



ORANGE COUNTY MAYOR


Jerry L. Demings

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March 4, 2019

TO: Board of County Commissioners

FROM: Mayor Jerry L. Demings 

SUBJECT: Managerial Appointments
CONSENT AGENDA ITEM MARCH 12, 2019

Corrections Department

As you are aware, the December 2018 promotion of Deputy Chief Louis Quiñones to the position of corrections chief created a vacancy in the deputy chief of the Operational Services Division position. Major Rickey L. Dumas was selected to fill this position in an acting capacity, and after careful consideration, I am selecting Mr. Dumas for permanent appointment to the position of deputy chief of the Operational Services Division.

Mr. Dumas has over 32 years of experience with the Corrections Department. He retired as acting major in May 2011 to take care of family obligations after 25 years of exceptional service. In August 2012, he rejoined the Corrections Department as correctional captain, and in December 2014, he was promoted to the position of major of the Security Operations Division. Mr. Dumas possesses high ethical and moral values, vast institutional knowledge, and exceptional character. He is well respected by his peers and subordinates.

Mr. Dumas holds a master of science in organizational leadership from Palm Beach Atlantic University and a bachelor of arts in criminal justice administration from Columbia College. He is a Certified Jail Inspector and Certified Correctional Officer.

Mr. Dumas' appointment will be effective March 24, 2019, at an annual starting salary of \$137,717. His resume is attached for your reference.

On December 30, 2018, Captain Laurie A. Long was selected to fill the position of major of the Support Operations Division in an acting capacity. After careful consideration, I am selecting Ms. Long for permanent appointment to the position of major of the Support Operations Division.

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Ms. Long joined the Corrections Department in March 2013 as a correctional lieutenant, after having served over 19 years with the Florida Department of Corrections. She was promoted to correctional captain in March 2015. She holds a master of science in criminal justice and a bachelor of science in criminal justice with a minor in sociology, both from the University of Central Florida.

Ms. Long's appointment will be effective March 24, 2019, at an annual salary of \$100,048. Her resume is attached for your reference.

Health Services Department

It is my pleasure to appoint Dr. Yolanda G. Martinez as director of the Health Services Department. Dr. Martinez will manage the Health Services Department, which is responsible for the delivery of health and human services to Orange County citizens.

Dr. Martinez has served in various capacities with the Florida Department of Health in Orange County for over 20 years. Among her roles were director of the Office of Minority Health and director of the Office of Community Health/Academic Health Department Initiative. Since 2015, she has served as the chief of the Office of Performance and Quality Improvement.

Dr. Martinez holds a doctorate in applied anthropology with emphasis on qualitative research and a doctorate in education with emphasis in curriculum and instruction, both from the University of South Florida. She is a Certified Public Manager and has completed yellow and green belt Six Sigma certification. Dr. Martinez has numerous publications and has presented at state and national conferences. I am confident she will provide capable direction and leadership for the Health Services Department.

Dr. Martinez' appointment will be effective April 7, 2019, at an annual salary of \$155,001. Her resume is attached for your reference.

With the appointment of Dr. Martinez, I am further selecting John Goodrich for the position of deputy director of the Health Services Department.

Mr. Goodrich began his career with Orange County in October 2005 as fiscal coordinator for what was then the Health and Family Services Department. He served in increasingly responsible roles, and in October 2012, he was named assistant to the director for the Health Services Department. When the department director resigned in July 2018, Mr. Goodrich took on the role of acting director and very capably managed the department over the last six months.

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His appointment as deputy director will provide stability and guidance for the Health Services Department. Mr. Goodrich has a bachelor of science degree in finance from the University of Central Florida and a master's in business administration from Florida Gulf Coast University.

Mr. Goodrich's appointment will also be effective April 7, 2019 at an annual salary of \$139,630.40.

Action Requested: Confirmation of the Mayor's managerial appointment of Major Rickey L. Dumas as Deputy Chief, Operations Division, Corrections Department; Captain Laurie A. Long as Major, Support Operations Division, Corrections Department; Dr. Yolanda G. Martinez as Director, Health Services Department, and John Goodrich as Deputy Director, Health Services Department.

JLD/cjg

Attachments

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

Rickey Lee Dumas

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MINNEOLA, FL 34715

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Professional Profile

- Dedicated correctional professional, promoted through progressively responsible leadership positions during 33-year career with the Orange County Corrections Department.
- Positively represented the Department while building rapport with internal and external business partners, key agencies, and the community.
- Orchestrated million-dollar construction and capital improvement projects, governing contractual integrity, development of all policies and procedures, transition of staff, and grand opening of two state-of-the-art facilities.

