

THE LOCAL GOVERNMENT MANAGEMENT FELLOWSHIP



ABOUT

As part of ICMA's Next Generation Initiatives, ICMA partnered with the Network of Schools of Public Policy, Affairs, and Administration (NASPAA), Local Government Hispanic Network (LGHN), and National Forum for Black Public Administrators (NFBPA) to design a program to intentionally attract recent (and inexperienced) MPA graduates and promote a diverse candidate pool.

The Local Government Management Fellowship (LGMF) was born as a career development opportunity for graduates in full-time one- to two-year management-track local government positions under direct mentorship from a senior government leader, most frequently the manager or administrator.

The LGMF continues to provide a groundbreaking career entry opportunity and communities with impactful change. Over the past 20 years, the program has generated 425 fellows, more than 35 who have taken on a chief or assistant chief administrative officer role, and alums who have continued a mentorship cycle through hosting fellows. This record demonstrates that the program continues to meet the designed goals, with the added bonus that the fellows themselves have made a substantial impact in the communities they have served and have demonstrated the importance of investing in career development. Featured in this article are some of those fellows and the impact they've made in the community they served, as well as their advice to those looking for a management-track opportunity like the LGMF!

AUDREY ABLES

Budget and Financial Management Analyst, Pinellas County, FL

LGMF Cohort: 2022; Pinellas County, FL



Audrey served as a Local Government Management Fellow in Pinellas County, Florida. She engaged in diverse projects, ranging from assisting during a hurricane activation to developing a virtual citizens academy. This experience taught her the importance of flexibility through collaboration with various teams. One of the most valuable lessons she learned was that building relationships is crucial for project success, emphasizing that it truly takes a village.

AUDREY'S ADVICE:

If you're interested in something, take the initiative to pursue it. While your mentor may have specific needs for you to fulfill, use this opportunity to explore your own interests. Communicate your desire to learn to your mentor so they can support you.

MERON ABOYE

Management Analyst, Loudoun County, VA

LGMF Cohort: 2022; Loudoun County, VA



Meron served as a Local Government Management Fellow in Loudoun County, Virginia. She learned how legislation impacts county operations and gained insights into the state legislative process. In a rotation with the Budget Office, she participated in the county's annual budget process and filled a temporary analyst role, working with various departments to support their FY 25 resource requests. Meron also learned to manage competing priorities, be flexible and open-minded to new experiences, and enriched her research and analytical skills.

MERON'S ADVICE:

Invest in your professional development. Prioritize learning something new, look for mentors, ask hard questions, and challenge yourself!

INDIA ADAMS-JACOBS

Town Manager, Bowling Green, VA

LGMF cohort: 2014; Tacoma, WA and Albemarle County, VA



INDIA'S ADVICE:

Learn to handle hard better. This profession is rewarding but challenging and gets more challenging every year. Learning how to build resiliency and pivoting when necessary, from people and places that don't serve you is essential to a successful career.

India served as a Local Government Management Fellow in Tacoma, Washington and Albemarle County, Virginia. She was tasked with researching an economic development initiative and establishing a successful model with the City of Tacoma government and strategic partners. Reflecting on her most impactful work, India recalls the evolution of the Tacoma Anchor Network from her initial research nearly a decade ago and early meetings with partners from the University of Washington Tacoma, Bates Technical College, University of Puget Sound, and local hospitals. Within a year, the concept progressed to India and a colleague attending a national conference in New York City and being invited back the following year to present as a model community. Nearly a decade later, the work remains a priority within city government and partner organizations, fulfilling its original intent.

SARAH ALIG

Assistant City Administrator, Eagan, MN

LGMF Cohort: 2014; Olathe, KS



Sarah served in Olathe, Kansas, as its Local Government Management Fellow in the city manager's office and the budget office. She was the staff liaison to the Olathe Teen Council, organized a "Fresh Air" employee development forum, developed a crisis communications plan and a "Communities That Care" grant application, and presented the city manager's office year-end report to the city council.

SARAH'S ADVICE:

Ask questions! Nobody expects you to know more than you do, and this is a great chance to demonstrate humility and curiosity. Pay attention to the context—sometimes it's helpful to ask questions right away in a meeting, but sometimes it's better to pull someone aside afterward and say, "Hey, can you explain what happened in there?"

ARN ANDREWS

Assistant City Manager, Mountain View, CA

LGMF Cohort: 2007; San Jose, CA



Arn served as a Local Government Management Fellow in San Jose, California. He learned about the incredible depth and breadth of local government services during his first assignment in the City's Finance Department. There, he discovered the department managed a \$5 billion municipal debt program and a \$1 billion operating portfolio, revealing the impressive scale of city operations.

ARN'S ADVICE:

Figure out how to be impactful/relevant early in the organization you join. Lead a project that's been languishing because the organization can never seem to find the time to do it. Show them that you can, and will, move the needle.

HANNAH BABISS

Presidential Management Fellow, Washington, DC

LGMF Cohort: 2021; State College, PA



Hannah served in State College, Pennsylvania as its Local Government Management Fellow. She conducted a feasibility study to establish an independent Health Department through Pennsylvania Act 315 and presented this study to the council upon completion. Additionally, she implemented recommendations from the Task Force on Mental Health and Crisis Services, which included establishing a co-responder program in the Police Department. Hannah also supported the 2022 Budget process by developing a comment matrix to respond to and analyze public comments.

HANNAH'S ADVICE:

Be open minded, speak up, and put yourself out there!!

CURTIS BROWN

Community Partnerships Administrator, Franklin County, OH

LGMF cohort: 2022-2023; Franklin County, OH



CURTIS'S ADVICE:

Explore everything to better understand the organization and discover your true passions or new interests. Engage in activities you love and those you don't, as both will increase your knowledge and sharpen your skills.

Curtis served as a Local Government Management Fellow in Franklin County, Ohio. He had the opportunity to serve as a steering committee member for a public art plan, which was a transformative experience. This role allowed him to develop key skills in collaborative leadership, strategic planning, community engagement, and project management. Curtis learned to navigate diverse perspectives, lead discussions, and ensure the final plan reflected the community's values and traditions. The project will significantly impact the community by beautifying public spaces, supporting local artists, and fostering a stronger sense of community pride and connection. It will also stimulate local economic growth and provide educational opportunities for young artists. Throughout his fellowship, Curtis encountered numerous opportunities for personal and professional growth. Whether navigating complex stakeholder dynamics or grappling with budgetary analysis, each obstacle served as a catalyst for self-reflection and refinement, helping him build his professional skills.

CRAYTON BRUBAKER

Community Development Program Manager, Salem, NH

LGMF Cohort: 2021; Concord, NH



Crayton served as the Local Government Management Fellow in Concord, New Hampshire. He worked on new economic development initiatives to enhance the city's vibrant downtown, including helping the city's Outdoor Dining and Food Truck Committee draft and pass new innovative policies. Crayton also wrote five state and federal grant applications, coordinated airport public outreach events and development inquiries, and worked on a staff group for the design of a Riverfront Park development project.

CRAYTON'S ADVICE:

Be a self-starter, be intentional about forming relationships with department leaders in your municipality, and join and stay active in civic groups in the area. Be confident in your abilities, and know everyone struggles with imposter syndrome.

