



2026 FL Chapter Technical Committee Report

Committee Name:	Leadership and Management
Meeting Frequency:	Every 2 months
Vision and/or Goals:	Create a mentorship program, assist agencies with filling emergency PWD roles, present leadership topics at events/meetings

Name	Attended (Jan 21 & Mar 8, 2026)	Email	Years on Committee (with Expanded Goals)
Committee Chair			
Elia Twigg (Co-Chair)	XX	eliatwigg@lanticsolutions.com	2025
Dr. Addie Javed (Co-Chair)		Addie.Javed@yahoo.com	2020
FL LTAP & USF Team			
Thomas Werner		twerner@minneola.us	2025
Ramone Medwinter		Rmedwinter@cityofwinterpark.org	2025
Lee Plourde	XX	Lplourde@cityofsebastian.org	2025
Harry Lorick		hlorick@laconsulting.com	2025
Dwight Thomas		wdthomas@alachuacounty.us	2025
Brittany Hart		bhart@mywinterhaven.com	2025
Brynt Johnson	XX	brynt.johnson@sanfordfl.gov	2025
Sue Bartlett	XX	suzanne.bartlett@Dunedin.gov	2025
Michael Iobianco		mhlobianco@gmail.com	2025
Jonathan Hayes		jhayes@panamacity.gov	2025
Nadeca McLaughlin		Nadeca.McLaughlin@pbfl.gov	2025
Pete Cavalli	XX	executive@tampabaytraining.com	2025
Joshua Johnson			2025
Billy Ingram	XX	bingram@largo.com	2025
Haley Emmanuel		hemmanuel@coralsprings.gov	2025
LaKysha Perkins		Lperkins@gadsdencountyfl.gov	2025
Nikhil Chowdhary	XX	nchowdhary@laconsulting.com	2025
Marcello Tavernari		Mtavernari@bayerunited.com	2025
Kristiana Patience		Kristiana.patience@islamorada.fl.us	2025
Matt DeVito		mdevito@panamacity.gov	2025
Todd Gooding	XX	Tgooding@mywinterhaven.com	2025

Updates to provide at Executive Committee Meetings	
Target magazine article topic /dates	SPRING 2026 – Ethical Structures for Professional Development in Public Works: A Florida Perspective, By Peter Cavalli, MPA FALL 2025 – Leading with Respect: Customer Excellence and Collaboration in Public Works, by Dr. Addie Javed Future / 2026 – • Project Management • Asset management with leadership • Response after storms

Chapter webinar topic/date	Feb 2026: Mastering Building Facility Systems & Maintenance: From Planning to Performance (Town of Jupiter) May 2026: Culture before Code: Aligning AI, Operational Excellence and Employee Engagement (Palm Beach County) June 2026: Ctrl+Alt+Deliver: A Smart Reset for Utility Project Execution (Pinellas County) Sep/Oct 2026: Emergency Management and Public Works (Public Works as First Responders Series). Proposed in coordination with FACERS and following agencies – Orange County, Hardee County, City of Gainesville, City of Sarasota, Sumter County and Sarasota County.
Florida Public Works Institute	2027 Florida APWA Institute Training in Fort Pierce focused on management and supervision practices within all areas of Public Works: Jan 26-29, 2027 (Module 1), Mar 9-12, 2027 (Module 2) and April 27-30, 2027 (Module 3). 2026 Florida APWA Institute Elia Twigg – presented at the PWI on January 30th – Unit 1: Supervisory Techniques and Skills Three training Modules were organized in Jan, Mar and May 2026. Each module is 30 hours.  Indian River State College 2027 FLORIDA APWA INSTITUTE The 90-hour Public Works Institute is a National APWA approved program focused on management and supervision practices within all areas of Public Works.   Institute at Indian River State College  January 26 – 29, 2027 Topics include leadership, communication, employee motivation, public works operations, and project management skills. March 9 – 12, 2027 Topics include legal issues, finance, basic management skills, asset management, teamwork, hiring, and conflict management. April 27 – 30, 2027 Topics include working with the public, advanced public works operations, leadership development, and government fundamentals. Location: Fort Pierce, FL ☎ 772-336-6211 ✉ ContinuingEd@irsc.edu 🌐 https://rivercontinuinged.gosignmeup.com/

