

CITY OF ST. AUGUSTINE

MEMORANDUM

TO: Mayor and Commissioners

DATE: March 20, 2023

RE: Notice of retirement June 2, 2023

I have decided to retire from service with the City of St. Augustine on June 2, 2023. This will complete 25 years including the last 13 years as City Manager. Together my wife, Felicia, and I have reached the personal and professional milestones which allow us to move on to a new life experience – the ability to have the freedom to be in complete control of our time.

While I traveled every day across the Bridge of Lions in anticipation of an exciting day at work, I am now looking forward to each day of a new chapter in my life with the same enthusiasm. I cannot thank you enough. It has been an honor and a privilege to serve as City Manager.

Our community has had so many outstanding elected officials, dedicated employees and an engaged public, and I am proud of what we have achieved as a community team. The City is always building and rebuilding to meet new challenges. If I have learned anything, it is we may not always agree, but in the end, we are all united in a commonality of belief, faith and commitment to always to make St. Augustine better.

In getting to know each of you, your intelligence, thoughtfulness, and dedication to not only our community, but to our personnel, I am thankful for your leadership. From where you all sit on the dais, otherwise known as the helm, I am also confident that you will navigate us towards a bright future.

City government provides the most fundamental needs of society: public safety, medical response, emergency services, clean drinking water, sanitation, and planning. The employees on the frontline of these critical services are supported by key team members who manage, supervise and lead to ensure fairness, transparency, reliability of equipment, and stewardship of the people's money. Their work is often unheralded, but these are the people that keep our City going. Please always remember that and thank them.

It has been an honor to work alongside such an intelligent, dedicated, and talented workforce that makes up the City of St. Augustine. To all employees that may read this letter – I thank you.

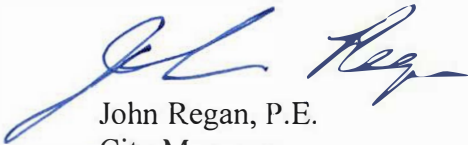
In the past year, I have been focused on building organizational resiliency. We have done many policy and administrative changes to attract and retain the best workforce possible in today's economy and it shows. We have a great City-wide team with talented management that has led great things and will continue to do so. In this I feel a sense of accomplishment.

My time as City Manager has been, at times, an emotional roller coaster of up and down. The timeline of my tenure included navigating the City through the recession, the 450th Commemoration, numerous catastrophes (too many hurricanes and tropical storms to count), the COVID-19 pandemic and the community's angst over the City Commission's decision to relocate the confederate memorial to private land. Despite all the challenges of that emotional roller coaster, it has been a roller coaster also full of fun and joy. Which I guess is the point of riding a roller coaster.

I think about these experiences and the people I shared them with, my relationships with each of you, and I realize how much it has made me the person I am today.

It has been an incredible journey and I would not trade it for anything.

Sincerely,

A handwritten signature in blue ink, appearing to read "John Regan". The signature is fluid and cursive, with a long horizontal stroke extending to the left.

John Regan, P.E.
City Manager