

James Stables

2080 High Ridge Road, Boynton Beach, Florida 33426
(561) 413-8560, StablesJ@bbfl.us

April 22, 2022

Ty Penserga, Mayor (At-Large)
Angela Cruz, Vice Mayor (District I)
Woodrow L. Hay, Commissioner (District II)
Thomas Turkin, Commissioner (District III)
Aimee Kelley, Commissioner (District IV)

City of Boynton Beach
100 East Ocean Avenue
Boynton Beach, Florida, 33435

Dear Mayor Penserga, Vice Mayor Cruz, Commissioner Hay, Commissioner Turkin and Commissioner Kelley,

Congratulations on your elections and continuing service as Mayor, Vice Mayor and City Commissioners for Boynton Beach, the excitement of your selections are palpable in the community and the workforce, with a sense of renewed enthusiasm for great things on the horizon under your collective vision and leadership.

Please allow me to further introduce myself through this letter, and express my sincere and genuine interest in becoming your Interim City Manager, until you are able to recruit and fill the position permanently. My name is Jim Stables, and I have honorably, and without incident served as your Fire Chief since January 2021 through the present day, and am acutely aware of the pressing issues of the City. I have been blessed to become part of this City Leadership team, and have brought leadership stability to the Fire Department and our workforce. Throughout my career I have served in various leadership roles for both labor organizations and municipal governments, which allows me a unique perspective to make sound decisions, while building solid professional relationships, ensuring both sides of an issue are considered thoughtfully, and ensuring effective listening occurs.

My personal core values and strengths align seamlessly with the current and projected core values of the City of Boynton Beach, and the visionary future you all are pursuing. As an accomplished 38 year fire service veteran, with well over 20 years as a chief fire officer and emergency manager, and over 10 years as a Fire Chief. With this experience I have developed global understanding of all municipal services, and their fundamental operations, which make a City thrive and a desirable location to live, work and play.

Planning, interpersonal skills, training, and team building ensure successful servant leadership in the fire service – all areas with which I have been intimately and successfully involved, and areas that are required for true success as a municipal leader and manager. Important keys to the overall success of government in delivering efficient and effective services is the foundation of global teamwork, outstanding communication and sincere community engagement, with a focus on excellent customer experiences and positive customer outcomes.

The mosaic of superior public service is not defined by just one public servant, service or department, but in the collective nature of the teams and their consistent accomplishments. However, the impact of one committed servant leader can truly transform an organization, and

move it closer towards excellence. Teamwork is born and perpetuated from clear understanding of the mission and truly appreciating the importance, and functions, of all municipal departments and their members, as well as, coordinating with external partners in delivering effective and efficient service to our community members.

The ability to be a loyal team member and unwavering advocate for not only the municipal Fire Department's needs, but all other municipal department needs in delivering services to the public is essential to success for any leadership position. Maintaining global knowledge while acting locally is the requirement to be a truly effective leader. By carefully balancing advocacy and effective conflict resolution skills, we maintain the ability to improve municipal services locally and globally through these practices. Additionally, the ability to remain politically aware and engaged, while not becoming personally involved or politically entrenched in the divisiveness of issues, or opinions on an issue, must remain our foundational operating behavior. I recognize that we all serve at the will of someone, and as the Interim City Manager it would be my responsibility and honor to serve at your will, and along with city staff offer thoughtful and professional counsel on how to advance the visions and initiatives you collaboratively develop, while doing our very best to insulate you all from the landmines of change.

As an experienced Chief Fire Officer, my experience has afforded me the opportunity and distinct honor to successfully lead several innovative fire rescue agencies, facing complex issues, challenges, and opportunities similar to the ones faced in every community throughout the Country. My diverse career path has allowed me to gain experience from several different fire-rescue agencies, all the while pursuing industry excellence and personal competence. The invaluable experience acquired from these respected fire rescue agencies, coupled with the exceptional individuals and teams I have been associated with has translated to successful leadership growth and accomplishments as a Chief Fire Officer and essential senior executive staff member. Additionally, I have continued to personally pursue training and education to ensure local government industry relevance, professional competence and to provide exemplary leadership and mentoring.

