

# James R. Clinch, PE, MPA

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**April 23, 2025**

Honorable Mayor & City Council  
City of Venice  
401 W. Venice Avenue  
Venice, FL 34285

**Dear Honorable Mayor & City Council:**

I have had the honor of serving the City of Venice for the past thirteen and a half years with increasing responsibility in local government management. After careful consideration, I am interested in and committed to becoming your next City Manager. During my tenure as the Assistant City Manager for the past three and a half years, and previously as the Director of Public Works and Asset Management, I have had the opportunity to establish strong relationships with both our internal and external City leaders and policy makers. It has been a true privilege to train under our current City Manager, Ed Lavallee, whose dedication to mentorship and growth has been invaluable to my career development.

I have also had the unique opportunity of being both a long-time city resident and executive leader in this rapidly growing coastal community. The increasing popularity of Venice has placed significant pressure on our community and posed challenges to the cherished way of life of our residents. I have a profound respect and understanding of these community values, our history, and the culture of Venice that continues to shine despite these changes. The Venice community needs a leader who understands these current challenges, values the significance of the past, and brings both an innovative and hopeful perspective for the future.

In my current role, I have been at the forefront of all recent public safety emergencies, including major hurricane impacts, the COVID-19 pandemic, aviation accidents, marine emergencies, and even a beached 50-foot sperm whale. The knowledge gained through exercising emergency response and recovery has been extremely valuable and will certainly be critical to this position. These crisis leadership roles have also provided opportunities for improving the City's resilience and reducing vulnerabilities for future events.

The most rewarding experience during these past thirteen years has been working to build a cohesive leadership team and implementing numerous cultural changes to improve both operational efficiency and employee morale. I believe that my leadership philosophy of mutual respect, honesty, hard work, and accountability will translate very well to the City Manager position. Experience in the private sector has provided valuable insights to my government career,

allowing the incorporation of perspectives from not only City staff but also residents, business owners, and community partners. I consider it essential to listen and consider all perspectives when engaging in strategic planning and addressing community concerns.

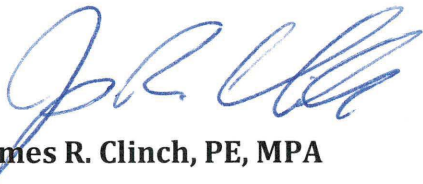
Finally, I have also enjoyed the development of valuable partnerships with the many community leaders who are the heart and soul of the City of Venice. I truly believe that we can only achieve success as a community by working together towards our common goals, and that will remain my mission should I be selected as your next City Manager. I look forward to the opportunity to directly support our Mayor and City Council with their ongoing strategic goals, policy initiatives, and citywide fiscal planning. It is essential to uphold positive and consistent communication with our policy makers as we navigate the challenges of a growing community.

You have all experienced my performance, work ethic, and values first-hand in the role of Assistant City Manager over the past several years, and I am eager to bring this expertise into the new role. Although the City Manager position will significantly differ from my current role in terms of expectations and responsibilities, I am well-prepared for this challenge due to my practical experience, professional development, and management philosophy. I am excited for the opportunity to lead such a prestigious organization and to continue to support the culture you all have worked so hard to create.

I have attached a professional resume to detail my relevant experience as well as several local references. I would also like to highlight what is not shown on the resume, which is my dedication for serving this esteemed City. Growing up in Venice, and subsequently raising my family here, has given me a personal investment in the success and safety of our residents, visitors, and staff. I have been involved in nearly every major project over the past decade, but what I look forward to most is supporting the future of this great community. Through collaboration, shared purpose, and hard work, I am certain we will guide our City into a bright and prosperous future.

Thank you very much for your consideration, and please do not hesitate to ask for any additional information or references.

**Sincerely,**

A handwritten signature in blue ink, appearing to read 'J.R. Clinch', with a stylized flourish at the end.

**James R. Clinch, PE, MPA**