for the CAFR Award. Oversaw the Town's debt management and required reports & disclosures. Maintained & analyzed the fiscal year budget. Prepared monthly financial statements & quarterly investment reports. Acted as the financial liaison for Community/Economic Development Corporation. Assisted with the creation of Town's first TIRZ, then oversaw the operations of the newly created TIRZ. Managed economic development financial incentives & Chapter 380 development agreement within commercial district. Reviewed monthly journal entries for validity & accuracy. Supervised the Municipal Court, Utility Billing & Permitting functions, while working closely with the building and health inspectors along with the code enforcement officer. Analyzed monthly water meter readings for validity, educated utility customers on usages, and assisted residents with customer service issues related to their utility bills. Oversaw the solid waste contract, while working with residents on customer service issues related to missed pickups or other garbage related issues. Attended all Town Council, CDC/EDC, and Planning & Zoning meetings monthly, while interacting with the Town Council & other Town related Boards.

- ✓ Instrumental in receiving the Town's first Certificate of Achievement for Excellence in Financial Reporting from the GFOA for FYE September 30, 2013; and again, received for fiscal year ended September 30, 2014 & 2015.
- ✓ Developed & updated numerous policies & procedures; implemented monthly financial & quarterly investment reports for Town Council and CDC/EDC Board; and enhanced the Town's budgeting process.
- ✓ Instrumental in extension of solid waste contract, audit RFP process & hiring of new independent auditors, issuance of certificates of obligation & general obligation refunding bonds, financial development of first multi-year capital improvement plan, updating Town's water & sewer utility rates, bank depository RFP process, implementation of new brush & bulk waste collection schedule, and hiring of collection services for Municipal Court.

CAREER EXPERIENCE / ACCOMPLISHMENTS (cont.)

City of Oak Point – Oak Point, Texas

Finance Manager

6/2011 – 10/2013

Responsible for the Finance Department functions such as accounts payable, payroll, bank reconciliation, account reconciliation, cash management, budget administration, annual audit and year-end financial report, continuing disclosures, quarterly/yearly payroll reports, workers compensation annual audit, financial analysis, and reporting. Supervised utility billing and accounts payable function, while running the accounting/financial operations.

- ✓ Completed the necessary adjustments needed to fully implement Tyler Technology – INCODE Version 10 software.
- ✓ Developed and updated numerous policies & procedures; implemented monthly financial & quarterly investment reports for City Council; and enhanced the City's budgeting process.
- ✓ Instrumental in the City becoming a gold member in the State of Texas Comptroller Leadership Circle for financial transparency & open government.

City of McKinney – McKinney, Texas

Assistant Finance Director

2/2005 – 3/2011

Budget Manager

10/2004 – 2/2005

Senior Accountant

5/2003 – 9/2004

Supervised the Finance Department functions of accounts payable & cash management, budget & capital improvements program, payroll & financial reporting. Prepared the annual budget and multi-year plan by maintaining complex budget spreadsheets, which were used to complete the annual budget book. Oversaw the preparation & completion of the annual budget book for publication and submission to GFOA for the Distinguished Budget Presentation Award. Oversaw the annual financial & single audit, while completing the CAFR for publication & submission to GFOA for the CAFR Award. Maintained & analyzed the fiscal year budget. Reviewed & approved budget transfers, budget amendment ordinances and all expenditure related City Council agenda items. Supervised the Purchasing/Warehouse function. Reviewed & approved all purchase requisitions at the appropriate finance manager, division manager and budget officer levels. Completed monthly arbitrage "pooled cash" account transactions. Instrumental in setting up a grants management function & oversaw the hiring of a Grants Coordinator, while supervising their functions. Reviewed golf course quarterly & annually for contracted management services. Prepared monthly financial statements & acted as the financial liaison for Economic Development Corp., Community Development Corp., Convention & Visitors Bureau and Airport Development Corp. Assisted the Finance staff with capital improvement project accounting, via "project accounting" with the SunGard HTE system. Reviewed monthly journal entries for validity & accuracy. Prepared closing year-end journal entries & work papers for the annual audit. Assisted with franchise agreement contract negotiations. Oversaw the City's electricity contract. Interacted with the City Council & other City related Boards.