A symbiotic relationship with alignment of core values and overall leadership/management styles is paramount to success for all positions in the City. As a fire service leader who has hired several key staff members through the years, I recognize and comprehend the significance and magnitude of filling this position. My thought is that in seeking an Interim City Manager, you are not only seeking technical qualifications, capability, competence, and experience, but also an excellent philosophical and ideological fit with your individual vision of the City's Leadership Team, and someone who can be an outstanding and effective ambassador for the City, Departments and you, and also an interested and active participant in the community.

I deeply respect and recognize the outstanding job that our team is doing in moving the community toward a better future, and would cherish the opportunity to further serve the City, in addressing the visionary future of Boynton Beach, as your Interim City Manager.

Thank you in advance for allowing me to share my sincere interest and desire in pursuing this critically important position.

I eagerly await how my knowledge, skills, abilities, leadership/management style and personality aligns with the desired positive direction of the City of Boynton Beach, and ultimately how I can assist in the continued renaissance of the City.

Sincerely,

A handwritten signature in blue ink, appearing to be 'J. M. St.', is written below the word 'Sincerely,'.

James Stables

2080 High Ridge Road, Boynton Beach, Florida 33426
(561) 413-8560, StablesJ@bbfl.us

Career Objective

Interim City Manager
City of Boynton Beach, Florida

Career Experience

Boynton Beach Fire Rescue: Fire Chief

01/2021 to Present

- ◆ Department/Community Profile: 156 member department (138 uniformed, 18 civilian), 5 fire stations with 1 Engine, 4 Trucks, 1 Technical Rescue Unit, 5 ALS Transport Rescues, 2 Battalion Chief and 1 Captain, in 16 square miles, with a resident population of 80,000. Responding to an estimated 17,000 calls for service annually. Provide Advanced Life Support EMS first response, EMS Transport and typical fire rescue functions, and special operations (technical & dive rescue).
- ◆ Developed and manage the fire rescue department budget of approximately \$29,000,000.
- ◆ Negotiated and provide contracted fire rescue/emergency management services to neighboring jurisdictions.
- ◆ Research, develop and approve department guidelines, policies, procedures, rules and regulations.
- ◆ Conduct advanced research and analysis for executive and strategic planning.
- ◆ Conduct Community Risk Assessment and perform Emergency Management functions.

Johnson City Fire Department: Fire Chief

08/2017 to 01/2021

- ◆ Department/Community Profile: 130 member department (125 uniformed, 5 civilian), 9 fire stations with 9 Engines, 3 Trucks and 2 District Chiefs, in 44 square miles, with a resident population of 66,000. Responded to 10,000 calls for service in 2019. Providing Advanced BLS-EMS first response and typical fire rescue functions, and special operations (technical rescue, hazardous materials). Also, served as the Fire Marshal (AHJ) for all fire code and fire investigation issues.
- ◆ Developed and managed the fire rescue department budget of approximately \$10,000,000.

Palm Bay Fire-Rescue: Fire Chief, Assistant Chief, Battalion Chief, Lieutenant, Firefighter

12/2011 to 08/2017, 04/2001 to 09/2011, 11/1986 to 11/1992

- ◆ Department/Community Profile: 135 member department (126 uniformed, 9 civilian), 6 fire stations, with 6 Engines, 1 Truck, 1 Tender and 2 District Chiefs, in 100 square miles, with a resident population of 111,000. Responded to 13,000 calls for service in 2016. Providing ALS-EMS first response and typical fire rescue functions, and special operations (hazardous materials, technical & dive rescue).
- ◆ Developed and managed the fire rescue department budget of approximately \$15,000,000.

Ormond Beach Fire Department: Fire Chief

10/2011 to 12/2011

- ◆ Department/Community Profile: 47 member department (46 uniformed, 1 civilian), 4 fire stations, 36 square miles, resident population 41,000. Providing ALS-EMS first response and typical fire rescue functions.
- ◆ Developed and managed the fire rescue department budget of approximately \$6,000,000.

Brevard County Fire Rescue: District Chief, Captain

11/1992 to 04/2001

- ◆ 552 member department (482 uniformed, 70 civilian), 31 fire stations, 1,557 square miles, resident population 550,000. 80,000 calls for service in 2001. Providing ALS-EMS first response and medical transport services in addition to typical fire rescue functions, and special operations (hazardous materials, technical rescue). Managed daily fire rescue operations and budget projects.

Wilton Manors Fire Department: Fire Inspector/Volunteer Firefighter

09/1985 to 10/1986

- ♦ 25 member department (23 volunteer firefighters, and 2 paid fire prevention personnel), 1 station, 2 square miles, resident population 11,000. Performed fire safety inspections, fire/cause and origin investigations, and provided volunteer fire rescue services.