Professional History

Major, Correctional Facility – Security and Support Operations

2014 to Present

- Responsible for managing the overall operations in seven correctional facilities, which includes the Booking and Release Center, and several permanent housing facilities. Additionally, I managed the operations of Transportation, Hospital Security, Perimeter Security, Security Intelligence Unit, and Special Response Team, in conjunction with multiple support operations.
- Security Operations Division consisted of 624 employees and Support Operations consisted of 524 employees, with the supervision of 2,600 inmates. Ensuring that operations, safety, and security is adhered to in our facilities, while conforming to federal, state and local jail standards and laws.
- Served as liaison with outside agencies and internal departments to ensure operational goals and objectives are being attained and public safety is not compromised.
- Managed administrative functions, including employee supervision, setting goals and objectives and evaluating performance.

Correctional Captain – Internal Affairs

2013 to 2014

- In September 2013, I was re-assigned by the Chief of Corrections to unit manager over the Internal Affairs Unit. In this position, I was responsible for overseeing, conducting, and directing supervision of the Internal Affairs Unit.
- I managed the daily operations of I.A. Unit and the Investigators conducting high priority investigations of alleged or suspected violations of misconduct. Review and recommend changes as appropriate, to all policies and procedures related to internal affairs investigations/inquiries.
- Represented the Chief of Corrections concerning operational and investigative issues to include interfacing with other criminal justice and law enforcement agencies such as, Office of Professional Standards (OPS), the Florida Department of Law Enforcement (FDLE), Metropolitan Bureau of Investigations (MBI), Federal Bureau of Investigations (FBI), federal agencies, and state and local officials.
- Meet with the Chief and Deputy Chiefs of Corrections regularly to review and discuss the status of investigations and critical incident reviews.

Correctional Captain – Security Operations

2012 to 2013

- Responsible for monitoring and managing the overall activities of the Booking and Release Center, and support operations of Hospital Security and Perimeter Security units. Ensuring that operations, safety, and security is adhered to in our facilities, while conforming to federal, state and local jail standards and laws.
- Served as liaison with outside agencies and internal departments to ensure operational goals and objectives are being attained and public safety is not compromised.
- Managed administrative functions, including employee supervision, setting goals and objectives and evaluating performance.

Acting Major

2010 to 2011

Directed general operation of Orange County Correctional Facilities, including leading and developing approximately 300 personnel, policy creation, and procedure implementation. Responsible for fiscal management of \$17.5M budget. Managed appropriate staffing levels and handled any staff or public complaints. Accomplishments include the following:

- Managed logistical support units of the Security Operations Division including Information Technology, Transportation, Road Crew, Court Security Holding, Mail Room and Laundry Services, Food Services, Inspection Unit, and Emergency Management; championed many technological and procedural improvements, such as video conferencing system for attorneys, camera and security door systems.
- Conducted facility inspections to ensure divisional compliance with safety, security, and sanitation regulations, while guaranteeing compliance with federal, state, county, and departmental rules and regulations.
- Certified Jail Inspector for State of Florida: completed specialized training to earn Inspector certification, examined operation and condition of jails to ensure compliance with state and federal laws and standards. Confirmed laws germane to inmate rights were upheld.

Correctional Captain

2009 to 2010

Liaison to the Chief of Corrections Office, and provided administrative oversight of \$1.5M-budget specialty units (Information Technology, Honor Guard, and Internal Affairs). Formulated goals and objectives for long- and short-term planning. Ensured adherence to safety and security operating procedures while conforming to federal, state, and local standards. Specific accomplishments follow:

- Successfully managed the initiation and completion of multiple system upgrades and special projects including electronic affidavit and scheduler, emergency command center, inmate telephone system, jail cameras system, and video recording system.
- Fostered optimal, positive working relationships between Orange County Correctional Department and external, litigious associations; led to cooperative and collaborative partnerships based on trust and respect.
- Chaired committee developed by Chief to review and address staff and public ideas and concerns: project created trust and confidence in corrections department and leadership.

Correctional Lieutenant

2005 to 2009

Guided facility operations, provided leadership for up to 120 employees, and represented agency to multiple internal and external clients; prepared administrative records, reports, and annual budgets; trained shift supervisors on position responsibilities, processes, and emergency procedures; participated in selection of Sergeants and Corporals; investigated unusual events and coordinated with internal and external agencies in response to legal and litigation inquiries; assumed command of correctional facility in absence of designated authority. Additional accomplishments follow:

- Appointed to Transition Leadership Team to open state-of-the-art, \$72M, 300K square foot Booking and Release Center.
- Assumed command and exercised leadership over correctional personnel.
- Built momentum for change by relaying clear, sensible vision of new center, illuminating positive aspects of facility to staff, State Attorneys, Judges, Clerks of Court, and other essential partners.
- Monitored construction progress, ordered facility equipment, coordinated logistics of vacating prior premises, and worked closely with Mayor's office and media for grand opening of center.

