



LETTER TO THE COMMISSION

LTC No: 26-001

TO: Honorable Mayor and Members of the Fort Lauderdale City Commission
FROM: Rickelle Williams, City Manager *RW*
DATE: January 5, 2026
SUBJECT: **Key Personnel Updates**

The purpose of this Letter to the Commission (LTC) is to advise the City Commission of key personnel updates across various departments. Part of my role as City Manager is to ensure that the organization is appropriately staffed with qualified personnel and to equip, support, and position personnel to carry out their responsibilities effectively. This includes providing resources, fostering professional development, maintaining organizational stability, and ensuring continuity of operations so that departments can deliver high-quality services to the community. The following updates reflect recent and upcoming personnel appointments and leadership transitions intended to support organizational effectiveness.

Strategic Communications: Kevin Pulido, Director

Since becoming City Manager, I have prioritized creating a professional and unified brand throughout the City. In service to that goal, the City Commission accepted my recommendation and established the Office of Strategic Communications as an independent department reporting directly to me as part of the Fiscal Year (FY) 2026 Budget. As I have continued to evaluate ways to elevate the City's brand and communications both internally and externally, I've concluded that we need additional high-level leadership in the Office of Strategic Communications.

To date, Ms. Ashley Doussard has served the City well in the role of Director of the Strategic Communications division and in the initial launch and transition of the department. To continue capitalizing on her strengths in story production and media relations, she has accepted the newly (reclassified) Deputy Director of the Office of Strategic Communications role. In this role, she will continue to provide leadership to the capable team she has established while dedicating more time and attention to promoting the City's services to our neighbors and also enhancing our public relations capabilities and external brand presence throughout various media outlets. I'm grateful her ongoing dedication to the team and the City and am excited to see her flourish in her new role.

Additionally, I am pleased to announce that effective January 12, 2026, Mr. Kevin Pulido will be joining us as Director of the Office of Strategic Communications. Mr. Pulido is a public sector communications and community engagement professional with more than fourteen (14) years of experience advancing transparency and trust in local government, of which nine (9) have been centered on municipal public relations efforts.

Mr. Pulido most recently served as Director of the Neighborhood Affairs Division, in the Office of Marketing and Communications for the City of Miami Beach where he has played a pivotal role in strategic planning, crisis communications, public engagement, event management, and government and community relations. During his tenure, he managed strategic communications efforts, public outreach and engagement for major citywide initiatives and infrastructure projects. He worked across departments to coordinate and lead public outreach for major initiatives including large scale public safety operations, weather events, infrastructure disruptions, and various capital projects.

During his time in Miami Beach, Mr. Pulido was a consistent presence in shaping, leveraging and promoting the city's voice and brand through major events and operations including Art Basel, Miami International Boat Show, Air & Sea Show, and South Beach Wine & Food Festival, among others. He also led communication and engagement for the City's voter-approved General Obligation Bond programs and managed the resident notification system. Mr. Pulido is adept at working closely with neighborhood associations and community stakeholders to foster relationships and ensure residents remain engaged throughout every stage of municipal projects.

Mr. Pulido also has extensive experience with establishing, implementing and monitoring procedural protocols. He has led city ceremonies, public events and informational meetings that have encouraged public participation. Recognized for his collaborative leadership, he has cultivated strong relationships with community leaders, elected officials, stakeholders and staff to bridge the gap between technical planning and public understanding.

Mr. Pulido holds a bachelor's degree in communication arts from Florida International University.

Capital Projects: Colette Satchell, Director

As part of the initial establishment and buildout of the Capital Projects Department and consistent with the personnel complement approved through the Fiscal Year (FY) 2026 Budget, the City conducted a competitive recruitment process to identify a highly qualified leader to support the delivery of the City's expanding capital program. Following this process, Ms. Colette Satchell was selected as the top candidate based on her extensive experience in municipal capital project delivery, technical expertise, and demonstrated leadership in managing complex, multiyear public sector capital initiatives.

Effective January 26, 2026, in her role as Capital Projects Director, Ms. Satchell will lead and oversee the planning, design, and delivery of the City's capital projects with primary

focus on the Parks Bond program, fire stations, parking garages, surface parking lots, streetscapes and the new City Hall. Ms. Satchell will supervise professional staff, manage project budgets, and administer contracts to ensure timely, cost-effective delivery in compliance with City standards, regulatory requirements, and adopted capital programs. In addition, Ms. Satchell will play an instrumental role in developing and streamlining the City's unified project management technology and delivery framework, across multiple departments.

