

# ICMA Local Government Management Fellowship Yearbook 2024-2025



# Highlights of the 2024-2025 Cohort

What a year for the LGMF program! You, the members of the 2024-2025 cohort, worked hard in your roles, learned the ins and outs of local government, and made connections in the profession. Your cohort was composed of 36 fellows, who served in 25 host communities across the country.

You began your fellowships during the spring, summer, and fall of 2024, and gathered in Pittsburgh in September to participate in the ICMA Annual Conference. You participated in a full day of orientation, where you received information on ethics, council-manager relations, and strategies to succeed as a fellow. You created and worked on impactful projects in your communities that will have a long-lasting impact on your host community.

The ICMA team hopes you have enjoyed your experience as a fellow and have made lasting connections. We look forward to following your careers as you make a difference in communities across the country!



## Rachel Boward

Loudoun County, Virginia  
LGMF Fellow 2024–2026

### FELLOWSHIP PROJECTS

1. Updating the International Business Attraction Plan for Loudoun's Economic Development Department.
2. Created mentor and mentee guides for the LEAD Loudoun program, and a leadership structure guide for the Mental Health, Substance Abuse, and Development Services Department.
3. Helped track bills during the state legislative session and assisted in updating Loudoun's federal legislative program.
4. Assisted the Library Department with strategic plan updates, staffing analysis, and a secret shopper program.

### What was the highlight of your fellowship?

The highlight of my fellowship so far has been going to so many great conferences. In only nine months, I've gone to the Esri Federal GIS Conference in D.C., NACo Legislative Conference in D.C., VACo County Government Day in Richmond, ICMA Local Government Reimagined Conference in Milwaukee, and ICMA Annual Conference in Pittsburgh! I especially enjoyed getting to meet all the other fellows at the Pittsburgh conference and catching up with former colleagues from my graduate school days in Connecticut.

### What advice would you give to an incoming fellow?

Communicate! Let your manager know what you're interested in. Ask to attend training or conferences that you think you would benefit from. Be clear about what you're looking to get out of your fellowship experience.

### What are your next steps when the fellowship ends?

I'm not sure yet. I'm trying to immerse myself in the first year of my fellowship before starting to worry about next steps later this year. I'd like to spend the rest of 2025 narrowing down my interests and developing my skill set to ensure I am an attractive candidate for jobs post-fellowship.



## JaConna Brooker

Wake County, North Carolina  
LGMF Fellow 2024–2026

### FELLOWSHIP PROJECTS

1. Contributed to the Wake County Budget and Management Services Office's user fees project, compiling departmental fee data across comparable jurisdictions to support ongoing cost recovery and service evaluation efforts.
2. Supported the development of performance dashboards using Power BI, which allowed departments to better visualize key performance indicators and align their operational goals with countywide strategic priorities.
3. Collaborated with internal stakeholders to analyze operational trends and worked closely with the performance team to translate data into actionable insights.

### What was the highlight of your fellowship?

I'm not sure where to begin. Highlights include the incredibly supportive organization where I was placed, to the amazing fellows in my cohort. Knowing I'm not alone in my journey has been deeply encouraging, especially as I navigate a learning environment that allows me to grow professionally and connect with individuals across local government, regardless of title or position.

This is my second government fellowship, but my first in local government, and I've never felt more supported or seen, especially when it comes to the uncertainties around my next career steps. I'm truly grateful for the ICMA fellowship opportunity with Wake County and for the incredible cohort that continues to inspire me.

### What advice would you give to an incoming fellow?

Be yourself; there's a reason you were chosen as a fellow for your organization. But most importantly, don't be afraid to step outside your comfort zone and be a learning sponge. Soak up as much as you can during your fellowship—it goes by fast!

### What are your next steps when the fellowship ends?

I will be continuing my fellowship through the 2025–2026 year. In the meantime, I will be rotating through departments that align more closely with my interests while continuing to build connections. As the fellowship





# Abraham Fofanah

Lexington, Massachusetts

LGMF Fellow 2024–2026

## FELLOWSHIP PROJECTS

1. Planned and facilitated our 12-lesson Civic Academy course for residents.
2. Supported volunteer coordination for Lex250.
3. Created professional development opportunities for town staff.

