




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

September 25, 2019

TO: Board of County Commissioners
FROM: Mayor Jerry L. Demings 
SUBJECT: Managerial Appointments
CONSENT AGENDA ITEM OCTOBER 8, 2019

Corrections Department

As you are aware, the Orange County Corrections Department currently has two vacancies at the management level. First, the resignation of William Powell on September 4, 2018, created a vacancy in the manager, correctional facility position in the Security Operations Division. Second, the retirement of Ann Marie Giltner on January 1, 2019, created a vacancy in the manager, Inmate Administrative Services position. After careful consideration, I am selecting Captain Malik Muhammad to fill the position of manager, correctional facility, and Ms. Juanita Beason to fill the position of manager, Inmate Administrative Services Division.

Captain Muhammad has been serving as acting manager, correctional facility in the Security Operations Division since September 23, 2018. He began his career in 1999 as a non-certified correctional officer and since that time he has promoted through the ranks to the position of correctional captain. He has been a captain for over five years. His demonstrated leadership skills and exposure to diverse roles within the Corrections environment have prepared him to take on this new career opportunity. He holds a master's degree in criminal justice from Columbia College and a bachelor's degree in criminal justice from Columbia College.

Captain Muhammad's appointment will be effective October 20, 2019, at an annual starting salary of \$104,062.40. His resume is attached for your reference.

Ms. Beason began her career as a community corrections officer in 1996, and she has held progressively increasing roles of responsibility. She has been the assistant manager of the Community Corrections Division for over six years. Throughout her career with Orange County Corrections, Ms. Beason has played a prominent leadership role in various capacities. She holds a master's degree in business administration from Orlando College and a bachelor's degree in criminal justice from the University of Central Florida.

Ms. Beason's appointment will be effective October 20, 2019, with an annual starting salary of \$95,368. Her resume is attached for your reference.

Action Requested: Confirmation of the Mayor's managerial appointment of Captain Malik Muhammad as Manager, Correctional Facility, Security Operations Division, Corrections Department and Juanita Beason as Manager, Inmate Administrative Services Division, Corrections Department.

Attachments

cc: Byron W. Brooks, AICP, County Administrator
Daniel P. Banks, Deputy County Administrator
J. Ricardo Daye, Director, Human Resources Division

Curriculum Vitae

Qualifications: Dedicated Criminal Justice Professional with over 19 years in managing and directing Correctional Operations, Training and Staff Development, Accreditation Standards, PREA Compliance, and Policy Development.

Education: Columbia College of Missouri
Bachelors of Science Criminal Justice 2013

Columbia College of Missouri
Masters of Science Criminal Justice 2016

University of New England
Doctorate in Education, 2017 – present (anticipated graduation summer 2020)

Experience: **ORANGE COUNTY CORRECTIONS DEPARTMENT, ORLANDO, FL** 10/99 to Present

CORRECTIONAL CAPTAIN 02/14 TO PRESENT

- Transportation Unit : Operational responsibility for the agencies Transportation Section which is responsible for transporting sentence and pre-sentenced inmates throughout the State of Florida, in addition to providing transportation to medical appointments, county to county transfer, and Department of Correctional facilities throughout the State.
- Courthouse Security: Operational responsibility for providing security for offenders attending initial appearance, sentencing phases, or any court mandated appearance. This includes judicial operations at the Booking and Release Facility & Downtown Courts.
- Female Detention Center: Operational responsibility for the 648 bed Female Detention Center, which houses minimum to maximum security classified offenders; in addition to acute and subacute female mental health detainees and Federal female offenders.
- Work Release Center: Operational responsibility of the 308 bed Orange County Work Release Center, which houses minimum to medium offenders, Drug Court participants, and court ordered offenders.
- Horizon Facility: Operational responsibility for the 1160 bed direct supervision facility, which houses inmates of various institutional classifications. Additionally, the facility provides programs aimed at reducing recidivism and also houses the agency's Armed Forces Dormitory.