AMBER CABRERA

Senior Assistant to the City Manager, Fort Lauderdale, FL

LGMF Cohort: 2021; Fort Lauderdale, FL



Amber served as a Local Government Management Fellow in Fort Lauderdale, Florida. One key skill she learned during her fellowship was the importance of honesty in communication, understanding that responding with “I’ll look into that” is more appreciated than providing false or inaccurate information. She was tasked with working on a consolidated Habitat Conservation Plan (HCP) for the city, which provided her with the opportunity to collaborate with various departments and establish an inter-departmental structure. This experience also allowed her to ensure the wise use of resources and avoid duplicating efforts.

AMBER’S ADVICE:

Trust the process. Not all days are filled with opportunities to make large scale change; yet there is always a way to glean information that will help you in the future. Every nugget of information, no matter how trivial, can help you in solving the next day's challenge. Also, be your own kind of leader. There is no one leadership style that you need to have other than one who is honest and has integrity. The rest will work itself out.

DESIREE CASANOVA

Assistant to the County Administrator, Sarasota County, FL

LGMF Cohort: 2021; Sarasota County, FL



DESIREE'S ADVICE:

Don't be shy about the work/projects that you want to work on. Vocalize your strengths and showcase that you are capable of more than is being asked of you. This is not only going to show your leadership team and organization that you can take initiative, but will show them the great potential that you have.

Desiree served as a Local Government Management Fellow in Sarasota County, Florida. She assisted the Program Manager of the Emergency Rental Assistance Program (ERAP) by managing interns, reviewing appeals, and creating the first Program Evaluation, which provided her with her first supervisory experience. Additionally, she worked with Human Resources on recruitment, attended job and career fairs, spoke to students about careers in local government, and conducted phone interviews. The highlight of her Fellowship was creating the first Sarasota County ICMA Fellowship video, with the help of the creative Communications Department. This video engages and educates viewers about the program, featuring current and past ICMA fellows who discuss their achievements and the program's success in supporting young professionals.

TERESA DE CASTRO

Assistant City Manager, Decatur, GA

LGMF Cohort: 2012; Decatur, GA



Teresa served as a Local Government Management Fellow in Decatur, Georgia. During her fellowship, she learned to manage multiple projects, facilitate meetings and discussions, write policies, and coordinate community engagement. She viewed everything as a learning experience, trying different things and helping in various ways. She asked thoughtful questions and sought out mentors both inside and outside her organization.

TERESA'S ADVICE:

View everything as a learning experience. Try different things, help in different ways. Ask thoughtful questions. Seek out mentors both inside and outside your organization.

BAILEY DICKINSON

Operations Coordinator, Covington, GA

LGMF Cohort: 2021; Covington, GA



BAILEY'S ADVICE:

Try a little bit of everything! You never know what you might learn that you are interested in during this Fellowship. There are areas that I previously would not have considered that I am working in now. I have the Fellowship to thank for that.

Bailey served as a Local Government Management Fellow in Covington, Georgia. During his fellowship, he actively engaged with various departments, gaining a thorough and well-rounded understanding of local government administration. He planned and provided a Warming Shelter for the homeless population, created a community engagement initiative focused on beautification and outreach, and implemented a city-wide texting program to keep residents informed about updates in Covington. These experiences allowed him to gain valuable skills in project planning, community engagement, and communication.

DAVID DILLNER

City Manager, El Dorado, KS

LGMF Cohort: 2005; Winchester, VA



DAVID'S ADVICE:

Find an internship opportunity that gives you access to the city manager's office and the diverse workings of the municipal government. Then take the opportunity to make the internship yours by actively seeking projects and interactions that will enhance your understanding of the organization. I encourage every intern to be curious about the organization and the work found in municipal government. You will find a lot of great ways to learn and get involved, so you will be prepared for your first management job.

David served as a Local Government Management Fellow in Winchester, Virginia. His fellowship provided him with a broad perspective on local government operations and the daily concerns of a city manager. He gained an appreciation for finance, human resources, and various municipal functions that cities provide to residents. His experience also included direct work with elected officials, which is crucial for city managers. David found that serving in local government is an excellent way to get involved and make a difference in the community.

RATNA DOUGHERTY

Assistant Professor, University of South Florida

LGMF Cohort: 2016; Fort Lauderdale, FL



Ratna served as a Local Government Management Fellow in Fort Lauderdale, Florida. She learned to work with different people, which significantly helped her progress. Ratna also mastered managing multiple projects in a timely manner, a skill that benefits her daily. She enjoyed the variety in her workdays and always had a passion for public service. Although she is now in academia, she continues to interact with local government hopefuls and professionals, engaging them to become better public servants in the future.

RATNA'S ADVICE:

Try the things that scare you, and always put in the extra work to do something that you truly enjoy, even if it is outside of your wheel house—it'll be worth it.

MARY FURTADO

County Manager, Catawba County, NC

LGMF Cohort: 2004; Sarasota County, FL



Mary served as a Local Government Management Fellow in Sarasota County, Florida. She had a front-row seat to immerse herself in “beyond book learning” for all major functions of local government. Mary practiced the art of influence without positional authority, working across departments and earning trust and authenticity with her co-workers. She learned to be hungry for experience and to find value in every task, which helped her earn the chance to take on larger, more meaningful tasks that deepened her experience. She also learned to be a “steward of the whole” from day one, understanding that the success of any one department should not come at the expense of the organization as a whole. This exposure to management thinking established a strong foundation that she continues to build upon. Local government service is about caring enough about her community to strive every day to make it better for her family, friends, neighbors, and community members. She can’t imagine doing anything more meaningful than that.

MARY’S ADVICE:

Embrace new experiences and exposure to different things, as you’ll learn a lot just by being present. Be intentional in developing your career, but don’t get stuck chasing the “perfect job.” If a job isn’t your dream job, make a change. Build a support system or “tribe” to lean on during tough times, maintain perspective, and have your back. Also, be part of others’ support systems. This profession is fulfilling but can be tough and unforgiving, so support each other.

GENESIS GAVINO

Special Assistant to the City Manager, Austin, TX

LGMF Cohort: 2014; Tacoma, WA



Genesis served in Tacoma, Washington as its Local Government Management Fellow. Participating in the local government management fellowship in the city of Tacoma provided Genesis with invaluable skills that have significantly shaped her professional journey. She honed her ability to navigate complex bureaucratic systems, gaining insights into the intricacies of municipal governance and administration. The fellowship also initiated her path towards comprehending and implementing equity in local government practices. Through exposure to Tacoma's diverse community and hands-on experience in policy development, Genesis began to grasp the nuanced challenges surrounding equity and access within public services. This fellowship marked the beginning of her commitment to fostering inclusivity and fairness in governance, propelling her towards a career dedicated to advancing equitable policies and practices within local communities.

GENESIS'S ADVICE:

Never shy away from stepping outside your comfort zone to learn about new topics or gain new skills. For example, in the first year, they requested an assignment in Public Works to understand the process of filling potholes and maintaining streets, which were common topics at community meetings. Remember, the place where you belong does not exist until you create it (paraphrasing James Baldwin).

RYLEE GOVOREAU

Destination Services Manager, ATL Airport
District Convention & Visitors Bureau

LGMF Cohort: 2021; Hogansville, GA



RYLEE'S ADVICE:

Identify professional development opportunities you want to be a part of and don't hesitate to ask if you can attend.

