

RÉSUMÉ

Passionate about fostering relationships amid diverse communities and honoring their stories. Focused on enhancing community resilience and economic development to create thriving communities.

CONTACT

EMAIL: thomas.d.siburg@gmail.com

PHONE: 360.536.2261

 [linkedin.com/in/thomas-siburg-aicp-02825041](https://www.linkedin.com/in/thomas-siburg-aicp-02825041)

CERTIFICATION

AICP: American Institute of Certified Planners (2020 – Present)

RESEARCH & PRACTICE

Community Resilience • Land Use Planning and Development • Creative and Cultural Community Development

SKILLS

Risk & Resilience Development • Site Analyses • Development Potential Analyses • Geographic Information System (GIS) Mapping & Analysis • Multi-Stakeholder Facilitation • Appreciative Inquiry • Community Organizing • Asset-Based Community Development

MEMBERSHIPS

American Planning Association (APA) • Florida APA

COMPREHENSIVE PLANNING AND PROJECT MANAGEMENT

With over 10 years of comprehensive and strategic planning, project management, and facilitation experience in the private, non-profit, and public sectors, Thomas has conducted planning and assessments focused on community resilience through affordable housing, commercial development and infrastructure, zoning and land use planning, development and traffic trip generation analyses, and environmental protection and regulation. He has led clients, stakeholders, and the public through comprehensive planning, zoning regulations and amendments, and conditional and special use permitting before regulatory boards and commissions. Thomas is highly experienced at managing projects and staff, delivering on-time and on-budget results.

PROFESSIONAL EXPERIENCE

Monroe County Board of County Commissioners

1300 White Street, Key West, FL 33040

Planning and Environmental Resources Department

2798 Overseas Highway, Suite 400

Marathon, FL 33050

Land use planning in Monroe County, Florida, is highly regulated towards slow growth management patterns due to local, state, and federal environmental and infrastructural capacity concerns, including the Florida Keys National Marine Sanctuary, sea level rise, hurricane storm resilience, U.S.-1 Overseas Highway traffic trip generation and emergency evacuation, and aging essential infrastructure.

Planning and Development Review Manager (May 2026 – Present)

Acting Planning and Development Review Manager (November 2025 – April 2026)

- Highest ranking land use planner for Monroe County, excluding department director.
- Manage, supervise, and train a team of eight (8) departmental land use planning staff, including Principal, Senior, and entry-level Planners, Environmental Planners, and Planning Technicians.
- Perform annual career service staff reviews and quarterly new hire reviews, discuss and strategize staff expectations, goals and measurable outcomes.
- Facilitate and lead bi-weekly department planning division staff meetings for approximately fifteen (15) staff members.
- Provide departmental guidance on interpretation and implementation of county land development and growth management regulations for development proposals.
- Assign, manage and monitor all active development and permit applications, compliance reviews, and files.
- Review and edit resolutions, letters of development rights, letters of understanding, reports, and memoranda drafted by land use planning staff.
- Coordinate and seek director approval and signature for resolutions, letters of development rights, letters of understanding, reports, and memoranda.
- Approve and sign certain letters of development rights and special use permits.
- Facilitate, organize, and present at the monthly Monroe County Historic Preservation Commission public hearings.
- All the roles, responsibilities, and duties listed as Principal Planner (see below).

Principal Planner (April 2025 – November 2025)

- Research, analyze, and present development proposals for land use planning, affordable housing, beneficial use, commercial and residential development, variance, conditional and special use permitting, comprehensive planning, and zoning map and text amendments.
- Review and analyze development proposals for compliance with county and state land development, environmental, transportation, and growth management regulations.
- Research and analyze historical records to determine existing development rights and lawfulness of existing land uses.
- Draft resolutions, letters of development rights, letters of understanding, reports and memoranda.
- Present development proposals before county boards, commissions, and committees.
- Collaborate and facilitate interdepartmental review of development proposals.
- Provide customer service and regulatory interpretation and guidance to members of the public, property owners, government agencies, and specialists, including but not limited to attorneys, architects, engineers, contractors, realtors.

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Thomas D. Siburg (“Francis-Siburg”), AICP

- Facilitate and lead pre-application conferences with applicants and county staff.
- Perform parcel site visits and inspections for compliance with approved land development plans and regulations.
- Co-lead and co-facilitate community meetings to present and discuss amendments, development proposals, and regulatory compliance processes.
- Utilize technical software including, but not limited to ArcGIS, Bluebeam Revu, Oracle Community Development, Adobe, and Microsoft Office.

TDFS Consulting, LLC
269 Golf Club Dr., Key West, FL 33040

Founder / Planner (November 2024 – April 2025)

- Explored business creation opportunities.
- Provided clients with facilitated strategic land planning and development analyses.
- Researched, prepared, and represented project proposals for affordable housing, commercial and residential development, special use permitting, and comprehensive planning.
- Analyzed local and state land, environmental, and growth management regulations.
- Coordinated and facilitated architectural, construction, engineering, and environmental specialists regarding permitting and approval procedures and review.

Owen Trepanier & Associates, Inc.
1421 First St., #101, Key West, FL 33040

Planning Manager / Senior Planner (January 2022 – November 2024)

- Managed all company projects, ensuring capacity for efficient project completion, including 15-20 projects at any given time with moderate to high-capacity needs.
- Supervised and trained 5 company planners and technicians.
- Simultaneously maintained above 80-percent project time as Senior Planner with all the roles, responsibilities, and duties listed as Planner / Development Specialist (see below).

