

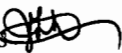


ORANGE COUNTY MAYOR

**Jerry L. Demings**

P.O. BOX 1393, 201 SOUTH ROSALIND AVENUE, ORLANDO, FL 32802-1393  
PHONE: 407-836-7370 • FAX: 407-836-7360 • EMAIL: MAYOR@OCFL.NET

December 14, 2018

To: Board of County Commissioners  
From: Mayor Jerry L. Demings   
Subject: Managerial Appointments  
Consent Agenda – December 18, 2018

I am pleased to present the following four managerial appointments for confirmation. These four professionals bring a vast amount of experience to their new roles and will be outstanding additions to the county's senior management team.

**County Administrator's Office**

*Mr. Randy Singh for Deputy County Administrator, Administration & Fiscal Services*

Randy Singh has over 30 years of professional experience in accounting, finance and budget. Mr. Singh began his career as an accountant in New York City in 1987 and joined Orange County in 1995 in the Office of Management and Budget. In 1997, he left briefly for several months accepting a position with LYNX serving as the Manager of Financial Planning and Budgets. He returned to Orange County in 1998 as a Budget Administrator and in 2002 was appointed as the OMB Manager. He served in that role for over 12 years, making him the longest serving OMB Manager. In December of 2014, Randy was appointed the role of Assistant County Administrator overseeing several important areas of the county including: the Family Services Department, the Administrative Services Department, OMB, Office of Economic Trade and Tourism and he also served as the liaison to all of the county constitutional offices and other external agencies.

Mr. Singh holds a Bachelor of Business Administration in Accounting from the City University of New York – Bernard M. Baruch College of Business. He is also a graduate of the New York Institute of Audio Research – Audio Engineer. He is a Certified Public Finance Officer within the United States and Canada and a Certified Government Finance Officer within the State of

## Managerial Appointments

December 14, 2018

Page 2

Florida. Mr. Singh will begin his new role as Deputy County Administrator, Administration & Fiscal Services at an annual starting salary of \$191,006.40. His resume is attached for reference. His appointment will become effective upon confirmation.

### *Mr. Chris Testerman for Deputy County Administrator, Infrastructure, Community & Development Services*

Mr. Testerman began his Orange County career in the Planning Department in 1990 and has held increasingly responsible positions including Manager of the Planning Division for seven years until 2007 when he was appointed to Director of Government Relations. In 2012, he was promoted to serve as Assistant County Administrator for Infrastructure Services and Government Relations at Orange County Government. In this role, he was responsible for Orange County Utilities and the Community, Environmental and Development Services Department. In his new role he will continue to be responsible for the oversight of all the county divisions associated with growth and development.

Mr. Testerman holds Bachelor of Science in Government from Florida State University and a Master's in Public Administration from the University of Central Florida. He is a Certified Planner and a member of several professional associations. Mr. Testerman will begin his new role as Deputy County Administrator, Infrastructure, Community & Development Services at an annual starting salary of \$191,006.40. His resume is attached for reference. His appointment will become effective upon confirmation.

### *Mr. Daniel P. Banks for Deputy County Administrator, Public Safety*

Mr. Banks has 25 years of public safety experience and has been employed by the Florida Department of Law Enforcement (FDLE) since 2000. Since 2012, he has served as the Special Agent in Charge at the Orlando Regional Operations Center, where he supervises nine counties in the region and oversees all FDLE's criminal investigations. During his 18-year tenure with FDLE, he served in various leadership roles, including those in special agent investigations for narcotics, money laundering, violent crime and domestic security. He has received numerous accolades at FDLE, including Excellence in Leadership, State Law Enforcement Officer of the Year and Special Agent of the Year. Prior to joining FDLE, Mr. Banks served at the Orange County Sheriff's Office for seven years in various roles.

## Managerial Appointments

December 14, 2018

Page 3

Mr. Banks holds a Bachelor of Science in Economics from Florida State University. Mr. Banks will begin his new role as Deputy County Administrator, Public Safety at an annual starting salary of \$184,017.60. His resume is attached for reference. To allow for a smooth transition in his current role at FDLE, his appointment will become effective March 10, 2018.