Brevard Community College: Fire Science Adjunct Instructor, Fire Science Coordinator (PT)

1992 to 1999

- ♦ Developed and delivered fire rescue curriculum from entry-level firefighter through advanced fire officer development.
- ♦ Coordinated the development and delivery of fire science education curriculum

Florida Medical Training Institute: Fire Service Instructor (part-time)

1999 to 2005

- ♦ Developed and delivered State of Florida Fire Certification Training and Advanced Firefighter Training Programs.

Florida Fire Chiefs' Association: Statewide Emergency Response Plan County Coordinator

2001 to 2017

- ♦ Coordinated statewide fire rescue emergency response to and from all areas in the State of Florida. This responsibility required coordination and communication with fire rescue resources statewide, whether receiving or deploying resources.

Education, Training, and Designation

Barry University (Melbourne, Florida) 2008-Present

- ♦ *Bachelor's Degree* in Professional Studies with specialization in Public Administration, GPA 3.8
- ♦ *Master's Degree* in Public Administration, successfully completed 21 credits (7 classes), 15 credits (5 classes) remain to graduate

Eastern Florida State College (Melbourne, Florida) 2013-2014

- ♦ Florida Auxiliary Law Enforcement Officer Certification, March 2014

Indian River Community College/Brevard Community College, 1984-2007

- ♦ Completed 80 credits towards Fire Science A.S. degree

Florida State University – Certified Public Manager Program (Palm Bay, Florida)

- ♦ 04/2011 – Level 1, Management of Individual Performance
- ♦ 07/2011 – Level 2, Teamwork-High Performance Teams

National Fire Academy (Emmitsburg, Maryland)

- ♦ 1993 – Fire Service Course Development
- ♦ 1997 – Management of Emergency Medical Services
- ♦ 1998 – Advanced Leadership Issues in Emergency Medical Services
- ♦ 2002 – Executive Planning
- ♦ 2003 – Interpersonal Dynamics in Fire Service Organizations
- ♦ 2005 – Fire Service Financial Management
- ♦ 2011 – Executive Development (EFO Course 1)

Chief Fire Officer Designation – Center for Public Safety Excellence

- ♦ Awarded originally June 2010-2013, Re-designated June 2013-2016, Re-designated June 2016-2019, Re-designated June 2019-2022

Career Training, 1984-Present

- ♦ Completed over 4,600 hours of career-related training and education, obtaining and maintaining various professional certifications. A complete listing of the specific courses and copies of certificates received are available upon request.

April 22, 2022

City of Boynton Beach
Attention: Mayor, Vice Mayor and City Commission
100 East Ocean Avenue
Boynton Beach, Florida, 33435

Dear Mayor Penserga, Vice Mayor Cruz, Commissioner Hay, Commissioner Turkin and Commissioner Kelley,

I am extremely honored to write this letter of recommendation for Mr. James Stables for the Interim City Manager position. Mr. Stables is one of the few people I have met in my career who consistently epitomizes and demonstrates servant leadership.

I met Mr. Stables more than 15 years ago in an Advisor/Student relationship and quickly realized he was an excellent guide and sounding board for questions regarding management and leadership and he personally mentored and coached me in my own career.

Mr. Stables has a unique ability to problem solve a diverse group of issues, seeking a win-win outcome and communicating divergent alternatives in a professional and respectful way. Mr. Stables shows the highest level of emotional intelligence in any decision making process and there is no questioning his integrity, ethical morals and fair attitude foundation.

It is hard to find a person who has spent their career serving others selflessly with positivity, support, inspiration and mindfulness.

I have the deepest and personal respect for Mr. Stables and sincerely believe he would bring the necessary leadership and ethical skills to the Interim City Manager position.

Please feel free to reach out if you need any further information.

Sincerely,

A handwritten signature in cursive script that reads "Elizabeth Francisco".

Elizabeth Francisco
321-720-2398
eferrante@cfl.rr.com

City of Anna
111 North Powell Parkway
Anna, TX 75409
972-924-3325
www.annatexas.gov



To Whom it May Concern,

This is a letter to serve as a professional reference, for Chief Jim Stables. I am currently the City Manager in Anna, Texas, a rapidly growing suburb of Dallas Texas, in one of the fastest growing counties in the US. I have known Chief Stables, both as a professional, as friend and as coworker for well over 30 years as we have had a professional relationship and friendship throughout the journeys of our respective career paths.