Ms. Satchell brings substantial experience managing large-scale, multi-disciplinary capital projects across vertical facilities, parks, waterfront infrastructure, utilities, and public assets. She currently serves as a Division Director with the City of Miami Beach's Capital Improvement Projects Department, overseeing senior project managers and leading multifaceted capital projects through all phases of development. In addition to her eight (8) years of direct municipal experience, Ms. Satchell has nearly thirty (30) years of private sector project management experience serving in the role of President at Colette Satchell & Associates and Senior Project Manager / Associate Partner at Joseph Middlebrooks & Associates.

Her experience includes, but is not limited to, managing projects through a 2018 \$439 million General Obligation Bond program encompassing new and upgraded recreational amenities, sidewalk and street restoration projects, public safety upgrades, infrastructure improvements and almost 2,000 new shade trees. She has also played a vital role in the implementation of a 2022 \$159 million Arts and Culture Infrastructure General Obligation Bond program.

Ms. Satchell served as senior project manager for the Miami International Airport Chiller Plant Expansion, a \$66 million project delivered within an active airport environment requiring continuous operations and multi-agency coordination. She also led Brittany Bay Park improvements, including waterfront park enhancements and seawall rehabilitation to strengthen asset protection and long-term resiliency. In addition, she provided pre-construction leadership for Miami Beach Fire Station No. 1, overseeing design, permitting, procurement planning, and stakeholder coordination for this high-profile public safety facility.

During her career, Ms. Satchell served as the Architect of Record for occupied public school classroom additions delivered through phased construction; and delivered utility and infrastructure improvement projects, including water and stormwater system upgrades coordinated with roadway and public-realm work. Collectively, her public and private sector experience demonstrates a strong ability to manage risk, coordinate stakeholders, and deliver high-value capital projects.

Ms. Satchell holds a bachelor's degree in architecture from the University of Miami, is a Registered Architect in the State of Florida, and brings over thirty-five (35) years of progressive experience in architecture, capital project management, and municipal infrastructure delivery.

Community Redevelopment Agency: Vanessa Martin, Acting Manager

Effective immediately, Ms. Vanessa Martin has been appointed to serve as the Acting Manager for the Community Redevelopment Agency (CRA). Ms. Martin brings more than twenty-seven (27) years of experience with deep leadership and operational expertise across both government and corporate sectors. Since joining the City of Fort Lauderdale in 2015, she has served as the CRA's Business Manager and continues to play a pivotal role in advancing economic development and revitalization finance initiatives, overseeing project management, developer collaboration, and fiscal accountability.

Ms. Martin's approach combines financial rigor with accountability, resulting in measurable community impact. Her leadership has resulted in the elimination of seventeen (17) audit findings, the implementation of seven (7) strategic incentive packages, and the development and formalization of the first procedures manual for the CRA. Prior to public service, Ms. Martin built a diverse professional background in enterprise data governance, portfolio management, multi-fund platforms, private equity, and financial modeling, equipping her with a comprehensive understanding of complex financial, regulatory, and operational environments.

She holds a Bachelor of Business Administration in Finance from The University of Texas at Arlington (UTA) and completed the Financial Planner certificate program at the University of Miami. Ms. Martin is a Certified Financial Modeling & Valuation Analyst (FMVA®) and an active member of the Chi Psi Omega Chapter of Alpha Kappa Alpha Sorority Incorporated.

Fire Rescue: Lesly St. Fleur, Assistant Fire Chief & Emergency Manager

Assistant Fire Chief Lesly St. Fleur will be assuming the role as the new Emergency Manager for the City of Fort Lauderdale. In this assignment, Chief St. Fleur will oversee the City's emergency management programs, coordinate preparedness efforts, and ensure effective response during all-hazard incidents.

Prior to this, Chief St. Fleur led the Fire Rescue Department's Emergency Medical Services (EMS) Bureau, where he demonstrated leadership, operational expertise, strategic planning and program management skills, including the successful implementation of the Whole Blood Administration Program, which enhances pre-hospital care capabilities. Chief St. Fleur will leverage this operational and administrative experience in his new role, providing leadership during Emergency Operations Center (EOC) activations, facilitating interdepartmental coordination, and working closely with regional partners to strengthen the City's readiness and resiliency.

Chief St. Fleur holds a Master of Arts Degree in International Disaster Management from Florida International University. This academic background supports extensive expertise in emergency preparedness, response, and recovery operations.