### **Corrections Department**

#### *Mr. Louis A. Quiñones, Jr. for Chief of Orange County Corrections*

Louis A. Quiñones, Jr. has over 31 years of experience in the field of Corrections, and has been employed with four large agencies in two states. He currently serves as the Deputy Chief of Operational Services at Orange County Corrections where he provides oversight and leadership to over 2,400 inmates and over 1,200 staff members, to include more than 1,000 certified correctional officers. Deputy Chief Louis A. Quiñones, Jr. began his career in corrections in 1987 as a Detention Deputy with the Broward County Sheriff's Office. In 1989, he relocated from Broward County and joined Orange County Corrections as a Correctional Officer where he was promoted through the ranks to Lieutenant in 2007. In 2010, he joined Osceola County Corrections as a Captain. Shortly thereafter, he rejoined Orange County Corrections and retired as a Captain in 2013. In December of 2013, he joined Bexar County Sheriff's Office in San Antonio, Texas as a Deputy Chief, Assistant Jail Administrator. In January of 2017, he assumed the responsibilities of Deputy Chief of Operational Services at Orange County Corrections in Orlando, Florida, where he currently serves. His appointment will become effective upon confirmation.

Deputy Chief Quiñones' holds a Bachelor of Arts, Criminal Justice Administration from Columbia College and a Master of Science, Strategic Leadership from Mountain State University. He is a Certified Corrections Executive (CCE), Certified Jail Manager (CJM), Certified Public Manager (CPM), and a Certified National Auditor with the American Correctional Association (ACA). He currently serves on the Board of Directors of the American Jail Association, National Alliance on Mental Illness, and on the Executive Steering Committee for the Central Florida Informational Exchange. Mr. Quinones will begin his new role as Chief of Orange County Corrections at an annual starting salary of \$165,006.40. His resume is attached for reference.

Managerial Appointments

December 14, 2018

Page 4

**Action Requested:**

**Confirmation of the following managerial appointments: Randy Singh as Deputy County Administrator, Administration & Fiscal Services; Chris Testerman as Deputy County Administrator, Infrastructure, Community and Development Services; Daniel P. Banks as Deputy County Administrator, Public Safety; and Louis Quinones, Jr. as Chief of Orange County Corrections.**

Attachment

C: Ajit Lalchandani, County Administrator

# **Randy D. Singh CPFO, CGFO**

**15403 Pebble Ridge Street, Winter Garden, Florida 34787**

---

## **HIGHLIGHTS**

- A professional with over 30 years of experience in accounting, financial planning and budgeting encompassing a steady progression of increasing accomplishments and responsibilities
- Professional management skills: ability to monitor activities, recognize and analyze problems, and implement productive corrective actions when necessary
- Ability to manage and enforce all applicable job related statutory and BCC directives, policies, and regulations

## **PROFESSIONAL EXPERIENCE**

### **Orange County Government - BCC, Orlando, FL**

#### **Assistant County Administrator**

*01/15 – Present*

- Directs the development and preparation of the annual county budget (\$4.3 billion) in accordance with Florida Statutes and the county's policies and regulations
- Provide financial, economic, and budgetary support to the Mayor, the Board of County Commissioners, constitutional officers, county departments, and various outside agencies
- Liaison for all constitutional officers relating to budgetary, real estate, facilities, and other matters
- Oversee the Family Services Department including the Regional History Center, Cooperative Extension, Consumer Fraud, Head Start, Youth & Family Services, Community Action, Citizens' Commission for Children, Neighborhood Services, Office of Aging, and Citizen Resources and Outreach
- Oversee the Administrative Services Department including Real Estate Management, Procurements and Contracts, Fleet Management, Facilities Management, Capital Projects and Business Development
- Oversee the Office of Management & Budget (OMB) including the county operating budgets, capital improvement projects, and grants management
- Oversee the Office of Economic Trade and Tourism Development

