

CITY OF WESTLAKE



AGENDA

City Council Special Meeting

Tuesday, March 03, 2026, at 5:00 PM

The Lodge at Westlake Adventure Park
5490 Kingfisher Blvd.
Westlake, Florida 33470

Live Broadcasting:

<https://cityofwestlake.my.webex.com>

Meeting ID: 2865 268 3233 | Password: hello

or

United States Toll: +1-650-479-3208

CITY COUNCIL:

JohnPaul O'Connor, Mayor

Greg Langowski, Vice Mayor

Gary Werner, Council Member – Seat 1

Erik Gleason, Council Member – Seat 2

Charlotte Leonard, Council Member – Seat 3

CITY STAFF:

Zoie P. Burgess, CMC, Acting City Manager

Odet Izquierdo, Acting City Clerk

Donald J. Doody, Esq., City Attorney

Osniel Leon, AICP, Planning and Zoning

Suzanne Dombrowski, P.E., ENV SP, Engineering

[TENTATIVE: SUBJECT TO REVISION]

CALL TO ORDER

ROLL CALL

PLEDGE OF ALLEGIANCE

ADDITIONS, DELETIONS OR MODIFICATIONS, AND APPROVAL OF AGENDA

PUBLIC COMMENTS

This section of the agenda allows for comments from the public to speak. Each speaker will be given a total of three (3) minutes to comment. A public comment card should be completed and returned to the City Clerk. When you are called to speak, please go to the podium, and prior to addressing Council, state your name and address for the record. All public comments will be noted and may receive a response if necessary. Any follow-up will be handled by staff later.

SPECIAL AGENDA

- A. Consideration and Selection of Finalist for the Position of City Manager

CITY COUNCIL COMMENTS

- A. Councilwoman Charlotte Leonard
- B. Councilman Erik Gleason
- C. Councilman Gary Werner
- D. Vice Mayor Greg Langowski
- E. Mayor JohnPaul O'Connor

REPORT - CITY ATTORNEY

REPORT - CITY MANAGER

ADJOURNMENT

Next Meeting (Subject to Change or be Cancelled): March 3, 2026

NOTICE: If a person, firm or corporation decides to appeal any decision made by the City Council with respect to any matter considered at this meeting, you will need a record of the proceedings, and you may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based. (The above notice is required by State Law. Anyone desiring a verbatim transcript shall have the responsibility, at his own cost, to arrange for the transcript). The City of Westlake does not prepare or provide such verbatim record.

In accordance with the Americans with Disabilities Act, persons who need an accommodation in order to attend or participate in this meeting should contact the City Clerk at (561) 530-5880 at least three (3) business days prior to the meeting in order to request such assistance.

AGENDA POSTED: February 25, 2026

File Attachments for Item:

A. Consideration and Selection of Finalist for the Position of City Manager

Howard W. Brown, Jr., AICP, ICMA-CM

Palm Beach Gardens, FL

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

November 18, 2025

Honorable Mayor and Members of the City Commission
City of Westlake
4001 Seminole Pratt Whitney Road
Westlake, Florida. 33470

RE: Formal Application for City Manager/Chief Administrative Officer – City of Westlake

Dear Mayor and Commissioners:

I am pleased to submit my application for the position of City Manager/Chief Administrative Officer for the City of Westlake. I am particularly drawn to this opportunity because Westlake’s “government light” structure reflects the core of my management experience and professional philosophy. My background includes proven City Manager leadership in Florida, Georgia, Oklahoma, and California, where I successfully managed contract-city environments, implemented performance-based service models, and delivered high-impact results in communities of varying size, complexity, and political structure.

My experience with contract government began during my tenure as City Manager of Bell, California located in Los Angeles County area, where I restructured an entire municipal organization following a nationally known crisis. I implemented strict oversight systems, rebuilt public confidence, and modernized service delivery through a combination of private-sector contracting, intergovernmental partnerships, and performance-based accountability. This experience solidified my belief that the contract-city model—when strategically led—can produce exceptional results, strong fiscal discipline, and a high standard of service for residents.

I later brought these principles to Indiantown, Florida, where I served as the Village’s first permanent manager. Indiantown operated almost entirely with outsourced departments and private vendors, similar to Westlake’s model since its incorporation. Under my leadership, the organization stabilized, development activity accelerated, and residents benefited from cost-efficient services supported by strong contractor performance management and cross-agency coordination. This direct experience aligns squarely with Westlake’s expectations for a City Manager who understands and embraces contract operations.

The City’s published job description emphasizes the need for a leader with a proven ability to secure appropriations and grants, oversee audit and financial controls, manage large-scale development, and represent the City’s interests at all levels of government. These responsibilities mirror the scope of my work across multiple jurisdictions, where I have secured significant funding, modernized land-development processes, administered multi-fund budgets, and led organizations through periods of expansion, regulatory refinement, and organizational restructuring.