- ✓ Instrumental in receiving the Distinguished Budget Presentation Award from the GFOA for Fiscal Year 2004, 2005, 2006, 2007 & 2008 budget cycles.
- ✓ Instrumental in receiving the Certificate of Achievement for Excellence in Financial Reporting from the GFOA for Fiscal Year Ended September 30, 2009 & 2010.
- ✓ Assisted with the City able to maintain financial sustainability during the recession of 2008 by working directly with city management and departments heads on ways to reduce expenditures while maximizing revenues.
- ✓ Worked with city management to evaluate the city-owned golf course outsourced management services and generated ideas on how to fund the reconstruction of the clubhouse, which resulted in an employee being selected to manage the golf course while I provided a funding mechanism that allowed the city to build a new clubhouse without the need to issue debt.

CAREER EXPERIENCE / ACCOMPLISHMENTS (cont.)

- ✓ Assisted an assessment team to evaluate the cost effectiveness of bringing fleet maintenance services in-house rather than continued out-sourcing by analyzing financial implications and operation practicality of fleet services.
- ✓ Instrumental in the implementation of a hybrid central purchasing department by providing public safety departments with their own purchasing employee to assist in daily purchases.
- ✓ Worked with city management and City Council each year to plan the operation and capital budgets of one of the fastest growing cities in the nation, growing from a population of 50,000 to 120,000 during my 8-year tenure.
- ✓ Successfully assisted with transitioning the CIP function from the CMO to the Finance Department.

City of Greenville – Greenville, Texas

Deputy Finance Director

6/2001-10/2002 & 3/2003

Interim Finance Director

10/2002 – 2/2003

Supervised Finance staff and the functions of payroll, accounts payable and financial institution transactions. Oversaw daily cash investments in various investment pools & worked with a “pooled” cash system. Prepared annual budget & 5-year capital improvement plan. Completed the annual budget book. Oversaw the annual financial & single audit, while completing the CAFR. Analyzed & maintained the City’s fiscal operations. Managed financial aspects of all state/federal grants. Resolved utility (water/sewer, garbage, electricity & cable/internet) customer complaints. Prepared credit rating presentations for debt issuances. Assisted in the issuing of Certificates of Obligation Bonds & Revenue Bonds. Tracked bond proceeds as related to various projects. Supervised & maintained the financial operations of the City’s component units: Board of Development and Greenville Electric Utility Services. Attended & interacted with the following City related Boards & officials: City Council, Industrial Development Corp. Board, Board of Development, Fireman Relief Retirement Board, GEUS Board (city owned electric company), and the Airport Board. As the Interim Finance Director my responsibility increased by supervising finance, purchasing, utility billing, building maintenance and fleet maintenance divisions with approximately 40 employees.

- ✓ Instrumental in receiving the Distinguished Budget Presentation Award from the GFOA for Fiscal Years 2002 and 2003 budget cycles.
- ✓ Instrumental in receiving the Certificate of Achievement for Excellence in Financial Reporting from the GFOA for Fiscal Year Ended September 30, 2001 & 2002.
- ✓ Stepped in and managed the Administrative Services Department as the Interim Finance Director from October 2002 to mid-February 2003 upon the resignation of the Finance Director.
- ✓ Assisted in bond issuance presentation to Standard & Poor’s and Fitch Ratings, Inc. which resulted in upgrades in the City’s credit ratings.

OTHER PROFESSIONAL EXPERIENCE

Kincy Abstract & Title Co. – Greenville, Texas

- Accountant (4/2003 – 8/2004)

Scott, Singleton, Fincher and Company, PC – Greenville, Texas

- Staff Accountant/Auditor (7/1997 – 6/2001)

Peters Funeral Home – Greenville, Texas

- Funeral Director/Embalmer (2/1992 – 7/1995 and 3/1997 – 7/1997)

Delta Funeral Home – Cooper, Texas

- Funeral Director/Embalmer (8/1995 – 3/1997)

Coker-Mathews Funeral Home – Greenville, Texas

- Funeral Attendant/Funeral Director/Apprentice Embalmer (5/1987 – 2/1992)