#### **Manager Office of Management & Budget**

*11/02 – 12/14*

- Managed the development and preparation of the annual county budget
- Directed the preparation of the county's five-year capital improvement plan
- Managed various Human Resources matters within OMB including: hiring, training, development, disciplining, and performance reviews
- Responded to inquiries from citizens and various media outlets regarding budgetary matters
- Managed various financial models to protect and ensure the strength of the county's fiscal health
- Ensured fiscal safeguards and safety nets were established to accommodate any unforeseen circumstances
- Provided direction on spending based on available and projected financial resources
- Monitored debt proceeds to comply with bond covenants, IRS guidelines, and other internal policies
- Ensured financial resources are available for timely payment of county's expenditures
- Managed the county's performance measurement system
- Managed the coordination of the county's federal and state grant program
- Made presentations to the BCC, outside agencies and organizations, professional associations, and others as needed
- Supervised staff

#### **Budget Administrator Office of Management & Budget**

*06/98 – 11/02*

- Managed the coordination of the county's CIP program relating to financing and budgeting
- Provided budget oversight to various county departments and outside agencies
- Provided fiscal impact analysis and review of annexations

**Lynx, Orlando, FL**

09/97 – 6/98

**Manager of Financial Planning & Budget**

- Developed and managed the organization's annual budget
- Developed short and long-range financial plans and financial models
- Coordinated with Lynx's funding partners on various financial matters
- Supervised staff

**Orange County Government, Orlando, FL**

09/95 – 9/97

**Revenue Coordinator Office of Management & Budget**

- Responsible for forecasting the county's revenues and recommend allocations of fiscal and other resources
- Developed, implemented, and managed the county's first short and long-range financial planning model
- Developed and implemented the Local Option Gas Tax distribution formula for the county and cities within Orange County
- Implemented and managed OMB's first Local Area Network (LAN) system

**Crossroads Hospitality Co., Orlando, FL**

04/95 – 09/95

**Property Accountant Comptroller's Department**

- Managed the financial affairs of several hotels nationwide
- Prepared financial statements

**The Port Authority of New York & New Jersey, New York**

07/87 – 04/95

**Accountant Comptroller's Department**

- Responsible for various aspects of finance and accounting including accounts payables, accounts receivables, leases, payroll, and financial reporting
- Conducted various financial audits

**COMPUTER SKILLS**

Proficient in Microsoft Excel, Word, PowerPoint, Advantage Financial System, and others

**EDUCATION**

The City University of New York – Bernard M. Baruch College

**Bachelor of Business Administration – Accounting**

The Institute of Audio Research – New York, New York

**Engineering - Audio Engineer**

**PROFESSIONAL CERTIFICATION**

**CPFO** – Certified Public Finance Officer (Certified within the U.S. and Canada)

**CGFO** – Certified Government Finance Officer (Certified within the State of Florida)

**PROFESSIONAL ASSOCIATION**

Government Finance Officers Association (GFOA)

Florida Government Finance Officers Association (FGFOA)

# **CHRISTOPHER R. TESTERMAN, AICP**

---

Phone: (407) 836-5883 (W)

E-mail: [Chris.Testerman@ocfl.net](mailto:Chris.Testerman@ocfl.net)

---

## **SUMMARY OF QUALIFICATIONS**

- Over twenty-eight years of local government experience
- Extensive background in land use and planning
- Demonstrated organization and project management success
- Proven effectiveness in interdepartmental and intergovernmental collaboration
- Broad experience in public sector leadership, management and programs

## **EDUCATION**

---

B.S./Government - Florida State University (1980)

Masters/Public Administration - University of Central Florida (1988)

Additional Coursework:

Florida State University, Urban and Regional Planning Department (Tampa 1989, Orlando 1992)

## **PROFESSIONAL EXPERIENCE**

---

### **Assistant County Administrator, Orange County Administrator's Office February 2012 to Present**

Responsible for the supervision and management of the Community, Environmental and Development Services and Utilities Departments. Divisions within the Departments include: Building, Planning, Zoning, Parks and Recreation, Environmental Protection, Transportation Planning, Housing, Code Enforcement, Solid Waste, Water, Water Reclamation, Customer Service, Field Operations and Engineering. Manage and coordinate municipal intergovernmental projects and agreements. Provided oversight on development and implementation of various projects including: Public School Siting Ordinance, major updates to the zoning and sign code, Regional Affordable Housing Task Force, Horizon West Code and Plan updates, Impact Fee Updates, and implementation of permitting technology.