Additional Duties:

- Serves as the agency's primary hostage negotiator, with ancillary duties that include supervising and providing training and oversight to (21) certified negotiators in the event of a hostage situation or critical event inside the secure compound.
- Ensures that operations, safety, and security are adhered to while conforming to Federal, State and local jail standards and laws. Assists in formulating goals and objectives for long and short term planning. Assists with developing policies and procedures for the department. Interprets policies, procedures, rules and regulations and ensures that staff members follow the same.
- PREA Compliance Manager tasked with reviewing, investigating, and documenting incidents inside the Secured Custody and Community Corrections.

CORRECTIONAL LIEUTENANT 12/10 TO 02/14

- Directed the operations of the correctional facility and the assigned employees. Assumes command of and exercises leadership over Correctional personnel. Work is reviewed through conferences, records, reports and results achieved. Trained shift supervisors to assume the duties and responsibilities of this position on a temporary or emergency basis Assumed command of the facility in the absence of the Captain. Supervised preparation of required administrative records and reports, and participates in the development of annual budgets.

CORRECTIONAL SERGEANT 11/07 TO 12/10

- Enforced Orange County rules and regulations and federal, state and local law regarding performance of duties and operational compliance by all subordinate personnel. Investigated facility incidents (serious and minor) unless delegated to the Correctional Corporals. Initiated and/or reviews disciplinary actions which may be exercised against personnel and inmates. Prepared and/or reviews performance evaluations and progressive discipline for shift personnel. Served as shift commander for multiple facilities.

CORRECTIONAL CORPORAL 02/03 TO 11/07

- Performed responsible work supervising and directing shift personnel engaged in providing the safe custody and care of inmates. Acted as liaison between the Corrections Officer and upper management. Conducted facility inspections to ensure secure confinement of inmates. Receives, reviews, processes and/or submits a variety of documents, records and reports such as logs, general memos, and incident and shift reports. Participated and/or chairs inmate disciplinary boards.

CORRECTIONAL OFFICER 10/99 TO 02/03

- Supervised inmates to prevent altercations, intimidation undesirable or illegal acts, intercedes when necessary, and to ensure the safety of the facility, other Correctional staff and the inmates. Maintained accurate count and current location of all inmates or Youthful Offenders assigned. Completed and maintains required records, logs and reports. Performed cell and body searches as required. Ensured safe, secure and orderly movement of inmates throughout the facility. Performed security and safety checks and adheres to facility security procedures.

VALENCIA COLLEGE 01/05 to PRESENT

- Adjunct Professor of Criminal Justice Administration providing real world experience in the fields of Law Enforcement and Corrections Management. Recognized for providing effective scenario and classroom based learning opportunities, thereby resulting in increased student enrollment; and a dramatic growth in overall student satisfaction. Strong problem solving abilities, with excellent written and oral communication skills to facilitate interpersonal communications with faculty and students

SME & Instructor Certifications

Defensive Tactics Instructor
Firearm Instructor
Human Diversity Instructor
Verbal Judo Instructor
Responding to Incarcerated Veterans Instructor
Identification of Gangs & Security Threat Groups
Supervision of Juvenile Offenders
Managing & Communicating Special Populations of Offenders
Field Training Officer Certification for Correctional Officers
Discipline & Special Confinement Supervision
Inmate Manipulation and Deception
Advanced Communication & De-Escalation Techniques
Emergency Preparedness for Correctional Officers

Military Service: United States Army (SFC) (Ret) 1996-2018

Committees & Board Membership: Veterans Affairs Committee / American Jail Association
Justice Involved Veterans Network / National Institute of Corrections

Professional Affiliations:

American Jail Association
American Correctional Association
International Association of Hostage Negotiators
International Association of Correctional Trainers
Florida Commission on Crime and Delinquency

Professional Certifications:

Certified Jail Manager (CJM) 2013 to present, American Jail Association
Certified Correctional Manager (CCM) 2013 to present, American Correctional Association
Certified Correctional Trainer (CCT) 2013 to present, American Jail Association
DiSC® Administrator, 2013 to present, Valencia College _ Hull & Associates LLC
Law Enforcement Fitness Specialist (LEFS) 2013, Cooper Institute
Certified Hostage Negotiator (HN) 2014 to present, Public Agency Training Council
Certified Public Manager (CPM) 2015 to present, Florida State University