Correctional Sergeant

1996 to 2005

Liaison to Direct Supervision Facilities Division Major and represented him as directed. Managed internal and external complaints that escalated to Division Major. Shift Supervisor for maximum security/female holding facility. Administrative Supervisor for Direct Supervision Division facilities. Liaison to upper management for shift level. Evaluated shift personnel performance. In addition, achieved the following:

- Fulfilled staffing requirements and confirmed that inspections, safety, and security regulations were in compliance. Reviewed and approved incident reports, conducted inquiries, and investigated shift operations matters.
- Took charge of and completed adrift projects and long-delayed upgrades: involved construction upgrades, new equipment, team coordination between various departments, and organizing third-party vendor tracking.
- Served on Policy Development Team for Division: disseminated policies for review and revisions, reviewed incidents warranting new policy language for Direct Supervision Facilities Division and conducted audits of current policies; created and submitted recommendations to Division Major.

Correctional Corporal

1989 to 1996

Hand-selected to join opening task force for first-of-its-kind Juvenile Assessment Center in Central Florida. Opened facility on time and within budget. Liaison for agency with critical strategic partners. Responsibilities included the following:

- Oversaw entire scope of construction and contractual agreements, confirming all security standards were within regulation.
- Directed operations; handled all facility procurement; interviewed, hired, and on-boarded new staff; and created interagency agreements, policies, and procedures.
- Instrumental in building relationships with multiple agencies, including Department of Juvenile Justice, law enforcement, Orlando Fire Department, School Board, Judges, States Attorney's Office, and Public Defender's Office; worked closely with private vendor, health services, and Adult Booking facility supervisors for cross-training and policy development. Resulted in mitigation of agency concerns.
- Post-open, assumed shift supervisor position leading staff and performing administrative duties, with continued alliance development and special project support.

Educational History:

- Masters of Science Degree, Organizational Leadership – Palm Beach Atlantic University
- Bachelor of Arts Degree, Criminal Justice Administration – Columbia College
- Certified Jail Inspector for the State of Florida
- Certified Correctional Manager
- United States Army 1982-1985
- Completed various management and corrections related training courses

Laurie A. Long

270 Competition Drive
Kissimmee, FL 34743

LaurieAnna1@knights.ucf.edu
(321) 624-3491

My accomplishments and experience within the profession of Corrections spans more than 25 years, and includes jail and prison management. I am a leader who sets positive examples within my agency and in my community by exhibiting fairness, respect, and commitment, a spirit of excellence, honesty, loyalty, and teamwork. I have extensive experience in emergency management, preparing for and conducting audits, leadership, and managing change. My positive attitude and genuine ability to develop others has assisted me in being a successful leader and role model.

EDUCATION

University of Central Florida Orlando, FL
Master of Science in Criminal Justice

December 2012

University of Central Florida Orlando, FL
Bachelor of Science in Criminal Justice and Minor in Sociology

May 2011

Lake City Community College Lake City, FL
Florida Department of Law Enforcement Certified Correctional Officer

June 1993

Specialized Training and Certifications

Innovative Command Leadership (160 hours), Valencia Public Safety Institute

Certified Correctional Manager, American Correctional Association, Alexandria, Virginia

Certified Jail Manager, American Jail Association, Hagerstown, Maryland

National Jail Leadership Command Academy Class #15, Sam Houston State University, Huntsville, Texas

Field Training Officer
Instructor Techniques
Supervision of the Youthful Offender
Line Supervision
Middle Management

Domestic Intervention
Sex Crimes Investigations
Stress Awareness and Resolution
Supervision of the Youthful Offender
Women Facing the Future

Team Skills and Concepts of Total Quality Management (Mayport Naval Training Center)

Fundamentals of Total Quality Management (Mayport Naval Training Center)

Post Trauma Staff Support Team Member for Central Florida Reception Center and all satellite facilities

PROFESSIONAL EXPERIENCE

Correctional Officer Captain: Orange County Corrections Department, March 29, 2015 – present

Report directly to the Security Operations Major. Assigned as Facility Captain for Horizon, Phoenix, and Genesis. Previously assigned as a Night Shift Squad Captain and supervised the entire facility. In addition to regular shift responsibilities, I reviewed all Support Operations Uses of Force, and approved them, initiated discipline, or requested an investigation depending on the circumstances.

- Successfully closed Horizon and reopened Genesis. Supervise the ongoing renovations of Horizon, and partially reopened a portion of Horizon (2A and 2B). Ensured staffing plan and all details worked out prior to openings and/or closings.
- Work closely with other departments to ensure inmate population is receiving the services needed to help reduce recidivism
- Research and Analyze policies and procedures, then provide recommendations for improvements or updates
- Exercise broad supervisory authority over personnel
- Lead for creating Sergeant and Lieutenant development plans, and updating the Corporal development plan
- Investigate and respond to internal complaints, inmate grievances, and citizen complaints
- Lead for Research Focus Group on Do Not House Alone designation
- Assisted with coordination and planning for AJA Conference – responsible for preparation of FEMA documentation prior to conference