### **Director of Government Relations, Orange County Administrator's Office January 2007 to February 2012**

Oversaw intergovernmental relations and policy coordination with the municipalities in Orange County and the surrounding counties in Central Florida. Coordinated with Orange County Public Schools, state, and regional agencies, as well as with other regional private and non-profit entities related to county issues and programs. Monitored various interlocal and joint-planning area agreements with local jurisdictions. Coordinated implementation of school concurrency, siting requirements and impact fee updates. Served on legislative team that monitored state and federal legislation. Coordinated various impact fee updates, economic stimulus initiatives, and assisted with various growth management issues.

### **Manager, Orange County Planning Division December 2000 to December 2007**

Managed the Planning Division's Development Review, Comprehensive Planning, Urban Design, and Annexation, Research and Economic Development and Administration sections. Presented land use applications and code updates to the Board of County Commissioners and Planning and Zoning Commission. Supervised various amendments to the Land Development Code related to Tree Protection, Lighting and Architectural Standards, and various Overlay Zoning Districts. Served as chair of the County's Concurrency Review Committee.

**Interim Manager, Orange County Planning Division  
May 2000 to December 2000**

Managed the Planning Division, which included Development Review, Urban Design, Comprehensive Planning, Neighborhood Services, Graphics, and GIS. Special projects included the 20,000 acre mixed-use Horizon West Project, eminent domain cases, annexation review, and various land use overlay districts. Provided direction and customer service orientation to a staff of 57, with an annual budget of over \$4 million dollars.

**Assistant Manager, Orange County Planning Division  
1998 to May 2000**

Led all administrative aspects of the Planning Division, including personnel, budgeting, purchasing and contracts. In charge of joint planning agreements with all municipalities in Orange County. Staff liaison to the Development Advisory Board. Member of the County's Solid Waste Business Plan Committee. Special projects included The Lake Hart and Moss Park Developments of Regional Impact.

**Chief Planner, Administration, Orange County Planning Department  
1996 to 1998**

Managed the budget, personnel and contracts for the Planning Department with a budget of approximately \$3.2 million and a staff of 41. Handled the hiring of a diverse professional and administrative planning staff, including the newly created Transportation Planning Section. Responsible for intergovernmental coordination with local jurisdictions for interlocal agreements and joint planning. Staff liaison for the Orange County Development Advisory Board, which is responsible for reviewing regulations related to development. Planning Department representative on the Metropolitan Planning Organization's Transportation Technical Committee. In charge of special projects including Horizon West Village Land Use, University of Central Florida Campus Development Agreement, and funding for the East Central Florida Planning Council.

**Chief Planner, Physical Planning Section, Orange County Planning Department  
1993 to 1996**

Supervised a seven-member team of professional planners responsible for the Orange County Comprehensive Policy Plan. This section handled all aspects of updating and amending the County's comprehensive plan. Responsible for staff reports, advertising, public notice, and public hearings related to the amendment process. Handled staff presentations on land use issues before the Local Planning Agency and Board of County Commissioners, as well as, to neighborhood groups and the general public at community meetings. Planning Department contact for the model Orlando and Ocoee Joint Planning Agreements.

**Senior Planner, Long-Range Planning Section, Orange County Planning Department  
1990 to 1993**

Member of the Planning Department section responsible for the state mandated comprehensive plan update in 1991. Directly responsible for the Conservation and Intergovernmental Coordination Elements. Coordinated an Agricultural Task Force's review of land development regulations in the Rural Service Area and a committee of local planners' review of consistency between local land development regulations.



