

Howard W. Brown, Jr., ICMA-CM

Palm Beach Gardens, FL

☎: 305-788-9647 | ✉: howardwbrownjr@gmail.com

December 9, 2024

Honorable Mayor and City Commission
City of Fort Pierce
100 N. U.S. Highway 1
Fort Pierce, FL 34950

RE: Application for City Manager

Dear Mayor and City Commission Members:

I am excited to submit my application for the City Manager position with the City of Fort Pierce. With over 25 years of experience in municipal management, I bring a proven track record of strategic leadership, fiscal stewardship, and community engagement. My background as a Credentialed City Manager (ICMA-CM) and AICP Certified Urban Planner equips me with the skills and vision to guide Fort Pierce in its next chapter of growth while preserving its unique character and vibrant waterfront community.

Throughout my career, I have successfully managed diverse municipalities, overseeing budgets exceeding \$209 million, guiding complex capital improvement projects, and fostering collaborative relationships with elected officials, residents, and key stakeholders. My experience includes:

- **Transformational Leadership:** In Bell, CA, I restored public trust and implemented reforms following a significant corruption scandal. I established transparency measures that became a national model.
- **Infrastructure and Economic Development:** As City Manager in Muskogee, OK, I led major public works initiatives, including constructing a community center and improving airport facilities to spur economic development.
- **Strategic Planning:** In Indiantown, FL, I expedited a 5-year strategic plan in just three years and facilitated the acquisition of a water and sewer utility, securing long-term financial stability for the village.
- **Emergency and Crisis Management:** In East Point, GA, I guided the city's recovery from a multi-million-dollar cyber incident, reinforcing operational resilience and community confidence.

Fort Pierce's commitment to redevelopment, park enhancements, and environmental sustainability matches closely with my professional expertise and passion for building thriving communities. I am particularly inspired by the opportunity to lead initiatives that enhance the city's cultural and economic assets while maintaining its small-town charm. My experience in negotiating collective bargaining agreements, managing unionized workforces, and delivering results-driven solutions will support Fort Pierce's vision for efficient and effective government operations.

I am also an advocate for community empowerment, reflected in my published works on leadership and municipal management, including *Trail of Success: Leadership, Management, and Civic Empowerment*. This thought leadership underscores my commitment to fostering inclusive, equitable, and resilient communities.

I am confident that my extensive experience, strategic mindset, and dedication to public service make me an excellent fit to serve as Fort Pierce's City Manager. I would welcome the opportunity to discuss how my background and vision resonate

with the city's goals. Thank you for considering my application, and I look forward to the possibility of contributing to Fort Pierce's continued success.

Sincerely,

A handwritten signature in black ink that reads "Howard W. Brown, Jr." The signature is written in a cursive style with a large, prominent 'H' and 'B'.

Howard W. Brown, Jr., ICMA-CM

HOWARD W. BROWN, JR., ICMA-CM

Howardwbrownjr@gmail.com

West Palm Beach, FL 33412 ☎ 561-318-0046 <https://www.linkedin.com/in/howardwbrownjr/>

CITY MANAGER & CHIEF ADMINISTRATIVE OFFICER

A visionary leader with 25+ years of experience in both municipal government and the private sector. Proficient in planning, organizing, directing, coordinating, and evaluating results of day-to-day municipal operations focused on implementing policy directives by working independently and coordinating with various departments, agencies, and the public within the city. Adept at negotiations, community development, project management, and financial and budget knowledge to accomplish a vision.

Leadership □ *Budgeting and Financial Management* □ *Strategic Planning*
Development □ *Program Implementation* □ *Communication* □ *Contract Negotiation*
□ *Municipal Management*

CAREER HISTORY

CEO and Founder of Local Government Consulting Group, LLC

October 1, 2018 – Present

Incorporated in October 1, 2018, Local Government Consulting Group is a local government consulting firm that specializes in providing specialized services in the Office of the City Manager, Community Development, and Community Redevelopment Agency (CRA)

Interim Town Manager, Town of Century, FL (December 2023 to Present)

- Provide part-time Interim Town Manager Services
- Oversee and serve as Chief Advisor to the Community Redevelopment Agency

Interim City Manager, City of East Point, GA (February 2024 to October 2024)

- Provided full-time City Manager Services
- Oversaw and served as Chief Advisor to the Tax Allocation District (TAD)

Senior Advisor (Sub-Consultant), Miami Dade County, FL (January 2024 to Present)

- Provide consulting services as a sub consultant for MHCP Colab. Serves as Senior Advisor to two (2) CRAs: NW 79th Street and NW 7th Avenue Community Redevelopment Agencies
- Provide Economic Development Advisory services to two of the largest redevelopment agencies in Florida

Planning Consultant: *past experiences as a Planning Consultant on short term projects for the following cities: City of North Miami, City of Miami Gardens, and City of South Fulton, GA (January 2023 - December 2023)*

Village Manager, Village of Indiantown, FL

January 2019 – January 2023

Incorporated in December 31, 2017, the Village of Indiantown is unique, being the 413th municipality incorporated in South Florida.