### What was the highlight of your fellowship?

I love history, so attending the 250th anniversary of the Battle of Lexington (Lex250) was a great experience! We held many exciting events that weekend, and I met people from across the country.

### What advice would you give to an incoming fellow?

Follow your passions. Doing so will energize you to work even when no one is watching. Hopefully, by the end of your fellowship, you will have produced something great.

### What are your next steps when the fellowship ends?

My focus now is on continuing the fellowship next year. Beyond that, I hope to find a role in a manager's office and someday reach the chief administrative role in a municipality.



## Amanda-Marie Goode

State College, Pennsylvania

LGMF Fellow 2023–2025

### FELLOWSHIP PROJECTS:

1. Approved applications for short-term rental licenses.
2. Organized files and processes.
3. Participated in researching potential policies related to State College's zoning ordinance revision.

### What was the highlight of your fellowship?

The highlight of my fellowship was attending the 2023 ICMA Annual Conference in Austin, Texas. It was a great experience because of the learning opportunities (there were so many panels and all of them were interesting), the networking (I connected with people from everywhere), and the exciting cultural events (I rode a mechanical bull and led a conga line at one of the social events). It was my first annual conference and it was a brand new experience that I won't forget.

### What advice would you give to an incoming fellow?

Take every opportunity for development that is offered to you. Don't pass up the chance to learn something beyond your usual responsibilities or outside of the career path you think you are heading down. Ask questions. Speak up for the things you need or want to learn.

### What are your next steps when the fellowship ends?

I have recently accepted and begun a position as assistant planner with Merrimack, New Hampshire. I am excited about this new adventure and grateful to be able to continue a career in municipal planning.



## Brandon Harris

Dublin, California

LGMF Fellow 2024–2026

### FELLOWSHIP PROJECTS

1. Economic Development RFP - Marketing and Branding Strategy, where I drafted RFP criteria, intranet updates, scoring rubric, and debriefs, and contacted potential vendors and panel members. I also conducted panel interviews and sent recommendations to DCM.

### What was the highlight of your fellowship?

The highlight of my fellowship was the conference in Pittsburgh. First, it was great to meet everyone and build friendships with current and previous fellows. We learned a lot about local government, the program, and our tastes. We also had unforgettable moments. Second, my family is from Pittsburgh, so I was able to see some relatives on the last day of the conference.

### What advice would you give to an incoming fellow?

Step out of your comfort zone and take calculated risks. To grow, you will have to work on projects and speak to a diverse group of people. As a fellow in the organization, you have a “hall pass” to talk to anyone and everyone in the organization as part of your learning. Take the time to study the people around you and take calculated risks in projects and relationship building.

### What are your next steps when the fellowship ends?

I am looking to apply anywhere and everywhere. My goal is to stay in the city manager’s office and focus on economic development. I have learned that community development and economic development are something every municipality needs. These skills will make me a better public administrator.



# Kayla Hickey

Bakersfield, California

LGMF Fellow 2024–2025

## FELLOWSHIP PROJECTS

1. Implemented banners for an informal renaming of a street that includes six veterans memorials. I worked with the Kern County World War 2 Veterans Committee, our communications and marketing team, and the development services team to allow for the vision to come to life.
2. Conducted research on the development of a Tree Advisory Group and a new tree contract for the management of the city's urban forest.
3. Collected data from many California municipalities on the Tree Advisory Group's structure and function, along with data on best practices in urban forest management contracts. I was able to provide this research to the recreation and parks director for his use in creating the Tree Advisory Group and for use when going out to bid for the next urban forest management contract.

### What was the highlight of your fellowship?

The highlight of my fellowship was working on the city's Comprehensive Climate Action Plan, also known as Sustainable Opportunities Advancing Resilience (SOAR Bakersfield). Engaging with our staff across departments and with our community, stakeholders, and advisory groups was extremely enlightening. I was able to understand the concerns of the residents throughout the community engagement process.

### What advice would you give to an incoming fellow?

Always ask to be included on projects that interest you! Additionally, when it comes to assignments offered, never say no. Whether you are interested or not in the subject matter, exploring new areas will allow you to learn and develop in your career.

