

COLIN BAENZIGER  ASSOCIATES

EXECUTIVE RECRUITING

Section 5

Jason B. Davis

*Sarasota City Manager
Candidate Report*

TABLE OF CONTENTS

	<u>PAGE</u>
COVER LETTER AND RESUME	1
CANDIDATE INTRODUCTION	5
BACKGROUND CHECKS	11
CB&A REFERENCE NOTES	19
INTERNET SEARCH	29

Cover Letter and Resume

JASON DAVIS

Chief Administrative Officer

Phone: 561.460.1077
Email: jasonbriandavis@gmail.com
Address: Port St. Lucie, FL

1/10/2025

Colin Baenziger & Associates
Attn: Rick Conner / Scott Krim

This letter is regarding my interest in discussing the City of Sarasota- City Manager opportunity. After reviewing the opportunity, my 20+ years' leadership experience, advanced degrees in organizational leadership, and continuing education in operations align well with the recruitment. Additionally, my experience in one of the largest, most populated counties in the southeastern United States affords me the perspective to drive success. I excel at strategic planning, data driven metrics, process improvement, team development, and stakeholder engagement.

The bulk of my career has been in government operational leadership roles, with multisite responsibility, master planning, stakeholder engagement, budget, and board presentation at the forefront of my duties. Offering both private and public sector executive experience, I have also launched fundraising efforts for nonprofit operations, championed scholarships for underserved, and been a community leader for numerous initiatives. I have been fortunate to be mentored by some of the best minds in government with my teams earning international recognition for efficient and effective operation. My facilities teams have been recognized by the State of Florida Governor's Office for efficiency and have received numerous awards for operational excellence. Major projects in my career include the largest capital project in Palm Beach County history, being recognized as the first utility in North America to earn ISO55001 certification for asset management, developing numerous I.T. platforms, and creating a culture of high performance at every level.

In addition to being a positive energy, I pride myself on the diverse teams I have built and guided. I constantly push my teams and myself to evolve and grow with industry best practices. I strive to foster a team environment with an empowered staff- a culture of excellence. I have hosted interns, taught courses for high school, college, and professional audiences, and I am well versed with remote business applications.

Other intangibles I offer include my vast professional network and my commitment to community. I am heavily involved in numerous community outreach programs, volunteering hundreds of hours with several local organizations. Additionally, I am seasoned in emergency response having been the communications leader during activation of our County Emergency Operations Center.

I welcome the opportunity to discuss this opportunity further at a time consistent with your schedule.

Sincerely,
Jason Davis

JASON DAVIS



Port St. Lucie, FL



561.460.1077 (Mobile)



jasonbriandavis@gmail.com

TRANSFORMATIVE CHIEF ADMINISTRATIVE OFFICER (CAO) / CHIEF OPERATING OFFICER (COO)

MULTI-SITE LEADERSHIP | DIVERSE WORKFORCE | STRATEGIC PLANNING | PROJECT MANAGEMENT

Transformational leader accomplished in optimizing effectiveness throughout the entire business cycle and building sustainable systems. Influential change agent known for maximizing process efficiency and employee performance while leading teams from a broad spectrum-merit, at-will, union, and executive level staff. Approachable and talented at connecting with diverse audiences, clearly articulating organizational vision, and galvanizing teams around a shared mission. Natural team leader skilled at resolving conflicts and problems by leveraging skills in communication and critical thinking to create win-win situations. Core competencies include public speaking, strategic planning, fiscal and administrative skills, project management, team development, process improvement, and data driven decision making.

CAREER HIGHLIGHTS

- Governor's Award Business Excellence
- First Gov't Entity to Perform NFPA Response
- FWEA Operational Excellence Award
- International Award Maintenance Excellence
- Excellence Award for Worker Safety
- Multiple NACo Awards
- First Water Utility in US to Achieve ISO55001
- Excellence Award for Vehicle Safety
- Created Downtown Security Alliance

PROFESSIONAL EXPERIENCE

St. Lucie County, Fort Pierce, FL **07/2023 to Present**

Deputy County Administrator

FTEs: 942 Population: 388 K Budget: \$760M

Executive-level senior leadership administrative position. Responsible for supervising the operations and administration of the County's management staff. Oversee major projects and programs of the County. Responsible for on-going analysis of county operational and financial status. Provides research and supervisory support to the County Administrator in diverse functional areas. Responsible for upholding County policies and procedures and providing advice and direction to staff. Serves as liaison between County Administration, citizens, advisory boards and committees, civic groups and other governmental agencies.

- Oversee Facilities, Utilities, Parks & Rec, Libraries, Mosquito Control- 400+ FTEs
- Spearheaded first county-wide trades apprentice program and various programs to attract/retain talent
- Key contributor to union contract negotiation, revised employee handbook, payroll study, PPMs and SOPs
- Championed County 20-year master plan efforts, construction standards, numerous construction and renovation projects

Palm Beach County, West Palm Beach, FL **04/2007 to 07/2023**

Division Director

FTEs: 12,000 Population: 1.6 M Budget: \$7.8 B

Advanced executive level work directing, planning, and providing overall leadership for resource allocation, operations, budgeting, and personnel. Provided policy development and direction in consultation with County Administrator for maximum utilization of financial and human capital. Provided leadership for employees to include creating goals, objectives, and accountability; issued counseling forms/disciplinary actions; handled employee complaints and grievances; recommended hiring, termination and promotion of staff. Planned, reviewed, and approved operating budget for the department and monitored contracts. Developed and led annual plan for program development, evaluation, performance management, and analytical activities designed to assess efficiency of department services in achieving the County's long-term goals and objectives. Effectively presented information in writing and orally, to the County Administrator, Board of County Commissioners, other elected officials, and various community groups.

- Began career in Facilities and promoted to Water Utilities- oversaw construction, security, fleet, real estate, facilities, utilities, asset management
- AAA Bond Rating across all three rating agencies; saved \$14M in first year of appointment with budget analysis
- Optimized supply chain productivity by devising strategies for inventory and business continuity
- Served as Logistics and Utility team lead during EOC activations



Protected employees, keeping them safe, healthy, and productive by investing heavily in employee safety programs and training. Zero negative impact to operations from the COVID outbreak due to robust pandemic plan.



