#### Please return application to:

Office of the City Treasurer-Clerk City of Tallahassee 300 South Adams Street, Box A-32 Tallahassee, Florida 32301

AdvisoryBoards@talgov.com

or FAX: 891-8549

## INDEPENDENT ETHICS BOARD APPLICATION



City Treasurer-Clerk's Office Telephone: 891-8131

Name:	on Ch	RK		Date: 11 /7 /	2015	
Work Pho	ne:	Home Phone:	Cell Phone:	294-6989		
Email:	THOMOLARY	@ compart.				
Occupatio	ne tireal					
Employer		- State of S.C.	assliva	-		
Please che	ck box for preferred mailing	g address.				
☐ Work	Address:		•			
City/S	tate/Zip Code:			- And the second of the second		
☐ Home	Address: 727 7	Miccosulae Re	<b>》</b> ,			
City/S	tate/Zip Code: <i>Tallul</i>	Miccosulas Re lausas, Fl. 32	308			
The City	The City of Tallahassee strives to ensure that all City Boards/Committees are representative of the community's demographic makeup. To assist in this endeavor, please check the appropriate Race and Gender box.					
Race:	American Indian or Al			Gender:	☐ Female <del>☐ Ma</del> le	
		Please also note if you are phy	sically challenged. 🔲 Yo	es 📝 No		
Florida la	w requires that members of	certain boards/committees file	a financial disclosure form.	Are you willing to ser	ve on such a board?	
Yes	☐ No					
				***************************************		
Identify any potential conflicts of interest that might occur were you to be appointed:						
Mone						
	registered elector of fallahassee?	Yes 🗌 No	Are you an employee the City of Tallahassee		☐ Yes ☑ No	
Can you r Conflicts:	egularly attend meetings?	¶Yes □ No				

#### ETHICS BOARD APPLICATION

Education:	:				
FSU-BS-FSU, MS, MORR Harvas	PMPA				
(College /University attended)	(Degree received, if applicable)				
Floriala State	BS,				
(Graduate School attended) FSU + HOWOUD	(Degree received, if applicable) MS, MUドウ, MPA				
Please provide biographical information about yourself (attach a resume, if available). Identify previous experience on other boards/committees, charitable/community activities and skills or services you could contribute to this committee.					
Specifically describe your experience dealing with government policy and oversight. Also, please describe your experience with ethics policies or guidelines, whether government or otherwise.					
See attached_					
	<u>.</u>				
	-				
	·				
	·				
References:					
Name: Rosy Bellanny					
Address: Fey, bellamy @ Wedsdool, FSU. Ed	Phone:				
Name: dany Polerta					
Address: Claude Pepper Contel 636 west call sheet, tolalouer. F.	Phone: \$50-645-7835				
Name: alleiton defoor					
Address: adefood @ ask4 cic. com	Phone: 904-356 -1328				

727 Miccosukee Road Tallahassee, Florida 32308 850/224-4584 850-294-6989 (cell) jthomclark@comcast.net

#### James T.

Clark

#### EDUCATION

1981-82 HARVARD University John F Kennedy School of Government Cambridge, MA Master of Public Administration

1970-72 FLORIDA STATE UNIVERSITY
Tallahassee, FL
Masters Degree in Urban and Regional Planning,
Phi Kappa Phi National Scholastic Society

1969-71 FLORIDA STATE UNIVERSITY Tallahassee, FL Masters Degree in Social Work

1959-63 FLORIDA STATE UNIVERSITY Tallahassee, FL Baccalaureate Degree in American Studies

## PROFESSIONAL EXPERIENCE 2003-2012 Consultant

Tallahassee, Florida

Worked on a variety of projects including assistance to the City of New York Department of Human Resources and City College on the development of a book on Welfare Reform. (Published 12/05) Assisted the Israeli Government in the selection of contractors for a welfare reform/employment initiative and most recently worked on a welfare reform and privatization initiative in Indiana Governor Mitch Daniels and the state welfare agency. Assisted Mississippi child welfare system as an expert witness and consultant in 2007.

2001-2003 FL Department of Children and Families

Tallahassee FL

#### Assistant Secretary for Programs

Responsible for the supervision of program policy, legislative liaison, rule promulgation and federal relations for the programs of Mental Health, Developmental Disabilities, Child Welfare, Public Assistance, domestic abuse and child care.

1999-2001 Agency for Health Care Administration

Tallahassee, FL

#### Chief of Medicaid Program Development

Responsible for the development of State Medicaid policy, development of Medicaid waivers, issuance of regulatory information and creation and monitoring of practices by providers of Medicaid services.

Reporting to the State Medicaid Director

1995-99

State Director and Member of Governor's State Cabinet

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Withdrawals		Date	Date	Symbol	Description	Commission/Fees			
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Preferences			5 11/10/2015 5 11/10/2015		SOLD 750 SHARES OF KMI AT \$26.10 SOLD 140 SHARES OF RIO AT \$35.0401	(\$7.43)		\$19,567.57 \$4,898.51	
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		11/4/2015			STOCK RECEIVED: 700 SHARES OF APLP	\$0.00	\$0.00	\$0.00	
			5 11/4/2015		STOCK DELIVERED OUT: 700 SHARES OF .EXLP	\$0.00	\$0.00	\$0.00	
Symbol Lookup Build an Option	[	10/30/201		NLY	ANNALY CAPITAL MANAGEMENT INC DIVIDEND ON 21 SHARES OF NLY @ .30000	•	\$0.00	\$60.00	
DJIA \$DJI		10/30/201	5 -		INTEREST EARNED BANK DEP PROGRAM 31 DAYS @ APYE 0.01% \$.01 CR. BAL 1,432.66	0.01% \$0.00	\$0.00	\$0.01	No
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Brokerage products are not insured by the FDIC – are not deposits or other obligations of the bank and are not guaranteed by the bank – are subject to investment risks, including possible loss of the principal invested.

11/6/2015 11:16 AM ET

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APLP 17. A

Please return to: Office of the City Treasurer-Clerk City of Tallahassee 300 South Adams Street, Box A-32 Tallahassee, Florida 32301 AdvisoryBoards@talgov.com or FAX: 891-8549	ETHICS ADVISORY BOARD APPLICATION		City Treasur	HASSEE cr-Clerk's Office ne: 891-8131	
Name: QUALING	WOShing	ton	Cell Phone:		-8. <i>9</i> -015
N/A	2/0	+	786 6	119 2358	
Email: MN194WD1	ne com			_ <u></u>	
Occupation: Studen	4	_			
Employer:	4/4				
Please check box for preferred mailing	nddress.				
Work Address:	NIA				
City/State/Zip Code:			<u> </u>		
Home Address: 2833 5	Adams s	+			
City/State/Zip Code: Tall	hassee, FL	32301			
The City of Tallahasses strives to e	•	rds/Committee:			nographic makeup. To
Race: American Indian or Als		∐Black □ Hispanic	Othor White	Gonden	Female Male
	Please also note if you	are physically o	challonged. [] Yo	s 🛮 No	
Florida law requires that members of certain boards/committees file a financial disclosure form. Are you willing to serve on such a board?  Yes  No					
Identify any potential conflicts of Interest that might occur were you to be appointed:					
Are you a City resident?  Yes No Are you a Leon County resident?  Yes No Are you a Leon County property owner?  Yes No Yes No					
Can you regularly attend meetings?  Yes  No					