Correctional Officer Lieutenant: Orange County Corrections Department, March 4, 2013 – March 28, 2015

Report directly to the Security Operations Major. Keep apprised of all security and operational functions. Supervise the Security Intelligence Unit and the Recreation Unit. While assigned as a Shift Lieutenant I reported directly to the Security Operations Captain, where Lieutenant I worked the Main Facility, Command Center, Female Detention Center, Whitcomb, and Phoenix facilities

- Investigate unusual conditions, events, uses of force and provide a synopsis to the Major
- Predetermination Hearings participant for Security Operations staff – assist Major by providing input/recommendations
- Member of interview panels and assisted with creating process maps, promotional/specialty unit testing, and grading
- Review and update MOUs (Memos of Understanding) and review RFPs (Requests for Proposals)
- Represent and complete all other duties as assigned by the Security Operations Major
- Responsible for disciplinary action up to a written reprimand and make recommendations to senior management for more severe levels

Consultant: The Transition House Inc., February 1, 2013 – January 1, 2015

900 East Vine Street Kissimmee, Fl. 34744

- Reported to the Director. Primary responsibility was as the American Correctional Association Manager
- Review and assist with preparation of American Correctional Association Audit Files – Create and update Emergency Plans, Policy and Procedures, and Training Plans in accordance with the Florida Department of Corrections Contract and the American Correctional Association Standards for Adult Community Residential Services

Correctional Officer Captain: Central Florida Reception Center, February 19, 2010 – March 3, 2013

Florida Department of Corrections, 7000 H.C. Kelley Rd. Orlando, FL 32831

- Supervised more than 80 Correctional Officers and Sergeants
- Responsible for Disciplinary Confinement, Administrative Confinement, as well as Close Management Inmates that were housed at Central Florida Reception Center – Main Unit
- Provide direct supervision/guidance for planned Uses of Force (cell extractions, chemical agent application)
- Prepare and issue employee performance evaluations
- Ensure compliance with policy and procedures
- Responsible for Disciplinary action/recommendations for subordinate staff under my supervision
- Reviewed all reports in order to ensure accuracy and compliance with policies and procedures

Correctional Officer Lieutenant: Central Florida Reception Center, May 13, 2005 – February 18, 2010

- I have been afforded the opportunity to be a part of numerous initiatives, task forces, and focus groups ultimately allowing me to obtain the experience as Administrative Lieutenant for approximately 5 years during which time I was regularly assigned to Captain's positions when they were on extended leave prior to applying for and being promoted to Captain.
- Initially was assigned to assist with American Correctional Association Accreditation files in 1994, and continued to be involved with and assist with accreditation in various capacities to include conducting mock audits of American Correctional Association files at various Department of Corrections facilities
- Assigned to Regional Policy and Procedure Review Committee
- Conducted unannounced Regional Mock Escape Drills throughout the Central Florida area
- Acting Correctional Officer Major for approximately one year due to a Major being out on family medical leave

Correctional Officer Sergeant: Central Florida Reception Center, February 13, 1998 – May 12, 2005

- Assisted with documentation including Incident Reports, Uses of Force, Timekeeping, Daily Rosters, and Use of Force investigations
- Conducted weekly Security, Safety and Sanitation Inspections, Food Service Inspections, ensured compliance with Operational Review Standards, and conducted mock audits
- Supervised movement in and out of the facility, issued weapons, scheduled transports, monitored perimeter security, ensured accountability of inmate population by maintaining the master count and ensuring all counts were accurate, and all gains and losses were documented appropriately in the statewide Corrections Data Center

Correctional Officer, June 24, 1993 – February 12, 1998

I began my career at Baker Correctional Institution and transferred to Central Florida Reception Center in July of 1994.

- Provided care, custody and control of the inmate population in numerous capacities to include Transport, Visitation, Internal Security, Control Room, and preparation for American Correctional Association Accreditation audit
- Assigned to recruitment to conduct background investigations of potential candidates for non-certified Correctional Officers
- Prepared articles and edited the Institutional Newsletter (The Beeline) at Central Florida Reception Center
- Field Training Officer – trained newly certified Correctional Officers

Professional Associations

American Correctional Association

American Jail Association

Florida Council on Crime and Delinquency – Chapter VII

Correctional Peace Officers Foundation

Zonta Club of Greater Orlando – Current Secretary

CURRICULUM VITAE

Yolanda G. Martínez, EdPhD, PhD

Cell: (407) 765-3937

E-mail: martinez865@outlook.com

EDUCATION

CPM	2006	Florida State University Certified Public Manager
Ph.D.	1997	University of South Florida Applied Anthropology
Ed.Ph.D.	1994	University of South Florida Education/Curriculum and Instruction
M.A.	1991	University of South Florida Applied Anthropology <i>Minor: Spanish and Latin American Literature</i>
B.A.	1989	University of Central Florida Anthropology <i>Minor: Latin American Studies</i>