Multi-Site, State of Florida

06/1996 to 04/2007

Director

Facilities of Mass Public Assembly - Hotels, Casinos, Convention Centers, Cruise Ships, Residential

11 years' developing and implementing private sector security and loss prevention programs. Evacuation procedures, CPTED reviews, emergency response, executive protection, investigations, surveillance, physical security applications to include lighting, door hardware, card access, training and development of staff, operating and capital budget, KPI monitoring, special events.

- Facilitated Special Duty program to generate previously uncaptured revenue.
- Created first ever Downtown Security Alliance.
- Numerous commendations from local police and Secret Service.
- Developed hundreds of team members to become respected leaders and top executives.
- Certified Protection Professional- ASIS (former)

EDUCATION & CREDENTIALS

Doctorate Organizational Leadership – Nova Southeastern University, 12/2020
Master of Business Administration (MBA) – Nova Southeastern University, 12/2009
Bachelor of Science in Criminology – Florida State University, 06/1996

PMP – Project Management Professional, PMI
 Certified Government Executive – FCCMA
 NACo High Performance Leadership Graduate
 Leadership Palm Beach County Graduate
 Certified Asset Manager – Asset Management Institute
 NIMS Courses- 50+ courses for Emergency Response

AFFILIATIONS & COMMUNITY

Florida City and County Management Association
 International City/County Management
 Florida Association of Counties
 Florida League of Cities

Lead developer and facilitator of the Leadership Forward Scholarship
 United Way Community Champion
 Animal Care & Control
 Habitat for Humanity
 Red Cross
 Red Apple
 AVID



www.linkedin.com/in/jasonbriandavis

American Legion Baseball Coach
 Collegiate League Baseball Head Coach & Pitching Coach
 Showcase Baseball Head Coach, Pitching Coach, & Recruiting Coordinator
 High School Baseball Head Coach, Pitching Coach, Strength and Conditioning Coach
 NASM Certified Trainer and Nutrition Counselor

The servant-leader knows, “my success comes from your success.”
 -Robert K. Greenleaf

Candidate Introduction

JASON DAVIS

EDUCATION

Doctoral, Nova Southeastern University
Master's, Nova Southeastern University
Bachelor's, Criminology, Florida State University

EXPERIENCE

Deputy County Administrator, St. Lucie County	2023 – present
Director Palm Beach County Various Departments	2007 – 2023
Security Director- Facilities of Mass Public Assembly	1996 – 2007

BACKGROUND

The bulk of my professional career has been in Palm Beach County, Florida- population 1.6 million, FTEs 7,000, budget \$7B. In terms of land mass, Palm Beach County is larger than some states in the US. I worked in both the Facilities and Water Utilities sections of Palm Beach County. Facilities included fleet, capital, real estate, security, and maintenance. I was the central point of contact for the Constitutional Officers and worked with all County departments, so I was fortunate to learn the workings of all agencies in the county, except Water Utilities. My goal was to transition to County Administration, so I took a Director role in the Utility. I spent four years with Utilities and our teams were recognized by the Governor's Office and internationally for efficient operations.

Credit to Palm Beach County for the succession planning efforts, I knew I would be at least tenth in line to move into County Administration, so I took a Deputy County Administrator role in St. Lucie County, Florida. St. Lucie County- population 388,000, FTEs 942, budget \$788M, is one of the fastest growing counties in the state, as the county has shifted from a predominantly agricultural community to a blossoming destination for development. I oversee five departments- Facilities, Parks/Rec, Libraries, Utilities, and Mosquito Control.

The three most significant issues facing the County are:

- Density concerns. Since the 'ag' land is being aggressively purchased by developers, the Board is tasked with managing growth in a community that does not want growth.
- Workforce housing. Post-COVID, property values have skyrocketed leaving teachers, first responders, and new grads struggling to find affordable housing to rent or purchase.
- Changes in political requirements. Legislative impacts related to water quality, homelessness, and special districts are having huge impacts on local budgets.

GENERAL, MANAGEMENT STYLE AND EXPERIENCE

I have been fortunate to learn from some of the best minds in local government. Depending on the source, city/county leaders typically last approximately four years in the top role. Palm Beach County had Bob Weisman for more than 20 years and Verdenia Baker for 10 in the Administrator role. My facilities and utility teams were local government benchmarks in many metrics, with other agencies throughout the country visiting to see how our operation worked so efficiently. The same is true in my current St. Lucie County role- we are very efficient in our operation. Neighboring communities serve nearly 100,000 less citizens with almost double our FTE operation. We have lowered our millage five years consecutively but delivered increased programs to our citizens. Again, a team effort but something we are proud to share.

As for me- I am the stereotypical servant leader. I understand the term is cliché, but that is how I operate in both my personal and professional life. I enjoy helping others and I am a resource for their success. I pride myself on being available, approachable, and an example for the team. I have been responsible for billion dollar capital projects, team building, fleet overhaul efforts, designing and implementing ERPs and CMMS solutions, a champion for our first responders, and have served our EOC as logistics, utilities and section command leader for nearly 20 years.

I enjoy creating paths for the team to find their version of success- promotions, education, leadership opportunities, whatever their goal may be. I have created incentive plans, apprenticeships, oversaw scholarships, and orchestrated succession planning efforts for long-term viability. Strategic planning, master planning, and budget process are part of my everyday role. I feel as if I am agile, easily adapting when necessary, but methodical when the situation allows.

I am well versed in presentations- delivering to various Boards, HOAs, and panels on a wide array of topics. I can serve as decision driver when needed, but prefer a consensus driven team approach with data driven decision making. We have high expectations, create an environment of excellence, and have fun doing our jobs because of the atmosphere we create. Some team accomplishments include being the first utility in North America to earn ISO55001 certification, being recognized by the Governor's office for efficient operations, and being recognized as the top operation compared to 32 international programs for maintenance excellence.