EDUCATION & CERTIFICATIONS

Master of Public Administration

Certification in Public Budgeting and Financial Management

The University of Texas at Arlington

Certified Public Manager

Texas State University

Bachelor of Business Administration in Accounting

Texas A&M University at Commerce

Graduate of Funeral Service

Dallas Institute of Funeral Service

- Licensed Funeral Director/Embalmer by State of Texas (#09772)

PROFESSIONAL AFFILIATIONS / OTHER

- ✓ Member of City Manager Association at the national (ICMA) and state (TCMA) level as well as an active member of TCMA Region 6
- ✓ ICMA Credentialed City Manager Candidate
- ✓ Past member of Government Finance Officers Association at the national (GFOA) and state (GFOAT) level and Government Treasurers' Organization of Texas (GTOT)
- ✓ Current board member and past Vice President of Administration for La Porte Education Foundation
- ✓ Rotarian: Past charter member (Fairview Rotary Club); Member and past Community Services Director (2018-19), Vice President (2019-20), President-Elect (2020-21), and currently President for Rotary Club of La Porte and a Paul Harris Fellow Award recipient (2021)
- ✓ Completed FEMA – National Incident Management System (NIMS) training – ICS 100: Introduction to ICS, ICS 200: Basic ICS, ICS 300: Intermediate ICS for Expanding Incidents, G-400: Advanced ICS for Expanding Incidents and ICS 700: An Introduction to NIMS

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COMPENSATION HISTORY

➤ **Current Compensation Package at City of La Porte:**

- Current Annual Base Salary: \$137,660
- Car Allowance: Annually \$5,400
- TMRS: City 2:1 Match, 5 Year Vesting, 20 Year Retirement & no COLA
- Social Security withheld and matched
- Benefits:
 - Medical Insurance – Aetna Select Open Access Plan (PPO, \$500 Deductible, 80/20), City pays 100% for my insurance premium, while I pay a portion of the cost to provide insurance for my family at a rate of \$3,785.08/year.
 - Dental Insurance – Cigna Insurance, I pay 100% cost to provide insurance for my family at a rate of \$1,168.62/year.
 - Vision Insurance – Avesis Insurance; I pay 100% cost to provide insurance for myself at a rate of \$82.16/year.
 - AFLAC – City offers AFLAC deduction benefit, which I contribute to for my family to have cancer coverage at an annual cost of 647.52/year.
 - 9 paid holidays per year (New Year’s Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day and 2 paid personal floating holidays.
 - Longevity Pay - \$4 per month for each full month of service to the City.
 - Vacation Leave – For one to 4 years, receive 120 hours per year or 3.08 hours per pay period.
 - Sick Leave is accrued at a rate of 3.70 hours per pay period
 - Other Leave - 3 days bereavement pay per event; and Jury Duty pay.
- Other:
 - City pays for my ICMA, TCMA, TCMA Region-6 annual memberships.
 - City has budgeted sufficient training funds to allow for me to attend training related to the above mentioned membership organizations and other required training necessary for ICMA and leadership focused courses as well as attending the annual TML conference.
 - City pays for annual dues related to Rotary Club.
 - City provided up to \$1,000 for moving expense reimbursement.

➤ **Town of Fairview – Chief Financial Officer**

- Salary: \$105,606

➤ **City of Oak Point – Finance Manager (Finance Director)**

- Salary: Approximately \$74,000

➤ **City of McKinney – Assistant Finance Director**

- Salary: Approximately \$85,000

➤ **City of Greenville – Deputy Finance Director**

- Salary: Approximately \$56,000

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October 10, 2021

City of Palm Coast
Attn: Mayor David Alfin
160 Lake Avenue
Palm Coast, FL 32164

Honorable Mayor and City Council:

It is with great excitement and interest that with more than 20 years of municipal experience, I submit my resume for City Manager of Palm Coast. As the current Assistant City Manager for the City of La Porte (Texas), I have learned that our city motto "*Life by the Bay*" speaks to our enviable position of living beside the water and our good fortune in having thriving businesses that receive their support from the Port of Houston. As much as my family has enjoyed life at the beach, this opportunity would be the capstone of my career and would allow me to retire from the Texas Municipal Retirement System and move to Florida to start a city management career enjoying all that one of the newest municipalities in Florida has to offer me and my family. I look forward to the challenges of implementing the priorities established by City Council – innovation district; friendly initiative; community engagement; smart city, service delivery, and efficiency; street maintenance; streetlights and safety; and fiber. There is so much that Palm Coast has to offer my family, that I must mention what I have to offer Palm Coast...