#### ETHICS ADVISORY COMMITTEE APPLICATION

Education:		
Florida AFM UNIVERSITY	ASSOCIATES	
(College /University attended)	(Degree received, if applicable)	
(Graduate School attended)	(Dugree received, if applicable)	
Please provide biographical information about yourself (attach a boards/committees, charitable/community activities and skills or services	· · · · · · · · · · · · · · · · · · ·	
Specifically describe your experience dealing with government policy and oversight. Also, please describe your experience with ethic policies or guidelines, whether government or otherwise.		
_		
References:		
Name: Tenana Reddick	, , ,	
Address: 1733 N.W. 154 St CPA-10000	Phone: 305 216 7300	
Name: Sharm Woodword		
Address: 722) Panamast Milamakel	Phone: 308 205 0234	
Name tatia Marion	35005 200 200 20	
	7810 258 2850	
Address: BS V. W 172 terrace mami Th	roone (Our 87) SOF	

#### ETHICS ADVISORY COMMITTEE APPLICATION

EXEMPTION FROM PUBLIC RECORDS DISCLOSURE:  Are you a current or former law enforcement officer, other covered employee or the spouse or child of one who is exempt from public records disclosure under §119.07, Florida Statutes? Yes No						
Other covered jobs include correctional and correctional probation officers, firefighters, certain judges, assistant state attorneys, state attorneys, assistant and statewide prosecutors, personnel of the Department of Revenue or local governments whose responsibilities include revenue collection and enforcement or child support enforcement and certain investigators in the Department of Children and Families, human resources, labor relations, or employee relations directors, assistant directors, managers, or assisted managers and their spouses and children, code enforcement officers and their spouses and children. (See §119.07, F.5.).						
A CRIMINAL HISTORY INFORMATION SCREENING may be a do not accurately and completely reflect your criminal history, you may be a completely reflect your criminal history.	, ,					
If you are not sure or do not remember what happened in a crimin you can report accurate information on your criminal history. A "Yo however, the nature, job-relatedness, severity and date of the offense considered.	es" answer to any question(s) will not	automatically bar you from service;				
(1) Have you ever been convicted of a felony or a first-degree mi (2) Have you ever had the adjudication of guilt withheld for a fel	sdemeanur? Yes No No O	Yes No 😡				
If you answered "Yes" to one of the above questions, please completed degree misdenies (19).	e the following Information regardin	g each and every felony and/or first-				
CHARGE	DATE OF DISPOSITION	COUNTY/STATE				
All statements and information provided in this application are true who best of my knowledge.  Signature:						

Please return application to: Office of the City Treasurer-Clerk City of Tallahassee 300 South Adams Street, Box A-32 Tallahassee, Florida 32301



,	EIHICSB	UAKD	City Treasurer-Clerk's Office		
AdvisoryBoards@talgov.com or FAX: 891-8549	APPLICA	TION	Telephone: 891-8131		
	ambert		Date: 11/13/15		
Work Phone: 383 - 9885	Home Phone:	Cell Phone: (850) 5	'45-0951		
Email: buildall	@ Comiast. V	let			
	Contractor				
Employer. Shave		Constru	Aron, Inc.		
Please check box for preferred mailing			·		
Work Address: PC	Box 1804 (lahassee,	137	_		
City/State/Zip Code: 14	Mahassee,	-C- 5231	පි		
☐ Home Address:					
City/State/Zip Code:					
,	nsure that all City Boards/Comm ist in this endeavor, please check		f the community's demographic makeup. To Gender box.		
Race: American Indian or Ala		□Otber ic [iWhite]	Gender: Female		
i	Please also note if you are physica	illy challenged. 🔲 Yes	□ No		
Florida law requires that members of certain boards/committees file a financial disclosure form. Are you willing to serve on such a board?  Yes  No					
Identify any potential conflicts of interest that might occur were you to be appointed:  Board of Directors - lallaharsee Chamber of Commerce					
Are you a registered elector of the City of Tallahassee?	Yes   No	Are you an employee or the City of Tallahassee?	officer of Yes No		
Can you regularly attend meetings?  No Conflicts:					

#### ETHICS BOARD APPLICATION

Education:  Toricla State Univ.  (College /University attended)  (Graduate School attended)	(Degree received, if applicable)  (Degree received, if applicable)
Please provide biographical information about yourself (attach boards/committees, charitable/community activities and skills or service	
Specifically describe your experience dealing with government policies or guidelines, whether government or otherwise.  Served as Chair on Committee for the factor of Committee Level the factor of Committee Chanden of Committee Chanden of Committee Chanden of Commerce of Commerce of Conference o	the Ethics & Arbitration Tullahassee Briller Assoc. I serving on the with the Tallahassee Serving on the
References:	1 - A Colorado Convident
Name: Paul Thompson Contra	l i Ed Manager of Colorado Courses)
Address:	Phone: (303)-861-4076
Name: Michael Roberts (Rob	exts Sand (0)
Address:	Phone: (850) 251-6804
Name: Glaria Rush CAM	WAT Moving)
Address:	Phone (850) 519-32.76

#### ETHICS BOARD APPLICATION

EXEMPTION FROM PUBLIC RECORDS DISCLOSURE:  Are you a current or former law enforcement officer, other covered employee or the spouse or child of one who is exempt from public records disclosure under §119.07, Florida Statutes? Yes No   Other covered jobs include correctional and correctional probation officers, firefighters, certain judges, assistant state attorneys, state attorneys, assistant and statewide prosecutors, personnel of the Department of Revenue or local governments whose responsibilities include						
revenue collection and enforcement or child support enforcement human resources, labor relations, or employee relations directors, as children, code enforcement officers and their spouses and children.	ssistant directors, managers, or assist					
A CRIMINAL HISTORY INFORMATION SCREENING may be of do not accurately and completely reflect your criminal history, you may be completely reflect your criminal history.		~ 1				
If you are not sure or do not remember what happened in a crimin you can report accurate information on your criminal history. A "Ye however, the nature, job-relatedness, severity and date of the offense considered.	es" answer to any question(s) will not	automatically bar you from service;				
<ul> <li>(1) Have you ever been convicted of a felony or a first-degree mi</li> <li>(2) Have you ever had the adjudication of guilt withheld for a fel</li> </ul>		Yes No 🗹				
If you answered "Yes" to one of the above questions, please complet degree misdemeanor:	e the following information regardin	g each and every felony and/or first-				
CHARGE	DATE OF DISPOSITION	COUNTY/STATE				
	·					
•						
All statements and information provided in this application are tro	e to the best of my knowledge.					
Signature:  (Typod name is acceptable if returning the application	n via email).					