PROFESSIONAL EXPERIENCE

06/15 – present	Chief, Office of Performance and Quality Improvement, Orange County Health Department, Orlando, FL
02/08 – 06/15	Director, Office of Community Health/Academic Health Department Initiative Orange County Health Department, Orlando, FL
08/05 – 02/08	Director, Office of Minority Health Orange County Health Department, Orlando, FL
10/99 – 08/05	Researcher/Evaluator, Office of Minority Health Orange County Health Department, Orlando, FL
12/97-10/99	Lead Evaluator, TeenAge Pregnancy Prevention Program (TAPP) Orange County Health Department, Orlando, FL
08/96-12/97	Coordinator, Inquiry Based Teacher Education Program Department of Special Education, University of South Florida, Tampa, FL
08/95-12/97	Adjunct Instructor, Department of Special Education, University of South Florida, Tampa, Florida
01/96-12/97	Adjunct Instructor, Department of Anthropology, University of South Florida, Tampa, Florida

- 08/94-05/96 *Post Doctoral Fellow and Instructor, School Restructuring and Children At-Risk for Educational Failure, Department of Special Education University of South Florida, Tampa, Florida*
- 07/94-12/95 *Research Associate and Coordinator, Migrant Even Start State Evaluation, Department of Special Education, Tampa, Florida*
- 1991-1994 *Instructor/Bilingual Specialist, High School Equivalency Program, University of South Florida, Tampa, Florida*

PUBLICATIONS

Kegler, M.C., Clayton, W., Cassell, C., Santelli, J., Kegler, S., Montgomery, S., Bell, M., Martinez, Y., Klein, J., Mulhall, P., Will, J., Wyatt, V., Felice, T., and Hunt, S. (2005). Mobilizing communities for teen pregnancy prevention: Associations between coalition characteristics and perceived accomplishments. *Journal of Adolescent Health* 37(3): 31-41.

Studnicki, J., Berndt, D. Luther, S., Fisher, J., Caulil, K., Brennan, M., Martinez, Y., Clarke, P. (2005). Hispanic Health Status in Orange County, Florida. *Journal of Public Health Management and Practice* 11(4): 326-332.

Martínez, Y.G. & Cranston-Gingras, A., Velázquez, J. (2001). Youth from migrant farmworker families: Perspectives from school personnel. *The Journal of At-Risk Issues* 7(3): 4-11.

Martínez, Y.G. & Cranston-Gingras, A. (2001). Perceptions of key school personnel regarding the educational experience of children from migrant farmworker families. *Social Work in Education*.

Martínez, Y.G. & Velázquez, J.A. (2000). Involving families in migrant education. ERIC Document (EDO-RC-00-4).

Martínez, Y.G. & Smith, T.J. (2000). Cultural constructions of life and meaning in the classroom. In *Stories out of school: Memories and reflections on care and cruelty in the classroom*. Paul, J. L. and Smith, T.J. Ed. Norwood, New Jersey: Ablex Publishing Corporation.

Wright, Tennyson, J., Martinez, Yolanda G., & Dixon, Charlotte, G. (1999). Minority consumers of independent living services: A pilot investigation. *The Journal of Rehabilitation*, April.

Martínez, Y.G. (1997). *Migrant farmworker families, cultural capital and schooling: An anthropological analysis of implications for intervention*. University of South Florida: Doctoral Dissertation.

Cranston-Gingras, A., Browder, C., Doone, P., Hromalik, D., Martínez, Y., Mendez, R. & Nixon, A. (1997). Retrieving and rebuilding: The High School Equivalency Program for migrant youth. *Proceedings of the 8th Annual National Dropout Prevention Conference*. Tampa, FL: Institute for At-Risk Infants, Children & Youth and their Families.

Paul, J., Duchnowski, A., Morse, W., Christensen, L., & Martínez, Y.G. (1997). Values, knowledge, and actions: Issues facing the profession. In *Special education practice: Applying the knowledge, affirming the values and creating the future* Paul, J., Churton, M., Morse, W., Epanchin, B., Duchnowski, A., Osnes, P., & Smith, L. Eds. Pp. 241-249. Pacific Grove, CA: Brooks/Cole Publishing Co.

Paul, J., Berger, N., Osnes, P., Martínez, Y.G., & Morse, W. (1997). *Ethics and decision making in local schools: Inclusion, policy and reform*. Baltimore, Maryland: Paul Brooks Publishing.

Greenbaum, S., & Martínez, Y.G. (1997). Culture and school based policy issues. In *Ethics and decision making in local schools: Inclusion, policy and reform*, Paul, J., Berger, N., Osnes, P., Martínez, Y.G., & Morse, W., Eds. Baltimore, Maryland: Paul Brooks Publishing.

Martínez, Y.G., & Thompson, T. (1997). Ethnography of ethical education for policy makers. In *Ethics and decision making in local schools: Inclusion, policy and reform*, Paul, J., Berger, N., Osnes, P.G., Martínez, Y.G., & Morse, W., Eds. Baltimore, Maryland: Paul Brooks Publishing.

