



LETTER TO THE COMMISSION

LTC No: 25-252

TO: Honorable Mayor and Members of the Fort Lauderdale City Commission
FROM: Rickelle Williams, City Manager *RW*
DATE: November 21, 2025
SUBJECT: **Appointment of Assistant City Manager**

The purpose of this Letter to the Commission (LTC) is to advise the City Commission of the appointment of Quentin Pough to the vacant Assistant City Manager position, effective Monday, December 15, 2025.

After a thorough evaluation of the structure and composition of the City Manager's Office and the entire organization, I proposed, and the City Commission approved through the Fiscal Year (FY) 2026 Budget, a reorganization of personnel resources and the expansion of City departments effective October 1, 2025. As part of this effort, I am realigning staffing resources within the organization to facilitate citywide priorities, goals, and objectives. As recommended and approved in the FY 2026 Budget, two (2) Assistant City Manager positions were officially memorialized in the personnel complement for the City Manager's Office, consistent with the unofficial executive staffing level over the prior year. One (1) of these Assistant City Manager positions is currently vacant.

The Assistant City Manager position is a non-classified position and in accordance with Sections 4.07 and 6.02 of the City Charter, this position can be filled through appointment. As such, I am appointing Quentin Pough (resume attached) to serve as Assistant City Manager, with an emphasis on project management. Mr. Pough will oversee, manage and implement, in part and in collaboration with the Executive Team, a multi-year capital improvement plan that is delivered in a timely and cost-efficient manner. His initial efforts will focus on developing and leading the new Capital Projects Department and identifying its leadership team and structure. With a focus on the City's \$200 million Parks Bond Program, and other major capital projects related to transportation, infrastructure, and major City assets, Mr. Pough will streamline our project management processes, procedures, and strategy.

Mr. Pough is an effective administrator who currently, and for the past 11+ years has served as the Director of Parks, Recreation and Culture for the City of South Miami, Florida. In this role, Mr. Pough provides strategic leadership and executive oversight of a full-service department responsible for the management and operation of city parks,

capital project administration, recreation, aquatic and senior facilities, community programs, and special events. While serving as Director, he has been responsible for all aspects of departmental operations, including long-range planning, implementation of major capital improvement initiatives, project management, fiscal management, and personnel development.

Mr. Pough has successfully managed projects from concept and feasibility through design, permitting, procurement, construction, and closeout. Under his leadership, the City of South Miami acquired and developed several new parks and facilities—including the Murray Park Aquatic Center, Paseo Park, Vice Mayor Robert C. Welsh Jr. Park, and City Dog Park—while modernizing infrastructure across all park sites, expanding recreational opportunities, and advancing sustainable design and construction practices. He is widely recognized for his collaborative leadership, fiscal discipline, and consistent ability to deliver results through transparency and operational excellence.

Prior to joining the City of South Miami, Mr. Pough served as Community Center Manager for the City of Miami Gardens, where he provided executive oversight of the Betty T. Ferguson Recreational Complex. In this role, he was responsible for the facility's opening, strategic direction, program development, maintenance, staff supervision, and day-to-day operations—ensuring efficient management and high-quality service delivery to the community. He also served as Project Coordinator for the Virginia Key Beach Park Trust, a special entity of the City of Miami, where he directed major facility improvements, park enhancements, and the restoration of historic and cultural assets—including the site's iconic carousel and miniature train rail system.

Mr. Pough holds a Master of Business Administration in Management from Nova Southeastern University and a Bachelor of Arts in Criminology with a minor in Business Administration from the University of Florida. He is a Certified Park and Recreation Professional (CPRP) and an active member of the National Recreation and Park Association (NRPA) and the Florida Recreation and Park Association (FRPA).

Please join me in welcoming Mr. Pough to the City of Fort Lauderdale and supporting him in his new role.