#### Please return application to:

Office of the City Treasurer-Clerk City of Tallahassee 300 South Adams Street, Box A-32 Tallahassee, Florida 32301

AdvisoryBoards@talgov.com

## INDEPENDENT ETHICS BOARD APPLICATION



City Treasurer-Clerk's Office Telephone: 891-8131

or FAX: 891-8549	APPLICA	TION			
Name: Julia Keo	N		Date: 11 14/2015		
Work Phone:	Home Phone:	Cell Phone:	566-6328		
Email: d Keen Cat @ 4	ahm.com	000			
Occupation:	houseleaner				
Employer:	SHOW CROWNED				
Please check box for preferred mailing	address. NA				
☐ Work Address:	<b>,</b> O ( ·				
City/State/Zip Code:					
	eech wood	ciede			
City/State/Zip Code:	, 41a 32301				
			of the community's demographic makeup. To		
assi	ist in this endeavor, please check	the appropriate Race and	l Gender box.		
Race: American Indian or Ala		Other	Gender: Female Male		
7	Please also note if you are physic	ally challenged	s [] No		
	tease also note ly got are physical				
Florida law requires that members of	certain boards/committees file a f	inancial disclosure form.	Are you willing to serve on such a board?		
☐ Yes □ No					
Identify any potential conflicts of interest that might occur were you to be appointed:					
None					
Are you a registered elector of	√Yes No	Are you an employee o	r officer of Yes Ano		
the City of Tallahassee?	gyres [] No	the City of Tallahassee?			
Can you regularly attend meetings? Conflicts:	Hes □ No				

#### ETHICS BOARD APPLICATION

Education:  State (lmu (College /University attended)	BS Cheminology (Degree received, if applicable)
(Graduate School attended)	(Degree received, if applicable)
Please provide biographical information about yourself (attach boards/committees, charitable/community activities and skills or servi-	a resume, if available). Identify previous experience on other ces you could contribute to this committee.
Specifically describe your experience dealing with government policies or guidelines, whether government or otherwise.	cy and oversight. Also, please describe your experience with ethics
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de parole officer super	fail en court fearings
Over Seas Travel & Study - Er	igland & Sevityerland
nemBer - Sto Peters angles.	
References:	
Name: Rev Jim Hampson	- 0 6 1
Name: Peu Jim Hormpson Address: 47 84 Thomasoille 120 32309	Phone: 850 7010664 ey+ 117
Name: Judgo Tom Crapps	
Address: 20 15 lee cup Toell tha 32308	Phone: 450 728 2063
Name: Time CompBell	
Address: 1479 Mills treem Rd Tall Ha 32312	Phone: 850 - 443 2652



## Julia Keen

1716 Beechwood Circle, Tallahassee, FL 32301 (850) 566-6328 (m) (850) 980-1474

Objective

To utilize strong customer service and administrative skills in a challenging position. I'm a motivated team player and self-starter. I work very well with people with different backgrounds and have proficiency in MS Office, Internet Explorer and multi-line phones.

**Experience** 

Bathfitters, Tallahassee, FL

October 2014 - May 2015

Janitorial and administrative services.

Brandt Information Services, Tallahassee, FL

November 2009 - October 2014

Janitorial and administrative services.

England Florist, Tallahassee, FL

March 2009 - May 2009

Office management and flower shop assistant.

Cotton Colors Pottery, Tallahassee, FL

January 2002-March 2007

Trim & Finish Department Manager.

Carlson Travel Agency, Tallahassee, FL

January 2000 - June 2001

Travel agent

Vantage Travel Agency, Darien CT

March 1998 – October 1999

Travel agent

Florida Department of Corrections

June 1978 - May 1984

Senior Parole & Probation Officer

**Education** 

Florida State University, Bachelor of Science, Criminology

Hosta School of Travel & Touris, Leysin, Switzerland – IATA, UFTAA Certificate

Volunteer Work

St. Peter's Anglican Church, Tallahassee, FL, Office Assistant and Receptionist

Florida Republican Party, Tallahassee, FL, Office Volunteer

References Available Upon Request

#### ETHICS BOARD APPLICATION

EXEMPTION FROM PUBLIC RECORDS DISCLOSURE:  Are you a current or former law enforcement officer, other covered employee¹or the spouse or child of one who is exempt from public records disclosure under §119.07, Florida Statutes? Yes   No						
Other covered jobs include correctional and correctional probation officers, firefighters, certain judges, assistant state attorneys, state attorneys, assistant and statewide prosecutors, personnel of the Department of Revenue or local governments whose responsibilities include revenue collection and enforcement or child support enforcement and certain investigators in the Department of Children and Families, human resources, labor relations, or employee relations directors, assistant directors, managers, or assisted managers and their spouses and children, code enforcement officers and their spouses and children. (See §119.07, F.S.).						
A CRIMINAL HISTORY INFORMATION SCREENING may be condo not accurately and completely reflect your criminal history, you m						
If you are not sure or do not remember what happened in a crimina you can report accurate information on your criminal history. A "Ye however, the nature, job-relatedness, severity and date of the offense considered.	s" answer to any question(s) will not	automatically bar you from service;				
<ul><li>(1) Have you ever been convicted of a felony or a first-degree mis</li><li>(2) Have you ever had the adjudication of guilt withheld for a fel</li></ul>	sdemeanor? Yes No ony or a first-degree misdemeanor?	Yes 🗌 No 🔽				
If you answered "Yes" to one of the above questions, please complete degree misdemeanor:	e the following information regardin	g each and every felony and/or first-				
CHARGE	DATE OF DISPOSITION	COUNTY/STATE				
All statements and information provided in this application are tru	e to the best of my knowledge.					
Signature: Juliu Holen (Typed name is acceptable if returning this application)	n via email).					

#### Please return to:

Office of the City Treasurer-Clerk City of Tallahassee 300 South Adams Street, Box A-32 Tallahassee, Florida 32301

AdvisoryBoards@talgov.com or FAX: 891-8549

### ETHICS ADVISORY BOARD APPLICATION



Name: 10/26/2015 Hollinger Jordan Work Phone: 850-222-6111 | Home Phone: 850-765-5540 Cell Phone: 850-296-5590 eo@ blackpreservation.org Occupation: Curator Taylor House Museum / Tallahassee Urban Please check box for preferred mailing address. □ Work Address: 923 old Bainbridge Road City/State/Zip Code: Tallahassee / Florida / 32303 Mome Address: 501 Alpha Avenue City/State/Zip Code: Tallahassee/Florida/ 32305 The City of Tallahassee strives to ensure that all City Boards/Committees are representative of the community's demographic makeup. To assist in this endeavor, please check the appropriate Race and Gender box. Race: American Indian or Alaskan Native Black Other Gender: ☐ Female Asian or Pacific Islander Hispanic White Male Yes No Please also note if you are physically challenged. Florida law requires that members of certain boards/committees file a financial disclosure form. Are you willing to serve on such a board? Yes No Identify any potential conflicts of interest that might occur were you to be appointed: None Are you a City resident? Are you a Leon County resident? Are you a City utility customer? Are you a Leon County property owner? Are you a City property owner? Can you regularly attend meetings? Yes \(\sigma\) No Conflicts:

#### ETHICS ADVISORY COMMITTEE APPLICATION

**Education:** 

Tallahassee Community College

(College /University attended)

Tallahassee Community College

(Graduate School attended)

Certified Quality Improvement Associate Certificate - 2014

(Degree received, if applicable)

A.A. Degree - 2016

(Degree received, if applicable)

Please provide biographical information about yourself (attach a resume, if available). Identify previous experience on other boards/committees, charitable/community activities and skills or services you could contribute to this committee.