Planner / Development Specialist (January 2020 – November 2024)

- Successfully won approval for the addition of at least 137 new affordable and 99 new market rate residential units through competitive environmental and resilience points-based growth restricted processes.
- Provided clients with facilitated strategic land planning and development analyses.
- Researched, prepared, and represented project proposals for affordable housing, beneficial use, commercial and residential development, variance, conditional and special use permitting, comprehensive planning, and zoning amendments, including representation before municipal and county governing boards and commissions.
- Analyzed local and state land, environmental, transportation, and growth management regulations.
- Coordinated architectural, construction, engineering, and environmental specialists regarding permitting and approval procedures and review.

Stratcolab, LLC
11025 11st St., Fontanelle, NE 68044 [Omaha-Metro Area]

Partner, Community Resilience Lead (June 2016 – Present)

[Previously Known As: *Collaboration Ministries, LLC, 18043 Noll RD NE, Poulsbo, WA 98370*]

- Researched and developed contextual assessments of development and strategic plans to create base measures of organizational capacity, risk and resilience preparedness, and community and economic development practices.
- Analyzed community and economic development and organizational and community strengths using statistical, econometric, GIS mapping and group facilitation.
- Facilitated workshops with diverse stakeholders, identifying and strengthening assets and goals of community development.
- Develop comprehensive and strategic plans identifying recommendations, opportunities, using creative methods to support development and resilience goals and capacity leveraging.
- Coached and supervised collective leadership development and empowerment to act on development and resilience strategies.

Redeemer Center For Life
1800 Glenwood Ave. N., Minneapolis, MN 55405

Director of Urban Planning & Asset Development (June 2015 – May 2016)

- Managed and empowered staff to leverage and enhance partnerships and capacity for community resilience and economic development, focusing on affordable and workforce housing, skills capacity training and employment, poverty reduction, and anti-racism strategies.
- Organized and analyzed community surveys to identify assets, risks, and development opportunities.
- Facilitated diverse stakeholder workshops developing recommendations and actions addressing housing needs, unemployment, and racism.
- Identified opportunities based on city and community comprehensive, organizational, and economic strategic plans.

Thomas D. Siburg (“Francis-Siburg”), AICP

All Parks Alliance for Change (APAC)
2308 Wycliff St., Ste. 200, St. Paul, MN 55114

Community Organizer, Planner & Tenant Advocate (September 2014 – May 2016)

Analyzed demographics and risks to residents of affordable-market-rate manufactured homes using municipal plans, census and housing data, and GIS software. Presented findings and networked with stakeholder organizations. Empowered and organized manufactured homeowners, strengthening networks and resiliency to make positive change within their communities, elected officials, and ordinances, policies, and legislation. Networked with national stakeholder organizations regarding risks and opportunities. Supervised and led a team of 4 interns to enhance community organizing and tenant advocacy skills.

Humphrey School of Public Affairs
301 19th Ave. S., Minneapolis, MN 55455

Creative Community Revitalization and Development Planner (September 2014 – May 2015)

As a team, developed plans for two Minneapolis non-profit community and economic development agencies: Pillsbury House Theatre and Native American Community Development Institute. Aligned non-profit, community, and city development goals and priorities to strengthen the existing community while supporting economic and social development. Researched and analyzed demography, zoning, and local land use codes using econometric and GIS software. Wrote and presented findings and technical reports to community and organizational stakeholders.

City of Windhoek Community Development Office
P.O. Box 59, Windhoek, Namibia

Master of Urban Planning & Social Work Intern (May 2014 – August 2014)

Researched contexts of urban poverty in Windhoek, the capital city of Namibia, and other southern African cities. Worked with diverse populations and analyzed the social and historical contexts of racial, economic and community tensions in post-Apartheid Namibia. Analyzed processes of formalizing development of suburban informal settlements, including land rights and access to public facilities such as utilities and emergency protection. Leveraged capacity of government and non-profit stakeholders to develop comprehensive plans for community and economic development and resilience. Facilitated and led workshops with informal settlement leaders to create economic development projects. Taught and facilitated grant proposal classes and worked with local leaders to translate materials into local languages.

Pillsbury United Communities – Brian Coyle Center
420 S. 15th Ave., Minneapolis, MN 55455

Master of Social Work Intern (September 2012 – May 2013)

Collaborated with staff, youth, parents, schools, and non-profits to support East African immigrant/refugee youth. Engaged with local youth councils for leadership development and community organizing. Developed strategies for K-12 youth to gain professional skills and academic success. Analyzed the impact of poverty, race, origin, stereotypes, and violence on community development. Prepared and submitted a technical grant of \$12,000 to the Jostens Foundation to enhance high school students' emotional intelligence and entrepreneurial skills through partnerships.

EDUCATION

Humphrey School of Public Affairs,
University of Minnesota-Twin Cities, MN

Master of Urban and Regional Planning (May 2015)

Area of Concentration: Housing and Community Development

Housing and community development focuses on the intersection between the social and physical aspects of cities and regions, with the goal of studying how to support the growth of resilient and equitable communities.

School of Social Work,
University of Minnesota-Twin Cities, MN

Master of Social Work (May 2015)

Area of Concentration: Community Practice

Community practice, also known as macro practice, focuses on larger social systems and social change, with the goal of improving the effectiveness and responsiveness of human service systems, mobilizing groups for social change, and serving as catalysts for sustainable development and social justice.

Pacific Lutheran University, Tacoma, WA

Bachelor of Arts Cum Laude (May 2011)

Majors: Economics (Mathematical Economics) and Global Studies (Social Justice and Development)

Minors: Political Science and Religion