## **ADJUNCT FACULTY**

---

University of Central Florida, Public Administration Department  
Public Administration in the Policy Process, Summer 2000  
Public Organization and Management, Fall 2000

## **PROFESSIONAL ASSOCIATIONS/CERTIFICATIONS**

---

American Institute of Certified Planners (AICP)  
American Planning Association (APA)  
Congress for the New Urbanism (CNU)  
Past Board Member Local Chapter APA  
Pi Alpha Alpha – National Honor Society for Public Affairs and Administration

## **PRESENTATIONS**

---

West Orange Chamber of Commerce 2007 Business and Breakfast Series  
“Development Opportunities – Horizon West”  
Florida Department of Community Affairs, 2003 Growth Management Workshop  
“Planning Alternatives to DRIs”  
Florida Chapter of the American Planning Association, Annual Conference, September 2000  
“Alternative Planning Strategies; Solving Land Use Issues Between Cities and Counties”  
Florida Chapter of the American Planning Association, Annual Conference, September 1997  
“Intergovernmental Coordination and Cooperation; Joint Planning Area Agreements”  
East Central Florida Regional Planning Council – Planning on the Edge, June 1997  
“The Orange County Perspective”  
International Association of Law Enforcement Planners, Florida Chapter Conference, February 1997  
“Comprehensive Plans, Annexations, and Joint Planning Agreements”  
Florida City and County Management Association Annual Conference, May 1996  
“City County Relations”  
Florida Chamber of Commerce Seventh Annual Growth Management Short Course, April 1996  
“Growth Management Issues Update: Unintended Consequences”  
Florida Chamber of Commerce Sixth Annual Growth Management Short Course, May 1995  
“Annexations”

## **PUBLICATION**

---

Chris Testerman and Alissa Barber Torres. “Horizon West in Context.” Terrain.org. Winter 2004.  
<http://www.terrain.org/unsprawl>.

## **COMMITTEE MEMBERSHIPS**

---

Orange County Concurrency Review Committee (2005-2009)  
Orange County GIS Steering Committee (Current Chairman)  
Pinecastle Jeep Range Restoration Advisory Board (2008-2010)  
Florida Chapter of the American Planning Association, (FAPA) Awards Committee (2011-Present)  
Orange County United Way Campaign Co-Chair (2008-2009)  
Florida Board of Governors Campus Master Plan Regulation Workgroup (2008-2009)  
Hillsborough County City-County Planning Commission, Community Design Awards Jury (2005)  
University of Central Florida Public Administration Advisory Board (2007-2016)

**Daniel P. Banks**  
500 W. Robinson St.  
Orlando, FL 32801  
407-448-0970

I am a third generation native resident of Orange County, Florida and have lived my entire life in this community. Since graduating college, I have worked my entire career in Central Florida, and have a unique perspective of public safety in Orange County. I am currently employed as the Special Agent in Charge of the Florida Department of Law Enforcement's Orlando Region, and serve as the most senior member of FDLE's Command Staff amongst the 7 regions of Florida.

**EDUCATION / LEADERSHIP TRAINING:**

- Bachelor of Science in Economics, Florida State University
- FBI National Executive Institute - Session 41
- FBI National Academy - Session 233
- Southern Police Institute, Chief Executive Leadership
- Florida Criminal Justice Executive Institute – Chief Executive Seminar
- National Incident Management Systems and Incident Command Systems Executive certification
- Leadership Orlando - Orlando Chamber of Commerce, Class 72

**PROFESSIONAL ASSOCIATIONS / CERTIFICATIONS:**

- Central Florida Criminal Justice Association – Past President, Board Member
- Central Florida Regional Domestic Security Task Force – Chairman
- Association of State Criminal Investigative Agencies (ASCIA) – Board Member
- State Law Enforcement Chiefs Association
- Florida Sheriff's Association
- Florida Police Chiefs Association
- Central Florida High Intensity Drug Trafficking Association- Past Chairman, Board Member
- Metropolitan Bureau of Investigation – Governing Board Member
- Valencia State College, Criminal Justice Institute Advisory Board Member
- Central Florida Drug Control Council – Past President
- FBI – Top Secret level clearance
- Maitland Men's Club – Board Member

**EMPLOYMENT EXPERIENCE:**

Florida Department of Law Enforcement (2000-present)

- Special Agent in Charge, Orlando Regional Operations Center (2012- present)  
Provide executive management of FDLE business within the nine county Orlando region. Duties include the oversight of all FDLE criminal investigations,

laboratory/forensic services and emergency response coordination administered by FDLE in Central Florida.