In terms of weaknesses, I do get frustrated with 'the speed of government.' Having a strong background in private sector operations, I am accustomed to thinking fast, getting things done fast, and taking on more. My first job out of college came with the instructions, "Here is your assignment, here is your budget, here is the time frame- get it done or we will find someone else to do it. We do not care how you do it, just meet the time frame and the budget." When I get frustrated, I just take a tactical pause and remember why government is different. I had a front row seat to county commissioners going to jail for circumventing processes for their own gain...so I understand why government operates differently. But, it does, at times, bother me how long it takes to get simple tasks done.

JASON DAVIS

My biggest failure as a leader also was my greatest learning moment in leadership. Early in my career, just after 9/11, the property I was representing was a destination for the world's wealthiest people. Management instituted a policy requiring my team to stop all vehicles in order to gauge their business entering the property. The individual I assigned this task was probably my best employee, one of my best employees ever, honestly. He was a decorated Naval Captain from the Dominican Republic and a very professional individual. In the course of his assignment, an individual was upset he was stopped and lodged a complaint that came to my office. I phoned the individual and he was upset he was stopped and asked why I had a foreigner performing this role, stating he may be a cannibal for all he knew. I explained that was ridiculous and we were just following security protocols instituted by management. His reply was, 'as long as the individual apologized for stopping him, his complaint would be satisfied.' I called my team member to my office and told him this person only wanted an apology, and he would go away. My team member said he was uncomfortable apologizing because he was doing what he was instructed, but he would do it for me out of respect. We called the individual together, and it did not go away- it escalated. The individual said he wanted his room, food, valet and other bills completely comped since we admitted we were wrong. At that point, I called the CEO to explain the situation. The CEO came to my office, and we called the individual back together. The CEO explained to the individual the process was implemented for guest safety, his bills would not be comped, and if he spoke to any other staff members in such a way, he would be removed from the property. Even though I was only twenty years old, this was a huge lesson in leadership and my failure as a leader still haunts me to this day. My team member forgave me, but the experience still reminds me of what leadership is when it comes to team.

The challenges I see facing the City of Sarasota are:

- Managing growth/density;
- Extreme weather events;
- Affordable housing;
- Attracting commerce to offset rooftop taxes in wake of recent storms

During the first six months my efforts will involve:

- Meet the team, various internal/external stakeholders to get a better understanding of city operations, gaps, etc.
- Own the strategic plan and the associated budget
- Assess the City's financial position and anticipate future trends
- Assess tools in place for data analysis and review for efficiencies

I do not anticipate anyone contacting the City with negative contacts about me. I am cleared by the FAA, Sheriff, Schoolboard, and the County for access to back of house operations in our airport, jail, schools, and general government buildings.

JASON DAVIS

In my spare time, I volunteer as a strength and conditioning coach and baseball coach for the local high school.

SIX ADJECTIVES OR PHRASES I WOULD USE TO DESCRIBE MYSELF

- Empathetic
- Creative
- Relentless
- Available
- Highly Ethical
- Proactive

REASON FOR DEPARTING CURRENT POSITION

Simply put, I love the west coast of Florida and saw the opportunity. Opportunities like this do not come along very often and I am not a wait around for things to happen for me kind of person, so I applied. I love where I'm at, but the possibility of working my next 30 years in Sarasota is too appealing for me not to apply.

CURRENT SALARY

My compensation at St. Lucie County is \$173,280, including vehicle allowance.

Section 5

CB&A Background Checks

**Background Check Summary for
JASON BRIAN DAVIS**

Criminal Records Checks:

Nationwide Criminal Records Search

No Records Found

County

St. Lucie County, FL

No Records Found

Palm Beach County, FL

October 2011 – Traffic Citation Accounting
Transmission System (TCATS)

Charge 1: Operating while Drivers License
Suspended/Cancelled/Revoked

Disposition: February 2012, Adjudication
Withheld/Criminal

Charge 2: Unregistered Motor Vehicle

Disposition: February 2012, Dismissed

Charge 3: Unlawful Alteration of
Mobile Home Tague Reg, or Sticker

Disposition: February 2012, Dismissed

August 2009 – Traffic Citation Accounting
Transmission System (TCATS)

Charge 1: Operating while Drivers License
Suspended/Cancelled/Revoked

Disposition: August 2009, Adjudication
Withheld

October 2007 – Traffic Citation Accounting
Transmission System (TCATS)

Charge 1: Florida Seat-Belt Law-Driver
Not Belted

Disposition: January 2008, Paid Civil Penalty

February 2006 –

Charge 1: Driver License Not Carried/Exhibit
On Demand

Disposition: February 2006, Dismissed

February 2006 –

Charge 1: Tag: None/Obscured/Defaced/
Improper Display

Disposition: February 2006, Adjudicated
Guilty By Court

**Background Check Summary for
JASON BRIAN DAVIS**

June 2005 –

Charge 1: Safety Belt Violations

Disposition: June 2005, Adjudicated Guilty
By Court

June 2005 –

Charge 1: Open Container of Alcohol
(Driver)

Disposition: June 2005, Adjudicated Guilty
By Court

**See Personal Disclosure for Candidate
Explanation for Records Found*

State

Florida

June 2009 –

Charge 1: DUI Impairment Blood or Breath
Alcohol of .15 or more

Disposition: December 2009, Adjudicated
Guilty

Charge 2: Violation of Core Probation

Disposition: December 2009, Adjudicated
Guilty

April 2010 –

Charge 1: DUI Blood Alcohol of 08

Disposition: March 2011, Guilty

Charge 2: Speeding on Highways

Disposition: March 2011, Dismissed

June 2012 – New Charge Filed

Charge 3: Violation of Core Probation (DST)

Disposition: Adjudicated Guilty

**Final Disposition: July 2012 – Revoke and
Terminate Probation**

**See Personal Disclosure and Page 15 for
Candidate Explanation for Records Found*

**Background Check Summary for
JASON BRIAN DAVIS**

Civil Records Checks:

County		
St. Lucie County, FL		No Records Found
Palm Beach County, FL		June 2008 – Lawsuit filed by Emporium Shoppes LLC DBA Emporium Shoppes against Mr. Davis. Disposition: August 2010 , Notice of Voluntary Dismissal
		<i>*See Personal Disclosure and Page 15 for Candidate Explanation for Records Found</i>
Federal		
Florida		No Records Found
Motor Vehicle		
Florida		No Records Found
Credit		Excellent
Personal Bankruptcy		January 2010 – Bankruptcy, Chapter 7 Disposition: August 2010 , Discharged
		<i>*See Personal Disclosure and Page 15 for Candidate Explanation for Records Found</i>
Sex Offender Registry		Not Listed
Education		Confirmed
Employment		Confirmed, except for St. Lucie County (07/2023 – Present)
Social Media		Nothing of Concern Found

**Background Check Summary for
JASON BRIAN DAVIS**

Under the Fair Credit Reporting Act, 15 U.S.C. 1681-1681Y, credit and bankruptcy information are very sensitive and should not be used in the consideration of hiring. The information is included for each candidate because we do not want you to be surprised if third parties raise what they consider to be a concern. Also, some states have limited the reporting to seven years, so any records older than that will not be available in those states. In addition, motor vehicle reports are limited to three to seven years, depending on the state.

From: Jason Davis <jasonbriandavis@gmail.com>
To: Lynelle Klein <lynelle@cb-asso.com>
Subject: Re: Background Checks

Hello-

I have 2 DUIs; 6/2009 and 3/2010. Tough life lessons that I am still answering for 15 years later, but full driving privileges were restored several years ago, and I do not drink at all anymore. Also, driving is a privilege which I learned the hard way, as you noticed, no tickets since.

The Lawsuit filed by Emporium Shoppes caused the bankruptcy response. I had a verbal agreement that if the business failed, I could just turn the keys in to the owner's rep. After 3-4 months of no students, I had no choice but to close the business. The owner's rep met me as discussed and I turned over the keys. A few months later I was served papers for legal action related to the lease. I called the owner's rep and he said the owner changed his mind. I asked what I should do and he said I should check with a commercial leasing attorney. I did so and found I had signed a personal lease for a commercial property, something I never should have done. My only recourse according to the attorney was to declare bankruptcy or I would have to pay the lease for the remaining five years.

Let me know if you need additional detail.

Jason

**Background Check Summary for
JASON BRIAN DAVIS
Personal Disclosure**

Name of Applicant: Jason Davis

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are sometimes made and that charges do not mean you were guilty. We also understand that you may have been wronged and needed to see compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

Please explain any yes answers on a separate sheet of paper.

1. Have you ever been charged or convicted of a felony?
Yes No
2. Have you ever been accused of or have been involved in a domestic violence or abuse incident?
Yes No
3. Have you ever declared bankruptcy or been an owner in a business that did so?
Yes No
4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?
Yes No
5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?
Yes No
6. Have you ever been charged with driving while intoxicated, driving under the influence, operating a vehicle impaired, or a similar offense?
Yes No
7. Have you ever sued a current or former employer?
Yes No
8. Please list all your social media accounts (Facebook / X (Twitter) / Instagram / LinkedIn, etc.) and your personal web page if you have one.
Facebook: <https://www.facebook.com/share/189WQCVzbE/?mibextid=wwXlfr>
Instagram: [@jasonbriandavis](#)
LinkedIn: www.linkedin.com/in/jasonbriandavis
9. Is there anything else in your background that, if made public, would cause you, our client or our firm embarrassment if it came to light through the press or any other mechanism?
Yes No
10. Please provide a list of any lawsuits in which you are or have been a party, either as plaintiff or defendant.
n/a

Attested to: 
Signature of Applicant

**Background Check Summary for
JASON BRIAN DAVIS
Personal Disclosure Explanation**

Have you ever declared bankruptcy or been an owner in a business that did so?

I owned a security guard training facility that licensed guards for the state of Florida D and G security licenses. The Great Recession of 2007 hit, and I lost all customers, as their security departments were cut. The leasing office at the time of my lease signing told me if the business did not work out, I would be excused from the lease; however, after paying the lease for several months out of my personal account, I had to close the business. A few months later I was sued by the property owner for breach of terms. After seeking the advice of a commercial lease attorney, I was told the only thing I could do was file bankruptcy or I would personally owe the remaining balance of the commercial lease, plus legal fees totaling more than \$300,000.

Have you ever been charged with driving while intoxicated, driving under the influence, operating a vehicle impaired, or a similar offense?

6/2009/10 DUI; adjudicated guilty. All driving privileges fully restored several years ago.

CB&A Reference Notes

Reference Notes
Jason Davis

Melody Tungol – Technical Compliance Manager, Water Utilities Department, Palm Beach County, FL 561-493-6211

Ms. Tungol has known Mr. Davis since 2019. During their time working together, Mr. Davis was excellent. He is a wonderful leader who understands his team's strengths. He wants to move the organization he works for forward and will work hard to accomplish that goal.

Mr. Davis was instrumental in the Palm Beach County Water Utilities Department receiving the International Organization for Standardization (ISO) 55001 certification for its Asset Management System. He was part of the team that worked on reaching the requirements. The Palm Beach County Water Utilities Department is the only water utility in North America to receive this certification. Attaining this certification cost around \$500,000. Other utilities who try to receive this certification often spend around 5 million dollars, but Mr. Davis was able to find ways to significantly reduce the cost and achieve the goal with minimal spending.

Mr. Davis is a leader that understands delegation is important. He believes in his team and trusts them to accomplish their responsibilities. If things are not getting done, he will step in before it is too late, but he does not micromanage. In a male-dominated workforce, it can be common for supervisors to be lofty, but Ms. Tungol appreciates his casual way of speaking to his team. He relates to whomever he is speaking and is a clear communicator. He has an abundance of experience with boards and agencies. He interacts frequently with the public. He handles angry customers well and believes that he owes quality service to the public.