Throughout our adventures, we have worked together through some of the most trying and challenges times in the history of Palm Bay, Florida, having navigated some of the most serious of natural disasters in the form of hurricanes, floods, and wildfires. Both Chief and I, in our respective roles, were integral to strategic and tactical response in such events. Having worked closely throughout the years, we developed a great trust, understanding and professionalism, in each other.

During the years, when we were not working together, we kept in touch, fairly frequently, often discussing our respective challenges, acting as sounding boards for the greater good of our respective communities. What I have learned from these discussions, is that Chief, is not only a fire professional, but he has a greater depth of understanding servant leadership and community, beyond that of a typical fire chief.

I have often thought I would see Chief progressing to the level of city management at some point in his career. His point of view is anchored in a couple of philosophies that include, "what is in best interest for our neighbors, those we serve as a calling" as his guidepost, "how can I support my team" as people are our greatest asset as we must value, develop and foster their potential and success, and perhaps most importantly always holding himself to the highest standards and accountability, while putting others ahead of himself, always exhibiting servant leadership behaviors in his work and in his life.

For what it is worth, I am confident that Chief would be successful in any position in leadership in local government, and I would hire him in any capacity for any position without reservation knowing he would work tirelessly for community, for team, for results.

If you have any questions, I can be reached at 903-818-6882, jproce@annatexas.gov, or through LinkedIn.

Sincerely,

Jim Proce, ICMA-CM
City Manager, Anna, Texas
<https://www.linkedin.com/in/jimproce/>

Gregg Lynk, City Manager (retired)

1309 Braun St NE

Palm Bay, Florida

Glynk61@gmail.com

(908) 230-1850

April 23, 2022

Dear Mayor, Vice Mayor and City Commissioners,

It is with great confidence that I provide you this letter of recommendation for Mr. James Stables to become your Interim City Manager. Mr. Stables is currently serving as your Fire Chief for Boynton Beach, Florida.

Chief Stables is an accomplished, experienced, veteran public safety professional, and a personal friend who embodies and demonstrates servant leadership. As a former employee of mine, he consistently and without pause demonstrated a global understanding of municipal services and functions that are not routinely seen in a Fire Chief.

I have known Mr. Stables for approximately 7 years. During this time I had the opportunity to work closely with him as a direct report. We developed and maintained a solid professional relationship, which has grown into a great personal friendship. While serving as my Fire Chief I relied on him as an integral member of my executive leadership team, and considered him more of an Assistant/Deputy City Manager than just a Fire Chief. He is a natural servant leader and coach – often mentoring others to success in municipal service, while constantly striving for excellence himself.

Mr. Stables has consistently demonstrated the skills and traits of an insightful and empathetic leader. He is the consummate professional and has an innate ability to break down silos while keeping what's in the greater good for the City in the forefront. He has consistently demonstrated an excellent mixture of fire-rescue leadership skills coupled with great technical competencies in municipal services to include management and leadership, strategic and executive planning, and municipal finance and budgeting. These facts can be corroborated by his earned promotional rise throughout his career, and his selection to be your Fire Chief in Boynton Beach. I have been telling Mr. Stables for years that he has the skill, experience and ability to take the step and be a City Manager. I'm sure the Commission witnessed the same abilities when selecting him as your Fire Chief.

He has consistently embraced and excelled in the various leadership roles that he has fulfilled throughout his career. Chief Stables is very well respected, educated, experienced, and actively involved in improving the quality of life for the co-workers and citizens he serves. He has built bridges with many other municipal service departments and agencies and has created a better environment every place he has served. Chief Stables is approachable, data-driven and perhaps one of his greatest assets is communication, not only thru the org chart, but also to his manager.

It is important to note that Chief Stables, as an accomplished Chief Fire Officer with well over three decades of municipal experience, continues to embody the desire to serve through strong leadership values and behaviors indicative of a selfless public servant.

Gregg Lynk, City Manager (retired)

1309 Braun St NE

Palm Bay, Florida

Glynk61@gmail.com

(908) 230-1850

In my personal and professional opinion, Chief Stables would be an incredibly valuable asset to Boynton Beach as your Interim City Manager and would bring stability and further credibility to your organization by fulfilling that role. I understand Boynton Beach is currently going through some tumultuous times, if the Commission does decide to appoint Chief Stables to the Interim City Manager position, you will not be surprised how he goes about his daily business and does not shy away from high profile issues.