Westlake’s vision—streamlined government, innovation, efficiency, and outstanding service delivery—is exactly the environment in which I thrive. As an ICMA-Credentialed Manager, I bring a leadership style rooted in transparency, accountability, and strategic collaboration with elected officials. I have guided organizations through accelerated growth, strengthened contract oversight mechanisms, and developed long-term strategies that balance infrastructure needs, operational capacity, and a rapidly expanding population. I would be honored to partner with the Mayor and City Commission to build upon Westlake’s foundation, advance its contract-city model, secure the next wave of state and federal resources, and support a high-performing organization dedicated to exceptional service to residents.

Thank you for your consideration. I welcome the opportunity to discuss my background further and share how my experience aligns with Westlake’s goals for its next City Manager.

Sincerely,



Howard W. Brown, Jr., AICP, ICMA-CM

HOWARD W. BROWN, JR., AICP, ICMA-CM

Howardwbrownjr@gmail.com

Palm Beach Gardens, FL 33412 ☎ 305-788-9647 <https://www.linkedin.com/in/howardwbrownjr/>

CITY MANAGER / CONTRACT CITY EXECUTIVE

City Executive Leadership – Contract-City Operations – Fiscal Management – Strategic & Land Use Planning – Intergovernmental Relations – Outsourced Services Administration

CAREER HISTORY

Leadership □ *Budgeting Expertise* □
Relationship management □ *Community Builder* □ *Technical Expertise*

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 City Manager, City of Fort Meade, FL (July 2025 to Present)

- Provide Interim City Manager Services
- Oversee and serve as Chief Advisor to the Community Redevelopment Agency (CRA)

Interim Town Manager, Town of Century, FL (December 2023 to September 2025)

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

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

- Provided full-time City Manager Services as Sub Consultant for Sumter Consulting.
- Developed and implemented a structurally balanced budget that earned the GFOA Distinguished Budget Presentation Award, enhancing fiscus transparency and accountability.
- Completed Phase I of the Employee Compensation Plan, adopted by City Council and integrated the strategic plan and budget, improving internal equity and workforce retention.

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 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 ~ \$1.5MM throughout the 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.
- **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. Accountable for the day-to-day operations of all City departments, \$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.
- **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 residents to sell the city's Strategic Plan and City Priorities approved by the Mayor and Council.

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.

- **Collaborated with the Mayor and City Council to develop** an employee compensation plan and labor relations strategy for three collective bargaining agreements: Police, Fire, and Non-uniformed employees.
- **Wrote the Muskogee 2020 Strategic Plan**, adopted by the Mayor and City Council.
- **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.

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.
- **Executed the directives of the City Manager, Mayor, and City Council** while managing a municipal organization with a \$13MM annual operating budget and 190 employees, serving a population of 16,000.
- **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.

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 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, MA (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

BOARD APPOINTMENTS / 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

November 7, 2025

Leondrae D. Camel

Redacted

Wellington, Florida 33449

561-261-3437

Lcam76@aol.com

Odet Izquierdo, Acting City Clerk

City of Westlake

4001 Seminole Pratt Whitney Road

Westlake, FL. 33470

Dear Acting City Clerk Odet Izquierdo,

It is with great purpose and enthusiasm that I submit my resume for the position of City Manager of the City of Westlake. As a seasoned municipal executive with over two decades of experience leading city operations, fostering intergovernmental partnerships, and driving equitable community development, I am confident in my ability to lead the League into its next era of regional collaboration and innovation.

My professional journey—from educator and planner to City Manager—has been marked by a deep commitment to ethical governance, fiscal stewardship, and transparent public engagement. As City Manager for the City of South Bay since 2013, I have led transformative initiatives that include securing over \$6.6 million in grant and legislative funding, eliminating structural budget deficits, launching regional economic development projects, and modernizing internal operations. I've successfully secured state and federal funding for underserved communities while building trust through resident-focused programs, such as "Conversations with the Manager," and master planning efforts grounded in community voice.

I bring a unique blend of executive management experience, legislative insight, and coalition-building skills that directly align with Westlake's mission to strengthen municipal government through advocacy, collaboration, and leadership, as well as managing a rapidly growing community. As a current City Manager and former President of the Palm Beach County City Management Association, I have a firsthand appreciation for the vital role the manager plays in unifying local governments, amplifying collective priorities, and shaping regional policy, all while keeping the needs

of the residents at the forefront of all conversations. I am eager to expand upon this opportunity in a full-time capacity and aid Westlake in navigating the evolving challenges of infrastructure, housing, economic development, land development, and civic trust.

Beyond operational expertise, I bring a values-based leadership style—rooted in inclusion, transparency, and performance. I view the City Manager role not only as an administrative steward but as a connector, innovator, and champion of municipal excellence. I am also a proud member of the National League of Cities, FLC, ICMA, PBCCMA, and several community and professional organizations committed to equity and leadership development.