Attachment:

1. Quentin Pough Resume

c: D'Wayne M. Spence, Interim City Attorney
David R. Soloman, City Clerk
Patrick Reilly, City Auditor
City Manager's Office
Department Directors

Quentin Pough, CPRP

Professional Summary

Dynamic municipal executive with 18 years of progressive leadership and 15 years of expertise in capital project management, park development, and community infrastructure. Proven track record of delivering multi-million-dollar projects from concept to completion, encompassing strategic planning, stakeholder engagement, design, permitting, procurement, construction, and closeout. Recognized for driving innovation, expanding access, and advancing sustainable community assets.

Professional Experience

Director of Parks, Recreation and Culture

City of South Miami, FL | Mar. 2014 – Present

Executive Leadership

- Provide strategic leadership for a full-service department overseeing city parks, aquatic and senior centers, recreation facilities, and community events.
- Direct long-range planning, fiscal management, staff development, and capital improvement initiatives to ensure operational excellence.
- Manage the full capital project lifecycle—feasibility, concept planning, design, permitting, procurement, construction, and closeout.
- Lead cross-functional teams to deliver inclusive, year-round recreational programs serving diverse community needs.
- Secure grant funding and drive stakeholder engagement and interagency collaboration to expand access, preserve open space, and enhance recreational quality.
- Represent the department before the City Commission and the public, promoting transparency, accountability, and community-focused governance.

Capital Improvements & Project Management

- Directed capital investments across city parks from concept to completion.
- Delivered capital projects ranging from new parkland development to community center renovations and athletic field upgrades with synthetic turf, courts, and lighting.
- Modernized infrastructure, including ADA-compliant restrooms, drainage systems, parking lots, and signage.
- Expanded community access through new playgrounds, outdoor gyms, trails, picnic shelters, and public art installations.
- Ensured strategic financial management, stakeholder engagement, and on-time, on-budget delivery of complex municipal projects.

Assistant Director of Parks and Recreation

City of South Miami, FL | Aug. 2013 – Feb. 2014

- Supported departmental leadership in operations, strategic planning, and policy development, emphasizing regulatory compliance and long-range planning.

- Oversaw staff and divisional functions for park maintenance and recreation services, while advancing capital projects, budget planning, and contract administration.
- Prepared reports, resolutions, and policy documents to strengthen governance and accountability.

Community Center Mgr. | Asst. Community Ctr. Manager | Program Coordinator

City of Miami Gardens, FL

Aug. 2012 – Aug. 2013 | Oct. 2011 – Aug. 2012 | Jul. 2010 – Oct. 2011

- Advanced from Program Coordinator → Assistant Manager → Community Center Manager, demonstrating rapid career progression.
- Directed daily operations, strategic planning, and staff supervision for a high-volume, multi-functional community center.
- Designed and implemented innovative recreational programs and events serving diverse age groups.
- Partnered with stakeholders to deliver inclusive, high-impact initiatives that boosted satisfaction and strengthened community relationships.
- Ensured efficient operations and consistently high service standards across all programs and events.

Project and Volunteer Coordinator

Virginia Key Beach Park Trust (City of Miami), FL | Jan. 2007 – Nov. 2009

- Managed capital improvement projects, facility upgrades, and signature events for Virginia Key Beach Park Trust, enhancing public amenities and visitor experience.
- Recruited, developed, and led multi-disciplinary teams, ensuring accountability in facility maintenance, service delivery, and community engagement.
- Spearheaded outreach strategies that increased volunteer participation and maximized public involvement.

Capital Improvements & Project Management

- Completed renovations projects, including concession and restroom facilities, a recreational mini-train rail system, and inclusive playgrounds and shelters.
- Preserved cultural assets through historic carousel restoration and managed shoreline replenishment projects supporting environmental conservation.

Education

- M.B.A., Management – Nova Southeastern University, 2011
- B.A., Criminology; Minor: Business Administration – University of Florida, 2006
- NRPA Directors School – National Recreation and Park Association, 2015

Certifications & Memberships

- Certified Park and Recreation Professional (CPRP)
- Member, National Recreation and Park Association (NRPA)
- Member, Florida Recreation and Park Association (FRPA)
- Board Member, Miami-Dade Basketball Officials Association (MDBOA)