### What are your next steps when the fellowship ends?

I accepted a role as an economic and community development planner with the city of Bakersfield, California. Within this role, I will be responsible for administering and managing a \$22 million-dollar Transformative Climate Communities Grant that the city received from the Strategic Growth Council.





## Zoe Johnson

Edina, Minnesota

LGMF Fellow 2024–2026

### FELLOWSHIP PROJECTS

1. Edina U: This was Edina's first general government education series for residents to learn all about the various functions of their local government. This low commitment opportunity has already been highly praised by the community and residents have already started to question if there are more opportunities similar to this program that could be added as more people "graduate" from Edina U's 101 courses.
2. Human Services Task Force: I facilitated a volunteer task force of community members interested in assisting the city with analyzing current human services funding levels and funded organizations, which included conducting site visits, helping eight nonprofit organizations create work plans that aligned with both the organization's and the city's values, and providing the city council with an update that gives a recommendation for next year's funding levels and funded organizations.
3. Equity Strategic Action Plan: I helped the DEI manager for over six months work with culture brokers to develop the ESAP to better inform the city's goals of creating an inclusive and welcoming community with minimal barriers to city programs, services, and policies that benefit the Edina community.

### What was the highlight of your fellowship?

Conferences hosted by member organizations like ICMA, MCMA, and the League of Minnesota cities. These conferences were excellent for providing educational and career growth opportunities/activities, encouraging networking with other local government professionals, and of course, just getting out of a routine and experiencing some new things and places to recharge and relax.

### What advice would you give to an incoming fellow?

These fellowship positions are your best opportunity for learning as much as you can by getting out and about to shadow different positions, ask tons of questions, and be part of and/or lead projects that will help you blossom into an amazingly well-rounded public servant. Do not take this title for granted and bring the energy to show those around you why you are here! While people may confuse you with interns, hold firm and remind those around you that this position is specific to learning about strong public administration. Each day holds new adventures—take them in stride.

### What are your next steps when the fellowship ends?

While I plan to stay well connected to my current supervisors and other fellows that were in Edina before me, I plan to leave the metro area and find a small community to work and live in with my partner. I am hoping to find a city administrator position somewhere in north/central Minnesota.



# Korey Kneisley

Wichita, Kansas

LGMF Fellow 2024–2025

## FELLOWSHIP PROJECTS

1. A city-wide administrative regulation on generative AI.
2. The adoption and implementation of the International Property Maintenance Code.
3. Recruiting the 2025-2026 management fellows.

### What was the highlight of your fellowship?

The opportunity to be surrounded by local government professionals and have unhindered access to all aspects of the city.

### What advice would you give to an incoming fellow?

Make the fellowship yours and be available to people. You get the most out of your fellowship when you broaden your horizons and work on challenging projects that you have little to no information about.

### What are your next steps when the fellowship ends?

I will continue working for Wichita as a management analyst in economic development.



# Anna Le

Tacoma, Washington

LGMF Fellow 2024–2026

## FELLOWSHIP PROJECTS

1. Coordinated the city's new process for conferring honorary place names. I led the effort to rename a park, and it was the first time the city conferred a place name in honor of a Black woman.
2. Managed resources, files, and materials for the city's decennial charter review process, ensuring the city council had what they needed to revisit our jurisdiction's guiding legal document.
3. While serving as the commission liaison, the Mayor's Youth Commission held a children's and young adult book drive, which collected nearly 3,000 books that will be distributed to community partners, including the juvenile detention facility, public benefits offices, youth shelters, and community centers in low-wealth/low-income neighborhoods.

## What was the highlight of your fellowship?

I had the rare privilege of viewing my beautiful hometown from the top of a crane in the Port of Tacoma.

Also, the LeMay Car Museum opened over 12 years ago in Tacoma but was the only institution that did not participate in our library system's museum pass rental program. I was part of the process of making this opportunity available to library patrons.

I graduated from the Washington City-County Management Association's Northwest Women's Leadership Academy.

## What advice would you give to an incoming fellow?

You have so much to learn from your colleagues, regardless of the position they hold and whether or not you plan to work in your current jurisdiction long-term.

## What are your next steps when the fellowship ends?

I just started my first, six-month department rotation earlier this week. I'm the first of my city's 18 fellows to do my rotation with the Fire Department. During my rotation, I'll be analyzing internal policies, response data, citywide resources, and national standards to identify ways to divert low-acuity calls to more appropriate responses outside of the fire department.