Expertise Sharing:

National Institute of Corrections, Library of Congress (2018)
Florida Correctional Basic Recruit Training Instructors Guide, FDLE (2017)
Florida Council on Crime and Delinquency (2017 & 2013)
American Jail Association (2017 & 2013)
Academy of Criminal Justice Sciences (2015)
Senior Mentor, 2016, National Jail Command Leadership Academy, Sam Houston University
Class Mentor, 2015, National Jail Command Leadership Academy, Sam Houston University

Publication:

American Correctional Association

Susan W. McCampbell and Malik Muhammad, "Core Competencies and Jail Leadership: Critical Thinking: Solving the Real Problem", *American Jails*, May/June 2017

National Institute of Corrections

Bernard Edelman, Deanne Benos, "Barracks Behind Bars: In Veteran-Specific Housing Units, Veterans Help Veterans Themselves", National Institute of Corrections

References:

Available upon request in addition to Performance Evaluations.

JUANITA M. BEASON, MBA, CPM

RESUME

QUALIFICATION: My professional career spans over 22 years in the criminal justice field with specific expertise in community corrections, and inmate programing and reentry.

EDUCATION: Orlando College, Orlando, FL
Master's Degree: Business Administration (MBA)

University of Central Florida, Orlando, FL
Bachelor's Degree: Criminal Justice

CERTIFICATIONS: Central Florida Crisis Intervention Team Certification
F.D.L.E. Certified Instructor
Certified Verbal Judo Instructor

SPECIALIZED TRAINING/ DESIGNATIONS:

American Correctional Association
Certified Corrections Manager (CCM), 2019

Florida Department of Law Enforcement, Tallahassee, FL
Senior Leadership Program (SLP Class 17), 2014

Florida State University
Certified Public Manager (CPM), 2011

EMPLOYMENT EXPERIENCE:

Assistant Manager

July 7, 2013 to Present

Orange County Corrections Department
Community Corrections/Inmate Programs

- Served in an acting capacity from July 2013-March 2014 providing oversight of the division in the absence of a full-time manager.
- Assists in formulating goals and objectives for the division's long and short term planning, to include succession planning for several leadership positions vacated by retiring staff.
- Provides oversight in the development, monitoring and evaluation of contracted programs to ensure educational and vocational programing for the inmate population (i.e. Cognitive Behavioral Change, Construction, Parenting, etc.)
- Develop and interpret policies, procedures, rules and regulations and ensures staff compliance.
- Oversight of budget preparation and ensure fiscal responsibility is practiced throughout the division
- Conducts research and analyzes data to forecast operational needs in support of the manager's vision
- Provides oversight of the Quality Assurance Team
- Serves as Legislative Liaison; instrumental in the department's presentation of Contraband and Drone legislation in the 2018 and 2019 legislative sessions.
- Serves as Inmate Welfare Fund Committee Chair with oversight of \$4M budget
- May 7 to September 3, 2019: Temporarily assigned as Assistant Manager of the Inmate Administration Division while continuing to provide support to the Community Corrections Division, during the hiring process to fill the Assistant Manager vacancy.

JUANITA M. BEASON, MBA, CPM

Administrative Supervisor**February 2012 - July 2013**

Orange County Corrections Department

Community Corrections/Inmate Programs Division

- Oversight and management of Home Confinement, Pretrial Diversion, Alternative Community Service, Pretrial Release Supervision, Drug Testing and Customer Service.
- Formulated goals and objectives for long and short term planning.
- Developed and interpreted policies, procedures, rules and regulations and ensured staff compliance.
- Directed and provided oversight of Unit Supervisors and staff in assigned area of responsibility.
- Allocated personnel, recommended disciplinary action, discharges, transfers and promotions.

