

**RICK STALY**  
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***CAREER SUMMARY:***

Forty years of law enforcement and public safety experience. Over thirty years of various leadership and command experience including nine years as Undersheriff, second-in-command in Flagler and Orange County Sheriff's Offices. As Undersheriff in Orange County, which is the fourth largest law enforcement agency in Florida and the thirteenth largest sheriff's office in the nation, I commanded over 2,000 employees and a \$124 million dollar budget. Additional corporate experience as owner of a mid-size regional contract security company and Chief Security Officer for an international development company. Proven record of accomplishments and crime reduction. Certified subject matter expert with Diplomat status on law enforcement administration, field operations and training. Published author on law enforcement management. Certified in Homeland Security at level V (highest) and appointed to a national homeland security training board.

***EDUCATION and TRAINING:***

- FBI National Academy, 177<sup>th</sup> session
- Master of Science in Administration, University of Louisville, Louisville, KY, graduated 4.0 GPA
- Bachelor of Science in Criminal Justice, Rollins College, Winter Park, Florida
- Homeland Security – Level V Certification (Highest)
- Administrative Officers Course, 79<sup>th</sup> class, Southern Police Institute
- Diplomat, American Board of Law Enforcement Experts
- Florida CJST Law Enforcement Certification, current and active
- Florida CJST Correctional Certification, inactive
- Advanced training classes in Progressive Patrol Administration, Sex Crimes Investigation, Hostage Negotiation, Arson and Explosive Investigation, Field Training and Evaluation Program, and many more.

***PROFESSIONAL EXPERIENCE:***

**RESERVE INVESTIGATOR**, May 2015 to present, 7th Circuit State Attorney's Office

In this capacity I serve as an unpaid volunteer reserve investigator with full police authority within the office's jurisdiction.

**UNDERSHERIFF**, January 2013 to April 2015. Flagler County Sheriff's Office, Bunnell, FL

In this leadership position I was responsible for all law enforcement and correctional operations and 265 employees with an operating budget of over \$23m. Using my business savvy and prior government experience and determined to operate government in a business model, I significantly improved the return on surplus auction items, reduced vendor costs for equipment and standardized agency vehicles, implemented the agency's first crime scene unit, safe neighborhood unit, juvenile assessment and monitoring program, first fugitive unit and significantly improved deputy sheriff training without additional cost to the citizens. I also identified the need for local mental health services during crisis situations and worked in a collaborative and public-private partnership to obtain a \$1.2m dollar grant to provide local crisis intervention services.

**CO-OWNER/EXECUTIVE VICE PRESIDENT**, October 2008 - October 2012. American Eagle Sentry, Palm Coast, FL

In this leadership/ownership role I started, licensed and lead a contract security company focused on serving upscale clients in private gated communities, condominiums, resorts and businesses. The company provided access control, vehicle and foot patrols and provided security services with a concierge touch. The company was sold in 2012 to a national security company after employee growth reach 128 employees

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and revenues exceeded \$3.3 million annually serving clients from Tampa, FL to St. Augustine, FL. In 2012 the company received the "Standing 'O' Award" for professional services for its commitment to customer service, professionalism and ethical standards.

**CHIEF SECURITY OFFICER/SR. VP**, June 2005 – 2008. The Ginn Companies, Celebration, FL  
In this leadership role I was responsible for starting the company's security department providing services of patrol and investigations for property owner's associations, resort hospitality, new development, LPGA and PGA sanctioned golf tournaments and corporate reporting directly to the president. Responsible for a staff of 150 employees and a budget of \$8 million.

**CANDIDATE FOR SHERIFF**, May 2003 – November 2004. Orange County, Orlando, Florida.

As a candidate for Orange County Sheriff I received many community and professional endorsements, including the endorsement of *The Orlando Sentinel* newspaper. I received 47% of the vote against a twelve-year, well known and financed incumbent.