Boyd, L.A. & Martínez, Y.G. (1997). School based decision making. In *Ethics and decision making in local schools: Inclusion, policy and reform*, Paul, J., Berger, N., Osnes, P.G., Martínez, Y.G., & Morse, W., Eds. Baltimore, Maryland: Paul Brooks Publishing.

Martínez, Y.G. (1996). *Florida Migrant Education Even Start: Preliminary Evaluation Report 1995-1996*. Tampa, FL: Florida Department of Education, Adult Migrant and Program Services.

Martínez, Y.G., & Cranston-Gingras, A. (1996). Migrant farmworker students and the educational process: Barriers to high school completion. *The High School Journal*, 80, 1, 28-38.

Martínez, Y.G., Cranston-Gingras, A., Berger, N. & Lavelly, C., (1995). *Migrant Even Start State Evaluation: Final Report*. Tampa, FL: Florida Department of Education, Adult Migrant and Program Services.

Pérez, S., Danforth, S., Martínez, Y., Houck, L., & Colucci, K. (1995). Educating leaders in special education for inclusive schools: The experience of doctoral study in a partnership environment. In *Restructuring special education* Paul, J.L., Evans, D. & Rosselli, H., Eds. Orlando, Florida: Harcourt Brace Jovanovich.

Martínez, Y.G. (1994). *Narratives of survival: Life histories of Mexican American young adults from migrant and seasonal farmworker families who have graduated from the high school equivalency program*. University of South Florida: Doctoral Dissertation.

Martínez, Y.G., Scott, J., Cranston-Gingras, A. & Platt, J. (1994). Voices from the field Interviews with students from migrant farmworker families. *The Journal of Educational Issues of Language Minority Children*, 14, 333-348.

Martínez, Y.G., Wright, T.J. & Buckner, W. (1994). *Minorities with Disabilities Workshop: Final Report*. Tampa, FL: Self Reliance, Inc.

Cranston-Gingras, A., Lavelly, C., Berger, N. & Martínez, Y.G. (1994). *Migrant Even Start State Evaluation: Final Report*. Tampa, FL: Florida Department of Education, Adult Migrant and Program Services.

Martínez, Y.G. (1991). *Educating the children of migrant agricultural workers: An anthropological perspective*. University of South Florida: Master's Thesis.

PRESENTATIONS

"R.E.A.C.H.' Across: The 'Research and Education between Academia and Community Health' Program at the Orange County Health Department: A Novel Partnering Initiative Towards Academic Health Department Transformation, National Association of County and City Health Officials (NACCHO), Orlando, FL July 29-31, 2009.

Better Weight for a Better You (BABY): An Innovative Approach to Promoting Healthy Weight Among Post-Partum Overweight and Obese Black and Hispanic Women Currently Enrolled in the WIC Program in Orange County, FL. Governor's Conference on Women's Health, Orlando, FL. May 18-19, 2006.

Making Positive Choices: A Collaboration with Colleges and Universities to Identify and Reduce Risk Behavior Among Black and Hispanic Young Adults. American Public Health Association. San Francisco, CA, November 14-21, 2003.

Wellness Curriculum: Teaching Inmates to Take Care of their Health. CityMatCH Annual Urban Maternal and Child Health Leadership Conference. Pittsburgh, PA, August 23-26, 2003.

Reducing HIV/AIDS Disparities Among Incarcerated Persons from Racial and Ethnic Groups: A Collaborative Effort Between Orange County Health Department and Orange County Corrections. National HIV Prevention Conference. Atlanta, GA, July 27-30, 2003.

Hispanic Women's Health Summit: A New Model for Raising Awareness and Providing Prevention Education. National HIV Prevention Conference. Atlanta, GA, July 27-30, 2003.

Systemic Reforms Through Community Mobilization, Capacity Building and Social Change: Lessons Learned from a Teen Prevention Demonstration Project. Sixteenth Annual Conference of the American Evaluation Association. Washington, DC, November 6-9, 2002.

Neighborhood Capacity-building Through Resident Involvement: The Village House Program. Sixteenth Annual Conference of the American Evaluation Association. Washington, DC, November 6-9, 2002.

Community Mobilization and Social Change: Anthropological Perspectives on A Community-Based Teen Pregnancy Prevention Model. Society for Applied Anthropology, San Francisco, California, March 21-26, 2000.

Two Eyes Give Birth to a Child, Two Hundred Raise Him/Her: An African Philosophy that Stresses Community Involvement in the Lives of Children. Society for Applied Anthropology, Tucson, Arizona, April 21-25, 1999.

Using Cross-Site Indicators. Annual Technical Assistance Workshop, Centers for Disease Control and Prevention, Atlanta, Georgia, March 8-10, 1999.