# Lily Meadows

Wichita, Kansas

LGMF Fellow 2024–2025

## FELLOWSHIP PROJECTS

1. Served as the project manager of a municipal ID project.
2. Created a social media page for the animal shelter and was able to speak at the mayor's weekly media briefings to educate the public.
3. Wrote two city-wide policies.

### What was the highlight of your fellowship?

Speaking at city council for a municipal ID ordinance where it passed unanimously. I was so proud to see my hard work pay off and know that the citizens of Wichita will benefit from this program for many years.

### What advice would you give to an incoming fellow?

Get as involved you can, know you belong, and ask for help/ explanations.

### What are your next steps when the fellowship ends?

I will be working for the city of Key West as a planning project coordinator.





## Harrison Netburn Pinellas County, Florida LGMF Fellow 2024–2026

### FELLOWSHIP PROJECTS

1. Worked across diverse county departments including Emergency Management, Public Works, and the Office of Budget and Management. These rotations have given me firsthand experience in policy research, project coordination, and legislative analysis.
2. During Hurricane Milton, I served as a shelter manager at Largo High School, where I led a cross-functional team and partnered with school and law enforcement officials to ensure public safety and efficient operations.
3. In Public Works, I facilitated workshops to enhance the county's project management process and led efforts to secure emergency funding from the National Resources Conservation Service.
4. In the Office of Budget and Management, I have been serving as the operating budget analyst for the St. Pete-Clearwater International Airport (PIE). In this role, I have reviewed and analyzed PIE's operating budget and presented the analysis to the county administrator and the county commission.

### What was the highlight of your fellowship?

Working as a shelter manager during Hurricane Milton. This experience was like no other and showed me how the county can make a real difference.

### What advice would you give to an incoming fellow?

I would advise a new fellow to be curious and ask questions. This experience is what you make of it. It is special to be in this kind of position, so learn as much as you can!

### What are your next steps when the fellowship ends?

When my fellowship ends in 2026, I will be seeking a full-time local government role in the Pinellas County/Hillsborough County area.



## Justin Redman

Hayward, California

LGMF Fellow 2024–2026

### FELLOWSHIP PROJECTS

1. Administered special event grant funding for community nonprofit organizations.
2. Served as copy editor for city's community and media relations team, proofreading news releases, online newsletters, social media posts and more, as well as writing news stories for the city's website.
3. Managed the main information email inbox for the city, providing customer service and directing inquiries to staff, as well as managing the city's community calendar of events.

### What was the highlight of your fellowship?

Helping to organize the city's annual volunteer reception. Volunteers are the heartbeat of communities across America, and it was an honor to meet and recognize some of Hayward's most dedicated community members.

### What advice would you give to an incoming fellow?

Just to keep your head up and ears open. There's a lot to learn and sometimes processes and policies can seem tough to pick up, but you'll figure things out sooner than you realize. You'll gain a ton by just listening and bringing a positive attitude to the office.



## Brian Ulbricht

Pinellas County, Florida

LGMF Fellow 2023–2025

### FELLOWSHIP PROJECTS

1. Conducted quality assurance research to improve emergency medical equipment servicing methods to capture the maintenance schedule between operator and product vendor.
2. Helped develop a property disposition strategy for a community redevelopment agency, reviewing state statutes to ensure legal compliance when it comes to land acquisition and disposition by special districts.

### What was the highlight of your fellowship?

The highlight of my fellowship was serving as an emergency shelter manager during Hurricane Milton in Clearwater, Florida. During my first year as a fellow, I completed shelter manager training and served in the EOC, which led to me continuing shelter manager training that eventually led to me serving as a shelter manager during a natural disaster.

### What advice would you give to an incoming fellow?

Establish good work habits, and plan your job search sooner rather than later.

### What are your next steps when the fellowship ends?

I now work as a community redevelopment area specialist for Clearwater, Florida.