When faced with a problem, Mr. Davis is creative. He has experience in many areas, including security and technology. However, if a problem involves a skill set that he is unfamiliar with, he consults experts in that field. He excels at finding the right people to collaborate with.

When working on projects, Mr. Davis values organizational development. He was good at looking 25 to 30 years into the future and anticipating what an organization will need. He understood budgets and weighing options to maximize money spent. He was involved in most of the PBCWUD capital projects and constantly brought innovative approaches to them. He did not rely on old ways of doing things. Instead, he brought a fresh perspective and creative mindset. He believed in the potential of the individual and supported good ideas.

Ms. Tungol believes that Mr. Davis will succeed in whatever leadership position he is in. He approaches problems with a risk-based approach and consistently makes good decisions. He is an exceptional leader who values his team. She is not aware of any controversial or concerning things he has been involved in. He would be an asset to any organization looking to move into the future.

Reference Notes
Jason Davis

Words or phrases used to describe Jason Davis:

- Smart,
- Humorous,
- Kind-hearted,
- Generous,
- Unpredictable, and
- Ray of sunshine.

Strengths: Leadership, relatable, problem solving, easy going, punctual.

Weaknesses: Too nice, can be too generous, he will pick up extra work to help out.

Gilbert Morales – Deposition Director, ESS, Palm Beach County, FL 561-781-1531

Mr. Morales has known Mr. Davis since 2014. Mr. Davis was Mr. Morales’s supervisor for a time, and Mr. Morales went to him for leadership advice. Mr. Davis was a good leader and organized in his work style. He was hands-on with his employees and competent in administration. He can both delegate and work on the ground level.

Mr. Davis has excellent communication skills. He can speak in front of boards and commissions as well as maintenance workers. He adjusts his communication based on who he is speaking to. He is a clear communicator. Mr. Davis can coordinate with agencies and public officials to complete the work. He has experience interacting with federal groups as well.

Capital projects are a necessary part of a utility. Mr. Davis has had experience with capital projects at almost every point in his career. When he worked with security, he headed a project that integrated access cards at the local courthouse. It cost about \$7 million and involved transitioning to a new access system. He had to propose the project and go out for bids to complete the project.

As for business matters, Mr. Davis is more than proficient. He knows how to build a budget and present it. He can stay within the bounds set by a budget while also encouraging innovation. Mr. Morales moved into the position that Mr. Davis left, which still had the environment of innovation that Mr. Davis fostered. He is also good at hiring people. He picks people he believes will enhance the work environment and provide good work for a long time. Mr. Morales was hired by Mr. Davis and has risen to his current position because of Mr. Davis’ trust in him.

Mr. Davis is a highly desired professional. Mr. Morales wishes he could afford to hire Mr. Davis and believes that any organization who does not hire Mr. Davis would be making a mistake. There is nothing concerning in his background or conduct that Mr. Morales knows of.

Reference Notes
Jason Davis

Words or phrases used to describe Jason Davis:

- Innovative,
- Well-rounded leader,
- Mediator,
- Financially savvy,
- Motivating, and
- Kind.

Strengths: Conflict resolution, well-rounded.

Weaknesses: None identified.

Jimmy Beno – Former Director of Operations, Palm Beach County Facilities Development and Operations Department, FL 561-233-0285

Mr. Beno has known Mr. Davis since 2011 when the former was the Director of Operations. He is currently the Chief Operating Officer. Mr. Davis' job performance was excellent during that time. Mr. Beno has been a supervisor for many years, and he believes that Mr. Davis is among the best employees he has ever had. He goes above and beyond what is necessary for his position. His work is thorough, and he genuinely cares about the product he turns in.

As a manager, Mr. Davis trusted his employees. He was involved in all the projects, but he relied on his team to perform their responsibilities. However, when his assistance was needed, he provided training and answered questions. All the projects he and his team worked on were done on time. He valued the people that worked for him. Mr. Beno recalled a situation in which one of Mr. Davis' employees wanted to take training, but the course was not in the budget. Mr. Davis paid for this person to take the training with his own money. He believed that the knowledge learned would be valuable for the employee and in turn, the organization.

In addition to being a strong leader, Mr. Davis is a good communicator. He has a good sense of humor that puts people at ease. He is an excellent writer and can speak clearly to groups of people. When communicating with Mr. Beno, Mr. Davis always knew what information was necessary to share and what was not.

Mr. Davis goes out of his way for things to be done correctly. Mr. Beno has observed him during his hiring process. He is a good judge of talent. Many of the people he hired are still working for Palm Beach County and contributing well.

There were many capital projects that Mr. Davis was involved with. He oversaw the ESS budget which consisted of millions of dollars. Some of the capital projects he worked on included expanding security systems and smoke alarm systems. He also oversaw many projects and

Reference Notes
Jason Davis

ensured that they were done on time and within the budget. He brought innovative changes that included implementing an access key system. Currently, the County is trying to implement it on a larger scale.

Mr. Beno highly recommends Mr. Davis to any high-level position that utilizes the skills of a director. He has the necessary experience and a desire to learn the things he does not know. He excels at bringing a team together and keeping them all united by goals. There is nothing in his past that would be embarrassing for a future employer, and his conduct is always professional.

Words or phrases used to describe Jason Davis:

- Loyal,
- Hardworking,
- Honest,
- Trustworthy,
- Dedicated, and
- Dependable.

Strengths: Work ethic, willing to learn, leads by example.

Weaknesses: Does not always take enough time for himself.

April Warren – Senior Manager, Palm Beach County, FL 561-355-6777

Ms. Warren worked with Mr. Davis from when she started in 2014 until he left in 2023. He was her Deputy Director during most of his tenure. He is a thorough and capable leader in all aspects.

Ms. Warren and Mr. Davis worked together in various leadership roles as County employees in several different departments. They set up a scholarship fund for young people who are starting their college education. They held a significant fundraising event for the scholarship. Outside of working hours Mr. Davis was very involved with the community.