Rylee served as a Local Government Management Fellow in Hogansville, Georgia. During her fellowship, she served as the project manager for a \$1.2 million historic amphitheater renovation project and successfully wrote and presented an Entertainment Ordinance, which was adopted by the City Council, leading to the creation of a Special Entertainment District in Downtown. Additionally, she spearheaded the inaugural Diversity, Equity, and Inclusion (DEI) training for Department Heads and planned a DEI Community Forum, the first of its kind facilitated by GMA in a Georgia city.

MIKE GREENE

City Administrator, Lathrup Village, MI

LGMF Cohort: 2016; Rockingham County, NC



Mike served as a Local Government Management Fellow in Rockingham County, North Carolina. He learned first-hand how to create a complex municipal budget. These budgeting skills have followed him throughout his career, and he still utilizes a similar budgeting methodology today. Additionally, Mike learned the importance of setting internal goals for an organization to track departmental performance and identify areas needing improvement. He believes that a career in local government is unique in allowing one to see the daily impact of their work on the community.

MIKE'S ADVICE:

Maintain a realistic work-life balance. With cell phones, email, and social media, this career can feel like you always need to be "on" and respond to inquiries as the notification comes across. You need to maintain healthy boundaries, or you'll risk burnout and become dissatisfied with your career.

CECILY HAMILTON

Strategy & Performance Analyst, Durham County, NC

LGMF Cohort: 2021; Durham County, NC



Cecily served as a Local Government Management Fellow in Durham County, North Carolina. During her fellowship, she developed a deep passion for innovation in all its forms, including human-centered design and process improvement. She served as a consultant for employees and led two “IdeaLab” workshops with city and county employees. Alongside the City of Durham’s ICMA Fellow, she designed a role-playing game called “IdeaLab Island” to teach employees the value of partnership agreements for more effective collaboration on projects. She also worked with the city ICMA Fellow to evaluate Innovate Durham, a city-county collaborative program that partners with local small businesses to test new technologies, build innovation capacity, and support entrepreneurs. Additionally, she helped Cooperative Extension restart their Citizen Advisory Council and facilitated various retreats, meetings, and events. These experiences allowed her to gain valuable skills in innovation, collaboration, evaluation, and facilitation.

CECILY’S ADVICE:

Take initiative! Don't just wait for projects to come to you.

RYAN HENDERSON

City Manager, Anna, TX

LGMF Cohort: 2013; Fort Lauderdale, FL



RYAN'S ADVICE:

Be hungry to learn, never say "no" to a project or assignment, and meet the people you serve.

Mike served as a Local Government Management Fellow in Fort Lauderdale, Florida. His time as a fellow in Fort Lauderdale taught him that the primary purpose of local government is to build community by connecting with the neighbors they serve. He believes that everything else will fall into place if service to the community is kept close to heart. A career in local government, particularly in local government management, provided Ryan with the opportunity to serve people and solve problems in a highly professionalized arena.

LESLIE HERRING

City Administrator, Westwood, KS

LGMF Cohort: 2016; Olathe, KS



Leslie served as a Local Government Management Fellow in Olathe, Kansas. She learned that while she may be right, the timing isn't always right. She discovered the importance of self-editing as a professional, a skill that often requires mistakes to fully appreciate. As an incoming Fellow, Leslie was advised to view her fellowship as a "Golden ticket" and to use this time to listen and ask many questions. She found that the unfiltered perspectives from colleagues were invaluable and took copious notes on their perceptions and feelings, revisiting them often as she progressed in her career. Leslie feels compelled to positively impact her community and, after being introduced to local government management, she can't imagine a more impactful way to contribute.

LESLIE'S ADVICE:

Say yes to everything and always be conscious of the fact that you are building or contributing to your professional reputation and brand with every interaction you have, personal or professional.

IAN HUTCHESON

City Manager, Sterling, KS

LGMF Cohort: 2017; Wichita, KS



Ian served as a Local Government Management Fellow in Wichita, Kansas. He developed many skills that have served him throughout his subsequent endeavors. One such skill was budget management, which he practiced as the Coordinator for the Mayor's Youth Council. Although the Council's budget was small, his ability to match known expenses to projected revenue and monitor activity throughout the year formed the basis of a skill that proved invaluable in later jobs. Ian also cultivated the ability to negotiate and navigate issues towards a consensus, which he practiced during many projects, including the development of an Ethics Code for City of Wichita officials, ensuring high standards of conduct acceptable to both elected officials and administrators.

IAN'S ADVICE:

Don't blindly follow the advice of others. Synthesize the suggestions that are given to you along with your own thoughts to create paths forward that are unique reflections of your own instincts and the ideas of others.

CORINTHIAN KELLY

Initiatives Manager, Stand Together Foundation

LGMF Cohort: 2021; Wichita, KS



CORINTHIAN'S ADVICE:

You don't have to know everything, just be willing to TRY your best!

Corinthian served as a Local Government Management Fellow in Wichita, Kansas. He was placed on special assignment within the Sedgwick County Health Department as the Interim COVID Housing Coordinator. In this role, he was entrusted with providing COVID isolation housing to vulnerable populations within Sedgwick County, Kansas. He successfully leveraged his skills, training, and ability to collaborate and form strategic community partnerships to run and close out the program. Additionally, he completed special projects with various departments, including the Elections Office, the Department of Aging, Strategic Communications, Citizens Advisory Boards, Finance, and Risk Management.

CHELSEA JACKSON

Deputy City Manager, Douglasville, GA

LGMF Cohort: 2013; Smyrna, GA



Chelsea served as a Local Government Management Fellow in Smyrna, Georgia. She studied key trends, best practices, and challenges in the local government field, which enhanced her problem-solving abilities by identifying issues and developing practical solutions for community growth. She learned to gather and interpret data from diverse sources, enabling her to make informed recommendations. The fellowship also improved her soft skills, allowing her to clearly communicate and present complex information to various stakeholders, fostering better collaboration among peers and the community. Chelsea chose a career in local government because she is dedicated to making a visible difference, contributing to meaningful improvements in residents' daily lives.

CHELSEA'S ADVICE:

Focus on building a strong network, seeking mentorship/coaches and continuously learning and adapting. Be a sponge and embrace every opportunity to gain new experiences and skills! Don't be afraid to take the initiative and demonstrate your value by approaching your work with curiosity and a positive attitude.

AISHWARYA (ASH) KUMAR

Management Analyst, Elk Grove, CA

LGMF Cohort: 2018; Decatur, GA



ASH'S ADVICE:

Actively seek opportunities beyond your job description and develop strong communication skills to effectively engage with diverse stakeholders. Stay updated on local government trends, build expertise in key areas, and find a mentor for professional guidance and feedback.

Ash served as a Local Government Management Fellow in Decatur, Georgia from 2018-2020. In fall 2018, over 200 electric scooters arrived in the city without notice. The former city manager tasked Ash with researching regulations for these devices. This initial research evolved into the creation of a steering committee focused on regulating e-scooter usage, where Ash led collaboration with city staff, attorneys, companies, associations, and stakeholders. Ash facilitated community input, drafted, and implemented an ordinance, honing skills in project management, data analysis, and incorporating diverse feedback. Additionally, rotations across departments during Ash's two-year fellowship enhanced their passion for community service. An extended stint in human resources, driven by staffing needs, highlighted the pivotal role of recruitment, benefits administration, training, and team-building in organizational success.