Information Technology Services: Tristan Lattibeaudiere, Assistant Director

Mr. Tristan Lattibeaudiere joined the City of Fort Lauderdale in November 2025 as the Assistant Director of Enterprise Infrastructure Services with the Information Technology Services (ITS) Department. Mr. Lattibeaudiere most recently served as the Chief Information Officer (IT Director) for the City of Hallandale Beach and has more than 17 years of experience leading municipal IT organizations and delivering large-scale digital transformation initiatives. Mr. Lattibeaudiere was the first information technology staff member hired at the City of Miami Gardens Police Department and played a major role in standing up the department and moving it into a new \$50 million LEED Platinum headquarters facility. His background includes extensive work in public safety systems, cybersecurity strategy, enterprise infrastructure, cloud platforms, and smart city technologies, with a consistent focus on aligning technology solutions to organizational and community needs.

Mr. Lattibeaudiere is currently managing key initiatives at the City of Fort Lauderdale, including technology for the transition to the new Police Department Headquarters, Tablet Command deployment for the Fire Department, expanded public safety camera infrastructure, and P25 radio modernization. Having successfully deployed Microsoft CoPilot to staff and officials at the City of Hallandale Beach, he is also exploring how artificial intelligence (AI) and Microsoft Copilot can be leveraged to modernize workflows and advance business processes for the organization.

Mr. Lattibeaudiere earned a Bachelor of Science degree in Information Technology from American Intercontinental University and is a certified Government Chief Information Officer (CGCIO). He aims to continue to provide strategic technology leadership that strengthens public safety operations and supports citywide operational effectiveness.

Procurement Services: David Clemente, Assistant Director

Mr. David Clemente is an accomplished procurement and public administration professional with more than thirty (30) years of experience spanning private industry and municipal and state government. Since 2022, Mr. Clemente has served as Assistant Procurement and Contracts Manager for the City of Fort Lauderdale, supporting citywide procurement operations and managing contract activities for multiple Charter Offices. He has recently been appointed as the Assistant Director of the newly established Procurement Services department.

Mr. Clemente's career includes senior leadership roles in procurement, information technology, and public works, as well as several years of service as an elected City Council member. He began his career in the private sector, managing maintenance, repair, and operations (MRO) procurements and capital projects for a large multi-state manufacturer before transitioning into enterprise information technology administration. He later established the Rhode Island Judiciary's first independent Purchasing Department for the Rhode Island Supreme Court, providing foundational leadership and governance in judicial procurement.

Mr. Clemente subsequently served as Director of Purchasing for the City of Pawtucket, RI during a period of fiscal instability, where he assisted in modernizing procurement operations and contributed to a diverse executive team that delivered surplus budgets and improved credit ratings. During this time, he also served as Acting Director of Information Technology and advanced a shared services model between the City and schools. He later held roles as Procurement Manager for Broward County and Director of Public Works for the City of Pawtucket, overseeing operations, capital budgets, and a major departmental reorganization that accelerated capital project delivery.

In his new role, he will enhance his focus on efficiency, accountability, and public service excellence.

Public Works: Troy Gies and Otniel Rodriguez, Assistant Directors and Roberto Bentancourt, City Engineer

Mr. Troy Gies is a seasoned public-sector executive with more than thirty (30) years of progressive leadership experience across state, county, and municipal government in Minnesota, Oregon, Nevada, and Florida. His career spans diverse service areas including Public Works and Utilities, Solid Waste and Recycling, Emergency Management, Administrative Services, and Health and Human Services. Known for his strategic insight and operational expertise, he has led complex organizations, managed multimillion-dollar operating and capital budgets, negotiated major service contracts, and guided multidisciplinary teams across multiple divisions and facilities.

Mr. Gies has held senior leadership roles with the cities of Hallandale Beach and Tamarac, where he oversaw public infrastructure, facilities, fleet, sanitation, and solid waste operations; directed large-scale organizational and service delivery improvements; and strengthened fiscal accountability through disciplined budgeting, procurement, and performance management. His experience also includes county- and state-level roles focused on management analysis, performance measurement, grants administration, and organizational improvement, as well as leadership in emergency response and disaster recovery operations.

As Assistant Director of Public Works – Operations, for the City of Fort Lauderdale, Mr. Gies provides executive oversight of key operational and support functions, including Fleet Services, Sanitation Services, and Public Works administrative and financial operations. He leads cross-functional teams, aligns departmental operations with City priorities, and plays a central role in financial stewardship, including operating and capital budget oversight, Community Investment Program planning, and long-range resource and service planning supporting citywide infrastructure and service delivery objectives.

He holds a dual-accredited Master of Business Administration/Master of Public Administration (MBA/MPA) from Willamette University's Atkinson Graduate School of Management and a Bachelor of Science in Political Science from Minnesota State University, Mankato.