All of my 20 years of municipal government has been in Texas. I began my municipal career at the City of Greenville as the Deputy Finance Director. During my tenure in Greenville, I became very familiar with governmental accounting and utility billing functions, along with the operations of the City's electric company. Greenville Electric Utility Services became one of the first municipalities in Texas to offer cable/internet services as an amenity to the community. I served as the Assistant Finance Director for the City of McKinney for six of my nearly eight years with them. While working in McKinney, I was instrumental working with the City Council and management each year planning the budget for one of the fastest growing cities in the nation, growing from a population of 50,000 to over 120,000 during my tenure. In addition, my responsibility was to oversee the annual audit process and compilation of the Comprehensive Annual Financial Report. While working for McKinney, the City was able to maintain financial sustainability during the downturn in the economy while other cities experienced hard financial times. As part of the team to evaluate the cost effectiveness of continued out-sourcing fleet maintenance or bring the function back "in-house," I provided detailed financial and practical analysis to public works and management to justify the choice of bringing these services back "in-house." I was instrumental in the implementation of a hybrid central purchasing department by providing "public safety" departments with their own purchasing employee to assist in daily purchases. When the City deemed it necessary to begin evaluating Oak Hollow Golf Course management sources and ideas on how to fund the reconstruction of the clubhouse, I was instrumental in working with a third-party vendor on the transition to this company to manage the golf course while providing a funding mechanism that allowed the city to build a new clubhouse without the need to issue debt. As McKinney began to grow, I worked directly with the Economic Development Corp, Community Development Corp, Airport Development Corp, and Convention & Visitors Bureau by being their financial liaison. I worked especially close with the City's airport as it

began to expand and construct new infrastructure. Additionally, I was able to establish working relationships with external stakeholders of the community such as the McKinney Chamber of Commerce, Collin County and Collin County Committee on Aging and Rural Transportation. I was part of the inaugural planning committees for the now nationally known events such as “Red, White & Boom” and “Oktoberfest” as well as assisted in the renovation project of the now McKinney Performing Arts Center.

From October 2013 to November 2017, I served as the Town of Fairview’s first finance executive department head. As the Chief Financial Officer, I oversaw accounting, municipal court, utility billing, permitting and solid waste operations. During my tenure at Fairview, I worked with a utility rate consultant analyzing and proposing new utility rates, along with working with our solid waste provider for contract extension and revision to collection schedules and rate structures. I evaluated policy and procedures, while working to change the culture from “we’ve always done it this way” to looking at more efficient and effective way to conduct business within those departments and functions I supervised. Fairview received the Certificate of Achievement for Excellence in Financial Reporting for three years from GFOA during my tenure, which had never been accomplished prior to my employment with this organization. Additionally, my team was able to develop and implement regular financial reports that provided town management and Council up-to-date financial data that aided them in their decision-making process. We were able to revise the Town’s budgeting process to provide a more user-friendly and comprehensive process for town management, while providing the Council and residents with an understandable “big picture” review of the budget. While working with the Town Manager and Engineer, Fairview was able to develop the first multi-year capital plan and Tax Increment Financing Zone. Our management team worked with Lincoln Properties as they purchased the Fairview Town Center commercial development and began to renovate their investment to make Fairview a more attractive place to “shop local.” I worked closely with the Town Manager and Planner as Fairview began experiencing a significant increase in development of multi-family, townhome, and single-family developments. Fairview provided me the opportunity to begin expanding my municipal career and learn about other department functions beyond financial management.