CHRISTIAN LAMIELLE

Operations Manager, Sedgwick County, KS

LGMF Cohort: 2021; Sedgwick County, KS



Christian served as a Local Government Management Fellow in Sedgwick County, Kansas. He worked on staffing the Criminal Justice Coordinating Council, generating monthly population reports, and running quarterly meetings. He assisted the Council in placing a resolution on the County Commissioners' Agenda, which led to the County joining the Stepping Up Initiative. A highlight of his Fellowship was assisting the Health Department with its COVID-19 testing site, where his input as a Fellow was respected and implemented, directly impacting the site's processes and procedures. This experience underscored the value of Fellows' contributions and their potential to effect meaningful change.

CHRISTIAN'S ADVICE:

Always say yes to opportunities during your Fellowship. This unique environment immerses you in all facets of local government, so take advantage of every chance to grow as a Public Administrator.

MATT LAWLESS

Town Manager, Shelburne, VT

LGMF Cohort: 2013; Albemarle County, VA



MATT'S ADVICE:

Push your boundaries to try new projects, volunteer widely, and gain a variety of contacts and skills -- they come full circle in unexpected ways, and as manager it has helped me to know a little about murals, macarons, dams, goats, and limestone... just in the past week!

Matt served as a Local Government Management Fellow in Albemarle County, Virginia. The fellowship got Matt involved with a strong professional community and support network. Recognizing that the manager's job can be lonely, Matt and his peers advise and encourage each other. The fellowship taught Matt essential soft skills for the profession. One of Matt's specific projects was to staff an advisory committee on improved recycling. Although it took several years after his fellowship for an enhanced recycling center to begin operations, Matt's policy and engagement work eventually made a real impact on the environment. Local government gives Matt great pride of service, as he can see the results of his work in the health of the community.

CHARLENE MARSH

Procurement and Capital Projects
Manager, Norcross, GA

LGMF Cohort: 2021; Decatur, GA



Charlene served as a Local Government Management Fellow in Decatur, Georgia. She worked on various projects with different city departments, allowing her to explore her interests and areas she knew little about. She developed skills in managing projects with competing deadlines. One of Charlene's most impactful projects was assessing needs and developing programmatic responses to homelessness. Through this project, she engaged with community members experiencing homelessness, built relationships with community stakeholders, and contributed to the development of a mental health co-response team. Charlene firmly believes in the power of community-led change, facilitated and supported by local government leaders. Like many professionals in local government, she was drawn to the field by her desire to make a visible impact on a daily basis. What Charlene loves most about this career path is that there is a place for everyone, regardless of their academic background or area of expertise.

CHARLENE'S ADVICE:

Never grow tired of seeking learning opportunities within your organization. You never know where that knowledge can take you in the future.

JEANETTA MAXENA

Human Resources Specialist, Osceola County, FL

LGMF Cohort: 2021; Fort Lauderdale, FL



Jeanetta served as a Local Government Management Fellow in Fort Lauderdale, Florida. Jeanetta contributed significantly to the City of Fort Lauderdale's Lobby Art Gallery Program, bringing over a dozen local artists to showcase their work in City Hall. She also worked on creating the Equity Speaks Pilot Program, a five-workshop seminar on diversity, equity, and inclusion, though it did not come to fruition. Jeanetta facilitated the Neighbor Leadership Academy twice, despite facing health challenges during the fall 2021 session. Her efforts provided citizens with valuable civic engagement opportunities, including learning about the City's structure and meeting key officials. Jeanetta was proud of the positive impact she made on the community.

JEANETTA'S ADVICE:

Be true to yourself and communicate your needs to your supervisor. Build a good working relationship with them, as you may need their recommendation for future opportunities. Focus on mastering at least one job skill during your Fellowship to help secure a permanent position.

MERCY MONTGOMERY

Assistant City Manager, Snellville, GA

LGMF Cohort: 2013; Hamilton, OH



Mercy served as a Local Government Management Fellow in Hamilton, Ohio. She worked on the budget and public budget communication documents, which provided her with valuable experience in financial decision-making as a roadmap for City progress. This experience also highlighted the importance of clear, accessible public communications in enhancing public understanding and dialogue about priorities and performance metrics. Mercy believes that serving in local government offers unlimited possibilities for continuous learning and implementing innovative ideas that impact all aspects of life for residents, businesses, community champions, and others committed to building strong communities for the present and future.

MERCY'S ADVICE:

Take every opportunity to learn more about different functions within local government! Whether by sitting in on discussions, reviewing contract documents, or assisting with different tasks. This will help you identify your interests and strengths, build new skills, and understand how public administration elements work together to meet diverse community needs.

MIKE MUNGER

Finance Director, Treasure Island, FL

LGMF Cohort: 2012; Wellington, FL



MIKE'S ADVICE:

Don't stress too much about meeting all the "minimum qualifications" on job descriptions, especially if they include "or any combination of education and experience." If you meet at least half of the qualifications and have some relevant education or experience, you might be more qualified than you think. However, it's crucial to write a cover letter addressing any missing qualifications and showing how your skills fit the role. For many positions, attitude and personal disposition can be more important than experience.

Mike served as a Local Government Management Fellow in Wellington, Florida. He was certain he was destined for a career in planning or community development and was initially assigned to that department during his fellowship. However, he quickly realized that he either disliked planning or at least disliked it in Florida. Fortunately, Mike had the opportunity to rotate through other departments and experience the operations of major administrative departments. This wealth of experiences gave him the confidence to make his next career move. Mike's LGMF Fellowship opened the door to public finance in Broward County. After a dozen annual budget cycles, he now extolls the virtues of LGMF. Deep down, Mike admits he is a control freak, preferring to be on the inside to help prevent issues like potholes rather than just complaining about them.

ADAM NEBENZAHL

Management Analyst, Bainbridge Island, WA

LGMF Cohort: 2021; Wichita, KS



ADAM'S ADVICE:

Take every opportunity that you can. When there was a project that interested me, I asked to learn more about it as well as stating that if they needed help, I wanted to assist.

Adam served as a Local Government Management Fellow in Wichita, Kansas. During his Fellowship, Adam reported on increasing diversity in Fire Department recruitment, leading to increased funding and adoption of his recommendations. He also implemented a new community engagement model, which the City Manager is considering for broader adoption, and helped create a city tree policy requiring projects to maintain a minimum tree density. The highlight of Adam's Fellowship was fostering a sense of community in Wichita and representing the city on various projects, which made him feel he was making a direct impact. He also valued meeting other fellows who share his passion for local government, helping him stay connected for the future.

ERIC POLLITT

Town Manager, Tappahannock, VA

LGMF Cohort: 2017; Templeton, MA



Eric served as a Local Government Management Fellow in Templeton, Massachusetts. His LGMF experience taught him the essential skills of an effective manager to advance organizations and communities. Eric learned the importance of behind-the-scenes political relationship building to gain trust with elected officials. During the LGMF, he mastered the art of effectively communicating the need for tax and rate increases, minimizing public pushback, and providing elected officials with the political cover needed for controversial votes. He also learned to see the bigger picture, understanding the importance of picking battles and being strategic with time and energy. Eric strongly believes in public service, making a difference in the community, and using one's agency for positive change. He emphasizes that leadership requires making tough decisions to improve people's lives.