Mr. Davis made good decisions as a leader of the organization. He weighs options carefully, and once he makes the decision, he immediately moves forward. He is easy to understand, well spoken, and relates well to others, both to the public and his co-workers. He comes off as a friend, and people want to listen and support him.

Mr. Davis is customer service oriented. Ms. Warren was both a customer of his and then a co-worker. From a customer perspective, he was always eager to find solutions to what they were looking for. As a co-worker, he was team oriented and helped his team accomplish what they needed to do.

Reference Notes
Jason Davis

Ms. Warren has never seen Mr. Davis lose his cool. If he is upset about an issue, he thinks about it for a while and then has a conversation with the parties involved about the issue. He has not been involved in anything controversial or embarrassing that Ms. Warren is aware of. She would be happy for him to return to Palm Beach County and recommends him for any upper management position at a city or county level.

Words or phrases used to describe Jason Davis:

- Strong willed,
- Decisive,
- Well spoken,
- Team oriented,
- Supportive, and
- Friendly.

Strengths: Natural leader. He has a way of communicating with people that helps bring everyone on board and wanting to be part of the team. He treats everyone equally, regardless of whether they are director level or entry level employees.

Weaknesses: Mr. Davis is almost too supportive. He supports upper management in the direction they want to go, even if sometimes it is not necessarily the best direction for the team. The outcome may be the same, but the steps to getting there could be different. He has always supported the upper management and their requests.

Ali Bayat – Director of Utilities, Palm Beach County, FL 561-493-6128

Mr. Davis reported to Mr. Bayat as Director of Water Utilities between 2018 and 2023 when Mr. Davis left Palm Beach County for another opportunity. Mr. Bayat gave him a very positive job performance review. Mr. Davis was one of the very best employees Mr. Bayat has ever had the pleasure of working with.

Mr. Davis has a diverse background, which brought a new perspective into his position. He also has a strong educational background with a doctorate in organizational leadership. The reporting had not been updated for years and Mr. Davis found ways to simplify, optimize, and streamline the process. He improved efficiency, so reporting was quicker for the regulatory agencies to access, and easier for the staff to process.

Mr. Davis is forward thinking. Under his leadership, the water utility department flourished. They were already in the top five or ten percent of the nation, and he took it to the next level. They made several improvements and won prestigious awards.

Reference Notes
Jason Davis

Mr. Davis led the organization through difficult situations and emergencies from water main breaks to hurricanes. He handles stress and pressure very well. He earned the respect of everyone who worked with him. He is hands-on and involved. He helped his team with whatever they needed to get the job done.

There were no issues regarding Mr. Davis' job performance. Mr. Bayat would hire Mr. Davis back in a moment and recommends him. Mr. Davis has a well-diversified background in many different parts of local government. He has a unique background considering his vast educational learning and his diverse work experience.

Words or phrases used to describe Jason Davis:

- Ambitious,
- Successful,
- Educated,
- Involved,
- Forward thinker, and
- Leader.

Strengths: In Mr. Davis' very nature, he is a leader. He knows how to prioritize, plan, and execute complex issues. If he is given a task that is not in his background or expertise, he knows how to navigate the assignment and work independently with minimum direction to deliver the results. He was close with his employees, and everyone enjoyed working with him.

Weaknesses: None identified.

Ed Bailey – Former Director of Security, Breaker's Hotel, Palm Beach, FL 561-801-2625

Mr. Bailey has known Mr. Davis since 1995. Mr. Bailey was Mr. Davis's supervisor while Mr. Davis worked at the Breakers Hotel in Palm Beach, FL. Mr. Bailey immensely enjoyed working with Mr. Davis, he was one of the best men Mr. Bailey supervised.

Overall, Mr. Davis had an exceptional job performance. He was a creative individual and a self-starter. Mr. Davis often brought programs to Mr. Bailey. When he presented these programs, the background research and arrangements had already been completed. All Mr. Bailey had to do was present the idea to his supervisors. Additionally, Mr. Davis understood boundaries and respected his coworkers. In a job position where strength was highly valued, it was common for people to be aggressive. Mr. Davis always respected the people he worked with and supported everyone in their own responsibilities.

Reference Notes
Jason Davis

Mr. Davis was able to work with anyone. He prepared himself well for his job and was confident in the execution of his responsibilities. When his peers felt unsure of what to do, they knew they could ask him, and he would help them find answers. He responded well to the community. When he was promoted to a managerial position, he was respected by his team. He has experience working with high-ranking individuals and security teams. While he was at the Breakers Hotel, he worked with various security teams to protect Prince Philip and President Bush, among many other important world figures.

Mr. Davis was involved in many projects. One of these projects was redoing and renovating security operations. He was involved on many levels, including planning and supervising. During this project, he worked well with the various teams as well as the political environment of Palm Beach. His projects were always completed on time and within the budget. These skills showcase his understanding of business operations.

Problems often arose and Mr. Davis was able to handle them well. He approached problems scientifically. He analyzed the situation, researched the necessary information, and came up with multiple solutions. He collaborated with his supervisors to find the best answer and implement it quickly. He always made good decisions because he made sure he had a thorough understanding of any situation before proceeding. These skills were a major contributor to the trust that everyone had in him.

Mr. Bailey highly recommends Mr. Davis for any position. He has the skills to quickly learn new responsibilities and approaches new jobs with vigor. There is nothing in his past that is concerning, and his character is the highest degree possible. He is an innovative individual who is also able to be a change agent or maintain an organization based on what it needs.

Words or phrases used to describe Jason Davis:

- Loyal,
- Hard working,
- Amiable,
- Brilliant,
- Trustworthy, and
- Good follow-up.

Strengths: Character, understands budgets, hiring, teamwork and building a team, and emergency management and planning.

Weaknesses: None identified.

