



APPLICATION

Thank you for your interest in serving the City of Palm Coast. This application is for the remainder of Council Member Cathy Heigher’s term, which will end after the November 2026 election.

Applications are due by September 11, 2024 by 5 P.M.

Your completion of this application is necessary so that the members of the City Council can thoroughly review each application as part of their consideration for the appointment of District 4.

Please be advised that background screening of all applicants is required.

PLEASE ATTACH A RÉSUMÉ

- * **Applicants must reside in District 4, maintain residency in District 4 for the duration of appointment, and must reside in District 4 for at least 45 weeks in the year.**
- * **Council Members are required to file a Financial Disclosure with the City Clerk at the time of appointment and ANNUALLY thereafter with the Flagler County Supervisor of Elections.**

CITY COUNCIL MEMBERS ARE SUBJECT TO THE SUNSHINE LAW AND PUBLIC RECORDS LAW.

1. PERSONAL

Name: Charles A. Gambaro, Jr. E-mail address charlesgambaro@gmail.com

Residence Address: 11 Ryecrest Lane District # 4

City: Palm Coast State: FL Zip: 32164

Mailing Address (If Different from Residence): _____

Home Phone (321) 262-8911 Business Phone: (321) 262-8911

Date of Birth: March 15, 1978 Place of Birth: Titusville, Florida

How long have you been a permanent resident of Palm Coast? 18 Years

Do you reside in District 4 for at least 45 weeks in the year? Yes No

What year did you become a continuous resident of the City of Palm Coast? 2006

List all places of residence for the last five years.

Address	City & State	From	To
11 Ryecrest Lane	Palm Coast, Florida,	2006 to Present	
(On Military Active Duty) 10201 Fairfax Drive	Fort Belvoir, Virginia	2019 to 2021	

Are you a registered voter in Flagler County? Yes No

Have you ever used or been known by any other legal name? Yes No

If yes, explain: _____

Are you a citizen of the United States? Yes No

If no, explain: _____

If you are a naturalized citizen of the United States, date of naturalization: _____

2. EMPLOYMENT HISTORY If retired, please list your previous occupation and employment history.

If retired, please list your occupation before retirement: _____

Occupation: Small Business Owner Current Employer: Spearhead Strategies, LLC

Current Business Address: 11 Ryecrest Lane

Palm Coast FL 32164 (321) 262-8911

City State Zip Phone #

List all of your employment history during the last five years. Include employers' name, business address, type of business, occupation, or job title and period(s) of employment.

<u>Employer & Address</u>	<u>Type of Business</u>	<u>Occupational Title</u>	<u>Period of Employment</u>
Please See The Attached Resume.			

Have you ever been employed by any state, district, or local governmental agency in Florida? Yes No
If yes, identify the position(s), the name(s) of the employing agency and the period of employment.

<u>Position</u>	<u>Employee Agency</u>	<u>Period of Employment</u>
School Board Member,	Flagler County School District	June 2007 to December 2008

3. EDUCATION

High School: Oviedo High School, Oviedo, Florida Year Graduated: 1996
Name & Location

List postsecondary educational institutions or programs attended:
Name & Location Dates Attended Certificate/Degrees Received

Please See Attached Resume

4. MILITARY SERVICE

Are you or have you ever been a member of the Armed Forces? Yes No

Date of Service: January 2000 to Present

Branch or Component: U.S. Army/U.S. Army Reserve

Date and Type of Discharge: Last Active Duty Period, Honorable, August 2022

5. INTEREST/ACTIVITIES/COMMUNITY AND/OR CIVIC INVOLVEMENT?

Are you currently or have you ever served on any City Volunteer Board or Committee? Yes No

If yes, which Board or Committee? _____

List any business, professional, occupational, civic, or fraternal organizations or community groups of which you have been a member during the past five (5) years.

Name of Organization(s)

Notre Dame Council, Knights of Columbus, Santa Maria Del Mar Catholic Church, Flagler Beach, Florida

6. QUALIFICATIONS FOR APPOINTMENT

State your experiences and interests or elements of your personal history that qualify you for this appointment.