ERIC'S ADVICE:

As a young, ambitious, hard-working, high-character individual, expect to have a target on your back. People who aren't on your level may resent you, regardless of their background. Don't let this discourage you or stop you from reaching your goals. Your accomplishments and contributions to the community will shine through. Never give up on yourself; you can excel at the highest levels.

JON RADERMACHER

City Administrator, Little Falls, MN

LGMF Cohort: 2008; Sarasota County, FL



Jon served as a Local Government Management Fellow in Sarasota County, Florida. His fellowship taught him resiliency and adaptability. During the “great recession,” the economy in Sarasota County was challenging, and Jon adapted his fellowship experience to help craft a program assisting neighborhoods hit by the foreclosure crisis. He learned resiliency as the fellowship program was changing, requiring him to adjust his plans for the next phase of his career. Jon loves serving by building community and managing the challenge of prioritizing many needs with limited resources.

JON’S ADVICE:

I advise anyone interested in that role to strongly consider a rural community, even if it means taking the CAO role a lot earlier than you anticipated. It can be a great opportunity to mutually benefit your education with the professional management you can provide to a small city.

TED RICHARDSON

Strategic Initiatives Coordinator, Tacoma, WA

LGMF Cohort: 2021; Tacoma, WA



TED'S ADVICE:

Meet as many people as possible! Don't always say yes to the first project that comes to you. Sometimes people try to pawn off the not so fun work onto the new Fellow.

Ted served as a Local Government Management Fellow in Tacoma, Washington. He led a project to reform and update the management of boards and commissions, setting a solid foundation for a new full-time hire to take over. Ted staffed two Council committees, the Youth Commission, and the Community's Police Advisory Committee. Ted also successfully hired two new Management Fellows. The highlight of his Fellowship was attending the annual conference, where he enjoyed meeting and connecting informally with his cohort in person, which was far more rewarding than virtual calls.

ALEX SAXE

Human Resources Manager, Red Wing, MN

LGMF Cohort: 2020; Dakota County, MN



Alex served as a Local Government Management Fellow in Dakota County, Minnesota. During his ICMA Fellowship, Alex wrote an RFP and selected a consultant to design wayfinding signs for the County Greenway System, resulting in amazing sign concepts. He researched and provided strategies for the use of the ~\$84 million ARPA funds, allocating \$27 million to a turbine replacement for the dam and prioritizing social programs. Alex also assisted in updating the County's All Hazard Mitigation Plan. His second year was particularly rewarding as he transitioned from remote work to in-person interactions, allowing him to learn best practices and understand government functions from experienced co-workers.

ALEX'S ADVICE:

Be bold and put in the effort. If you ask for projects and find something you are interested in you are more likely to enjoy it and succeed.

AMY SNIDER

Deputy City Manager, Harrisonburg, VA

LGMF Cohort: 2015; Smyrna, GA



Amy served as a Local Government Management Fellow in Smyrna, Georgia. Her incredible LGMF mentor, Tammi Saddler Jones (ICMA-CM), included her on the Executive Leadership Team and involved her in all City Council meetings and retreats. This early career exposure allowed Amy to participate in the inner workings of local government at the senior leadership level. She learned invaluable lessons on the importance of cultivating trust inside and outside the organization, building relationships with individuals from diverse backgrounds, and always acting with high ethical standards. Amy chose to work in local government because her daily work has a direct impact on improving people's lives.

AMY'S ADVICE:

Listen to and learn from colleagues who have different specialties from you or who have been with the organization for decades. Additionally, if you aspire to be a local government manager I highly recommend attending or watching the meetings of your local governing body.

CHRISTOPHER SPONN

Executive Director of Workforce Development, Tompkins County, NY

LGMF Cohort: 2021; Pinellas County, FL



CHRIS'S ADVICE:

Try to find a mentor outside of your organization. They can help you work through problems and provide additional insights!

Chris served as a Local Government Management Fellow in Pinellas County, Florida. He developed a jobs program for returning citizens with the Pinellas County Utilities (PCU) department, recruiting them to fill hard-to-fill vacancies. This program aids their transition by providing employment, which is crucial for returning citizens, and puts them on track for advancement and a meaningful career. It benefits both PCU by improving services and the community by reducing recidivism rates. Chris found the experience worthwhile due to the diverse people he met, the exposure to different departments, and the lasting relationships he built with other Fellows.

MELODY STOUT

Assistant Township Manager, East Cocalico Township, PA

LGMF Cohort: 2021; Lewes & Milford, DE



Melody served as the Local Government Management Fellow in Lewes & Milford, Delaware. During her Fellowship, she had the opportunity to work directly with department heads, elected officials, and the City Manager to produce projects far beyond the scope of what she could accomplish alone. She developed a conference for Delaware Women Leading Government from scratch, resulting in 60 attendees and featuring multiple keynotes and concurrent sessions. She administered ARPA funds through a community grant, awarding almost \$300,000 to nonprofits in the community. Additionally, she implemented and produced a quarterly newsletter for the City of Lewes.

MELODY'S ADVICE:

Ask for anything you want. City Managers and Department Heads are very busy people. They aren't sitting around all day wondering what you want and need. However, they tend to be very helpful if asked for something. So, if you want to do professional development, go to a meeting, work on a project, set up mentoring meetings, or go to a conference, just ask! The worst they can say is no, and if you don't ask, that's the answer anyway.

NATHAN THIEL

City Administrator, Beaver Dam, WI

LGMF Cohort: 2007; Riverside, IL



NATHAN'S ADVICE:

Don't be afraid to serve in smaller rural municipalities. They are hungry for good leadership, and will expose you to unique and diverse challenges. Because smaller communities don't have a deep bench you will gain wonderful direct experience that you might not see in a larger organization. This is a great and rewarding career. Have fun, build relationships, and leave a legacy.

Nathan served as a Local Government Management Fellow in Riverside, Illinois. His fellowship provided him with hands-on experience in local government, including contract management, agenda preparation, coordinating staff work schedules, budget preparation, planning events, and website management. He even briefly served as Interim Director of Public Works. These experiences set the stage for Nathan to become a City Administrator within three years. He believes local government is a career with purpose, allowing him to make a difference and leave a lasting legacy in the community he serves.

RENEE VAN SICKLE

Community Development Manager, Winder, GA

LGMF Cohort: 2021; Winder, GA



Renee served as a Local Government Management Fellow in Winder, Georgia. She learned how to review plans and facilitate the land use application process. She also wrote and submitted several significant grants, including the Community Development Block Grant (CDBG), securing \$1.3 million in total grant funding during her year. The city was awarded \$1 million in CDBG funding for the first time, which will improve much-needed infrastructure in an underserved area with notable flooding. Additionally, the \$300,000 Transportation Improvement Plan (TIP) grant will fund the city's first transportation needs analysis and the reconfiguration of a critical intersection. Renee has always had the urge to serve the community.

RENEE'S ADVICE:

Take what you can out of the experiences placed before you! You never know how that current experience will shape and prepare you for your future.