- **Negotiated a multimillion-dollar** interlocal agreement with Martin County saving the residents of the Village approximately \$1.5MM as a result of an interlocal agreement for Fire Rescue Services.
- **Created and implemented a 5-year Strategic Action Plan** together with the initial Village Council; we hit the ground running, achieving it within 3-years. Accomplished all goals within 3 year period
- **Negotiated and purchased a private Water and Sewer Plant for \$8.5MM**, subsequently satisfying 80% of the loan to purchase the asset forgiven; Negotiated a 0% interest rate over a 30-year term.

City Manager, City of Bell

January 2016 – October 2018

The City of Bell, CA, is an incorporated city in Los Angeles County, California. \$32MM in annual operating and capital budgets, and 150+ employees serving a daytime population of 50,000+.

- **Led the City through its first-ever recodification** of all city codes of ordinances, including retaining a consultant to conduct a charter review for Council Consideration. Led to several charter amendments that were approved by voters in the election.
- **Prepared a balanced budget**, successfully adopted by the Mayor and Council two years in a row despite declining property, sales taxes, and rising pension costs.
- **Organized several neighborhood groups, including Neighborhood Watch**, and met regularly with the community to develop a Strategic Plan focused on public safety

City Manager, City of Muskogee, Oklahoma

January 2014 – January 2016

The City of Muskogee is an incorporated city located in the Tulsa, Oklahoma, metropolitan area.

- **Oversaw day-to-day operations of all city departments** while managing a \$61MM operating and capital budget and 600+ employees serving a daytime population of more than 50,000.
- **Partnered** with Muskogee County, Oklahoma and facilitated a land swap with the County that produced the development of a multimillion dollar juvenile detention center and more than a million square feet of commercial development that included national big box retailers, restaurants and other personal service establishments.
- Oversaw the development of three fairly large capital projects involving a multi-use community center with flex space, runway improvements which included airport building improvements and a gateway and way finding signage project.
- **Collaborated with the Mayor and City Council to develop** an employee compensation plan and labor relations strategy for three collective bargaining agreements: Police, Fire Services, and non-uniformed employees.
- **Wrote the Muskogee 2020 Strategic Plan**, adopted by the Mayor and City Council.

City of Opa-Locka, FL

January 2010– January 2014

The City of Opa-Locka, FL, is an incorporated city in Miami-Dade County, FL.

ACTING ASSISTANT CITY MANAGER (2013-2014)

- **Led the reorganization of the Building Services Division** to reduce the budget deficit by 25% and created the city's first Certificate of Use program, generating \$1MM per annum.
- **Directly supervised and managed** Police, Human Resources, IT, Finance, Public Works, Parks and Recreation, Planning and Community Development, Code Enforcement, and Building and Licensing Departments. Supported the City Manager in overseeing the departments.

DIRECTOR, PLANNING AND COMMUNITY DEVELOPMENT (2010- 2013)

- **Prepared the city's first Annexation Plan** based on the Miami-Dade County Code and the State of Florida Annexation law.
- **Managed/directed all Community Development Block Grant (CDBG)** funding, including project management/grant proposal writing.
- **Received 1.2 million dollar Community Challenge Planning Grant** – from the United States Housing and Urban Development Department. Only two cities within the state of Florida was awarded.

Director, Planning and Development Services, City Of Albany, GA

October 2007– July 2010

Neighborhood Improvement Manager, City of Lilburn, GA

September 2002 – October 2007

Chief of Code Enforcement, City of Lauderdale Lakes, FL

June 2000 – September 2002

EDUCATION

Harvard University, Cambridge, Massachusetts (2022)
Certificate, Program for State and Local Government Executives

University of West Florida, Pensacola, Florida (1995)
Master of Public Administration

Florida State University, Tallahassee, Florida (1993)
Bachelor of Science in Criminology

CERTIFICATION & PROFESSIONAL DEVELOPMENT

Credentialed Manager, International City Manager's Association (ICMA)
Certified Urban Planner, American Institute of Certified Planners (AICP) - Certification No. 24680
National Incident Management Systems (NIMS) Certifications: ICS 100, 200, 300, 400, 700 & 800