U.S. Army Brigadier General, Former Flagler County Elected/Appointed Official, Bachelor of Arts in Political Science, Master of Public Administration, Master of Strategic Studies, Doctor of Public Administration Candidate.

Former advisor to both the Secretary of Defense and the President of the United States.

Have you received any degree(s), professional certification(s), or designation(s) related to the subject matter of this appointment? If yes, list below: Yes No

Do you currently hold any office or position (appointive, civil service, or other) with any government entity? If yes, list below: Yes No

Brigadier General, U.S. Army Reserve

Have you ever been elected or appointed to any public office? If yes, list below: Yes No

Office Title Date of Election or Appointment Term of Office Level of Government
Chairman/District 4 Flagler County Soil and Water Conservation Board, 11/07/2006, 4 Years, County

School Board Member, District 1, Flagler County School District, 06/20/2007, December 2008, County

Have you or a business of which you have been an owner, officer, or employee, held any contractual or other direct dealings during the last four (4) years with City government, including the City of Palm Coast to which you have been appointed or are seeking appointment? Yes No If yes, explain below:

Name of Business Relationship to the Business Business Relationship to Agency

Have you held or do you hold any occupational or professional licenses(s) in the State of Florida? Yes No If yes, provide the information below. If any disciplinary action (fine, probation, suspension, revocation, disbarment, etc.) has been taken against you by the issuing authority, state the type and date of this action.

License/certificate Title & No. Original Date of Issuance Issuing Authority Disciplinary Action/Date

Private Security Agency, B300601, 03/06/2024, Florida Department of Agriculture None

Private Security Officer, D3340325, 12/21/2023, Florida Department of Agriculture None

Private Security Manager, MB3300298, 01/29/2024, Florida Department of Agriculture None

Statewide Firearms License, G3308208, 01/04/2024, Florida Department of Agriculture None

How do you believe that your education, experience, talents, and skills will benefit the work of the City Council and are you willing to act as a decision maker and not as an advocate, as required by law?

I am honored to have been able to serve my country in uniform and my community through elected and appointed office.

My experience of working at the highest levels of government (to include the White House) has prepared me to bring

seasoned leadership to the people of Palm Coast.

7. REFERENCES – Please list three references (business and/or personal)

(Personal) Christopher Miller, Former Secretary of Defense, Address Confidential, (703) 606-6939

Name, Address & Telephone Number

(Personal) Lieutenant General (Ret) Ricky Waddell, Former Deputy National Security Advisor to the President, (832) 435-0056

Name, Address & Telephone Number

(Business) James Bernet, 1137 Championship Rd, Oceanside, CA 92057, (858) 775-4422

Name, Address & Telephone Number

8. ACKNOWLEDGMENT

If required by law, will you file a financial disclosure statement?

Yes

No

I understand the responsibilities associated with being a member of the City Council and that I am subject to financial disclosure laws and ex parte communications rules and that I will be subject to the Code of Ethics for Public Officers and Employees and City rules of conduct.

I certify that I have adequate time to serve if appointed and that I will serve in accordance with the requirements of the City Council to which I am appointed.

Further, by executing this application below, I am authorizing City staff to perform a personal background screening, which shall include a general criminal records check and other checks relative to City Council for which I am applying.

Signed by:

Charles A. Gambaro, Jr.

8/28/2024

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Signature

Date

RETURN TO: City Clerk’s Office
City of Palm Coast
160 Lake Avenue
Palm Coast, Florida 32164

PHONE: 386-986-3713
FAX: 386-986-3714
EMAIL: kcook@palmcoastgov.com
WEBSITE: www.palmcoastgov.com

ALL CITY COUNCIL MEMBERS ARE SUBJECT TO THE SUNSHINE LAW AND PUBLIC RECORDS LAW.

***SUNSHINE LAW:** The primary purpose of Government in the Sunshine Law is to assure public access to the decision-making processes of public boards and commissions. The Sunshine Law extends to discussions and deliberations as well as to formal actions taken by boards and commissions.