	← ↻ https://florida.apwa.org/education/public-works-institute-classes/  The banner for the American Public Works Institute at Indian River State College features the college's logo and the APWA logo. It lists three learning modules: Supervision, Management, and Leadership. It also specifies the training is week-long, from 8AM-5PM, in January, March, and May 2026 at the Pruitt Campus. A 'REGISTER NOW' button is prominent. Contact information includes a phone number (772-336-6211) and a website link (https://tinyurl.com/yc3v85ey). A 10% discount is offered for registering for all three modules at once.
FACERS Conference (FAC Fall 2025)	Presentation on Organizational Culture and Strategic Transformation.
Tampa 2026 expo presentation topic	Peter Cavalli presented: • Conflict Resolution for Public Works: Strategies for Effective Management • Strategic Planning in the Field of Public Works Brittany Hart presented: ❖ Importance of Telling your story in PW ❖ Leadership Lessons in Sitcoms Addie Javed presented with Town of Jupiter: • Leading with Respect: Customer Excellence and Collaboration in Public Works
Communication with national committee	Representation at APWA PWX 2026 (and APWA FL Expo 2026), and participation in multiple sessions.
Budget requests (due in April, but exceptions can be made)	<i>Future Request: to possibly host a coffee meeting for the Mentors and Mentees at the FL Chapter Expo next year (2027).</i>

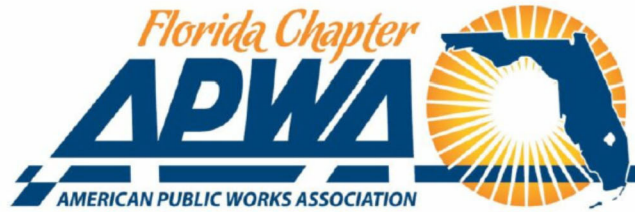
Subcommittees	Work Plan
Title of Subcommittee 1:	Purpose of Subcommittee 1: Mentor/Mentee
Subcommittee 1 leader:	Task 1: Create a program for the mentors/mentees to get connected CREATED PROGRAM – Info went out and applications due on January 31

	Accomplishments to Date • Created and distributed Google Forms for both mentors and mentees. • Designed program flyers, which were published in the Florida Public Works Magazine – Winter 2025 issue. • Coordinated advertising through the APWA Florida email newsletter and advertised 2 times. • Partnered with individual APWA Florida branches to help spread awareness statewide. • Current participation: 6 mentors and 7 mentees have signed up to date. • Nikhil scheduled a call with a prospective mentor on January 23. • February 1 – March 31, 2026: The subcommittee will review all applications, match mentors and mentees, and notify participants. DONE • Two additional APWA Florida email newsletters to go out to support the push for participation. Possible Next Steps • During the Florida Public Works Expo 2027, we plan to host a (Kickoff) Lunch or Coffee Meet to bring the newly matched pairs together and keep the program off strong.
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Help needed or requests to the FL Chapter Executive Committee:
Future budget request for Mentor/Mentee Subcommittee.
Open Discussion:
Discussed topic description/syllabus for the PWI. Discussed Peter and Harry meeting up with the PWI leaders to help define what should be taught with the various topics.

APWA Florida Mentorship Program

Connecting Today's Leaders
with Tomorrow's Innovators



Are you ready to grow, give back, and make a lasting impact in public works?

The APWA Florida Mentorship Program connects experienced professionals with early-career and young professionals for a year of growth, learning, and leadership development.



Who Can Join

- **Mentors** - Seasoned APWA Professionals ready to share knowledge and guide the next wave of leaders.
- **Mentees** - Public Works professionals of all disciplines seeking direction, networking, and career development.



Goals

- Build meaningful mentor-mentee connections
- Support career growth and leadership development
- Strengthen engagement within APWA Florida



Interested? Apply via Google Forms:

Applications due January 31, 2026 - Limited Spots available!

Questions? Contact: nchowdhary@laconsulting.com



Mentor Form



Mentee Form