

## Timothy Davis

November 2, 2020

Liz Mathis  
For the City of Flagler Beach, Florida  
PO Box 70  
Flagler Beach, FL 32136-0070

Liz Mathis,

Please accept this letter and attached resume. I am a police officer, labor organization president, and attorney. My unique career path will bring the City of Flagler Beach a unique leader with a wide range of skills, knowledge, and experience to continue Flagler Beach on its path forward and will bring strong and knowledgeable leadership to its employees and the community.

With 22 years of experience as a municipal employee of the City of Sacramento, a multicultural city of 500,000 and home to the capitol of California, I have an extensive knowledge of what it takes to manage a city. For the past five years I have represented 790 members of the Sacramento Police Department as the President of the Sacramento Police Officers Association (SPOA). As president of the SPOA I have worked extensively with the leadership of the city, including the city manager, the city council, and the mayor. I have built strong relationships with the city leadership and have worked with them collaboratively on legislation and employee contracts. My role as association president has also led me to interactions with many other city departments, including human resources, labor relations, the city attorney's office, the city auditor, the police oversight director, and the police commission. In my representation of park rangers, I have also worked closely with the parks department and as a public safety leader I have worked extensively with the fire department. I have worked closely with the fire department employee association on multiple projects including a successful city initiative to increase the city sales tax for public safety.

A city's key responsibility is public safety and with 22 years of experience as a municipal law enforcement officer in a major city that has been on the cutting edge of modern policing, I have an intimate knowledge of the best and emerging practices in law enforcement and public safety. As a licensed attorney and labor organization leader, I understand labor law, as well as the best practices in employee recruitment, selection, management, and discipline. As an attorney I understand the legislative process, have a solid knowledge of contracts, and have firsthand experience in contract negotiations and employee grievances.

I have a strong financial background which has prepared me to manage a municipal budget. I manage the SPOA's \$3.6 million in assets and a \$1.1 million annual budget. As the Treasurer of PORAC I manage \$25 million in assets and a \$5 million annual budget. I am also a trustee on the PORAC Retiree Medical trust which has \$65 million in investments. As SPOA President I have negotiated two collective

bargaining contracts which has given me an intimate knowledge of the City of Sacramento's budget and finances.

As City Manager of Flagler Beach, I will bring my extensive knowledge and experience to the city of Flagler Beach. Please consider my application.

Sincerely,  
Timothy Davis

# Timothy Davis

tdavis@sboa.org

## Education

University of the Pacific, McGeorge School of Law (Sacramento, California)

**Juris Doctor**, 2016

Brigham Young University (Provo, Utah)

**Bachelor of Arts** in History, Minor in Geology, 2004

Yuba College (Marysville, California)

**Associate of Science** in General Sciences, 1998

## Experience

### President, Sacramento Police Officers Association – SPOA (2015 – Current)

Elected as President in 2015 and reelected in 2017 and 2019. The SPOA is the recognized employee organization for 790 employees in 15 job classifications including Police Officer, Police Sergeant, Dispatcher and Park Ranger. Responsible for collective bargaining, contract enforcement and grievances, public outreach and community engagement, relationship building and partnerships with elected and appointed government officials, political action, providing fraternal services to members and their families, overseeing Association employees, and managing the \$1.1 million Association budget. Negotiated two-year collective bargaining agreements in 2017 and in 2019 which included \$44 million in salary and benefits increase for bargain unit members.

### Treasurer, Peace Officers Research Association of California – PORAC (2018 – Current)

Elected as Treasurer in 2018. PORAC is the largest statewide peace officer organization in the nation, representing 78,000 law enforcement officers in California. Responsible for the finances of PORAC which has an annual budget of \$5 million and \$25 million in assets as well as fiscal oversight of PORAC employees and board members. Responsible to understand and advance PORAC's legislative positions on law enforcement related legislation by building relationships with both state and federal elected officials.

### Police Officer, Sacramento Police Department (1998 – Current)

Graduated from the Sacramento Police Academy in 1999. Assignments within the Department include Patrol Officer, Traffic Enforcement Officer, DUI Enforcement Officer, and Field Training Officer. Served as a Department Instructor 2008-current. Served as a supervisor (Acting Sergeant) 2007-2013. Received numerous awards and

honors, including Life Saving Award 2005, Unit Citation 2004, Mothers Against Drunk Driving (MADD) California Hero Award 2002 & 2003, MADD Local Chapter Award (13-time recipient) 2002-2003, 2005-2009, 2011-2016, and the California Office of Traffic Safety Award for Traffic Safety Excellence 2011.

**Deputy Sheriff**, Yuba County Sheriff's Office (1997-1998)  
Assigned to the Yuba County Jail as a correctional deputy.

### **Boards, Trusts and Commissions**

**Director at Large**, Peace Officers Research Association of California – PORAC (2015-2018)  
Appointed as a Director of PORAC in 2015. PORAC is a statewide law enforcement organization representing over 78,000 law enforcement officers in California

**Director**, California Peace Officers Memorial Foundation – CPOMF (2015-Current)  
Appointed as a Director of CPOMF in 2015. CPOMF is a nonprofit corporation which maintains the California State Peace Officers Memorial, approves the addition of memorial honorees, and organizes an annual memorial service.

**Trustee**, PORAC Retiree Medical Trust – RMT (2018-Current)  
Appointed as a Trustee in 2018. PORAC RMT is a \$65 million retiree medical trust.

**Founding Director**, United Collation of Public Safety – UCOPS (2017-Current)  
In 2016 and 2017 I worked to create and found UCOPS. Formally created in 2017. UCOPS is a national organization of local law enforcement employee associations with a mission of public relations and creating a positive law enforcement image.

**Commissioner**, Sacramento Community Police Commission (2015-2016)  
Appointed by the Mayor and ratified by the City Council. The Commission reviewed and suggests changes to police polices in Sacramento.

**Director**, Sacramento Police Officers Association – SPOA (2001-2003)

**Secretary**, Sacramento Police Officers Association – SPOA (2003-2006)

### **Certificates and Licenses**

California State Bar Member #312048 (2016-Current)

Basic, Intermediate and Advanced POST certificates