PROFESSIONAL EXPERIENCE

EXECUTIVE ACCUMEN

- **Proven Executive and Strategic Leader at the highest levels of government within the United States and with International Partners**
- **Proven Leader who can drive results in large organizations and resolve complex problem sets and challenges**
- **Veteran of Combat Operations in both Iraq and Afghanistan**

President, Spearhead Strategies, LLC

Palm Coast, Florida, November 2022 – Present

- President of an international management consulting company that supports government and private sector clients in the supply, logistics, defense, and security sector
- Executive leader in providing services that brings together people, technology, and solutions from across government, business, non-profit organizations, and academia to provide guaranteed access and availability to critical minerals and metals for the purpose of national defense and economic security
- Expert in providing private security solutions to government officials and international corporations

Deputy Commanding General, Combined Arms Center and Fort Leavenworth (Military-On Active Duty)

Fort Leavenworth, Kansas, May 2021 – November 2022

- Deputy Commanding General for a 34,000 member command responsible for the training and education of Army Officers, Non-Commissioned Officers, Interagency Representatives, and International Military Officers at various locations throughout the Army
- Senior Advisor to the Commanding General of the Combined Arms Center on all Army Reserve integration matters for the Command and General Staff College, the Army University, and the Army Centers of Excellence
- Lead Executive Official for the Command on Reserve Integration, Force Management, Training, and Doctrinal Publication matters
- Lead Executive Official for the Army's analysis on Component Rebalance which drove the decision process for the Secretary of the Army to make Component Rebalance the focus for Total Army Analysis 26-30

Chief, Secretary of Defense Action Group (Military-On Active Duty)

Pentagon, Washington, DC, November 2020 – April 2021

- Senior Advisor to the Secretary of Defense responsible for implementing the priorities of the Department of Defense
- Provided advice and counsel over a broad range of substantive operational, policy, complex political-military, strategy, and planning initiatives
- Directly supported the Secretary of Defense on all travel inclusive of travel with the President of the United States and other high-level cabinet officials
- Communicated directly with the Chairman of the Joint Chiefs of Staff, the Joint Staff, Combatant Commanders, the Secretary of State, Service Chiefs, the National Security Council, and the White House

Senior Advisor to the Director of the National Counterterrorism Center (Military-On Active Duty)

McLean, VA, July 2020 – November 2020

- Senior Advisor to the top Counterterrorism Official in the United States Government
- Spearheaded the integration efforts of counterterrorism plans and strategy and directly supported the National Security Council and President by leading a whole-of-government approach to policy actions
- Led strategy and implementation planning, strategic and net assessment production, and budget reports/resource analysis in the counterterrorism mission space

Special Assistant to the Assistant to the Chairman of the Joint Chiefs of Staff (Military-On Active Duty)

Pentagon, Washington, DC, July 2019 – July 2020

- Personal advisor to the Assistant to the Chairman of the Joint Chiefs of Staff (ACJCS) on policy matters and substantive issues at the highest levels of government
- Supported the ACJCS during overseas travel with the President, Secretary of State, and other high-level government officials
- Coordinated actions and accomplished special projects for the ACJCS, to include talking points, correspondence and speech preparation

Director for Gulf Affairs and the Middle East Strategic Alliance (MESA) - (Military-On Active Duty)

National Security Council, The White House, Washington, DC, July 2018 – July 2019