**RESERVE DEPUTY SHERIFF**, January 2001 - December 2013. Seminole County Sheriff's Office, Sanford, Florida

In this capacity I serve in an unpaid volunteer capacity as a sworn law enforcement officer with full police authority.

**UNDERSHERIFF, COLONEL, DIRECTOR OF TRAINING, DIRECTOR OF E-911 COMMUNICATIONS**, January 1993 – February 2001. Orange County Sheriff's Office, Orlando, Florida.

Orange County encompasses 1,000 square miles and includes the City of Orlando and five major theme parks and is a culturally diverse community of over 975,000 residents with an additional daily tourist and commuter population of 300,000. The Sheriff's Office is a full-service law enforcement agency with no correctional responsibility and provides primary police service to 65 percent of the population and 80 percent of the landmass. My responsibilities as second-in-command or Undersheriff included the comprehensive strategic planning, creation, deployment and evaluation of all police and administrative services for ten divisions with more than 2,000 employees. Responsible for budget, contracts and grant development, presentation and expenditure of a \$124 million-dollar operating budget and annual capital improvement requests.

Undersheriff accomplishments included: Implemented agency-wide community-based policing strategy and Problem-Oriented Policing Units; Implemented weekly coordinated crime reduction and accountability strategy meetings resulting in a -14.7% reduction in violent crime and a -9.8% reduction in non-violent crime within two years of implementation along with improved case clearances. Implemented technological advances such as, computer-aided dispatch, crime analysis, mobile data terminals, paperless record storage system, automated fingerprint identification system, digital forensic photography, 800mhz computer-trunk radio system and new E-911 phone system. Successfully implemented international and state accreditation processes, becoming the first law enforcement agency in Orange County, Florida to become accredited. Implemented an agency-wide reorganization in June 1993 and in 1997 conducted a critical review and analysis of all agency functions resulting in a fiscal savings of \$1.8 million dollars in direct and future cost avoidance. Additionally, 121 positions were eliminated, reclassified or transferred to other functions where they could be better utilized. Implemented strategic planning, professional standards early warning system, officer survival classes, less lethal weapons, volunteer community on patrol program and integrity and ethics training. All initiatives were accomplished and service was delivered at the lowest per capita cost of any law enforcement agency in the county and the second lowest of Florida's ten largest police agencies.

Colonel responsible for the Administrative Services Bureau, which included the Communications, Support Services, Fiscal Management, Court Services, Media Relations and the Community Policing Divisions. My primary responsibility was for all administrative, budgetary and operational aspects of the Bureau's 400 employees and 18 million-dollar annual budgets.

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Director of Training accomplishments and responsibilities included planning, development and coordination of all training for more than 2,000 full and part-time employees, including coordinating basic law enforcement training with local police academies, skill retention and skill development, firearms and emergency vehicle operation training, supervisory, management and executive level training and employee career development. Accomplishments included: Reduced supervisory and secretarial staff and increased line-level trainers by 30 percent; Implemented frame relay and local area network computerization of the training section; Updated computer lab and implemented computer-based training; Implemented profit/cost recovery special training courses with an annual profit of \$100,000.00. Directly responsible for 32 employees and a 3.3 million-dollar budget.

Director of Communications accomplishments and responsibilities included the coordination of all E-911, 800-mhz computer-trunk radio communication, FCIC/NCIC interacts, computer-aided dispatch and non-emergency phone calls. Responsible for handling over 6,000 telephone calls per day resulting in over 650,000 calls for service annually. Accomplishments include: Restructuring staffing levels, shift assignments, and supervision to provide better service to the community and agency, reducing call holding times and increasing 911 response times; improving working conditions by automating the training process, installing noise reduction panels for the 911 center, etc. The reorganization, technology and facility improvements were accomplished using alternative funding that did not impact or increase the Sheriff's Office operating budget. Employee turnover reduced by 40 percent. Directly responsible for a staff of 174 personnel and a budget of 5.8 million dollars.