Mr. Otniel Rodriguez joined the City of Fort Lauderdale in November 2025 as the Assistant Director of Public Works – Engineering where he provides executive oversight of the Engineering Division and leads the implementation of *Fortify* Lauderdale, the City's major, approximately \$1.6 billion initiative to enhance resilience against climate change and flooding through significant upgrades to stormwater infrastructure, including new pump stations, pipes, and drainage systems, aimed at protecting vulnerable neighborhoods and reducing the impact of intense rainfall events. In this capacity, he directs multidisciplinary engineering and project delivery teams, oversees complex capital improvement programs, and ensures alignment between policy objectives, technical execution, and fiscal stewardship. His role requires close coordination with City leadership, regional partners, and the public to advance large-scale infrastructure initiatives that strengthen sustainability and community resilience.

Prior to joining the City of Fort Lauderdale, Mr. Rodriguez served as the Assistant Director of the City of Miami Beach Transportation and Mobility Department, where he led the City's multimodal transportation strategy and managed key mobility programs, including the free trolley network, on-demand transit services, micromobility initiatives, and water-taxi planning. In that role, he maintained direct responsibility for program performance, budgeting, procurement, and service delivery for transportation systems serving millions of users annually.

Before assuming his leadership role in the Transportation and Mobility Department, Mr. Rodriguez spent more than six (6) years with the City of Miami Beach Public Works Department, including three (3) years as the Right-of-Way Manager. In this role, he managed the city's public right-of-way assets, coordinated permitting and construction activity, and balanced the operational needs of utilities, development, pedestrian access, and municipal services, experience that directly informs his current oversight of engineering design, construction coordination, and infrastructure delivery in the City of Fort Lauderdale. In both public works and transportation roles, he also served as the city's corporate representative in civil litigation, providing technical expertise on transportation and infrastructure matters.

Collectively, Mr. Rodriguez's experience across public works, transportation, and engineering leadership provides a seamless foundation for his current role. His career reflects a consistent focus on integrating infrastructure delivery, mobility services, and long-term planning.

Mr. Rodriguez holds a bachelor's degree in civil engineering from Florida International University.

Mr. Roberto Betancourt, P.E. has been working within the City's Public Works Department since 2022 and was recently promoted to the newly reestablished City Engineer role. Effective January 5, 2026, Mr. Betancourt will lead and oversee the planning, design, and delivery of the City's capital infrastructure delivery program, with a strong emphasis on flood mitigation and sea level rise adaptation.

In his role as City Engineer, Mr. Betancourt will provide technical leadership and strategic direction for major infrastructure initiatives, including stormwater management systems, drainage resiliency projects, water and wastewater utilities, bridges, seawalls, and roadway and sidewalk rehabilitation programs. He will also collaborate across multiple City departments to advance climate-resilient solutions that address the increasing impacts of sea level rise, tidal flooding, and extreme rainfall throughout the City of Fort Lauderdale.

Mr. Betancourt brings more than sixteen (16) years of progressively responsible engineering experience across both the private and public sectors. He spent nearly six (6) years in the private sector, providing professional design and construction services for road reconstruction and resurfacing, water and sewer main systems, large-scale drainage and resiliency projects, pump station design, and private site development throughout South Florida, many of which required consideration of flooding risks and coastal conditions.

He later transitioned to the public sector with the Florida Department of Transportation (FDOT) – District 4, where he served for nearly seven (7) years, primarily within the design group. During his tenure, he reviewed, designed, permitted, and managed construction projects ranging from a 12-acre Park and Ride facility to complex roadway reconstruction projects requiring wetland mitigation, floodplain compensation, and regulatory coordination.

Mr. Betancourt initially served in the Water and Sewer Modeling Group, where he supported system-wide hydraulic modeling and infrastructure planning. He was later promoted to Division Manager of Stormwater Engineering, where he led the implementation of Fortify Lauderdale, with a focus on reducing flood risk, improving neighborhood-level stormwater capacity, and adapting infrastructure to future sea level rise conditions.

Mr. Betancourt holds a Bachelor of Science Degree in Civil Engineering from the University of Central Florida and is a Licensed Professional Engineer in the State of Florida. His expertise spans engineering design, construction management, permitting, hydraulic and stormwater modeling, and large-scale infrastructure delivery, making him well-positioned to advance the City of Fort Lauderdale's long-term resiliency and sustainability goals.