BUCODA WARREN

Chief Policy Analyst, Tacoma, WA

LGMF Cohort: 2018; Tacoma, WA



Bucoda served as a Local Government Management Fellow in Tacoma, Washington. During his Management Fellowship with Tacoma, Bucoda was honored to work with the Mayor and community partners to establish the city's first youth commission, which continues its nationally-recognized efforts to this day. This project helped Bucoda understand how to navigate government systems to implement innovative solutions that improve city operations and services for residents. Today, these skills help him connect with the right people and be creative in developing collaborative solutions that make the greatest impacts. Bucoda chose local government because he enjoys serving his community and seeing his efforts positively impact his neighbors daily.

BUCODA'S ADVICE:

Take the time to sit down with your peers and learn their stories, understand what it is they do and why they chose to do it for local governments. This will help you grow in your professional role and connect you with your peers in a way that will make your work much more enjoyable and impactful.

HANNA WHITEHURST

Community Partnerships & Special Projects
Manager, Davenport, IA

LGMF Cohort: 2021; Davenport, IA



HANNA'S ADVICE:

Learn as much as you can. Do not be afraid to ask questions and complete your own research. Every local government is different, so learn what makes the government you are working for unique.

Hanna served as a Local Government Management Fellow in Davenport, Iowa. During her Fellowship, Hanna completed various data analytics and process improvement projects for the Fire Department and worked on a Financial Interest Tracking project with the Davenport Leadership Institute, gaining exposure to writing a Standard Operating Procedure and an Administrative Policy. The highlight of her Fellowship was being immersed in a city that values growth and development. As a management analyst for the Davenport Fire Department, she was able to explore other areas of the city, thanks to the Davenport Leadership Institute created by the City Administrator and Assistant City Administrator, which allowed her and other management analysts to learn core leadership competencies.

ASHLEY YOUMANS

Special Projects Manager, Smyrna, GA

LGMF Cohort: 2017; Smyrna, GA



ASHLEY'S ADVICE:

Take any and all opportunities to continue learning new things! Whether that's formal education courses or certifications, or just setting up lunch meetings to learn more about someone's role, you never know when that knowledge will come in handy during your career.

Ashley served as a Local Government Management Fellow in Smyrna, Georgia. The fellowship jumpstarted Ashley's experience in local government, allowing her to work on various projects she had no formal experience in. Although it was intimidating, it was a great experience that taught her to be a self-starter and take ownership of leading projects. The fellowship also taught Ashley that establishing relationships is the foundation of collaboration and partnerships. She chose local government because she wanted to make a direct impact in communities and improve the public's perception of government.

2004

Mary Furtado
Jamie Lantinen*
Tameika Leslie
Jamie Privuznak*
Kelly Spivey

County of Catawba
City of Minneapolis
County of Catawba
City of Charlotte
City of San Jose

2005

Lisa Alfson*
Dawn Ashbacher*
David Dillner*
Kimberly Gunn Jolly
Joseph McRae*
Allison Mims
David Morrison
Christina Smith*
Raj Verma
Clayton Voignier*
Sara Woolfenden

County of Dakota
City of Winchester
City of Ottawa
County of Washoe
County of Catawba
City of Henderson
County of Arlington
City of University Place
City of Miami Beach
County of Mecklenburg
County of Sarasota

2006

Dustin Anderson
David Branscome*
Tanisha Briley
Christian Clegger
Nora Coronado
Nikolaus Degler
Shayna Hirshfield

City of Loveland
County of Washoe
City of Davenport
City of Tacoma
City of Arlington
City of Ballwin
City of San Jose

Wilson Hooper*
Jestin Johnson
Alina Kwak

City of Charlotte
City of Tucson
City of San Jose

2007

Arn Andrews
Creighton Avila*
William Bryant
Cori Burbach*
Rafal Hejne
Matthew Mendenhall*
Kevin Parker
Janet Payne*
Wesley Pierson
Scott Pingel*
Rose Previte
SheaBrianna Scharding*
Nathan Thiel
Tammy Whipple*

City of San Jose
County of Catawba
County of Douglas
City of Dubuque & Village of Lancaster
City of San Jose
County of Dakota
City of Las Vegas
County of Mecklenburg
ICMA
City of Federal Way
County of Arlington
Township of Upper St. Clair
Village of Riverside
City of Kirkland

2008

Aretha Adams
Justin Amos
Steven Buter
Greg Clay
Cole Fazenbaker
Juliann Gorse
Greg Hermann
Monica Jones
Thomas Quist
Jonathon Radermacher
Lena Stevens
Rachel Wood

City of Fremont
City of Charlotte
City of University Place
City of East Point
County of Arlington
County of Wake
City of Palo Alto
City of Smyrna
City of Cartersville
County of Sarasota
City of Decatur
City of Savannah

2009

Kelly Davis
Jennifer Frederick
Jacqueline Guzman
Sean Kimball
Garrison Marr
Eric Meyer
Neil Obringer
Brianna Olson*
Phyllis Russell*
Jered Sigmon
Latisha Thomas

County of Catawba
Village of Howard
City of San Jose
City of San Jose
City of Savannah
City of Tacoma
City of Savannah
Town of Lexington
City of Dubuque & City of Lancaster
City of Smyrna
City of Savannah

2010

Anne Bradley*
Michael Crawford, Jr.*
Catherine Renbarger
Gabriel Engeland*
Sabina Mora
Michelle Nelson
Shane Pettit
Amethyst Sloane
Angel Smith
Robert Steel

County of Sedgwick
County of Dakota
County of Dakota
City of Tacoma
City of Evanston
City of Loveland
City of Tacoma
County of Dakota
City of River Falls
County of Sedgwick

2011

Godwin Chen*
Emily Clouse
Rebecca Eby
Paul Fagin
Ana Hernandez

City of Evanston
County of Sedgwick
County of Sedgwick
City of River Falls
County of Dakota

Katie Johnston*
Ellen Kamei*
Amanda Kaufman
Kevin Klosterboer
Chris Lawson
Anna Meyerhoff-Cole
James Oliverie
Michelle Smolen*
Mary Thomas

City of Tacoma
City of Fremont
City of Olathe
City of Smyrna
City of Hamilton
County of Sedgwick
County of Dakota
Town of Lexington
City of Hayward

2012

Terence Arrington*
Reid Bennion*
Kyle Carr
Elizabeth Colombo
Teresa de Castro*
Stephanie Denham
Eitan Esan*
Kate Flavin*
Josh Jones*
Haley Kadish*
Emily Leik*
Jessica Melton
Mike Munger*
Matt Randall*
Greg Reger
Jamie Robichaud
Corey Schmidt
Lorien Showalter
Dan Tienter
Samantha Timko*
Chad Toussant
Brent Troxell

City of Fort Lauderdale
City of Tacoma
County of Sedgwick
City of Hamilton
City of Decatur
City of Fort Lauderdale
Village of Wellington
County of Sedgwick
Village of Oak Lawn
County of Catawba
City and County of Durham
City of Smyrna
Village of Wellington
Village of Wellington
City of Hamilton
City of Olathe
City of Loveland
County of Sedgwick
County of Dakota
City of Fort Lauderdale
City of Hamilton
County of Dakota