**CHIEF, TRANSITION TEAM,** November 1992 – December 1992. Orange County Sheriff's Office.

Responsible for coordinating the transition of Sheriff's administrations. Duties included coordinating and conducting transition interviews of management personnel, fiscal, evidence and property control audits, reviewing transition documents, management proposals and legal issues, media coordination and managing the day-to-day operations of the transition office.

**A/CAPTAIN,** August 1990 – February 1992. Orange County Sheriff's Office, Orlando, Florida

Commander of the Management Services Bureau that included Staff Inspections, Support Services, and Public Information Office. As the Bureau Commander, I was responsible for administrative command of planning and research, grants, crime analysis, document and policy development, and analyzing the operational and cost effectiveness of every division within the agency and making recommendations for improvement. I commanded 23 personnel with an annual budget of 1.5 million dollars.

**WATCH COMMANDER,** March 1992 – October 1992. Orange County Sheriff's Office, Orlando, FL.

Responsible for field law enforcement operations of more than fifty law enforcement personnel including deployment and service delivery of community-oriented policing in a 412 square mile geographic area which included a state university. Also responsible for agency-wide coordination of field training and evaluation for all new deputy sheriff's.

**LIEUTENANT,** June 1988 – July 1990. Orange County Sheriff's Office, Orlando, Florida

Commander of the Staff Inspection Division responsible for analyzing the operation, policies, efficiency, workload and personnel allocation of every division within the sheriff's office and making recommendations for quality improvement. Division productivity increased 400 percent during my first year as Division Commander.

**DEPUTY, CORPORAL, SERGEANT, DETECTIVE SERGEANT,** July 1977 – May 1988.

Various progressive duties all within the Orange County Sheriff's Office, Orlando, Florida. Assignments ranging from uniform patrol duties, to uniform supervisor, to supervisor for all East Orange County property crimes investigations and tactical squad supervisor, to staff inspections. Additional responsibilities included field training officer and supervisor of the field training and evaluation program.

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**OTHER LAW ENFORCEMENT EXPERIENCE**, August 1974 – June 1977. Oviedo and Altamonte Springs Police Departments, Florida.

Metro-Orlando area police departments. Duties included uniform patrol and dispatcher. One of the first 18-year old police officers in Florida.

**CRIMINAL JUSTICE CONSULTANT & PRESIDENT**, June 1998 – December 2011. Colman-Staly Agency, Inc. Orlando and Palm Coast, Florida

Colman-Staly Agency, Inc. provides public safety management and consulting services, audits and operational reviews of law enforcement agencies along with expert witness services.

**OTHER PRIVATE SECURITY**, October 2001 – June 2005. Kissimmee and Windermere, Florida

Served as the Manager of Safety Services for Gaylord Palms a 65-acre resort with more than 1,400 rooms and 400,000 sq. feet of convention space. Served as part of the opening team hiring, training and developing the safety services department. Served as Chief of Security for the Isleworth Community Association responsible for a private gated community of 340+ homes of high profile residents and a guard staff of 40.

### ***OTHER SIGNIFICANT ACCOMPLISHMENTS:***

**APPOINTMENT TO PIRSAC**, 2011 - 2012. Division of Licensing, State of Florida

Appointed to a four year term by the Florida Commissioner of Agriculture to serve on the PIRSAC Board as the at-large member representing all security companies in Florida. The Board provides guidance to the Division of Licensing. Currently serving as Vice-Chairman. Required by law to resign position to avoid dual-office holder status when appointed Undersheriff in January 2013.

**SHERIFF'S TRANSITION TEAM**, 2008. Orange County Sheriff's Office, Orlando, FL

Appointed by Sheriff Jerry Demings to serve on his transition team when elected Sheriff of Orange County. Served on the management and budget and operations committees.

**ADJUNCT PROFESSOR**, 1993 – 2001. Southern Police Institute, University of Phoenix and Webster University.

Previously taught classes on futuristic policing, policing in America, criminal justice and introduction to public policy for the University of Louisville's Southern Police Institute , Phoenix University and Webster University.