Thanks, as always, for your support of the team. Please join me in congratulating Vanessa Martin, David Clemente, Roberto Bentancourt and Lesly St. Fleur on their promotional appointments / assignments. Please also join me in welcoming Kevin Pulido, Colette Satchell, Tristan Lattibeaudiere, Troy Gies, and Otniel Rodriguez to the City of Fort Lauderdale.

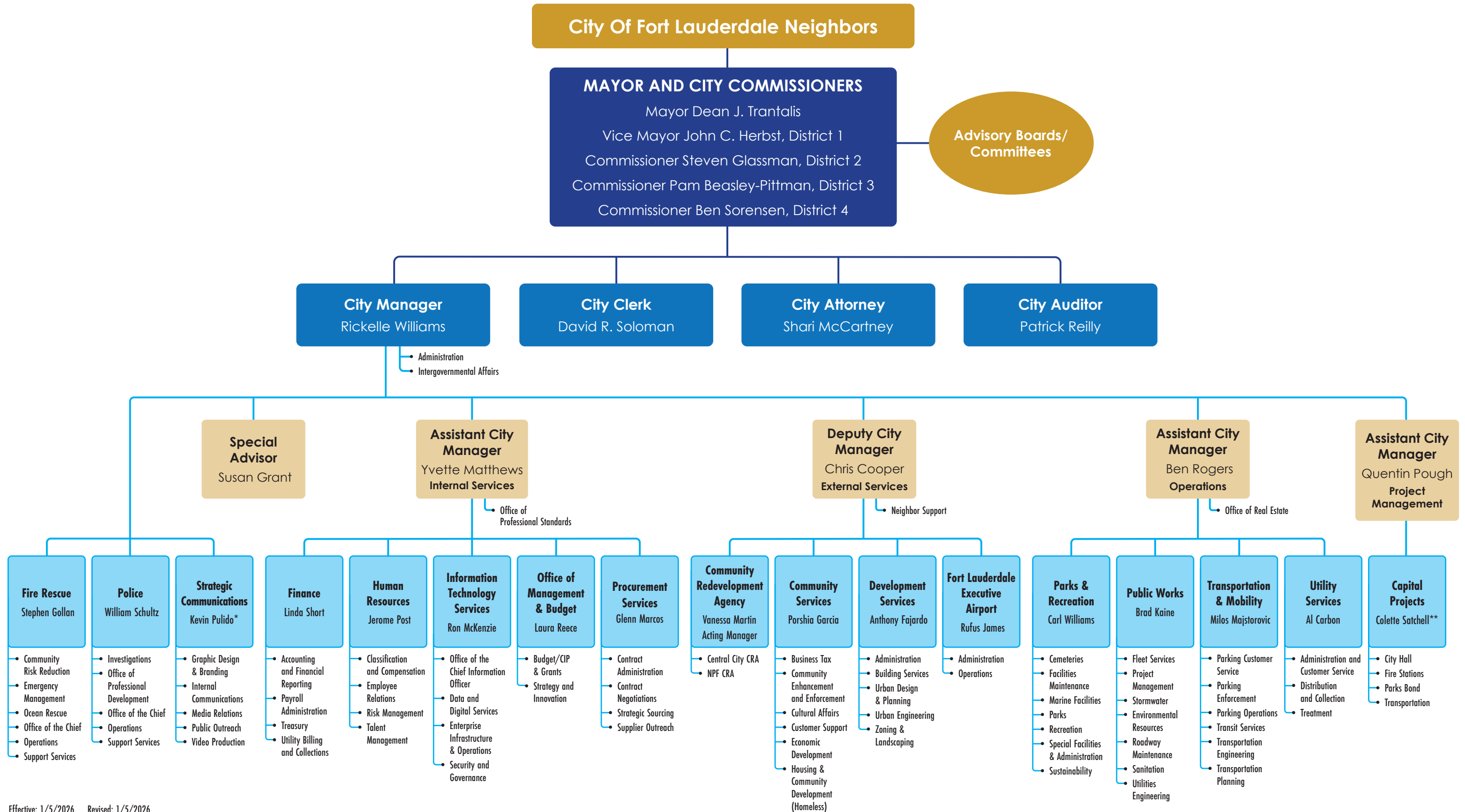
Attachment:

1. Updated Organizational Chart

c: Shari McCartney, City Attorney
David R. Soloman, City Clerk
Patrick Reilly, City Auditor
City Manager's Office
Department Directors



CITY OF FORT LAUDERDALE ORGANIZATIONAL CHART | FY 2026



Effective: 1/5/2026 Revised: 1/5/2026
*Strategic Communications effective 1/12/2026 **Capital Projects effective 1/26/26