- Director for all White House foreign policy matters regarding Kuwait, Bahrain, Saudi Arabia, Qatar, and the United Arab Emirates responsible to the National Security Advisor and the President of the United States
- Lead U.S. Government/White House Official responsible for the establishment of the Middle East Strategic Alliance for all Gulf Cooperation Council Countries plus Egypt and Jordan
- Ensured that matters affecting the national security of the United States are given early consideration for decision at the highest levels of government in negotiations with representatives of foreign governments through bilateral and multilateral contacts, and legislation or other action by Congress
- Prepared Senior White House officials involving the Cabinet, foreign dignitaries, and Members of Congress; supports the National Security Advisor in all matters pertaining to the formulation, coordination, and implementation of the United States Government policy
- Participated in and, if called upon, organized special interagency studies, analyses, and policy papers relating to Saudi Arabia, the United Arab Emirates, Qatar, Kuwait, Bahrain, and MESA
- Directed coordination on foreign policy matters with U.S. Ambassadors within the region, Deputy Assistant Secretaries of State and Defense and all foreign Ambassadors in Washington, DC
- Prepared the President of the United States for head of state meetings, phone calls, and discrete coordination
- Coordinated Foreign Military Sale cases with partners within the Middle East
- Directly supported the Secretary of Defense and the Secretary of State on official foreign travel to the Middle East and served as an official member of the delegation

Deputy Chief of Staff and Qatar Country Director, Office of the Secretary of Defense for Middle East Policy (Military-On Active Duty)

Pentagon, Washington, DC, July 2015 – June 2018

- Managed a complex and strategic defense relationship with the State of Qatar.
- Deputy Chief of Staff that synchronizes six Middle East Policy directorates and their respective country officers to execute the assigned missions of the Deputy Assistant Secretary of Defense (DASD) for Middle East Policy in support of Contingency Operation Inherent Resolve (OIR), the Counter ISIS campaign, and other named contingency operations
- Integrated staffing actions with combatant commands, coalition partners, National Security Council staffers, and Congress
- Recipient of the Leader of the Year Award, Office of the Secretary of Defense (Policy)
- Awarded the Defense Superior Service Medal by Secretary Mattis

Logistics Organizational Integrator Team Chief (Civilian)

U.S. Army Forces Command (FORSCOM), Fort Bragg, NC, August 2011 – June 2023 (Retired)

- Team Chief responsible for the sourcing of strategic combatant commander requirements and operational plans through direct coordination with the Joint Staff
- Expert Civilian Leader in the mobilization process and Reserve integration
- Responsible for managing the force structure actions of all logistics units in the Army

EDUCATION

Capella University
Doctor of Public Administration Candidate
Minneapolis, MN, Expected Graduation, December 2024

The United States Army War College
Master of Strategic Studies
Carlisle Barracks, PA, July 2017

University of Central Florida
Master of Public Administration
Orlando, FL, May 2010

The University of Florida
Bachelor of Arts, Political Science and History
Gainesville, FL, December 1999

Languages

- Spanish-speaking and writing fluency

Security Clearance

- Top Secret: Special Compartmentalized Information with Counterintelligence Polygraph

Professional Training

- U.S. Army War College (2017)
- Joint Qualified Officer Designation (2017)
- Contingency Contracting Course (2013)
- U.S. Army Force Management College (2012)
- Command and General Staff College-Advance Operations and Warfighter Course (2011)
- Command and General Staff College-Intermediate Level Education (2010)
- Captain's Career Course (2007)
- Six Sigma Green Belt Certification (2005)
- Officer Basic Course (2000)
- U.S. Army Parachutist's Course (1997)

FLAGLER COUNTY COMMUNITY INVOLVEMENT

Appointed Public Official-Flagler County School Board, Palm Coast, FL, (2007-2008)

- Responsible for properly and strategically managing the largest governmental body and employer in Flagler County, Florida.
- Managed a \$233 million-dollar yearly budget that supported over 900 teachers and 2,100 non-instructional employees
- Managed over \$100 million dollars in on-going new construction projects (new schools), and contract negotiations with both non-instructional and instructional teacher unions.

Elected Public Official-Chairman, Flagler County Soil and Water Conservation District, Palm Coast, FL, (2006-2007)

- Responsible for the implementation and development of all soil and water conservation programs that were performed in conjunction with local, regional, state, and federal government agencies
- Assisted elected leaders of county government and the local municipalities in drafting a multi-user contract agreement for a desalinization plant

Member, Knights of Columbus Council #10514, Santa Maria Del Mar Catholic Church, Flagler Beach, FL (2021-Present)