Specifically describe your experience dealing with government policy and oversight. Also, please describe your experience with ethics policies or guidelines, whether government or otherwise.

Attachments:

- 1) Resumé
- 2) Board Appointments
- 3) Biography

References:

Name: Anita L. Davis

Address: 708 Bragg Dr., Talla., FL 32305 Phone: (850) 574-3075

Name: Cicely W. Brantley, Ph.D.

Address: 444 Appleyard Dr., HSS206, Tallahassee, FL 32304

Phone: (850) 201 - 8163

Name: Wyntress Patterson, J.D.

Address: 444 Appleyard Dr., SU157,

Talluhassee FL 32304

Phone:

(850) 201 -8077

#### ETHICS ADVISORY COMMITTEE APPLICATION

EXEMPTION FROM PUBLIC RECORDS DISCLOSURE:  Are you a current or former law enforcement officer, other covered employee¹or the spouse or child of one who is exempt from public records disclosure under §119.07, Florida Statutes? Yes \( \subseteq \) No \( \subseteq \)				
Other covered jobs include correctional and correctional probation officers, firefighters, certain judges, assistant state attorneys, state attorneys, assistant and statewide prosecutors, personnel of the Department of Revenue or local governments whose responsibilities include revenue collection and enforcement or child support enforcement and certain investigators in the Department of Children and Families, human resources, labor relations, or employee relations directors, assistant directors, managers, or assisted managers and their spouses and children, code enforcement officers and their spouses and children. (See §119.07, F.S.).				
A CRIMINAL HISTORY INFORMATION SCREENING may be conducted on selected applicants. If your answers to the questions below do not accurately and completely reflect your criminal history, you may be eliminated from further consideration for the vacancy.				
If you are not sure or do not remember what happened in a criminal case(s), contact the appropriate county, state or federal agency so that you can report accurate information on your criminal history. A "Yes" answer to any question(s) will not automatically bar you from service; however, the nature, job-relatedness, severity and date of the offense(s) in relation to the duties of the position for which you are applying are considered.				
<ul><li>(1) Have you ever been convicted of a felony or a first-degree mi</li><li>(2) Have you ever had the adjudication of guilt withheld for a fel</li></ul>	sdemeanor? Yes No ony or a first-degree misdemeanor?	Yes No P		
If you answered "Yes" to one of the above questions, please complete the following information regarding each and every felony and/or first-degree misdemeanor:				
CHARGE	DATE OF DISPOSITION	COUNTY/STATE		
		-		
· ·				
All statements and information provided in this application are true to the best of my knowledge.				

Signature:

(Typed name is acceptable if returning this application via email).

#### Delaitre Hollinger, CQIA

Jun 2011 – Present
Tallahassee Urban League, Inc.

Curator

501 Alpha Avenue Tallahassee, FL 32305

(850) 296-5590 Laitre1@yahoo.com www.delaitrehollinger.com www.blackpreservation.org

#### **EXPERIENCE**

Jun 2011 - Present

#### Taylor House Museum of Historic Frenchtown, Tallahassee Urban League, Inc.

#### Curator

- ✓ Founding Curator and Archivist
- ✓ Designed museum website and marketing materials
- ✓ Supervised interns and volunteers, provided research material for grants
- ✓ Assisted with building operations, and day-to-day museum management

Apr 2014 - Jan 2015

#### Tallahassee Community College

#### Student Body President

- ✓ Presided over General Assembly Meetings of Executive Board and Legislature
- ✓ Established committees, maintained organizational files
- ✓ Established position of Chief of Staff/appointed first SGA Judicial Branch
- ✓ Initiated and oversaw financial reconciliations

Mar 2013 - Jan 2014

#### **Tallahassee Community College**

#### Chairman, Student Organizations Council

- ✓ Submitted the student organization annual budgets to the Budget Council
- ✓ Oversaw/administered seventeen student organizations and an \$18,000 budget
- ✓ Established committees, maintained organizational files
- ✓ Voting Senator of the Student Government Association

Feb 2013 - May 2014

#### **Tallahassee Community College**

#### Desk Asst., Dept. of Campus & Civic Engagement -Work Study

- ✓ Assisted the Business Manager and Director of the Department
- ✓ Filed paperwork, answered office phones and assisted students
- ✓ Assisted supervisors of the department and other areas of the college as needed
- ✓ Assisted with set up and breakdown for campus entertainment events

Mar 2010 - Oct 2012

#### Capital Outlook Newspaper, LIVE Communications, Inc.

#### Community Reporter

- ✓ Authored and published articles; weekly circulation of 15,000
- ✓ Served as beat reporter on numerous events in Big Bend region
- ✓ Stories covered included history, youth, family, education, politics, religion

Apr 2009/May 2011

#### Florida Legislature

Senate Page/House of Representatives Messenger

- ✓ Served in the office of Senator Alfred Lawson, Jr.
- ✓ Served in the offices of Reps. Alan Williams and Michelle Rehwinkel Vasilinda
- ✓ Worked on the Senate floor, delivered beverages, and messages for legislators
- ✓ Delivered mail to the offices of members of the Florida Legislature

#### INVOLVEMENT

- ✓ CEO, National Assoc. for the Preservation of Afro-Am History & Culture, Inc.
- ✓ TCC SGA Senator, Division of Communications and Humanities
- ✓ Served on numerous TCC administrative committees and in student organizations
- ✓ Florida A&M University
- ✓ 2011, Inaugural Beau, Tallahassee Chapter of the Links, Inc.
- ✓ Martin Luther King, Jr. Foundation of Florida, Inc. Advisory Board of Directors
- √ Frenchtown Outreach Center, Board of Directors (Former)
- ✓ Democratic Club of North Florida, Board of Directors (Former)
- ✓ Ran for Seat 1 on the Tallahassee City Commission at age 18

#### **HONORS**

- √ 2014, Nautilus and IndieFab Book Awards
- ✓ 2013, Outstanding SGA Senator, TCC
- ✓ 2013, TCC Cherry Hall Alexander African-American History Calendar
- ✓ 2012, National Little Brother of the Year, Big Brothers, Big Sisters of America
- ✓ 2012, Youth of the Year, Capital Outlook Newspaper
- ✓ 2011, Resolution, Leon County Board of County Commissioners

#### **EDUCATION**

2014

Tallahassee Community College, Tallahassee, FL

ASQ-Certified Quality Improvement Associate

#### REFERENCES

References are available upon request.