Qualitative Methods in the Evaluation of a Community-based Teen Pregnancy Prevention Program: Youth Narratives in Context. American Evaluation Association, Chicago, Illinois, November 4-7, 1998.

Cultural Capital and Public Health: Disjunctures in the Evaluation of Teen Pregnancy Prevention Programs. American Evaluation Association, Chicago, Illinois, November 4-7, 1998.

Action Research: A Tool for Developing Skills to Design the Future. Council on Exceptional Children, Teacher Education Division, Savannah, Georgia, November 12-15, 1997.

Methods and Ethics in Social Science Research: Overview of Issues. Multicultural Mental Health Training Program, Florida Mental Health Training Program, USF, Tampa, Florida, January 22, 1997.

Systemic, Societal and Cultural Barriers to School Completion: Migrant Farmworker Children and the Educational Process. Society for Applied Anthropology, Baltimore, Maryland, March 27-31, 1996.

Retrieving and Rebuilding: The High School Equivalency Program for Migrant Youth. 8th Annual National Dropout Prevention Conference, Tampa, Florida, March 24-26, 1996.

Latinas with Special Needs. Voces Nuestras: Latina Perspectives in the 1990s. University of South Florida, Tampa, Florida, March 23, 1996.

Community Services for Migrant and Seasonal Workers. Core Values of a System of Care: Family-Focused and Community-Based, Florida Mental Health Institute, USF, Tampa, Florida, November 15, 1995.

Narratives of Survival: Life Histories of Mexican American Young Adults from Migrant and Seasonal Farmworker Families. National Symposium on Indigenous Knowledge and Contemporary Issues, Tampa, Florida, March 4 1994.

Reflections from the Field: What Research with Farmworker Children and Young Adults is Telling Us, National Conference on Migrant and Seasonal Farmworkers, Denver, Colorado, May 12, 1993.
Migrant and Seasonal Farm Worker Children: An Examination of Risk Factors, Florida Federation Council for Exceptional Children, Orlando, Florida, October, 17, 1992.

Addressing the Special Needs of Migrant Students: An Examination of Risk Factors, National Migrant Education Conference, Anaheim, California, March 17, 1992.

Causal Factors of Personal Growth and Self-Esteem Among Migrant Youth, Florida Department of Education, Adult Program Twenty-fifth Anniversary Workshop, Tampa, Florida, June 12, 1991.

FUNDED GRANTS

Project Director (2010-2012). Communities Putting Prevention to Work \$6.6 million. Department of Health and Human Services/Centers for Disease Control and Prevention.

Project Director (2009-2012). The Brother's Network. Florida Department of Health. \$210,000. Florida Department of Health.

Project Director (2008-2011). Orange Primary Access Coordination Team. Florida Department of Health. \$1,948,050.

Principal Investigator/Project Director (2006-2009). Facilitating Access To Services II. US Department of Health and Human Services, Office of Minority Health (OMH). \$887,202

Co-Project Investigator (2006-2009). Better Weight for a Better You (BABY). US Department of Health and Human Services, Health Resources and Services Administration (HRSA). \$750,000

SCHOLARSHIPS, FELLOWSHIPS AND AWARDS

Robert D. May Award, Florida Public Health Association. (2014)

Cancer, Culture and Literacy Institute, University of South Florida, FL (2005-2006)

National Hispana Leadership Institute, Washington, D.C. (2003-2004)

Ivey Lane Neighborhood Center for Families Friend Award (1999, 2001, 2002)

Post-Doctoral Fellowship in School Restructuring and Children At-Risk for Educational Failure,
Department of Special Education, USF, Tampa, Florida (1994, 1995)
National Hispanic Scholarship (1991, 1992, 1993)

BOARDS AND COMMITTEES

Chair, *Hispanic Women's Health Summit Planning Committee*, Office of Minority Health,
Orange County Health Department, Orlando, FL 2001 – 2006.
Member, *Racial and Ethnic Health Disparities Advisory Committee*, Florida Department of
Health, Tallahassee, FL 2001-present.
Member, *Florida Even Start Proposal Review Committee for 1996-97*. August 19-23, 1996.
Hollywood, Florida.
Member, *Collaborative Research Group on Policy and Ethics*, Department of Special Ed.
University of South Florida, Tampa, Florida. 1994-1996.
Member, *Advisory Board for Rural One Stop Center for Migrant Farmworkers Planning Grant*,
Tampa, Florida. 1994-1995.

