

**DALE S. SUGERMAN**  
**150 Las Brisas Circle**  
**Hypoluxo, FL 33462**

**Present Employment**

**TOWN MANAGER**, Town of Highland Beach, Florida. 3614 S. Ocean Boulevard, Highland Beach, Florida 33487. Date of employment: March 7, 2005.

The Town of Highland Beach is an exclusive coastal community of 4,155 residents located on the barrier island between the Atlantic Ocean and the Florida Intracoastal Waterway in South Palm Beach County, Florida. The community is 2.9 miles long and 2000 feet wide (at its widest point). Highland Beach is one of the 20 wealthiest communities (per capita) in the United States. 42 full-time and 12 part-time employees. As Town Manager, report to a five person Town Commission, including a Mayor, all of whom are elected at-large for no more than 2 three year terms. Full-service organization including police, fire-rescue (contract), water and sewer utilities, public works, building, finance, and a municipal library. The organization is committed to a superior level of customer service and citizen engagement.

**October, 1994 to March, 2005**

**ASSISTANT CITY MANAGER**, City of Boynton Beach, Florida. 100 East Boynton Beach Boulevard. 33425.

The City of Boynton Beach is a rapid-growth, diverse South Florida community located on the waterways of the Atlantic Ocean. The community is a premier tourist destination. The current population (2007) is 66,872 and has an annual total operating budget of \$133 million dollars. Approximately 900 full and part-time employees. Served as Acting City Manager in the absence of the City Manager. One of eight members of the City Management Leadership Team (CMLT). Held various responsibilities during entire tenure as Assistant City Manager including the economic development program of the city, the citywide capital improvement program, working with the development community to insure properly planned growth activities, direct supervision for all Enterprise Operations (water, wastewater and stormwater utilities along with a municipal golf course), Director of Public Works, Director of Engineering, Director of Information Technology, and Human Resources Director

**July, 1992 to October, 1994.**

**ASSISTANT CITY MANAGER**, City of Palm Bay, Florida. 120 Malabar Road, Palm Bay, Florida. 32907.

Palm Bay is a community on the Space Coast of Florida with a current population (2007) of 101,793. Specific responsibilities as Assistant City Manager included

supervision of four departments (approximately 125 employees) including a water, wastewater and effluent re-use utility system serving approximately 18,800 meters, Fleet Maintenance, Building Maintenance and Information Systems. Served simultaneously as Executive Director for the independently controlled, not-for-profit, start-up utility system, which acquired existing, privately owned utility plants and constructed new plant capacity. Reported to a separate Board of Directors. Coordinated the public information and citizen service request program. Responsible for team-building training for various departments throughout the City. Coordinated the City's Public Information function including in-house newsletters as well as external newsletters/communications with the public. Responsible for handling/tracking of citizen service requests/complaints. Coordinated the City's disaster preparedness program. Responsibilities also included all project-specific assignments as directed by the City Manager.

### **JANUARY, 1991 TO JULY, 1992**

**SENIOR ASSOCIATE**, Management Advantage Corporation. 1935 Wilton Drive, Fort Lauderdale, Florida. 33305. (Private sector experience).

The Management Advantage Corporation was a local government consulting firm offering assistance to public agencies on a contingency fee basis. Principal activities included identifying cost savings in service delivery, avoiding budgeted or anticipated expenditures, identifying areas where non-tax revenues could be enhanced and shifting costs from the General Fund to some other non-tax supported fund or to grant fund revenues.

Specific responsibilities included client development, marketing, proposal development, fieldwork, data collection and analysis, report writing, development of final recommendations and presentation of findings.

### **JANUARY, 1989 TO DECEMBER, 1990**

**CITY MANAGER**, City of Sunrise, Florida. 10770 West Oakland Park Blvd, Sunrise, Florida. 33351.

Sunrise is a fast-growth community founded in 1962. Current population (2007) exceeds 89,000 with an annual growth rate of 5%.