**CRIMINAL JUSTICE INSTRUCTOR**, 1982 – 2001. Valencia Community College, Orlando, FL.

Adjunct instructor for the Central Florida Criminal Justice Institute and previously for the Kissimmee Police Academy. Developed a patrol operations course, which was adopted and expanded by the Florida Criminal Justice Standards and Training Commission as the minimum standard for statewide instruction in basic law enforcement recruit classes. Appointed by the President of Valencia Community College to the Criminal Justice Advisory Board for 1999-2000

### **DIPLOMATE STATUS, LAW ENFORCEMENT EXPERT & HOMELAND SECURITY**

Appointed Diplomat by the American Board of Law Enforcement Experts and the American College of Forensic Examiners, as an expert in administration, field operations and training. Awarded level V certification and Fellow status in Homeland Security by the American College of Forensic Examiners International. Appointed to the National Threat Assessment Center Advisory Board.

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### **APPOINTED MEMBER, FLORIDA POLICE CHIEFS ASSOCIATION PUBLIC-PRIVATE PARTNERSHIP COMMITTEE, 2008 - current.**

Appointed by the Florida Police Chiefs Association to the Public-Private Partnership Committee. This committee works in partnership with the police agencies and private sector businesses in areas of mutual concern and also recognizes civilian professionals that support law enforcement and those in private security that have paid the ultimate sacrifice in protecting the community.

### **PUBLISHED AUTHOR**

*21<sup>ST</sup> Century Policing: What Will It Bring?* Cover story, January 1992. The Florida Police Chief.  
*Executive Management: Analysis of Police Entrance Requirements in the United States*. December 1988. The Florida Police Chief. This article was subsequently published in a state grant for program improvement in the criminal justice system.

### **PROFESSIONAL MEMBERSHIPS**

- International Association of Chief's of Police, life member
- National Sheriff's Association, life member
- Central Florida Criminal Justice Council, Past President 1995
- Southern Police Institute Alumni Association, Past National Treasurer 1991-1995, life member
- Florida Chapter Southern Police Institute Alumni, Founding and Past President 1988-1989
- FBI National Academy and Florida Chapter Associates, member
- Fraternal Order of Police Lodge 93 and Lodge 171, past lodge 93 treasurer, member
- American Society of Industrial Security, past member
- Florida Police Chief's Association, life member
- Florida Sheriff's Association, member
- Volusia-Flagler Police Chiefs Association, member

### **CIVIC/COMMUNITY ORGANIZATIONS:**

- Rotary International, member
- Rotary Club of Flagler County, Past President 2012-13
- CrimeStoppers of NE Florida, Past President and Board Trustee
- Flagler Beach United Methodist Church
- Orlando 69 Masonic Lodge, Past Master 2000
- Scottish Rite, Orlando, Florida, member
- Bahia Shrine, Orlando, Florida, member
- Honorable Order of Kentucky Colonels, appointed by Governor of Kentucky
- Leadership Orlando Class 33 and Leadership Flagler Class 16, graduate
- Benevolent Protective Order of Elks (BPOE), Palm Coast, member
- Son's of the American Revolution, Flagler County Chapter, member
- National Rifle Association, life member
- Unified Sportsmen of Florida, member
- Flagler County Gun and Archery Club, member

### **SIGNIFICANT AWARDS:**

- Medal of Valor, Purple Heart Medal and Governor's Medal of Heroism award for being shot in-the-line-of duty while saving the life of a deputy sheriff.
- VFW Officer of the Year.
- Rotary International Paul Harris Fellow Medal for Community Service.
- Medal of Merit for saving the life of an attempted suicide victim.
- Distinguished Service Medal and Sheriff's Citation Medal for excellence in performance.
- Resolution of Commendation from the national membership, Southern Police Institute Alumni Association.

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- Director's Award, Southern Police Institute, for Outstanding Leadership in Law Enforcement. I am the second recipient; only five have been awarded in 57 years.
- *Orlando Sentinel* newspaper endorsement for Sheriff, 2004
- United States President's Lifetime Achievement Award