GOVERNMENTAL MEMBERSHIPS

International City/County Management Association (ICMA), Full Member
Florida City and County Management Association (FCCMA), Full Member
American Institute of Certified Planners (AICP), Full Member
American Planning Association (APA), Full Member

VOLUNTEER ACTIVITIES & CIVIC CONTRIBUTIONS

Habitat for Humanity, Albany, GA
Boy Scouts of America, Tulsa, OK and Indiantown, FL
International Rotary Club of America, Rotarian, Tulsa, Ok, and Albany, GA

HONORS – AWARDS – PROFESSIONAL RECOGNITION

National Defense Service Medal – Persian Gulf War, United States Army
Humanitarian Service Medal - Hurricane Andrew Disaster Relief, United States Army
40 under 40 – most influential persons - Albany Herald, Albany, GA

Full Application

changes recorded Mon Dec 09 2024 at 13:26:02 GMT-0500 (Eastern Standard Time)
by Howard Brown (howardwbrownjr@gmail.com)

APPLICANT INFORMATION ^

First Name	Middle Initial	Last Name	Address
HOWARD	W	BROWN	11875 Dunbar Court
City	State	Zip Code	Phone Number
Palm Beach Gardens	FLORIDA	33412	3057889647
Email Address			
howardwbrownjr@gmail.com			

VOLUNTARY SELF-IDENTIFICATION SECTION ^

GENDER	RACE	HISPANIC OR LATINO	AMERICAN INDIAN OR ALASKA NATIVE
MALE	BLACK	No	No
ASIAN	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	WHITE
No	Yes	No	No
TWO OR MORE RACES			
No			

ELIGIBILITY, RELATIVES, & PREVIOUS CITY EMPLOYMENT ^

Are you at least 18 years of age?	Check this box if you are a citizen of the United States.	Check this box if you are lawfully authorized to work in the United States.	If yes, are you able to provide documentation as required by law to verify your eligibility to work in the United States?
Yes	Yes	Yes	Yes
Are you related to any employee(s) of the City of Fort Pierce?	If yes, please, list their name(s).	Check this box if you have ever been employed by the City of Fort Pierce.	If you are a former employee, please list your position.
No	N/A	No	N/A
Check this box if you are currently employed by the City of Fort Pierce.			
No			

DRIVERS LICENSE INFORMATION ^

DRIVER'S LICENSE STATE	DRIVER'S LICENSE TYPE	DRIVER'S LICENSE NUMBER	EXPIRATION DATE
FLORIDA	CLASS E PERSONAL VEHICLE	B650-339-71-208-0	6/8/2026

List any restrictions and/or endorsements that you have

endorsements that you have.

None

MILITARY SERVICES RECORD



Have you ever served in the Military Service of the United States? <i>n/a</i>	Date Inducted <i>n/a</i>	Rank at Discharge <i>n/a</i>	Type of Discharge <i>n/a</i>
Date of Discharge <i>n/a</i>	Are you currently a member of any branch of the military or Naval Reserves? No	If yes, please indicate the date your military obligations expire. <i>n/a</i>	Years of Creditable Active Service <i>n/a</i>
Are you claiming Veterans' Preference (in accordance with Chapter 55 A-7, Florida Administrative Code, and Chapter 295.07, Florida Statutes)? Yes	If eligible, which Veterans' Preference are you claiming? <i>n/a</i>		

HIGHEST DEGREE ATTAINED



Please select the highest degree type that you have attained.

MASTERS DEGREE

COLLEGE INSTITUTION



COLLEGE INSTITUTION 1

College Name Florida State University	College City Tallahassee	College State Florida	Select your degree level. BACHELORS DEGREE
What did you major in? Criminology	Did you graduate? Yes	Please include any relevant details. <i>n/a</i>	

COLLEGE INSTITUTION 2

College Name University of West Florida	College City Pensacola	College State Florida	Select your degree level. MASTERS DEGREE
What did you major in? Public Administration	Did you graduate? Yes	Please include any relevant details. <i>n/a</i>	

HIGH SCHOOL



High School Name Pensacola High	High School City Pensacola	High School State Florida	Did you graduate? Yes
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EMPLOYMENT INFORMATION