Unit Supervisor**March 2002 - February 2012**

Orange County Corrections Department

Probation Unit

- Managed Probation Unit in absence of Administrative Supervisor
- Responsible for the supervision of Community Corrections Officers and Clerical staff assigned to the Domestic Violence, Mental Health, and Telephone Reporting caseloads, as well as Drug Testing and Customer Service areas
- Responsible for developing policies and procedures, monitoring staff compliance and ensuring compliance with ACA (American Corrections Association) standards
- Initiated and directed special projects
- Acted as liaison with internal units and external agencies such as Department of Revenue, Florida Safety Council, Family Law Advisory Group (FLAG), and Clerk of Courts.
- Assisted in budget preparation

Sr. Community Corrections Officer/Program Coordinator**November 1999 to March 2002**

Orange County Corrections Department

Special Facilities & Inmate Services

- Evaluated needs assessment data for use in determining effective, educational and life skill programs for inmates
- Responsible for the development and implementation and continued evaluation of programs
- Successfully increased level of inmate participation from less than 40% to 90%, within 6 months
- Assisted in grant research and writing, spearheaded the development of the unit's training manual and wrote unit standard operating procedure for the Phoenix community reparation program

Community Corrections Officer**January 1997 -November 1999**

Orange County Corrections Department

Probation Unit

- Supervised caseload of domestic violence offenders.
- Trained in the facilitation of Batterer's Intervention Program (BIP) groups
- Designed and published domestic violence awareness quarterly newsletter
- Served as Chair of the Research Committee for Community Reparation Task Force

Community Corrections Officer**July 1996 – December 1996**

Orange County Corrections Department

Pretrial Diversion

- Exercised independent judgement in understanding the sociology of crime to assist and supervise offenders within program guidelines
- Acted as liaison between department and criminal justice partners (State Attorney's Office, Public Defender's Office, social service and referral agencies)
- Thoroughly conducted pre-sentence investigations

Community Corrections Officer**January 1996 to June 1996**

Orange County Corrections Department

Work Release Center

- Facilitated workforce readiness seminars and was instrumental in the employment process of ex-offenders
- Designed division's orientation brochure
- Active member of the Orange County Community Distribution Center Advisory Board

JUANITA M. BEASON, MBA, CPM

Marketing Services Coordinator**April 1994 to December 1995**

Orlando Minority Business Development Center

- Formulated and developed the overall marketing strategy for recommendation to client firms
- Conducted workshops and seminars, and developed and implemented outreach programs for the Center

PROFESSIONAL AFFILIATIONS:

American Jail Association, *Member*
 American Corrections Association, *Member*
 Florida Sheriff's Association, *Member*
 American Probation and Parole Association, *Member*
 Orange County Corrections Department Legislative Liaison
 Orange County Grant Oversight Committee (GOC) *Member*
 Association of Pretrial Professional of Florida (APPF), *Member*
 Florida Council on Crime and Delinquency (FCCD), *Chapter President (2018-19)*
 National Association of Blacks in Criminal Justice, *Member*
 Domestic Violence Task Force, *Member 2010-14*
 Mayor's Office of Public Engagement and Citizen Advocacy (O.P.E.C.A.);
 Committee on Employee Engagement and Volunteerism, *2011-12*
 OCCD Strategic Planning Development Team (SPDT), *Member 2009-13*
 Florida Safety Council DUI Advisory Board, *Member 2005-2011*
 Orange Toastmasters, *Member 2006 - 2008*
 Orange County Coalition for a Drug Free Community; *Member 1999-2002*
 Corrections & The Community, *Co-host 1999-2001; Host 2001-2004*
 Community Distribution Center Advisory Board; *Member 1998-2001*

COMMUNITY**ORGANIZATIONS:** YMCA Teen Achievers, Board of Directors, *Co-Chair*

PRESENTATIONS: 2016 National Association of Blacks in Criminal Justice (NABCJ) Conference and Training Institute, *Presenter*
 Topic: Life, Liberty and the Pursuit of Economic Freedom: How One of Florida's Largest Jails is Revamping its Reentry Programs for Success

RECOGNITIONS: Orange County Corrections Department Chief's Award – *Recipient 2018*
 Heart of Florida United Way Leadership Club – *2017, 2018*
 Leadership Mentoring Program – *Certificate of Appreciation*
 Orange County Visionary Series – *Graduate 2017*
 Distinguished Service Award – 2004 Hurricane Season – *Recipient*
 YMCA Adult Achiever Award – *Recipient 2012*

REFERENCES AVAILABLE UPON REQUEST