- Assistant Special Agent in Charge, Orlando Regional Operations Center (2007-2013)  
Served as the Chief of Investigations for the FDLE Orlando region, overseeing all criminal investigations conducted by FDLE in Central Florida.
- Special Agent Supervisor – Domestic Security (2006-2007)  
Duties involved the oversight of federal domestic security grant funding through State Homeland Security Grant Program, Urban Area Strategic Initiative, and Law Enforcement Terrorism Prevention Programs. Duties also included the management of critical infrastructure assessments, information and intelligence sharing, specialty response team coordination and multi-agency cooperative domestic security efforts.
- Special Agent Supervisor - Narcotics Investigations (2003-2006)  
Duties involved the management of all major narcotics investigations for the FDLE Orlando office. Additional duties included the development and oversight of three local narcotics investigative task forces in the Central Florida area.
- Special Agent and senior investigator for FDLE in Narcotics, Money Laundering, Violent Crime, Use of Force and Public Integrity investigations (2000 - 2003)

*Special Recognition:*

*Excellence in Leadership - 2011,*

*State Law Enforcement Officer of the Year - 2004*

*Special Agent of the Year - 2002*

Orange County Sheriff's Office (1993-2000)

- MBI Narcotics Task Force Team Leader (1996-2000)
- Tactical Combat Instructor (1997-2000)
- Special Investigations Unit (1996-2000)
- Uniform Patrol (1993-1996)

# Louis A. Quiñones Jr.

PO Box 621606  
Oviedo, FL 32765

lquinones214@yahoo.com

---

## EXECUTIVE SUMMARY

Knowledgeable Executive level corrections professional with 31-years' experience in strategically producing positive change. Possess high degree of integrity, contagious positive attitude and stellar work ethic. Highly motivated and passionate leader with a commitment to attain quality & performance excellence. Expertise in professional development of others to achieve optimal results. Proven innovative leadership style with strict attention to detail and well-developed interpersonal communication skills in order to effectively resolve problems.

---

## CORE COMPETENCIES

<b>Visionary</b>	<b>Strategic Planning</b>
<b>Ethics and Values</b>	<b>Developing Others</b>
<b>Self-Awareness</b>	<b>Collaboration</b>
<b>Change Management/Leadership</b>	<b>Commitment</b>

## PROFESSIONAL EXPERIENCE

**Orange County Corrections Department - Orlando, Florida**  
**1,800 Staff Members Jail Capacity 4,105 Inmates**  
**Deputy Chief – Operational Services**

**January 2017 – Present**

*Report directly to the Chief of Corrections. Provide leadership, direction, and overall management of Operational Services for seven County Correctional Facilities, which encompassed six program driven facilities, Booking Release Center, and Inmate Video Visitation. Oversight of vendor contracted Food Service, Commissary, and The Juvenile Assessment Center.*

- Developed and implemented long term and short-term goals and objectives, while operating within established budgetary parameters of \$93 million.
- Monitored daily operations to ensure safe and secure environment for inmates and staff, while protecting the community.
- Ensured all federal and state laws, department policies and procedures, rules, and regulations are interpreted, and incorporated into operations practices.

**Bexar County Sheriff's Office – San Antonio, Texas**  
**1,800 Staff Members Jail Population 4,563 Inmates**  
**Deputy Chief – Administration & Accreditation**

**December 2013 – December 2016**

*Report directly to the Chief Jail Administrator. Provide leadership, direction, and overall management of the Adult Detention Center Annex, Standard Accreditation and Compliance Unit, Work Release Center, Global Positioning Program, Jail Programs - Re-entry services, and Jail Support Services. Oversight of vendor contracted food and commissary services.*

- Developed and implemented long term and short-term goals and objectives, while operating within established budgetary parameters of \$61 million.
- Oversees the collection and maintenance of statistical data and evaluate the performance of inmate programming and re-entry services.
- Prepares and evaluates detention operations and procedures to achieve accreditation, maintain compliance with Texas Commission on Jail Standards and Prison Rape Elimination Act (PREA).