Thank you for your consideration and allowing me to share my insight. If you require any further information regarding this recommendation letter or his qualifications for your Interim City Manager position, please feel free to contact me at (908) 230-1850.

Sincerely,

A handwritten signature in black ink, appearing to read 'Gregg Lynk', with a stylized flourish at the end.

Gregg Lynk, City Manager (retired)

1365 Corey Road
Malabar, Florida 32950

April 24, 2022

Honorable Mayor Ty Penserga and Members of the City Commission
City of Boynton Beach
100 E. Ocean Avenue
Boynton Beach, FL 33435

REL Letter of Reference Jim Stables

Dear Mayor Penserga and Commissioners:

I am pleased to provide a letter of reference for Jim Stables as candidate for Interim City Manager. I worked with Jim during my 17 years with the City of Palm Bay, Florida and had the honor of appointing Jim as the City's Fire Chief while I was City Manager.

The reason I appointed Jim as the City's Fire Chief stemmed from the working relationship I had with him when I was Palm Bay's Public Works Director and Deputy City Manager. Jim always had a collaborative mindset which allowed him to contribute to many strategic decisions regarding the challenges facing Palm Bay. Regardless of his place on the organizational chart, Jim was always an effective leader within the City's administrative team. He saw value in personal leadership development and mentored others in leadership within and outside of his department.

One example of his commitment to local government leadership was when he completed his Auxiliary Law Enforcement Officer certification in order to set an example for other fire first responders who may be called to an active law enforcement scene. This wasn't a job requirement; this was a self-initiated personal commitment to cross-functional support and safety for first responders.

As Palm Bay's Fire Chief, Jim built strong and lasting relationships in the community and with other local governments. He understands the nuances of working with citizens, elected officials and appointed officials and can navigate challenging situations with skill and poise.

I am confident that Jim has the right mix of leadership skills and local government knowledge to be highly effective as the Interim City Manager.

Sincerely,

Susan Hann

Susan Hann, P.E., AICP, ICMA-CM
susanhannpe@gmail.com
321 508 9774

April 24, 2022

Dear Honorable Mayor Ty Penserga, Vice Mayor Angela Cruz, Commissioner Woodrow Hay, Commissioner Thomas Turkin and Commissioner Aimee Kelley

I am writing to you on behalf of Chief James Stables who is being considered as the Interim City Manager. Jim and I have known each other for over 35 years. We met through our employment at the City of Palm Bay. I worked in the Police Department and he was in the Fire Department. As our city grew over the decades from a small city of under 10,000 to over 100,000, we would often cross paths and worked on various city wide projects together. Jim was always a team player and we both not only believed in working together and getting to know the community, but to be in a position that when we need assistance, the relationship was already there along with the trust that is always important as a First Responder.

In 2011 I was appointed as the Chief of Police. Jim shortly after my appointment became the Fire Chief in Palm Bay. Due to our long time working relationship, we were able to bring our agencies together to the extent that we participated in each other's department recognition of employees and built a team in the two agencies that had been missing for many years. That relationship was observed by our respective employees and increased the interagency relationships.

Jim's strength is building teams and getting the various city departments to work together. In Palm Bay we were often challenged with rapid growth and lack of funds. Jim found ways to make things work and was always creative in his vision. Jim continued his education and encouraged those that worked with him to maintain professional growth.

One of the highlights in my career in Palm Bay was the ability to work with Jim and the Fire Department through the creation of a program that was started with the Melbourne Regional Medical Center Trauma Center. Doctor Peter Pappas started a program that was designed to assist our Special Weapons and Tactical Team. The missing component was medically trained personnel. Jim quickly offered to get involved and subsequently 6 of his paramedics were trained to assist our SWAT unit. Prior to Jim becoming Chief, that would never have occurred. That program subsequently was recognized nationally by the Alliance for Innovation in 2013.

These are the qualities, professionalism, visionary and ethical person you get in Jim Stables. I would wholeheartedly support Jim for this position.

If I can provide any further information do not hesitate to contact me.

Sincerely

A handwritten signature in cursive script that reads "Doug Muldoon".

Douglas Muldoon, Police Chief (retired)