## Board and Committee Appointments/Membership Delaitre Jordan Hollinger

#### **Committee Appointments**

#### **Tallahassee Community College**

2012 - 2015

- Parking Ticket Appeals Committee
- Safety & Security Committee
- Food Service Committee
- Administrative Effectiveness Committee
- Budget Council
- 50th Anniversary Advisory Group
- Learning Commons Advisory Committee
- African-American History Planning Committee

#### **Board Member**

Democratic Club of North Florida, Inc.

2012 - 2013

#### **Board of Directors**

Frenchtown Outreach Center, Inc.

2012 - 2014

#### **Advisory Board**

Martin Luther King, Jr. Foundation of Florida, Inc.

2011 - Present

#### Committee Member, Gallery of Distinction Committee

Florida A&M University - College of Arts & Sciences

2011

#### Committee Member, Gallery of Distinction and Deans Committee

Florida A&M University - College of Agriculture & Food Sciences

2008 - 2014

#### Member

**Leon County Democratic Black Caucus** 

2012 - Present

#### Member

National Urban League

2011 - Present

#### Member

NAACP

2010 - Present

### Greeter/Volunteer Historic Capitol Museum of Florida

2007 - 2011

#### Member

**Boys Choir of Tallahassee** 2005 – 2007

Little Brother

Big Brothers Big Sisters of the Big Bend

2003 - 2012

## Biography Delaitre Jordan Hollinger

At the age of 22, and a fifth-generation Tallahasseean, Delaitre J. Hollinger is the Founder and Executive Director of the National Association for the Preservation of African-American & Culture, Inc., a non-profit corporation dedicated to the protection of historical properties and preservation advocacy. He is the founding Curator of the Taylor House Museum of Historic Frenchtown with the Tallahassee Urban League, Inc., where he has served since 2011. Delaitre played a key role in having the 121-year-old Taylor House placed on the National Register of Historic Places in 2015.

Currently, Delaitre is a student at Tallahassee Community College, having been active in numerous student organizations and initiatives since he arrived on campus. Previous positions he has held include being Senator for the Division of Communications and Humanities, where he chaired the Constitutional Review Committee, successfully pushed amendments reforming the student government constitution, served as an Intercollegiate Ambassador to Florida A&M University and earned the 2013 Outstanding Student Government Association Senator Award. He has also served as Chairman of the Student Organizations Council, as President of Black Male Achievers, and as President of the Student Government Association. During this time he successfully introduced a Resolution which called for the inclusion of sexual orientation as a part of the college's antidiscrimination policy, created a position for a Chief of Staff, and appointed the first SGA Judicial Branch in the college's history. As a result of his leadership on the African-American History Planning Committee, the inaugural TCC African-American History Month Student Convocation was held during Black History Month. Recently, he was elected President of the Black Student Union, where he was chair of the Public Relations Committee.

Noteworthy is Delaitre's civic involvement, having played an integral role in community affairs since the age of14. On June 11, 2012, Delaitre garnered nationwide attention when he met with President Barack Obama in the Oval Office of the White House, being the Little Brother to the 2012 National Big Brother of the Year, Big Brothers Big Sisters of America, Inc. He was Youth Editor and Community Reporter for the Capital Outlook Newspaper at LIVE Communications, Inc. from 2010 to 2012. In the Florida Legislature, he worked in the office of Senator Alfred Lawson, Jr. as a Florida Senate Page as well as for Representatives Michelle Rehwinkel Vasilinda and Alan Williams in the Florida House of Representatives as a Messenger.

With a passion for public service, and a sincere desire to help his fellow man, Delaitre has spearheaded countless history-related and public projects, volunteers his time with numerous organizations, currently serves a member of the Martin Luther King, Jr. Foundation of Florida, Inc. Advisory Board, and has previously served on the boards of the Frenchtown Outreach Center, Inc., Democratic Club of North Florida, Inc. the Florida A&M University College of Agriculture and Food Sciences Gallery of Distinction and Deans Committee, Florida A&M University College of Arts and Sciences Gallery of Distinction Committee, and the So Unique Enrichment For Girls, Inc. As a TCC student he was formerly a member of the Parking Ticket Appeals, Food Service, Safety/Security,

Administrative Effectiveness, Learning Commons Advisory, and 50th Anniversary Advisory Committees.

Delaitre is a highly sought-after public speaker, having been invited to serve as guest speaker by elementary, middle, and high schools, and by state officials. He has received numerous awards for his community service and leadership, being recognized as the Tallahassee community's Youth of the Year by the Capital Outlook. He has been honored with the prestigious TCC Cherry Hall Alexander African-American History Calendar, Tallahassee Chapter of the Links, Inc. Outstanding Community Service, Leon County Board of County Commissioners Resolution for dedication to community service, NAACP Youth and College Award, Leon County Schools, and the American Student Association of Community Colleges.

Delaitre is the author of And This Too Shall Pass – The Story of Aquilina C. Howell (Bookstand Publishing, Inc., 2012) and an author of STAND UP!: 75 Young Activists Who Rock The World And How You Can Too! (Publishing Syndicate, LLC, 2013), which garnered him a Nautilus Book Award, and an IndieFab Book Award for excellence in Young Adult Non-Fiction. At the age of 18, he became one of the youngest persons to ever run for the office of city commission in Tallahassee, FL.

#### Please return application to:

Office of the City Treasurer-Clerk City of Tallahassee 300 South Adams Street, Box A-32 Tallahassee, Florida 32301

# ETHICS BOARD APPLICATION



ETHICS@TALGOV.COM Telephone: 891-8131 or FAX: 891-8549

Name: BRUCE D.	GRANT		Date: NOVEMBER 20, 2015	
Work Phone: 850 - 443 - 8286 850 - 297 - 0599 850 - 443 - 8286				
Email: bgran + 72	@ comeastine	t		
Occupation:				
Employer:	160			
Please check box for preferred mailing	address.			
☐ Work Address:			-	
City/State/Zip Code:				
Home Address: [316	CONSCRUARCY D	R E		
City/State/Zip Code: TA	LAHASSEE , FL	35315		
The City of Tallahassee strives to ensure that all City Boards/Committees are representative of the community's demographic makeup. To assist in this endeavor, please check the appropriate Race and Gender box.  Race: American Indian or Alaskan Native Black Other Gender: Female Asian or Pacific Islander Hispanic White				
Please also note if you are physically challenged. 🔲 Yes 🗹 No				
Florida law requires that members of certain boards/committees file a financial disclosure form. Are you willing to serve on such a board?  Yes  No				
Identify any potential conflicts of interest that might occur were you to be appointed: $ N\circ \mathcal{K} \in$				
Are you a registered elector of  Yes No  Are you an employee or officer of  Yes No the City of Tallahassee?				
Can you regularly attend meetings? ▼ Yes □ No Conflicts:				