Reference Notes
Jason Davis

**Anthony Armeli – Operations and Maintenance Director, Water Utilities Department,
Palm Beach County, FL 561-493-6034**

Mr. Armeli has known Mr. Davis since 2018. Mr. Davis was his supervisor, and they worked closely together. As a supervisor, Mr. Davis always fostered good relationships with his staff. Everyone he worked with knew that he appreciated and trusted them. He values his staff and treats them with respect.

To maximize efficiency, Mr. Davis can work with employees at any level. He can work in the field as well as delegating responsibilities. He adjusts his communication to his audience and people understand his meaning. He held regular meetings to increase awareness among his team and he frequently used email and phone calls to stay up to date on his team's progress. He sets clear deadlines, and his team knows his expectations.

Mr. Davis has an abundance of experience interacting with boards, agencies, and members of the public. He values their individual experiences and will devote time to ensuring their satisfaction. When faced with a problem, Mr. Davis is data oriented. He makes sure he gathers the correct information through research before making a decision. He is calm and collected, never jumping to a quick conclusion.

Mr. Davis is always working to introduce innovation to the organization he works for. He can identify areas that need a process change and organize the process that will maximize efficiency. He was part of a design building process for old infrastructure. He gave his input regularly and worked closely with the engineering department to ensure that the projects were done well. Palm Beach County was working on expanding their treatment process from a capacity of 15 million gallons/day to 30 million gallons/day. This is just one of the capital projects that Mr. Davis was involved in over the years. In all his projects, he comes up with new ideas and new ways to approach things.

Mr. Armeli highly recommends Mr. Davis. He has the necessary skill set and is a fantastic leader. There is nothing questionable in Mr. Davis's past and he highly values his character.

Words or phrases used to describe Jason Davis:

- Diligent,
- Punctual,
- High expectations,
- Funny,
- Reliable, and
- Methodical.

Reference Notes
Jason Davis

Strengths: Scheduling, does not micromanage, communication, high expectations for his employees.

Weaknesses: Straightforward.

Prepared by: Amanda Jenkins & Trieste Sessions
Colin Baenziger & Associates

CB&A Internet Research

Internet – Newspaper Archives Searches
Jason Brian Davis
(Articles are in reverse chronological order)

St. Lucie County
February 3, 2025

Paula-A-Lewis-Branch-Library

Need help updating your resume? St. Lucie County Deputy Administrator **Jason Davis** will be hosting a free workshop focused on improving your resume on Saturday, Feb. 8 from 2 to 4 p.m. at the Paula Lewis Branch Library.

Davis will share his unique skillset to provide guidance and training on how to create an impressive resume based on an individual's professional and personal backgrounds. The program is free and designed for ages 18 and older. Participants should bring a sample of their resume, work history and/or your device or laptop where it is saved.

Internet – Newspaper Archives Searches
Jason Brian Davis
(Articles are in reverse chronological order)

St. Lucie Florida
November 14, 2024

Calendar Meeting List
St. Lucie County Taxes & Budget Q&A

St. Lucie County Deputy Administrator **Jason Davis** and Budget Manager Jennifer Garrity will provide a brief overview of the budget and millage rates for the St. Lucie County Board of County Commissioners, covering topics such as special taxing districts, the difference between city and county services, as well as Community Development District (CDD) taxes.

To watch a video explains how your tax dollars are broken down by the various taxing agencies in St. Lucie County along with how to read your Truth in Millage Notice, visit:
<https://www.youtube.com/watch?v=M1J1Q0OKI5E>

For more details about St. Lucie County’s current and past budgets, visit:
www.stlucieco.gov/omb.

Internet – Newspaper Archives Searches
Jason Brian Davis
(Articles are in reverse chronological order)

Facebook
November 1, 2024

City of Port St. Lucie

Tornadoes spawned from Hurricane Milton devastated parts of the Treasure Coast on Oct. 9, including Spanish Lakes Country Club Village in northern St. Lucie County.

Shortly after Milton passed the area, several Port St. Lucie Utility Systems employees assisted the county and FPUA to get the water and wastewater treatment plants back online at Spanish Lakes and stop and repair water leaks throughout the community.

Deputy County Administrator **Jason Davis** extended his appreciation to Utility Systems Director Kevin Matyjaszek and the following employees for their efforts: Tim Richards; Mike Jolly; Jay Wickham; Christian Phillips; Brian Sadowski; Jarrett Jackson; David Reyes; Robert Grasso; Jason Hernandez; Brandon Williams; Vincent Velardo; James Johns; Logan Caradonna; Dan Burdett; Nick Spangenberg; Walter Rivas; Raama Badalo; and Gerald Lakatos.

Thank you to our amazing Utility Systems Department for helping others in need!

Internet – Newspaper Archives Searches
Jason Brian Davis
(Articles are in reverse chronological order)

x.com
April 18, 2024

St. Lucie County

St. Lucie County Deputy Administrator **Jason Davis** presents resident Barbara McCarthy with the President's Silver Volunteer Service Award for the 403 hours of volunteer work she contributed to the Morningside Branch Library. #volunteers #volutneerappreciationmonth

Internet – Newspaper Archives Searches
Jason Brian Davis
(Articles are in reverse chronological order)

Route Fifty
December 12, 2023

2023 Rising Star: Aaron Rice
By Chris Teale

In less than a year on the job, Aaron Rice has already had a major impact on his county’s preparedness. As the IT security administrator for the Board of County Commissioners in St. Lucie County, Florida, Rice has played a leading role in developing the county’s disaster recovery plan. But what caught officials’ attention was his initiative in making sure all county employees could easily use the county’s software applications.

Jason Davis, St. Lucie County’s deputy county administrator, said he noticed the IT staff spent a lot of time training and retraining staff on the technology and software the county used. To reduce that time and make the process more efficient, Rice drafted two-page reference guides workers could use to refresh their memories on various applications. His effort helped shrink retraining requests by nearly 95%, a key win for an already overtaxed IT shop. The simple concept delivered a “substantial return on investment,” **Davis** said.

With only 800 employees, the county runs a lean operation, so “staff is charged with being creative,” **Davis** said. “And Aaron took it upon himself to create an efficiency that saves time, money and resources.”