## Jessica Whitley

State College, Pennsylvania  
LGMF Fellow 2023–2025

### FELLOWSHIP PROJECT:

1. Hosted the first Earth Day arts exhibition in collaboration with our Climate and Sustainability Department. The exhibit focused on sparking a discussion with our residents regarding climate change and its impact on central Pennsylvania.
2. Hosted an exhibition in collaboration with our business district and the Department of Diversity, Equity and Belonging, which encouraged our residents to share what the holiday season meant to them. We focused on expressing the variety of cultural holidays that our residents celebrate within State College.
3. Collaborated with three of our surrounding municipalities and our climate and sustainability team to develop a single-use plastic ordinance.
4. Developed an implementation plan, community engagement strategy, and communication roll out. This project has taken more than 2 years, and we hope to begin implementation in late 2025.

### What was the highlight of your fellowship?

Some of the highlights include meeting other fellows and creating a great cohort experience, especially at the annual conference, and discussing similar challenges through the fellowship. Also, having the opportunity to learn from managers and department heads across the ICMA network at such a pivotal time in my career path was a great asset.

### What advice would you give to an incoming fellow?

Ask all the questions! Always ask everything of everyone. Soak up all the information you can. Advocate for yourself, discuss what management style works for you, and discuss your professional expectations early in the fellowship.

### What are your next steps when the fellowship ends?

I have been offered a position at my placement organization and will be moving into my next role as the assistant to the borough manager. I look forward to welcoming our next LGMF!





## Chance Wood

Cedar Park, Texas

LGMF Fellow 2024–2025

### FELLOWSHIP PROJECTS

1. Developed the first public dashboard for the city.
2. Coordinated council visits to Cary, North Carolina.
3. Partnering with the UT-Austin school of landscape architecture on developing a tiny forest for a community greening initiative.

### What was the highlight of your fellowship?

Developing, successfully implementing, and presenting a public dashboard to the city council of Cedar Park, Texas. The dashboard was a process improvement for quarterly reporting that provided insights on progress for the city's 2024-2026 strategic plan to share with the community.

### What advice would you give to an incoming fellow?

Build relationships with department heads and city leadership. Always volunteer for projects and show that you are a team-oriented employee.

### What are your next steps when the fellowship ends?

I am staying with Cedar Park, Texas, and have accepted a full-time position with the Department of Public Works as a utility analyst. I will be working on improving the city's AMI program for enhanced insight into the water distribution network, reducing non-revenue water loss, water conservation, and rate modeling/assessments.

# 2024–2025 LGMF Directory

Travis Babcock, Sedgwick County, KS\*

D'Angelo Baker, City of Tacoma, WA\*

Michelle Bastian, Sedgwick County, KS\*

Rachel Boward, Loudoun County, VA

JaConna Brooker, Wake County, NC

Jazmine Christen, City of Bellevue, WA\*

Destiny Dominguez, City of Phoenix, AZ\*

Abraham Fofanah, Town of Lexington, MA

Dillon Gastner, City of Franklin, TN\*

Amanda-Marie Goode, Borough of State College, PA

Matthew Gray, City of Bellevue, WA\*

Brandon Harris, City of Dublin, CA

Fredi Hayes, Town of Shelburne, VT\*

Kayla Hickey, City of Bakersfield, CA

Desmond Jeffries, Town of Lexington, MA\*

Zoe Johnson, City of Edina, MN

Korey Kneisley, City of Wichita, KS

Anna Le, City of Tacoma, WA

Melissa Mata, City of Fort Lauderdale, FL\*

Lily Meadows, City of Wichita, KS

Harrison Netburn, Pinellas County, FL

Jaritza (Jari) Nunez, City of Bakersfield, CA\*

Justin Randall, City of Mequon, WI\*

Salma Rashid, City of Durham, NC\*

Justin Redman, City of Hayward, CA

Alexandria Rinne, City of Overland Park, KS\*

Brian Seo, City of Phoenix, AZ \*

Destinee Sior, City of Phoenix, AZ\*

Larenz Taylor, City of McKinney, TX\*

Claire Tramontozzi, Loudoun County, VA\*

Brian Ulbricht, Pinellas County, FL

Max Valadez, City of Fort Collins, CO\*

Gaonou Vang, Dakota County, MN\*

Ruairi Vaughan, Albemarle County, VA\*

Jessica Whitley, Borough of State College, PA

Chance Wood, City of Cedar Park, TX

\*Not Pictured in Yearbook



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