#### ETHICS BOARD APPLICATION

Education:			
US MILITARY ACADEMY	B.S.		
(College /University attended)	(Degree received, if applicable)		
FLORIDA STATE UNIVERSITY	PhD		
(Graduate School attended)	(Degree received, if applicable)		
Please provide biographical information about yourself (attach a resume, if available). Identify previous experience on other boards/committees, charitable/community activities and skills or services you could contribute to this committee.  Specifically describe your experience dealing with government policy and oversight. Also, please describe your experience with ethics			
policies or guidelines, whether government or otherwise.			
RESUME ATTACHED.			
	SOUTH CONFRAMENT POLICY		
SIGNIFICANT EXPERLENCE WIT	H SHIE COOK OF 102		
AND OVERSIGHT:			
2001 2000	MIED STATEWIDE PROUG CONTROL		
2007 - 2009 DIRECTED	& IMPLEMENTED SHATEWIDE		
TRECTED	IMPLEMENTED STATEWIDE		
References:			
Name: FRED DUNPHY			
Address: 1201 WAXWING CT TALAHASSEE, FL 32312	Phone: 850 - 894 - 8444		
Name: ROBERT FIERRO			
Address: 2855 ASBURY HILL RD TALLAHASSEE, FL 32312	Phone: \$50 - 591 - 4925		
Name:			
Address:	Phone:		

#### **ETHICS BOARD APPLICATION**

EXEMPTION FROM PUBLIC RECORDS DISCLOSURE:  Are you a current or former law enforcement officer, other covered e disclosure under §119.07, Florida Statutes? Yes No	employee¹or the spouse or child of on	e who is exempt from public records		
<sup>1</sup> Other covered jobs include correctional and correctional probati attorneys, assistant and statewide prosecutors, personnel of the Dep revenue collection and enforcement or child support enforcement human resources, labor relations, or employee relations directors, as children, code enforcement officers and their spouses and children.	partment of Revenue or local government and certain investigators in the Dessistant directors, managers, or assis	nents whose responsibilities include partment of Children and Families,		
A CRIMINAL HISTORY INFORMATION SCREENING may be of do not accurately and completely reflect your criminal history, you may be completely reflect your criminal history.		•		
If you are not sure or do not remember what happened in a crimin you can report accurate information on your criminal history. A "Ye however, the nature, job-relatedness, severity and date of the offense considered.	es" answer to any question(s) will no	automatically bar you from service;		
<ul><li>(1) Have you ever been convicted of a felony or a first-degree mi</li><li>(2) Have you ever had the adjudication of guilt withheld for a fel</li></ul>	sdemeanor? Yes No Volume N	Yes No M		
If you answered "Yes" to one of the above questions, please complete the following information regarding each and every felony and/or first-degree misdemeanor:				
CHARGE	DATE OF DISPOSITION	COUNTY/STATE		
All statements and information provided in this application are trues	e to the best of my knowledge.			
(Typed name is acceptable if returning this application	n via email).			

Page 3 of 3

#### **BRUCE D. GRANT**

1316 Conservancy Dr E., Tallahassee, FL 32312 (850) 443-8286 Email: bgrant72@comcast.net

#### **QUALIFICATION SUMMARY**

Professional with 30+ years of senior leadership, management and policy-making experience in both military organizations and state government. Demonstrated record of ethical decision-making as a career Army officer and leader in state government. Served full military career attaining rank of Colonel. Mentored numerous officers in values and ethics while in the Army. Chairman of the Leon County drug prevention coalition and chairman of the Statewide Veterans Advisory Council.

#### **EXPERIENCE**

Consultant 2011 - Present

Provides consulting services on substance abuse issues, veterans' issues and leadership/management improvement for government entities and private sector partners. Currently providing consultant services to Enterprise Florida, Inc. regarding state-related military and defense issues.

#### **Director, Governor's Office of Drug Control**

2009 - 2011

Directed state drug policy initiatives to reduce substance abuse in Florida through prevention, treatment, and law enforcement. Streamlined government utilizing a small, but efficient office that effectively mobilized and coordinated statewide drug control efforts. Supervised the Statewide Office of Suicide Prevention and served with FDLE as Florida's seaport security authority.

- Passed legislation to shut down illegally operating pain clinics, eliminate methamphetamine labs, and provide access to suicide prevention training for educators.
- Worked successfully with the private sector to acquire funding for the Prescription Drug Monitoring Program (PDMP) to reduce prescription drug diversion and abuse in Florida.

#### **Assistant Secretary, Florida Department of Corrections**

2007 - 2009

CEO for 3500 probation officers and administrative support staff throughout the state of Florida; managed a budget of over \$200 million. Coordinated closely with community leaders, law enforcement officials, judges and state attorneys throughout Florida to protect public safety and improve success of felony offenders on probation.

- Improved success rate for offenders on supervision by over 50%.
- Implemented process improvements and innovations to increase efficiency and success with felony offenders resulting in five State of Florida Davis Productivity awards
- Developed and implemented first-ever leadership training program for first line supervisors

Returned to active military duty as deputy and chief of staff for a Department of State-led joint, interagency organization designed to teach, coach, and mentor all state-level Iraqi government officials in the province of Nineveh on building a democratic government from scratch. Chief of military security responsible for safety of 80 personnel in a combat zone. Our mission was to establish democratic governmental processes and institutions, implement an effective rule of law, provide economic incentives, and execute an infrastructure reconstruction budget and project prioritization system in the province.

- Implemented a first-ever outreach program to transport the formerly insulated provincial government officials throughout the province and establish a genuine dialogue with the people they governed.
- Successfully operated the only fiscally self-sufficient business center in Iraq using a system of micro-loans that created over 400 small businesses in the province.

#### Chief of Staff and Law Enforcement Director, Governor's Office of Drug Control

2001 - 2005

Directed and coordinated all staff activities to reduce substance abuse throughout Florida. Synchronized multijurisdictional law enforcement operations, drug prevention activities, and drug treatment programs to accomplish goals of the Governor's Drug Control Strategy.

- Wrote and advocated for the Prescription Drug Monitoring Program legislation establishing a statewide system to reduce abuse of prescription drugs that eventually became state law.
- Operated a successful multijurisdictional, multi-agency drug seizure task force on the Miami River significantly reducing the drug smuggling there; took six seized drug carrying ships and sunk them off the Florida coast to create artificial reefs.

#### **EDUCATION**

•	M.A., Public Administration, University of Puget Sound, Tacoma Washington	1977
•	B.S., Engineering, U.S. Military Academy, West Point New York	1974
•	Executive Management College, Maxwell Air Force Base, Alabama	1986
•	U.S. Army War College, Carlisle, Pennsylvania	1998

Completed Ph.D. in Public Administration from Florida State University. Will graduate Dec 2014.