925 full and part-time employees. \$83 million dollar operating budget. Chief Administrative Officer for this full-service community including the functions of police, fire/rescue, community & economic development, planning, engineering, building & code enforcement, post office, regional water, sewer, natural gas and storm water system serving six different jurisdictions, transportation, social services, parks, recreation and leisure services, including an 18 hole municipal golf course. Home to the Sawgrass Mills Mall, one of the largest outlet malls in the world. Responsible for mall design, permitting, construction and inspection.

**MARCH, 1982 TO JANUARY, 1989**

**CITY MANAGER**, City of Oberlin, Ohio. 85 South Main Street, Oberlin, Ohio 44074.

Oberlin, Ohio is a full-service community. Served as Chief Administrative Officer for an organization employing approximately 125 persons with an annual operating budget of approximately \$18 million dollars. Oberlin provides regional water and wastewater utility services as well as electric generation and distribution services. Directed and coordinated the City's entire operations in accordance with the policies established by the City Commission. Full responsibility for budget preparation, grant-writing and labor relations.

**MARCH, 1979 TO MARCH, 1982**

**CITY MANAGER**, City of Slater, Missouri. 109 North Main Street, Slater, Missouri 65349.

Slater, Missouri is a full-service community. Served as Chief Administrative Officer for this organization of 47 employees with an annual budget of approximately 9 million dollars.

**SPECIAL SKILLS**

- \*\* Strategic planning, strategic thinking, organizational development, performance measurement and high performance teambuilding.
- \*\* Organizational behavior, interpersonal supervisory skills, personnel management and labor/management relations.
- \*\* Community revitalization and development, growth management, economic development, and public-private partnership development issues.
- \*\* Utility operations, utility regulations, cost-of-service studies, service contract and rate negotiations.
- \*\* Financial management, infrastructure financing, risk management, bond and insurance financing.
- \*\* Public relations, communications, citizen's service requests.

## COMPUTER SKILLS

Proficient in PC based networked systems. In-depth familiarity with Outlook/Exchange electronic messaging systems and Microsoft Office Suite products, including Word, Excel, Project and PowerPoint. Active user of the Internet and Internet services. Extensive experience in electronic document imaging and geographic information systems (GIS).

## EDUCATION

2007      **DOCTOR OF PHILOSOPHY** (Ph.D.) in Global Leadership, Lynn University, Boca Raton, Florida. 4.0 GPA.

1978      **MASTERS DEGREE** (MPA) in Urban Administration, L.P. Cookingham Institute of Public Affairs, University of Missouri, Kansas City, Missouri.

Completed a double major in Municipal Administration and Organizational Behavior.

1974      **BACHELOR OF ARTS** (BA) in Political Science. University of Cincinnati, McMicken School of Arts and Sciences, Cincinnati, Ohio.

University Honors Scholarship Recipient, 1972-1974.

Student Body Attorney General, 1973-1974.

Elected to Omicron Delta Kappa - National honors, leadership and scholastic society, 1973-1974.

## CONTINUING EDUCATION

2002      Graduate- Senior Executive Institute, Weldon Cooper Center for Public Service. University of Virginia, Charlottesville, Virginia.

2001      Credentialed Manager (CM) - International City/County Management Association, Washington, D.C.

2001      "Qualified"- Myers-Briggs Type Indicator (MBTI) psychological and behavioral assessment administrator- Center for Applications of Psychological Type. University of Florida, Gainesville, Florida.

**PERSONAL**

Born and raised in Cleveland, Ohio. Hobbies and interests include golf, boating, racquetball, weight lifting, running, reading and investments. Adjunct Professor- Public Personnel Management, Barry University, Miami Springs, Florida. Certified scuba diver. Juggler. Credentialed Manager, International City and County Management Association, Full Member, Florida City and County Management Association and the Palm Beach County City Management Association.

**DATE of RESUME:** February, 2008