

**Matthew A. McDermott**

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April 12, 2025

Dear Recruitment Manager:

With a distinguished career in government administration and public service leadership, I am eager to bring my expertise in policy implementation, strategic planning, and intergovernmental relations to the Palm Beach County Administrator position. My experience managing large-scale operations, overseeing multimillion-dollar budgets, and driving economic and infrastructure development, that is easily scalable to any size organization, aligns seamlessly with your organization's mission to drive a continuous improvement culture of excellence that achieves a measurably high level of public satisfaction.

Below are some examples of the value I can bring to the County of Palm Beach:

- **Fiscal and Operational Leadership:** Spearheaded a county investment strategy, generating \$18.5M in additional interest income, while also securing \$13M+ in federal and state funding for infrastructure projects.

- **Strategic Governance & Crisis Management:** Led high-stakes negotiations, including a \$2.6M litigation settlement and critical union arbitration, ensuring financial stability and operational continuity.
- **Public-Private Collaboration & Community Development:** Fostered partnerships across public and private sectors to enhance economic growth, emergency response, and municipal services, ensuring sustainable and efficient governance.

It would be a pleasure to provide further details about my background in relation to your County Administrator opportunity, and I would welcome the chance to learn more about your current and future needs. Drawing on my hands-on, charismatic leadership style and wide-ranging accomplishments, I believe that I will positively contribute to the vision and objectives of Palm Beach County.

Sincerely,

**Matthew A. McDermott**

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## County Manager Profile

[linkedin.com/in/matt-mcdermott-4765167](https://www.linkedin.com/in/matt-mcdermott-4765167) • 

Dynamic and results-driven County Executive with a proven track record in government administration, policy implementation, and public service leadership. Adept at budget management, strategic planning, and intergovernmental relations, driving economic growth and community development initiatives. Skilled in public affairs, stakeholder engagement, and crisis management, ensuring responsive and transparent governance. Experienced in infrastructure planning, public safety, and social services to enhance the quality of life for residents. Collaborative leader with expertise in legislative affairs, contract negotiations, and workforce development, fostering partnerships to achieve long-term regional success.

## Areas of Expertise

- Government Administration
- Operational Excellence
- Municipal Management
- Strategic Planning
- Emergency Management
- Economic Development
- Public-Private Partnerships
- Community Engagement
- Infrastructure Development

## Professional Experience

Lycoming County, Pennsylvania

January 2015 — Present

### Director of Administration and Chief Clerk

Manage policy frameworks, budget priorities, and strategic objectives for Board of Commissioners, ensuring efficient county operations. Lead daily administration across multiple functional areas, optimizing financial and operational performance. Facilitate coordination between court operations, elected officials, and judicial entities to enhance public safety. Oversee workforce of 600+ union and non-union employees across public safety, emergency management, fiscal services, corrections, waste management, urban planning, economic development, and environmental conservation. Secure and sustain federal and state funding through strategic partnerships. Align

public and private initiatives by collaborating with authorities, boards, and committees to drive infrastructure improvements and enhance public services.

- Spearheaded formation and integration of County investment team, generating \$18.3M in additional interest income.
- Negotiated litigation mediation efforts, securing \$2.6M+ settlement in County's favor.
- Led Union Arbitration negotiations, minimizing financial impact and ensuring fiscal stability.
- Designed and implemented senior leadership response strategy for COVID-19 crisis, maintaining uninterrupted access to county government functions.
- Simultaneously held leadership roles in critical departments, serving as Director of Administration while overseeing Information Technology, Human Resources, and Budget & Finance.
- Secured \$13M+ in federal and state funding, achieving conditional certification for County's levee system.

**U.S. Army, Washington, D.C.**

**June 2013 — April 2014**

### **Personnel Policy Integrator**

Oversaw global officer active-duty operational support requirements, ensuring alignment with combatant command mission objectives. Engaged with national-level Human Capital Management Boards to balance strategic priorities of United States, Army, and personnel. Evaluated and refined Army-wide officer personnel policies, providing recommendations for enhanced efficiency and effectiveness. Assessed and determined approval or disapproval of policy exceptions for both deployed and non-deployed personnel, maintaining compliance with operational and organizational objectives.

- Designed real-time solutions to address critical Army personnel shortages, ensuring operational readiness for Army G-1.

- Recognized as subject matter expert within Army G-1 on reserve component soldiers transitioning into sanctuary status, ensuring compliance with federal legal mandates.

**California Army National Guard, Stockton, CA**

**July 2012 — September 2013**

**Commander, 3-140th Aviation Battalion | Commander,  
Task Force Aviation, U.S. Army, Kosovo**

Directed leadership, staffing, and training operations for diverse aviation battalion comprising over 600 soldiers. Managed simultaneous command of two aviation units across various global combat zones locations, ensuring operational readiness and safety compliance. Coordinated complex synchronization efforts for state, national, and international military and peace-time assignments. Provided strategic oversight and support to both deployed and non-deployed units, maintaining operational excellence in evolving environments.

- Efficiently orchestrated multi-location deployment strategies, resulting in enhanced mission capabilities.
- Adeptly facilitated international collaboration, harmonizing peace-time and combat operational needs.
- Developed and implemented training programs that improved unit readiness and performance.

## **Additional Experience**

**Chief, Domestic Aviation Operations Team**, Aviation and Safety Division National Guard Bureau, Arlington, VA

**Chief, Military Intelligence Readiness Programs Branch**, Operations Division, National Guard Bureau, Arlington, VA

**Chief, Intelligence Branch, Operations Division**, National Guard Bureau, Arlington, VA

**J5 Strategic/Operational Planner**, CJSOTF-A, 7th Special Forces Group, Afghanistan

**Chief, Intelligence Branch**, Operations Division, National Guard Bureau, Arlington, VA

**Strategic Planner, Operations Division, National Guard Bureau, Arlington, VA**

**Chief, Inspections Division, Office of the Inspector General, National Guard Bureau, Arlington, VA**

**Detailed Inspector General, Office of the Inspector General, National Guard Bureau, Arlington, VA**

**Program Manager, Joint Monthly Access for Reserve Components (JMARC), General Officer Management Division, Iraq, Afghanistan, and Arlington VA**

**Detailed Inspector General, Office of the Inspector General, National Guard Bureau, Arlington, VA**

**Chief Aviation Training Section, Aviation and Safety Division, National Guard Bureau, Arlington, VA**

**Chief Current Aviation Operations Team, Aviation and Safety Division, National Guard Bureau, Arlington, VA**

## **Education & Certifications**

**Excellence in County Leadership Certificate, County Commissioners Association of Pennsylvania (CCAP) Center for**

**Excellence in County Leadership, 2018**

**Executive Master's in Emergency and Disaster Management, Georgetown University, 2015**

**Masters in Liberal Studies – Social and Public Policy, Georgetown University, 2011**

**Basic Strategic Arts Program, U.S. Army War College, 2009**

**Bachelor of Arts in Liberal Studies, Mansfield University, 1990**