COURSES TAUGHT

Introduction to Special Education: Exceptionality, Culture and Ethics (EEX 3010)
Foundations of Special Education (4011)
Working with Families: A Pluralistic Perspective (EEX 5752)
The Nature of Inquiry in Education and Social Science (EEX 7301)
Ethics and Special Education: Foundations for Decision-Making (EEX 7911)
Introduction to Anthropology (ANT 2000)
Cultural Anthropology (ANT 2410)
Peoples of the World (ANT 3422)
Anthropology and Education (ANT 4930)

TRAINING AND COURSES

Sterling Examiner. Florida Sterling Council. (2016)
Executive Training Program. John F. Kennedy School of Government at Harvard University. (2003)
Introduction to Epidemiology. University of South Florida, Tampa. (1999)
Introduction to Social Marketing. University of South Florida, Tampa. (1999)
Issues in Urban Public Administration. University of Central Florida, Orlando. (1999)
Human Resource Management. University of Central Florida, Orlando. (1999)
Needs Assessment: Essential Concepts and Skills Training. The Evaluator's Institute. (1998)
How to Develop Program Theory. The Evaluators' Institute. (1998)
PATHWISE Institute: A Framework for Teaching. University of South Florida. (1997)
The Haberman Urban Teacher Selection Interview. University of South Florida. (1997)

ASSOCIATION MEMBERSHIPS

Society for Applied Anthropology, Council of Anthropology and Education,
American Anthropological Association, Florida Public Health Association

LANGUAGES/HOBBIES

Speak, read and write *Spanish* fluently.
Spanish/Latin American literature, gardening and photography.

Summary:

Highly motivated and responsible professional manager who has held increasingly responsible positions within the government sector. Strong background in all areas of financial management, budgeting, and personnel matters. Skilled in developing, implementing and evaluating strategic goals, and focused on developing and maintaining a balanced budget. Experienced and effective in working with all levels of staff, elected officials, and the public.

EXPERIENCE:

Assistant Director/Acting Director

Health Services Department – Orange County Government

7/2017-Present

- Manage all operations of the Health Services Department, consisting of eight diverse divisions with a total budget of \$116M and 421 full-time positions. Divisions include: county indigent healthcare program (PCAN), Medical Examiner's Office, Drug Free Community Office, Corrections Health Services, Emergency Medical Services/Office of the EMS Medical Director, Mental Health and Homeless Issues, Animal Services, Fiscal and Operational Support, and Mosquito Control Services.
- Responsible for various personnel matters including hiring, discipline, training and development, and performance appraisals and related activities.
- Provide administrative oversight in the development and monitoring of division budgets consistent with County and Department objectives.
- Perform administrative duties relating to the planning, coordination, development and implementation of Health Services programs.

Assistant to the Director/Fiscal and Operational Support Division Manager

Health Services Department – Orange County Government

10/2012-7/2017

- Managed all administrative functions in the Health Services Department.
- Assisted the Department Director with overall management of the department.
- Administered \$15M federal HRSA and HUD HIV programs that provide contracted medical, support, and housing services to 5,000 clients over a four-county area.
- Instituted process improvements in the HIV program that resulted in a more efficient service delivery system with increased clinical outcomes
- Represented the department on countywide committees and advisory boards.
- Acted as liaison with Human Resources on all personnel related issues in the department.

Financial Administrator

Health Services Department – Orange County Government

10/2010 – 10/2012

- Managed all financial and human resources functions in the Health Services Department.
- Oversaw and coordinated the preparation and review of the Health Services Department operational and capital budgets.
- Formulated revenue and expenditure projections. Analyze cash flow and expenditure estimates throughout the fiscal year to stay on track with budgeted funds. Oversaw budget amendments, transfers, accounting, accounts payable, accounts receivable, and federal/state grants.

- Managed department accounts payable functions which include: ensuring payments are made in accordance with contracts, vendors maintain appropriate insurance, vendors are paid in a timely manner, and charges are recorded against appropriate expense unit, appropriation, and fiscal year.
- Administered County's Medicaid match program - \$30M billed annually. Instituted process improvements, which saved the county over \$24M in a single year.
- Assisted operating divisions in developing, reviewing, and compiling performance measures and statistics.
- Managed Department-wide contracts and procurement issues
- Managed HR issues related to the department including employee relations, recruitment, retention, training and development.

Fiscal & Admin Coordinator/Financial Advisor

Health & Family Services Department – Orange County Government **5/2007 – 10/2010**

- Supervised five employees who performed financial functions, including accounts payable, grants, budgeting, purchasing, and accounting for assigned divisions, whose combined budget was approximately \$90M.
- Formulated financial projections for anticipated expenditures and revenues.
- Member of the department quality assurance team, which conducted financial and operational audits on divisions.
- Responsible for the preparation of the department budget.
- Tracked and reported all revenue for the department as well as reviewed and analyzed expenditures.

Fiscal Coordinator/Sr. Fiscal Coordinator

Health & Family Services Department – Orange County Government **10/2005 – 5/2007**

- Processed Receivers, Delivery Orders, and PO requests for assigned divisions.
- Assisted in the preparation of the department budget.

EDUCATION:

Florida Gulf Coast University Fort Myers, FL

- Masters Business Administration, 2012

University of Central Florida Orlando, FL

- Bachelor of Science – Finance, 2005

References available upon request