2013

Melissa Appleby*
Kamme Carlsten
Raymond French
Deron Gamble
Jacob Hemmerick
Alex Herzog
Matthew Lawless*
Mallory Merritt
Mercy Montgomery
Sierra Napier
Benjamin Nerad
Marcos Nichols*
Cindy Plante*
Claire Pritchard
Jeffrey Robbins
Nathan Steele
Christina Watts Curran*
Jonathan Williams-Kinsel*

Town of Lexington
County of Sedgwick
City of River Falls
City of Olathe
Town of Milton
Sound Regional Transit Authority
County of Albemarle
City of Davenport
City of Hamilton
Foundation for Rural Service
County of Dakota
City of Hamilton
City of Evanston
County of Dakota
County of Sedgwick
City of River Falls
City of Tacoma
City of Evanston

2014

Sarah Alig
Ronald Arruejo*
Toy Beeninga*
Jason Bowles
Dolores Catlin*
Megan Dale
Jenifer Della Valle *
Jason Escareno*
Timothy Evans
Kaitlin Feldman
Guy Ferguson

City of Olathe
City of Altoona
City of Fort Lauderdale
City of Fort Lauderdale
County of Dunn
County of Catawba
Town of Hillsborough
County of San Mateo
County of Dakota
City of Decatur
City of Fremont

Zachary Gearhart
Ryan Henderson
Terri Hugie*
Chelsea Jackson
Shamima Jahan
Michael James, II
Ann Janda
Nafia Khan
Brandon Mills
Carli Sanchez
Keri Schreiner*
Joshua Solinger
John Stefanski
Martha Stevens
Michael Swanson
Tyler Whitmire*

County of Sedgwick
City of Fort Lauderdale
City of Fort Lauderdale
City of Smyrna
City of Hamilton
County of Lee
Town of Milton
City of Fort Lauderdale
County of Sedgwick
County of Sedgwick
City of River Falls
City of River Falls
City of Hayward
City of Durham / County of Durham
County of Dakota
City of Fort Lauderdale

2015

India Adams-Jacobs*
Megan Allen*
Matthew Bangcaya
Rafael Baptista
Mark Bowman
Brent Buesking*
Olivia Burrell-Jackson*
Kevin Catlin
Jillian Childress*
William Doerfer
Nathan Dorfman*
Nicole Evans
Genesis Gavino
Parrish Gibson*
Roger Gonzalez
David Goodman

County of Albemarle & City of Tacoma
City of Columbia
City of Plano
City of Durham / County of Durham
County of Sedgwick
City of River Falls
City of Decatur
City of Tulsa
City of Tulsa
County of Hyde
City of Tulsa
City of Fort Lauderdale
City of Tacoma
City of Aurora
Oregon Fellowship
County of Dakota

Claire Goodwin*
John Greenwood
Anna Guiles
Sarah Hazel
Leslie Herring
Laurel James
Jamie Johnson*
Nathaniel Kelley
Maia Knox*
Danielle Mahoney*
Zachary McGinnis*
Oscar Murillo, Jr. *
Jessica Ostmeyer
Micah Phillips*
Ashley Qualls
Juan Rodriguez*
Amy Snider*
Jared Stalling
Alexander Vazquez*
Mark Yager

Town of Lexington
City of Bellevue
City of Fremont
City of Charlotte
City of Olathe
City of Hayward
County of Dakota
ICMA
City of Snoqualmie/City of Issaquah
County of Lee
City of Fort Lauderdale
City of Evanston
County of Sedgwick
City of Bellevue
County of Rockingham
City of Fort Lauderdale
City of Smyrna
City of Aurora
City of Raleigh
Oregon Fellowship

2016

Luisa Agathon
Roy Atkinson
Logan Bradshaw
Ross Brady
Laura Crandall
Ratna Dougherty
Craig Dudek
Kurt Fire
Mike Greene
Jonathan Griffin
Hunter Harris
Alexa Kaumaya

City of Fort Lauderdale
City of Altoona
City of Wichita
City of Fort Lauderdale
Municipal Research & Services Center
City of Fort Lauderdale
City of Olathe
County of Dakota
County of Rockingham
County of Transylvania
City of Plano
County of Sarasota

Tadayoshi Kawawa
Kate Lewis-Lakin
Miles Lovato
David Nash-Mendez
Ratna Okhai
Caley Patten
Eli Ritchie
Maxwell Ruppensburg
Enith Sanchez
Noor Shaikh
Ashley Sonoff
Aaron Szarowicz
Madison Thesing
Danielle Verwahren
Matthew Williams
Craig Wiroll
Donyell Wolfe
Debbi Zavala

County of Sedgwick
Town of Munster
City of Tulsa
City of Tacoma
City of Fort Lauderdale
City of Durham / County of Durham
City of Mountain View
City of Smyrna
City of Evanston
City of Aurora
Oregon Fellowship
City of Douglasville
Oregon Fellowship
County of Catawba
City of Fort Lauderdale
Oregon Fellowship
City of Evanston
County of Sedgwick

2017

Jace Beehler
Christopher Bell
Elizabeth Biles
Matthew Channing
Javon Davis
Shawna Davis
Jesus Diaz
Alyssa Dinberg
Diana Gallego*
Nathan Hanson
Rajon Hudson
Ian Hutcheson

City of Mauston
City of Tacoma
County of Sedgwick
City of Hayward
City of Kansas City
City of Olathe
County of Dakota
City of Kansas City
City of Fort Lauderdale
County of Dakota
City of Lexington
City of Wichita

Christina Ingle
Brandt Johnson
Jacob Losinski
Evan Miller
Chante Mitchell
Marsha Noel
Stephanie Olson
Hannah Osborne
Eric Pollitt
Jason Rohloff
Enith Sanchez
Hugh Sandoe
Imelda Speck
Michelline Stokes
William Suarez
Janek Sunga
Nicholas Westendorf
Dillon Wood
Ashley Youmans*
Kristin Youngmeyer

City of Springdale
City of River Falls
City of Vermillion
City of Rehoboth Beach / City of Milford
City of Edina
City of Fort Lauderdale
City of Raleigh
County of Henrico
City of Templeton
City of River Falls
City of Evanston
County of Cleveland
City of Lancaster
County of Sedgwick
City of Tacoma
City of Wichita
Oregon Fellowship
City of Kansas City
City of Smyrna
City of Hamilton

2018

Adam Blom*
Elizabeth Blythe
Matthew McKirahan
Mary Kate Bevel
Christiana Cabrera
Casey Casella*
Eduardo Castillo Gomez
Dominique Dawkins
Allison Don
Maxime Faye
Yarinel Fernandez
Parnell Fleming
Shanalee Gallagher

County of Dakota
City of Olathe
City of Fort Lauderdale
City of Dallas
Town of Munster
City of Savage
Town of Yountville
Country of Bertie
City of Gresham / City of Lake Oswego
City of Dallas
City of Pelham
City of Douglasville
City of Evanston

Christina Ingle
Brandt Johnson
Jacob Losinski
Evan Miller
Chante Mitchell
Marsha Noel
Stephanie Olson
Hannah Osborne
Eric Pollitt
Jason Rohloff
Enith Sanchez
Hugh Sandoe
Imelda Speck
Michelline Stokes
William Suarez
Janek Sunga
Nicholas Westendorf
Dillon Wood
Ashley Youmans*
Kristin Youngmeyer