#### Please return to:

Office of the City Treasurer-Clerk City of Tallahassee 300 South Adams Street, Box A-32 Tallahassee Florida 32301

# ETHICS ADVISORY BOARD APPLICATION



Tallahassee, Florida 32301	BOARD APPLIC	CATION	City Treasu	rer-Clerk's Office
AdvisoryBoards@talgov.com				me: 891-8131
or FAX: 891-8549			-	
Name: BOB FU	L FOR D		Date: ( -12	15
Work Phone:	Home Phone: 576 - 1617	Cell Phone:		
Email: half alfon (a				
Occupation:	RETIRED	*		**************************************
Employer:	KETTION -		A CALLED TO THE STATE OF THE ST	
Please check box for preferred mailing	address.	and the second s		
☐ Work Address:		,		
City/State/Zip Code:				
Home Address:				
City/State/Zip Code: 231	westriese D.	32300	1	
	isure that all City Boards/Committee ist in this endeavor, please check the	•		mographic makeup. To
	•			
Race: American Indian or Ala	and the same of th	Other	Gender:	Female
Asian or Pacific Islande	r Hispanic	White		Male
	Please also note if you are physically	challenged.	s No	10 j
		-		
Florida law requires that members of	certain boards/committees file a finar	icial disclosure form.	Are you willing to se	rve on such a board?
Yes No		•		
Identify any potential conflicts of inte		amointed:		_
	rest that might occur were you to be a			
į	rest that might occur were you to be a	appointed.		
	rest that might occur were you to be a	appointed.		
Are you a City resident?	none		resident?	□ Yes □ No
Are you a City resident? Are you a City utility customer?	Nove  PYes □ No A	re you a Leon County		☐ Yes ☐ No ☐ Yes ☐ No
	Nove  PYes □ No A	re you a Leon County		

#### ETHICS ADVISORY COMMITTEE APPLICATION

Education:		
Education:  (College /University attended)  FSU  Graduate School attended)  Please provide biographical information about yourself (attach a resume, if available). Identify previous experience on other boards/committees, charitable/community activities and skills or services you could contribute to this committee.  Specifically describe your experience dealing with government policy and oversight. Also, please describe your experience with ethics policies or guidelines, whether government or otherwise.  I organized and was president of my neighborhood association for many years. I was president of CONA for 3 years. I served on the Board of adjustments and appeals for a few years. A served on the Country Serguicendennial committee and a board to recommend a Chry of Policies.  I have attended and fellowed closely the Country of Policies.		
References:		
Name: Martha Barnett, Es	•	
Address: 315 S. Calharun	Phone: 224-7000	
Name: Jim English		
Address:	Phone: 224-1810	
Name: Brenda Damer		
Address: Court House	Phone: 606-5300	

Please return application to: Office of the City Treasurer-Clerk City of Tallahassee 300 South Adams Street, Box A-32 Tallahassee, Florida 32301

## **INDEPENDENT** ETHICS BOARD



Telephone: 891-8131

or FAX: 891-8549	APPLICATION		
Name: Howard Milan Rasmussen		Date: 11/18/15	
Work Phone: N/A	Home Phone:	Cell Phone:	
Email: hrasmussen@admin.fsu.e	dα		
Occupation: Retired			
Employer: N/A			
Please check box for preferred mailin	g address.		
Work Address:			
City/State/Zip Code:			
☐ Home Address:  City/State/Zip Code:			
	ssist in this endeavor, please check	k the appropriate Rac	tive of the community's demographic makeup. To e and Gender box.  Asian or Pacific Islander Hispanic
	Please also note if you are physic	cally challenged.	Yes x No
Florida law requires that members o	f certain boards/committees file a f	inancial disclosure fo	rm. Are you willing to serve on such a board?
Identify any potential conflicts of int	erest that might occur were you to	be appointed: None	

Are you a registered elector of x Yes   No the City of Tallahassee?	Are you an employee or officer of $\square$ Yes $x$ No the City of Tallahassee?
Can you regularly attend meetings? x Yes \( \subseteq \text{No} \) Conflicts:	

## Page 1 ETHICS BOARD APPLICATION

Education:			
See attached Resume			
(College /University attended)	(Degree received, if applicable)		
(Graduate School attended)	(Degree received, if applicable)		
Please provide biographical information about yourself (attach boards/committees, charitable/community activities and skills or servi	a resume, if available). Identify previous experience on other ces you could contribute to this committee.		
Specifically describe your experience dealing with government policy and oversight. Also, please describe your experience with ethics policies or guidelines, whether government or otherwise.			
Please see attached resume. As I indicated in my application for the City Of Tallahassee Ethics Advisory Panel, I retired from FSU in 2005.			
It was also my honor and privilege to serve as an alternate on the City of Tallahassee Ethics Advisory Panel.			

References:	
Name: Richard Boyd	
Address: 1528 Copperfield Circle, Tallahassee, Fl. 32312	Phone: 850-893-4448
Name: John Harris	
Address: 1553 Hickory Ave. Tallahassee, Fl. 32303	Phone: 850-524-6627
Name: Mike Conrad	
Address: 2402 Glenshire Lane, Tallahassee, Fl. 32309k	Phone: 850-668-5043
l .	

#### Page 2

#### ETHICS BOARD APPLICATION

EXEMPTION FROM PUBLIC RECORDS DISCLOSURE:  Are you a current or former law enforcement officer, other covered employee¹ or the spouse or child of one who is exempt from public records disclosure under §119.07, Florida Statutes? Yes x No □□					
<sup>1</sup> Other covered jobs include correctional and correctional probation officers, firefighters, certain judges, assistant state attorneys, state attorneys, assistant and statewide prosecutors, personnel of the Department of Revenue or local governments whose responsibilities include revenue collection and enforcement or child support enforcement and certain investigators in the Department of Children and Families, human resources, labor relations, or employee relations directors, assistant directors, managers, or assisted managers and their spouses and children, code enforcement officers and their spouses and children. (See §119.07, F.S.).					
A CRIMINAL HISTORY INFORMATION SCREENING may be conducted on selected applicants. If your answers to the questions below do not accurately and completely reflect your criminal history, you may be eliminated from further consideration for the vacancy.					
If you are not sure or do not remember what happened in a criminal case(s), contact the appropriate county, state or federal agency so that you can report accurate information on your criminal history. A "Yes" answer to any question(s) will not automatically bar you from service; however, the nature, job-relatedness, severity and date of the offense(s) in relation to the duties of the position for which you are applying are considered.					
<ul> <li>(1) Have you ever been convicted of a felony or a first-degree misdemeanor? Yes  No x</li> <li>(2) Have you ever had the adjudication of guilt withheld for a felony or a first-degree misdemeanor? Yes  No x</li> </ul>					
If you answered "Yes" to one of the above questions, please complete the following information regarding each and every felony and/or firstdegree misdemeanor:					
CHARGE	CHARGE DATE OF DISPOSITION COUNTY/STATE				

All statements and information provided in this application are true to the best of my knowledge.

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SIZNATUFE	noward	willan	Rasmussen

(Typed name is acceptable if returning this application via email).