County employees appreciated the reference guides, while Rice and his colleagues in IT welcomed the reduction in service calls. Managers, meanwhile, valued a more efficient IT department.

Rice is a “team player, customer service advocate, and all around excellent public servant,” **Davis** said, adding that he is a full-time student and serves in the Army National Guard. He is a “shining example of what an IT professional should be not only in the public sector, but private sector as well.”

Internet – Newspaper Archives Searches

Jason Brian Davis

(Articles are in reverse chronological order)

[CB&A Note: Only the information relevant to Jason Davis is listed below.]

St. Lucie Florida

2023

Administration's Leadership Team

Deputy County Administrator **Jason Davis**

Jason Davis is the Deputy County Administrator for the St. Lucie Board of County Commissioners. **Davis** has extensive experience guiding high-performing public sector teams. He is experienced in master planning, construction management, and disaster response.

Prior to becoming Deputy County Administrator, **Davis** served as Palm Beach County Water Utilities Division Director. He was responsible for the operational activities of wastewater and reclaimed water utility systems and preparing budgets and administrative controls.

Before becoming Utilities Division Director, **Davis** served as Palm Beach County Facilities Development and Operations Division Director, responsible for directing facility operations, developing procurement procedures, and executing short- and long-term goals.

Davis earned a master's and a doctorate from Nova Southeastern University.

Internet – Newspaper Archives Searches
Jason Brian Davis
(Articles are in reverse chronological order)

St. Lucie County
October 4, 2023

St. Lucie County's Post

On this month's Inside St. Lucie, Commission Chair Cathy Townsend welcomes new Deputy County Administrator **Jason Davis** to the team.

Internet – Newspaper Archives Searches
Jason Brian Davis
(Articles are in reverse chronological order)

Inside St. Lucie
October 2, 2023

St. Lucies County Board of Commissioners

Host Erick Gill welcomes St. Lucie County Commissioner Cathy Townsend, Dist. 5 and her guest recently hired Deputy County Administrator **Jason Davis**, as they discuss the budget and other topics.

https://www.youtube.com/watch?v=C_VKHMANBJc

Internet – Newspaper Archives Searches
Jason Brian Davis
(Articles are in reverse chronological order)

[CB&A Note: Only the information relevant to **Jason B. Davis** is listed below.]

Fccma.org
October 7, 2021

October 2021 New Members

Author: Carol

The following membership applications have been received. If no current member comes forth with a reason why these applicants should not be approved as members, he/she will be invoiced for dues.

Jason Davis, District IV, Division Director IV, Palm Beach County, Affiliate Member;

Internet – Newspaper Archives Searches

Jason Brian Davis


(Articles are in reverse chronological order)

<https://www.southeastdesalting.com/wp-content/uploads/SEDA-Recovery-Zone-Newsletter-June-2019.pdf>

SEDA Recover Zone Newsletter
June 2019

Welcome to our New Members

WELCOME TO OUR NEW MEMBERS



SANJAY ADLAM
GREATER PINE ISLAND WATER ASSOCIATION

JUAN AROSEMENA
PINELLAS COUNTY SOLID WASTE

RICARDO AVENO
NALCO WATER

ALI BAYAT
PALM BEACH COUNTY WATER UTILITIES

MICHAEL BLACK
FLORIDA DESIGN DRILLING CORPORATION

JASON DAVIS
PALM BEACH COUNTY WATER UTILITIES

LEE GOLDSTEIN
PALM BEACH COUNTY WATER UTILITIES

JOHN HOLLERBUSH
CAPE FEAR PUBLIC UTILITY AUTHORITY

JAMES HUNNICUTT
CAPE FEAR PUBLIC UTILITY AUTHORITY

TRAVIS INGRAHAM
SAFBON WATER TECHNOLOGY, INC.

RYAN KELLY
CITY OF DUNEDIN, WATER DIVISION

JOHN F. MALONE
CAPE FEAR PUBLIC UTILITY AUTHORITY

MICHELE MILLER
SOUTHEAST DESALTING ASSOCIATION

ANDREA NETCHER
TETRA TECH, INC.

RAYMOND (CHUCK) POOL
HAWKINS INC.

RAMIRO RAMIREZ
H2O INNOVATIONS

FRANK STYERS
CAPE FEAR PUBLIC UTILITY AUTHORITY

ALLAN UPHAM
CAPE FEAR PUBLIC UTILITY AUTHORITY

BILLY JO WINSLETT
CAPE FEAR PUBLIC UTILITY AUTHORITY

Internet – Newspaper Archives Searches
Jason Brian Davis
(Articles are in reverse chronological order)

[CB&A Note: Only the information relevant to **Jason Davis** is listed below.]

[https://discover.pbc.gov/BoardMeetingMinutes/April%2026,%202019%20\(WUAB\).pdf](https://discover.pbc.gov/BoardMeetingMinutes/April%2026,%202019%20(WUAB).pdf)
March 29, 2019

PALM BEACH COUNTY
WATER UTILITIES DEPARTMENT
ADVISORY BOARD MEETING

PBC Water Utilities Staff Present:

Jim Stiles, Claudia Coyne, Kenny Rampersad, Shawn Reed, Matt Divine, Bret Hammell, Ali Bayat and **Jason Davis**

Internet – Newspaper Archives Searches

Jason Brian Davis

(Articles are in reverse chronological order)

[CB&A Note: Only the information relevant to **Jason B. Davis**' job responsibility is listed below.]

<https://openpayrolls.com/county/palm-beach-county-fl/2017/page-140>
2017

Jason B Davis

Director Utility Maintenance, Director Utility Operations, Asst Dir Ess
At Water Utility Finance and Administration
Palm Beach County, Florida

Palm Beach County, Florida records show **Jason B Davis** held multiple jobs from 2016 to 2020. One of the most recent records in 2020 lists a job of Director Utility Maintenance.

Research Compiled by: Amanda Dillabough
 Colin Baenziger & Associates