City of Springdale
City of River Falls
City of Vermillion
City of Rehoboth Beach / City of Milford
City of Edina
City of Fort Lauderdale
City of Raleigh
County of Henrico
City of Templeton
City of River Falls
City of Evanston
County of Cleveland
City of Lancaster
County of Sedgwick
City of Tacoma
City of Wichita
Oregon Fellowship
City of Kansas City
City of Smyrna
City of Hamilton

2019

Rahim Akrami
Taben Azad
Darian Cobb
Daniel Combs
Caleb Cone*
Dennis Dadashev
Franklin Edrich
Keith Farrell*
Kyle Fiedler
Nathalie Floyd
Emily Hardaway*
Christine Hoh*
Shenicka Hohenkirk

City of Dubuque
County of Sedgwick
County of Cumberland
City of Olathe
County of Rutherford
City of River Falls
City of South Fulton
City of Fort Lauderdale
County of Sedgwick
City of Durham / County of Durham
City of Douglasville
City of Milford
City of Evanston

Zoe Jenkins
Katharine Labrecque*
Sarah Milligan
Aaron Norton
Liesl Olson*
Landon O'Neal
Candice Rankin
Allysa Rouse
Aaron Sather*
Derrick Smith
Auria Spranger
Garrett Stanton
Anthony Taylor
Latasha Ware
Ashley Wooten*

County of Jefferson
Town of Lexington
City of Wichita
County of Sedgwick
City of Bellevue
City of Smyrna
City of Fremont
County of Washington
County of Dakota
City of Raleigh
County of Sarasota
City of Hayward
City of Wichita
City of Tacoma
City of Chamblee

2020

Sydney Bannister
Keturah Barnett
Terence Candell*
Caleb Cone
Brian Farmer*
Keith Farrell
Emily Hardaway
Kirstin Hinds
Christine Hoh
Risi Karim*
Zachary Kramka
Paul Leeker*
Alesha Mann*
Nic Matthews
Jessica Oliphant
Liesl Olson*

League of Kansas Municipalities
City of Lancaster
Water Emergency Transportation Authority
County of Rutherford
County of Transylvania
City of Fort Lauderdale
City of Douglasville
City of Freeport
City of Lewes
City of Northfield
City of Brooklyn Park
County of Sedgwick
City of Douglasville
City of Covington
City of Kansas City
City of Bellevue

Jalatama Omar*
Aneesa Redd
Aaron Sather
Alex Saxe*
Jeffrey Sedlacek*
Daisy Urbina
Laurel Varnell
Joseph Viviano
Jessica Wilkus*
Ashley Wooten

City of Davenport
County of Sedgwick
County of Dakota
City of Wyoming
County of Cleveland
County of Sedgwick
County of Sarasota
City of Monterey
City of Fort Lauderdale
City of Chamblee

2021

Melody Barger*
Crayton Brubaker
Amber Cabrera
Desiree Casanova
Carter Craig
Bailey Dickinson
Ashley George
Rylee Govoreau
Paul Hale
Corinthian Kelly
Cecily Kritz
Christian Lamielle
Charlene Marsh
Jeannetta Maxena
Adam Nebenzahl
Kathryn Paquet
Caragan Phillips
Ted Richardson
Renee Van Sickle
Christopher Spohn
Mary Stoneking

City of Lewes and City of Milford
City of Concord
City of Fort Lauderdale
County of Sarasota
City of Wichita
City of Covington
Borough of State College
City of Hogansville
County of Loudoun
County of Sedgwick
County of Durham
County of Sedgwick
City of Decatur
City of Fort Lauderdale
City of Wichita
City of River Falls
County of Lee
City of Tacoma
City of Winder
County of Pinellas
City of Durham

Sara Valle
Hanna Whitehurst
Kimberly Winarski
Allison Zegarra

City of Phoenix
City of Davenport
City of Anna
City of Bellevue

2022

Audrey Ables
Meron Aboye*
Curtis Brown*
Kristin Broyhill
Josie Dolenz
Joseph Fleming
Joseph Franco*
Kari Furrow
Madeline Goebel
Joe Hertenstein
Emily Hwang
Zachary Kier
Langston Leake
Joshua Marcus
Ellen Massey
Laura McCoy*
Liam McKissock
Christine Moore
Danielle Murray
Madelyn Orton
Abhishek Rai
Myra Ray-Howett
James Robinson*
Cathy Satava*
Dustin Sigler
Gillian Straub*
Matthew Whitmoyer

County of Pinellas
County of Loudoun
County of Franklin
City of Rancho Cucamonga
City of Wichita
County of Pinellas
City of Tacoma
County of Sarasota
County of Dakota
County of Dakota
City of Hayward
County of Wake
City of Covington
City of Douglasville
City of River Falls
City of Fort Lauderdale
County of Transylvania
City of Decatur
City of Fort Lauderdale
City of Wichita
City of Dubuque
City of Cambridge
Town of Lexington
City of Tacoma
County of Sedgwick
City of Edina
Town of Occoquan

Sara Valle
Hanna Whitehurst
Kimberly Winarski
Allison Zegarra

City of Phoenix
City of Davenport
City of Anna
City of Bellevue

2023

Audrey Ables
Meron Aboye*
Curtis Brown*
Kristin Broyhill
Josie Dolenz
Joseph Fleming
Joseph Franco*
Kari Furrow
Madeline Goebel
Joe Hertenstein
Emily Hwang
Zachary Kier
Langston Leake
Joshua Marcus
Ellen Massey
Laura McCoy*
Liam McKissock
Christine Moore
Danielle Murray
Madelyn Orton
Abhishek Rai
Myra Ray-Howett
James Robinson*
Cathy Satava*
Dustin Sigler
Gillian Straub*
Matthew Whitmoyer

County of Pinellas
County of Loudoun
County of Franklin
City of Rancho Cucamonga
City of Wichita
County of Pinellas
City of Tacoma
County of Sarasota
County of Dakota
County of Dakota
City of Hayward
County of Wake
City of Covington
City of Douglasville
City of River Falls
City of Fort Lauderdale
County of Transylvania
City of Decatur
City of Fort Lauderdale
City of Wichita
City of Dubuque
City of Cambridge
Town of Lexington
City of Tacoma
County of Sedgwick
City of Edina
Town of Occoquan

2024

Rachel Boward
JaConna Brooker
Destiny Dominguez
Dillon Gastner
Matthew Gray
Brandon Harris
Freda Hayes
Zoe Johnson
Korey Kneisley
Anna Le*
Lily Meadows
Harrison Netburn
Justin Randall
Justin Redman
Alexandria Rinne
Brian Seo
Destinee Sior
Larenz Taylor
Max Valadez
Chance Wood

County of Loudoun
County of Wake
City of Phoenix
City of Franklin
City of Bellevue
City of Dublin
Town of Shelburne
City of Edina
City of Wichita
City of Tacoma
City of Wichita
County of Pinellas
City of Mequon
City of Hayward
City of Overland Park
City of Phoenix
City of Phoenix
City of McKinney
City of Fort Collins
City of Cedar Park

Thank you to the host communities for
continuing to mentor and advance the
new generation of local government
professionals!

ICMA