In November 2017, I began serving as the Assistant City Manager for the City of La Porte. Though La Porte is a smaller community than Palm Coast, they each have their own set of good characteristics and challenges. Many communities wish to remain small and unchanged, while others desire to grow and prosper. While cities have moved to electronic solid waste removal, our community still operates with two employees hanging off the back of the trash truck picking up garbage bags. There are so many great opportunities for La Porte in the area of moving forward with innovative technology, transparency, public engagement, and revitalization of the downtown area. As the workforce begins to diversify, many new employees have great ideas; however, there must be buy-in from the community leaders too. I understand the need to balance competing demands between internal and external stakeholders. Not every great idea is a workable plan. I like to view the big picture and convey to the employees where they fit, and their part in ensuring that the plan succeeds; it takes a team to make it happen. Driving innovation is a constant goal. When I encourage others to voice their ideas, rather employees or citizens, I can more creatively solve problems. One example is in La Porte where my team and I are implementing a Customer Relationship Management system. I believe strongly in connecting with people, rather employees or constituents. Annually, my HR team and I put together a wellness program and employee events to show that we value our employees as our greatest asset. I feel I am strongly effective in relationship building. Understanding the needs of the needs of the community as well as the goals of the Council, I have worked closely with our Planning and Development Department and P&Z Commission to address land/zoning issues with future developers. I believe compassion, understanding and teamwork are what it takes to work with diverse

populations, rather it be racial, economical, age, sexual orientation, or education levels we all thrive to make our community better than the past. Additionally, I understand the need for collaboration within the city and all the community's stakeholders in Palm Coast. Every city has challenges and here in La Porte we are geographically centered between two ports and have an abundance of truck traffic. I continue to work with stakeholders to educate and manage the needs of the citizens along with the needs of warehouses, Petrochemical plants, and Port of Houston here in La Porte. Keeping a community safe drives development and growth. My emergency management team and I are dedicated to working closely with City departments, local industry, the Local Emergency Planning Committee (LEPC), neighboring cities, and partner agencies to serve La Porte through all four phases of emergency management: mitigation, preparedness, response, and recovery. Outside of natural disasters, La Porte, due to its proximity to the petrochemical plants, unfortunately experience chemical and emergency events regularly. As part of the policy division for our EOC, I work closely with our elected officials and other governmental entities during emergency incidents. I have fostered a great working relationship between our police, fire (career and volunteer), and EMS functions that allows us to accomplish the tasks needed during these emergency events.

I have 24 years of professional experience, with over twenty of those years devoted to municipal governments. Within my municipal career, I have worked for communities that were very rural with approximately 3,000 population to a growing community such as McKinney, which had 120,000 residents upon my departure from that city. I have experience in multiple organization structures from full-service municipalities that provide airport, solid waste, and golf course amenities to structures where most services are either contracted out or provided by volunteer services. I have a strong customer service background that started when I was in my teens, and gathered the necessary interpersonal skills needed to build collaborative working relationships with stakeholders such as the school districts, post-secondary education entities, counties, special utility districts, chambers of commerce, local HOA's, State & Federal representatives and commercial/industrial partners. Since much of my career has focused on financial matters, I have learned the skill of managing and solving complex financial challenges. I have the ambition to grow in my career, while always looking to increase my skills, knowledge, and abilities to be a better public servant. More importantly, I understand the challenges and long-term commitment that is involved in being a city manager. In the summer of 2020, I was notified by the International City Manager's Association (ICMA) that I was selected as a candidate for their Credentialed City Manager program. I am excited to continue to grow and learn the art of city management. I believe that my municipal experience, extensive knowledge of budget development and administration, a general understanding of the operations of a full-service municipality, leadership in the areas of public safety - emergency management - planning and developments services, experience in a city manager's office combined with my enthusiasm to take my career to the next level, makes me an ideal public servant candidate for Palm Coast's next City Manager.

I welcome any further questions you may have.

Sincerely,

Jason B. Weeks, CPM

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➤ Department Heads and/or Direct Reports:

- Ray Nolen, Retired EMS Chief (retired May 24, 2019)
La Porte EMS
City of La Porte, Texas
Email: ray.nolen@co.galveston.tx.us
C: (832) 731-6006
W: (409) 682-1652

For 18 months Chief Nolen served under me as the EMS Chief for the City of La Porte. Chief Nolen retired on May 24, 2019 after 32 years of service to La Porte. Currently, Mr. Nolen serves as a Major for the Galveston County Sheriff's Office.