Page 3

#### **HOWARD MILAN RASMUSSEN**

Tallahassee, Florida

Director of Management Development & Training
Senior Management Consultant
Florida Center For Public Management
Florida State University
102 Herb Morgan Building
2035 E. Paul Dirac Drive
Tallahassee, Florida 32306-2821
(850) 644-0160
E-Mail: hrasmuss@mailer.fsu.edu

#### **EDUCATION**

Program for Senior Managers in Government, John F. Kennedy School of Government, Harvard University, 1985

Michigan State University, East Lansing, Michigan M.S. School of Criminal Justice Major - Law Enforcement Administration, 1971

Nebraska Wesleyan University, Lincoln, Nebraska B.A. Major - Sociology, Minor - Psychology, 1962

#### **EMPLOYMENT**

Florida Center For Public Management, Florida State University, Tallahassee, Florida Director of Management Development & Training/Senior Management Consultant September 1, 1998 - Present

Department of Revenue, State of Florida, Tallahassee, Florida Management Review Specialist/Training Manager, Performance and Professional Development, Administrative Services Program April 1994 - August 31, 1998 Department of Revenue, State of Florida, Tallahassee, Florida Director, Division of Collection and Enforcement June 1989 - April 1994

Miami Police Department, Miami, Florida Deputy Police Administrator, June 1987 - May 1989

Department of Business Regulation, Tallahassee, Florida Director, Division of Alcoholic Beverages and Tobacco January 1983 - May 1987

Citizens' Crime Commission of Greater Miami, Inc., Miami, Florida Executive Director and President October 1980 - January 1983

Miami-Dade Community College, Miami, Florida Professor and Director, Southeast Florida Institute of Criminal Justice Director, Division of Public Service September 1975- February 1981

Florida International University, Miami, Florida Associate Professor, Criminal Justice Program, September 1972-September 1975 Assistant Chairman, Criminal Justice Program, May 1, 1974 - November 1, 1974 Adjunct Professor of Criminal Justice, September 1975 - August 1977; May 1988 - July 1989

Dade County Public Safety Department, Miami, Florida Director, Organized Crime Institute, September 1970 - December 1971 Supervisor, Planning and Research Bureau, December 1971 - August 1972

Sinclair Community College, Dayton, Ohio Director, Law Enforcement Program February 1969 - August 1970 Kalamazoo Police Department, Kalamazoo, Michigan Staff Assistant and Training Director, September 1965 - January 1966 Administrative Assistant, January 1966 - July 1967 Assistant to the Chief, July 1967 - January 1969

Michigan State University, East Lansing, Michigan School of Criminal Justice Graduate Assistant, Assistant Coordinator Field Services Training Program September 1963 - September 1965

Retail Credit Company, Lincoln, Nebraska Insurance Investigator March 1962 - August 1963

#### MILITARY SERVICE

Nebraska National Guard, March 1957 - September 1963 United States Army Reserve, September 1963 - February 1965 Honorable Discharge, Rank of Sergeant, February 1965

#### **TRAINING**

Attended numerous training courses on leadership, administration, management, supervision, organization, and related topics sponsored by such organizations as the Federal Bureau of Investigation, International Association of Chiefs of Police, Florida Police Chiefs Association, Police Executive Research Forum, Southeast Florida Institute of Criminal Justice, the University of Miami, The Florida State University, Florida Department of Law Enforcement, Florida Criminal Justice Executive Institute, and the American Management Association

#### TEACHING, CONSULTING, AND COMMUNITY SERVICE

Taught a variety of courses in criminal justice subjects at various universities, community colleges, and police training facilities throughout the United States and Germany. Served as a consultant to a number of law enforcement and criminal justice agencies throughout the country.

#### **AWARDS**

Florida Criminal Justice Educators Association - Educator of the Year, 1976
American Society for Training and Development - Advancement of Training, 1982
Florida Council on Crime and Delinquency - Distinguished Service in Criminal Justice, 1979
Florida Department of Revenue - Executive Director's Award, 1991, 1992, and 1993
Florida Department of Revenue - Sterling Silver Pickle, 1994 and 1997
State of Florida - Davis Productivity Award, 1996
Florida Department of Revenue - Extra Mile Award, 1996 and 1997
Florida Department of Revenue - Employee of the Quarter, 1998

#### PROFESSIONAL ORGANIZATIONS

American Society for Training & Development – National Member; Secretary, President-Elect,
President, Past President - Tallahassee Chapter

American Society for Public Administration – National Member; President, Past President –
North Florida Chapter

American Society of Law Enforcement Trainers

American Academy of Certified Public Managers

Florida Society of Certified Public Managers

North Florida Chapter, Florida Society of Certified Public Managers

Toastmasters International

#### SUPPLEMENTAL - TRAINING/EDUCATION

In the Florida Department of Revenue (DOR) I taught/delivered/facilitated: Child Support Enforcement/DOR Transition Train-The-Trainer; New Employee Orientation; New Supervisor Orientation; True Colors; Quality Customer Service And How To Deal With Difficult People; and the Leadership Challenge Course.

In DOR I facilitated focus groups on New Employee Orientation, New Supervisor Orientation, Quality Customer Service And How To Deal With Difficult People, Dual Employment, and Pay Additive For Superior Proficiency.

I have held a number of training and training related positions. As Deputy Police Administrator of the Miami Police Department, one of the units that I supervised was the Training Bureau. I was also Director of the Southeast Florida Institute of Criminal Justice which is responsible for the training for all of the police and corrections officers in Dade County, Florida. I was also Director of the Organized Crime Institute in Dade County and designed, developed, coordinated and taught in six seven week organized crime investigations and management courses.

I was an Associate Professor at Florida International University and a Professor at Miami-Dade Community College, a Director at Sinclair Community College in Dayton, Ohio, and taught part time at the University of Dayton in Dayton, Ohio.

I have taught many topics and subjects such as supervision, management, leadership, human resource management, planning, strategic planning, budgeting, train-the-trainer, organizational analysis and development, delegation, coaching and counseling, decision-making, problem solving, performance discrepancy analysis, organized crime, intelligence analysis, time management, management of meetings, public speaking/presentations, true colors, conflict resolution/management, dealing with difficult people, managing change, total quality leadership, etc. at the following institutions:

The Southeast Florida Institute of Criminal Justice

St. Petersburg Junior College

Tallahassee Community College

Rollins College, Winter Park

McComb County Community College, Michigan

Michigan State University

Florida Department of Law Enforcement

Greater St. Louis Police Academy

U.S. Army Military Police Corps, Germany

Florida International University

Biscayne College, Miami

Dade County Metropolitan Police Department

Miami Police Department

Asheville, North Carolina Police Department

Florida Association of Chiefs of Police

International Association of Chiefs of Police, throughout U.S.

Kalamazoo, Michigan Police Department

State of Wisconsin Police Chiefs Association

State of Wisconsin Executive Development Program

Federal Government Inspector General Basic Training Program, Washington D.C.

John Jay College of Criminal Justice, New York

University of Georgia

Center for Professional Development, Florida State University

University of West Florida

Citizen's Crime Commission of Greater Miami

Edison Community College, Ft. Myers

Sinclair Community College, Dayton, Ohio

Dayton Ohio Police Department

Montgomery County Sheriff's Office, Ohio

Montgomery County Police Department, Maryland

University of Dayton, Ohio

Office of State Court Administrator, State of Florida

The Children's Home Society of Florida

Department of Revenue, State of Florida

Department of Environmental Protection, State of Florida

Florida Center For Public Management, The Florida State University