I welcome the opportunity to meet with the Mayor and Council to further discuss how my experience and passion for public service can contribute to the continued success and impact of Westlake. Thank you for considering my application.

Warm regards,



Leondrae D. Camel

Cc: Mayor and Councilmembers

Leondrae D. Camel

LC

10051 Freesian Way, Wellington, FL. 33449

Phone: 561-261-3437 • Fax: 561-993-5080 • E-Mail: lcam76@aol.com

CHIEF EXECUTIVE | CITY MANAGER | STRATEGIC GOVERNMENT LEADER

Innovative, ethical, and impact-driven public executive with 20+ years of transformative leadership in municipal administration, strategic planning, and intergovernmental affairs. Adept at aligning policy with progress, building coalitions, and executing complex initiatives that foster inclusive economic development, government transparency, and operational excellence. Trusted advisor to elected officials and regional leaders. Known for fiscal turnaround success, grant acquisition, and community-first leadership.

EXECUTIVE COMPETENCIES

- Government & Civic Leadership
- Strategic & Capital Planning
- Budget Turnaround & Financial Oversight
- Public-Private Partnerships
- Intergovernmental & Legislative Relations
- Workforce & Talent Development
- Infrastructure & Urban Redevelopment
- Organizational Change & Compliance
- Equity-Centered Policy Frameworks
- Community Engagement & Transparency

PROFESSIONAL EXPERIENCE

CITY OF SOUTH BAY, FL

City Manager | 2013 – Present

Chief Executive for the municipality; oversee all departments, operations, and personnel while driving growth, compliance, and resident satisfaction.

- Secured **\$6.6M+ in federal and state funding** for infrastructure, community initiatives, and housing rehabilitation.
- Reversed a **\$325K budget deficit**, implemented financial controls, and created a \$1.4M capital improvement fund.
- Established an investment account with assets exceeding \$5M
- Attracted manufacturing and distribution to the Park of Commerce, advancing regional job growth.
- Reengineered internal processes, reducing general liabilities by 35% and audit costs by 50%.

- Led (2) successful Brownfield cleanup (\$300K), demolition grants (\$375K), and HUD redevelopment of 135-unit complex.
- Spearheaded creation of a **citywide Master Plan** (85% completed in 3 years).
- Established a quarterly “Conversations With The Manager” to enhance civic dialogue and accountability.

Key Wins:

- ✓ Eliminated \$470K in state-held land debt
- ✓ Corrected 35 Inspector General deficiencies within 13 months
- ✓ Launched Senior Housing Rehab & new citizen engagement frameworks
- ✓ Instituted performance dashboards and risk frameworks across departments

CITY OF BELLE GLADE, FL

Division Manager, Youth & Family Services | 2005 – 2012

Directed strategic programming for family services, securing funding and developing new engagement initiatives.

- Raised over **\$1M in grants** to revitalize dormant programming.
- Designed job-readiness and recovery programs, achieving **90% non-recidivism** rate.
- Recognized by U.S. DOJ and Inspector General for financial compliance.
- Built coalitions with county, state, and national agencies for youth and family success.

CITY OF BELLE GLADE, FL

Planner & Zoning Administrator | 2003 – 2005

Advanced community development by managing planning, permitting, and public engagement.

- Supported the **Belle Glade Housing Renaissance**, improving housing availability.
- Oversaw land use reviews, statistical reporting, and zoning recommendations.

PALM BEACH COUNTY SCHOOLS

Teacher | 2000 – 2003

Developed enrichment strategies for low-performing students; increased academic outcomes and parent engagement.

GOVERNANCE & PROFESSIONAL LEADERSHIP

- **Board of Directors**, Palm Beach County League of Cities
- **Transportation Committee**, Palm Beach County League of Cities
- **Member**, Palm Beach County City Management Association
- **Member**, National League of Cities: FAIR Committee & REAL Committee
- **Candidate**, International City/County Management Association (ICMA)
- **Member**, National & Florida Educators Associations

- **Advisory Board**, First Tee of the Glades
- **Member**, Alpha Phi Alpha Fraternity, Inc.

EDUCATION & CERTIFICATIONS

Master of Public Administration (MPA) - Walden University
B.S., Public Administration - Barry University
B.S., Elementary Education - Florida A&M University
Executive Grant Management Program - University of Miami
FEMA National Incident Management System (NIMS) Certified

COMPENSATION HISTORY

- **City Manager**, South Bay | \$80,000 → **\$155,000+**
- **Division Manager**, Belle Glade | \$47,500 → \$60,500
- **Planning/Zoning Administrator**, Belle Glade | \$35,000 → \$37,800
- **Teacher**, Palm Beach County Schools | \$36,750 → \$39,675