- Kristin Gauthier, Emergency Management Coordinator
Office of Emergency Management
City of La Porte, Texas
Email: gauthierk@laportetx.gov
C: (281) 628-4249
W: (281) 470-0009

Ms. Gauthier serves as the City of La Porte Emergency Management Coordinator. This position reports directly to me. I've overseen Ms. Gauthier since November 2017 while employed as the Assistant City Manager for the City of La Porte.

- Matt Hartleib, Human Resource Manager
Human Resources
City of La Porte, Texas
Email: hartleibm@laportetx.gov
C: (281) 620-1426
W: (281) 470-5025

Mr. Hartleib serves as the City of La Porte Human Resources Manager. This position reports directly to me. I've overseen Mr. Hartleib since January 2018 while employed as the Assistant City Manager for the City of La Porte.

➤ Professional Peer in Other Organizations:

- Granver Tolliver, Chief of Police
Fairview Police Department
Town of Fairview, Texas
Email: gtolliver@fairviewtexas.org
C: (214) 325-9185

Chief Tolliver serves as the Chief of Police for the Town of Fairview. During my entire tenure at the Town of Fairview I worked closely with Chief Tolliver. Chief Tolliver and I have a great professional relationship and consider him a mentor.

REFERENCES (CONTINUED):

➤ Elected Officials:

- Darion Culbertson, Previous Mayor
Town of Fairview, Texas
Email: Darion.culbertson@alliancedata.com
C: (214) 264-1576
W: (214) 494-3734

Mr. Culbertson served as the Mayor for the Town of Fairview during my tenure in Fairview. He reached his term limit in May 2019; therefore, he no longer serves on the Town Council at in Fairview.

- Henry Lessner, Mayor
Town of Fairview, Texas
Email: henry@wealthmanagementgrouppllc.com
C: (214) 893-5360

Mr. Lessner served as the Mayor Pro-tem for the Town of Fairview when I was hired in October 2013 until his term expired. Subsequent to my departure from Fairview, Mr. Lessner has been elected as Mayor.

- Danny Earp, Previous Councilmember
City of La Porte, Texas
Email: dannyearp@oatesinc.com
C: (713) 412-1307

Mr. Earp served on the City Council for the City of La Porte for many years. He was on City Council from the day I began until November 2020. He is the owner of several business in La Porte, and Vice President of Oates Inc.

- John Zemanek, Previous Councilmember
City of La Porte, Texas
Email: jzemanek@zemanekmarine.com
C: (281) 960-6858

Mr. Zemanek served on the City Council for the City of La Porte for many years. He was on City Council from the day I began until May 2019. Mr. Zemanek is a local business owner in La Porte, where he owns Zemanek Marine.

REFERENCES (CONTINUED)

➤ Community Leaders:

- Rick Helton, Vice President/Banking Center Manager
Amegy Bank
La Porte, Texas
Email: richard.helton@amegybank.com
C: (713) 858-1648
O: (713) 232-5810

I've gotten to know Mr. Helton since moving to La Porte in 2017. Mr. Helton is the Vice President and Banking Center Manager for the La Porte Amegy Bank location. I'm actively involved in the community as a member and board member of the La Porte Rotary Club and the La Porte Education Foundation. Mr. Helton is an active community leader and has extensive knowledge about my character and activity within the community.

- Jeff Martin, Executive Director
La Porte-Bayshore Chamber of Commerce
La Porte, Texas
Email: jeffmartin@laportechamber.org
C: (713) 614-2671

I've gotten to know Mr. Martin since moving to La Porte in 2017. Mr. Martin is the executive director of the La Porte-Bayshore Chamber of Commerce. I'm actively involved in the community as a member and board member of the La Porte Rotary Club and the La Porte Education Foundation. Mr. Martin is actively involve within these same organizations and works closely with the City for multiple annual events. Mr. Martin is an active community leader and has extensive knowledge about my character and activity within the community.