**Orange County Corrections Department - Orlando, Florida**  
**1,800 Staff Members Jail Population 3,100 Inmates**  
**Correctional Officer – Correctional Captain**

**February 2011 – November 2013**

*Reported directly to the Major of Security Operations Division. Responsible for directing and supervising the six Security Operation Facilities, five of which are program driven and provide guidance and oversight for the Work Release Center, Booking Release Center, and Video Visitation.*

- Assisted in the planning, organization, and implementation of correctional goals and objectives.
- Represented management in Pre-Determination and Grievance Hearings in accordance with the Fraternal Order of Police (FOP) collective bargaining agreement.

**Barry University - Orlando, Florida**  
**Adjunct Professor**

**July 2012 – November 2013**

*Approved to instruct college level courses in the Administrative / Leadership Development discipline on line or classroom setting. The following are approved courses:*

Leadership Development  
Quality & Performance Excellence

Administrative Theory & Practice  
Negotiation: Theory and Practice

**Osceola County Corrections Department - Kissimmee, Florida**  
**400 Staff members, Jail population 1,050 inmates**  
**Captain of Security**

**April 2010 - September 2010**

*Reported directly to the Deputy Chief. Responsible for direct oversight of the Security Operations Division, which included all inmate housing units and the Community Work Release Center. Developed and Implemented the departments strategic plan in preparation of reaccreditation through the Florida Model Jail Standards Audit (FMJS) and the National Commission on Correctional Health Care Accreditation Audit (NCCHC)*

- Monitored the enforcement of departmental rules, policies, regulations, and participated in the development of emergency responses.
- Implemented a policy and compliance review process for the department

**Orange County Corrections Department - Orlando, Florida**  
**1,900 Staff Members, Jail population 4,800 inmates**  
**Correctional Officer – Squad Lieutenant**

**April 1989 - April 2010**

*Reported directly to the Captain of the In-Custody Security Management Division on all operational and security functions pertaining to program driven Direct Supervision Facilities to include the Video Visitation Center. Provided leadership, guidance, and overall management of all daily functions.*

- Planned, organized, and distributed work assignments in an efficient and effective manner.
- Reviewed all reports ensuring accuracy, thoroughness, and that staff's actions were within divisional policies and procedures.

**Broward Sheriff's Office, Ft. Lauderdale, Florida**  
**Detention Deputy**

**July 1987 – April 1989**

- Assigned as Officer in Charge (OIC) during the sergeants' absence.
- Provided care, custody, and control of incarcerated inmates.

## **EDUCATION**

**Mountain State University - Orlando, Florida**  
***Master of Science in Strategic Leadership***

**Columbia College - Orlando, Florida**  
***Bachelor of Arts in Criminal Justice Administration***  
(Summa Cum Laude)

**Broward Community College - Davie, Florida**  
***CJSTC Corrections Academy***

## **CERTIFICATIONS**

Certified Jail Executive (CCE)  
Certified Jail Manager (CJM)  
Certified Corrections Manager (CCM)  
Certified Public Manager (CPM)

## **SPECIALIZED TRAINING**

Jail Administration: Management & Operations (CMIT)  
Florida Institute Academy of Leadership (FDLE)  
High Impact Leadership  
Command Leadership Training  
Florida Jail Service Inspector (FMJS)  
Florida Accreditation Assessor (FCAC)  
Conducting Security Audit Program (NIC)  
Crisis Intervention Team (CIT)  
Intelligence Liaison Officer (ILO)

## **ORGANIZATIONAL INVOLVEMENT**

American Jail Association - Board of Directors  
American Jail Association - Legislative Committee Chair  
National Alliance on Mental Illness (NAMI) – Board of Directors  
Central Florida Informational Exchange (CFIX) - Executive Steering Committee  
YMCA Achievers Program - Past Board of Directors  
YMCA Adult Achiever