Start Date 1/14/2019	End Date 1/31/2023	Status - Full Time or Part Time FULL TIME	Employer Name Village of Indiantown
Employer City Indiantown	Employer State FLORIDA	Employer Phone Number 7729212210	Position Title Village Manager
Final Salary (Whole Numbers Only - No Decimals/Commas) \$161,000	Number of Employees Supervised 36	Position Duties Oversaw day-to-day operations of the Village of Indiantown.	Reason for Leaving Resigned (Mutual Separation)
Supervisor Name Guyton Stone	Contact Email guytonstone@gmail.com	Check this box to indicate that the City of Fort Pierce may contact this employer. Leave unchecked if we may not contact them. <input type="checkbox"/> No	Please, explain any work gap(s) you may have. Currently, I am a Principal Consultant for Local Government Consulting Group, LLC since October 2018 to present. I work as Interim City Manager and Planning Consultant for several communities in Florida and Georgia primarily. I also was City Manager in Bell, CA from January 2016 to October 2018. I resigned with a mutual separation agreement. From October 2018 to December 2018. I was in transition. Before that I was City Manager in Muskogee, OK from January 2014 to January 2016. I left for a better opportunity in Los Angeles, CA area working as City Manager in Bell, CA.

PROFESSIONAL REFERENCE



PROFESSIONAL REFERENCE 1

Reference Name Alfred Lott	Occupation City Manager	Phone Number 2408259124	Email Address aldlottpt@yahoo.com
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PROFESSIONAL REFERENCE 2

Reference Name Ivory Vann	Occupation Former Council Member	Phone Number 9183609191	Email Address ivory6512@sbcglobal.net
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PERSONAL REFERENCE



Reference Name

Mark Weatherspoon

Occupation

College Professor

Phone Number

8137867383

Email Address

kc2ntlh@yahoo.com

BACKGROUND INFORMATION



Check this box if you have ever been convicted of any offense against the law, or pleaded nolo contendere (no contest), or had adjudication withheld in a criminal offense, felony, misdemeanor or otherwise, by court or a military tribunal.

Yes

If your answer is yes (you have checked the box), please, answer the 5 questions above.

minor traffic offense - speeding Flomaton, AL;

COVER LETTER



FILE ATTACHMENT (PDF or JPEG)

Cover Letter - Ft. Pierce
12.09.24.pdf

RESUME



FILE ATTACHMENT (PDF or JPEG)

Resume - Ft. Pierce.pdf

CERTIFICATE/LICENSE



CERTIFICATE/LICENSE 1

No data provided

RECOMMENDATION LETTER



RECOMMENDATION LETTER 1

No data provided

OTHER DOCUMENTATION



OTHER DOCUMENTATION 1

No data provided

JOB SPECIFIC QUESTIONS



Do you have experience as a City Manager, Deputy/Assistant City Manager, Department Director or other executive level administration experience in a municipal or other related governmental agency environment?

Yes

Do you currently reside in or are you willing to move into City Limits?

Yes

Do you have a bachelor's degree of higher?

Yes

Do you have at least 10 years of progressively responsible experience in administration, management, and /or coordination of local government programs and personnel?

Yes



Candidate Questionnaire

Candidate Name: Howard W. Brown, Jr.

Position: City Manager

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1. Please list your previous jobs/positions going back at least 10 years, plus any previous jobs/positions beyond 10 years that is related to the position of City Manager. Please include the following:

- a. Position start and end dates.
- b. Position title and organization.
- c. To whom you directly reported.
- d. Ending salary.
- e. Population of community served.
- f. Total number of employees in the organization.
- g. Number of employees supervised (directly and indirectly).
- h. Total budget of the organization.

Position start and end dates:

- Interim Town Manager, Town of Century, FL: December 2023 – Present
- Interim City Manager, City of East Point, GA: February 2024 – October 2024
- CEO and Founder, Local Government Consulting Group, LLC: October 2018 – Present
- Village Manager, Village of Indiantown, FL: January 2019 – January 2023
- City Manager, City of Bell, CA: January 2016 – October 2018
- City Manager, City of Muskogee, OK: January 2014 – January 2016

Position title and organization: As listed above.

To whom you directly reported:

- Elected officials (e.g., Mayor and City Council) for all city management positions.

Ending salary:

- Town of Century, FL: \$11,000/month
- City of East Point, GA: \$22,000/month



THE SUNRISE CITY

FORT PIERCE

CITY MANAGER'S OFFICE *Florida*

- Village of Indiantown, FL: \$161,000/year
- City of Bell, CA: \$201,000/year
- City of Muskogee, OK: \$121,000/year

Population of community served:

- Town of Century, FL: ~1,700
- City of East Point, GA: ~38,000
- Village of Indiantown, FL: ~8,000
- City of Bell, CA: ~50,000 daytime population
- City of Muskogee, OK: ~50,000

Total number of employees in the organization:

- Century, FL: ~25
- East Point, GA: ~606
- Indiantown, FL: ~35
- Bell, CA: ~150
- Muskogee, OK: ~600

Number of employees supervised (directly and indirectly):

- Century, FL: 25
- East Point, GA: 606
- Indiantown, FL: 35
- Bell, CA: 150+
- Muskogee, OK: 600+

Total budget of the organization:

- Century, FL: ~\$3M
- East Point, GA: ~\$209M
- Indiantown, FL: ~\$18M
- Bell, CA: ~\$32M
- Muskogee, OK: ~\$61M

2. Why are you interested in pursuing this position? I am passionate about advancing communities by fostering strategic growth, transparency, and operational excellence. My extensive experience as a City Manager, combined with a commitment to preserving community identity, positions me to effectively lead and support your city's goals.



3. How would you describe your management style? My management style is participatory and inclusive of staff when making decisions. I understand that management style is important when communicating up and down the chain of command.
4. Describe your approach to managing personnel issues such as hiring, discipline, ethical violations, labor relations, and performance evaluations. In terms of managing personnel issues such as hiring and discipline, I have worked in states like California and Oklahoma that had collective bargaining and binding arbitration. In both states, I spearheaded union negotiations either directly or with the use of consultants under a defined labor strategy discussed with the governing body in advance. I also forged great relationships with IAFF, POA, AFSCME, and PBA because I understand that while those employees are union employees, they are employees of the city and should be treated with dignity and respect.
5. How would you deal with city budget constraints and identify new revenue sources? I focus on streamlining operations, prioritizing essential services, and exploring diverse funding opportunities such as grants, partnerships, and innovative revenue streams. My experience securing multimillion-dollar grants underscores my ability to address budget challenges proactively.
6. How will you prioritize competing demands for resources within the city? I employ a data-driven approach, assessing needs and aligning them with community priorities and long-term strategic goals. Stakeholder input and transparency guide decision-making to balance immediate and future requirements.
7. Describe a successful initiative you have led as a City Manager. As Village Manager of Indiantown, I successfully acquired a private water and sewer utility for \$8.5M, negotiated 80% loan forgiveness, and secured \$18M in state funding for infrastructure upgrades. This initiative significantly improved service delivery and reduced costs for residents.
8. Describe a time when you had to manage a crisis situation in a city setting. In Bell, CA, I navigated a financial crisis by balancing the budget despite declining revenues and increasing pension costs. Through fiscal discipline and community engagement, I restored



public trust and achieved financial stability. I also personally handled the messaging for two Officer Involved shootings in Bell, CA and Muskogee, OK.

9. What steps do you take to ensure transparency and accountability in city operations. I implement robust reporting systems, engage stakeholders through regular communication, and establish policies that promote ethical conduct. Leveraging technology to improve accessibility and public participation is also a priority.
10. Please describe your experience working with unions. I have successfully negotiated collective bargaining agreements with police, fire, and non-uniformed employees in multiple roles, ensuring mutually beneficial outcomes while maintaining fiscal responsibility.
11. Please describe your experience managing or overseeing a police department? What do you see as your role in guiding the police department? I have overseen police departments in cities like Bell and Muskogee, emphasizing community-oriented policing and accountability. My role is to provide strategic direction, ensure alignment with community needs, and support professional development within the department.
12. How will you ensure that the city's services meet the needs of all its citizens? By fostering inclusive policies and regularly engaging with diverse community groups, I ensure services are equitable, accessible, and responsive to residents' evolving needs.
13. What strategies will you use to build relationships with stakeholders in the community? I prioritize transparent communication, active listening, and collaborative initiatives. Regular town halls, advisory boards, and public forums help build trust and foster meaningful connections.
14. What strategies would you implement to promote economic growth and job creation? I focus on attracting and retaining businesses, leveraging incentives, and enhancing infrastructure to support economic activity. Partnerships with local organizations and workforce development programs are key to creating sustainable opportunities.



THE SUNRISE CITY

FORT PIERCE
CITY MANAGER'S OFFICE *Florida*

15. Have any adverse or critical statements been made about you in print or online media reports, on social media, or any other related form? If an online search of you were completed, what would be found that you yourself would want to know about you if you were looking to hire yourself as a City Manager? There may be mentions of challenging circumstances I navigated in roles like Bell, CA, where I successfully restored financial stability and public trust following prior controversies. My record demonstrates resilience, transparency, and effective leadership in overcoming complex challenges. Additionally, during my tenure as Village Manager at Indiantown, some local bloggers made false and baseless allegations against me. These claims were not substantiated and did not impact my professional responsibilities or the council's confidence in my leadership.