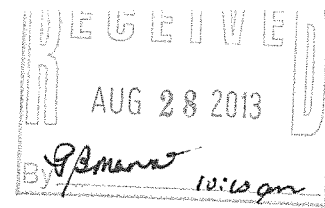


**WILLIAM S. KARBA CK**  
P.O. Box 352828  
Palm Coast, Florida 32135-2828  
(386) 446-5629



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## PROFESSIONAL PROFILE

A professional law enforcement executive offering over 40 years of diversified and progressive administrative experience in the State of New Jersey and Florida. Demonstrated record of high-performance standards which afford me the opportunity to accelerate through increasingly responsible positions. Actively participates in public safety and related projects. Works well with local, state and federal agencies. Highly developed decision making and problem solving skills. Thoroughly conversant in all phases of police operations and management practices.

## PROFESSIONAL EXPERIENCE

2005 - May 05 **FLAGLER COUNTY SHERIFF'S OFFICE** — Bunnell, Florida

*Under Sheriff*

- Effectively direct a broad range of police service.
- Ability to identify and prioritize tasks.
- Anticipate changing conditions and adapting to change.
- Will come to the job with honesty, candor and high ethical conduct.
- Politically astute, but not political.
- Will lead and manage in a manner that instills long term public trust.

1999 - 2002 **EMERGENCY SERVICES TRAINING**—St. Augustine, Florida

*Director of Emergency Services*

- Administrative responsibility for scheduling, presentation, and management of emergency services training programs.
- Record keeping system designed to meet State requirements.
- Administrative liaison with training facilities.
- Multi-jurisdictional coordination of Fire and E.M.S. training programs.
- Re-accreditation for EMT-Paramedic program.

1998 - 1999 **CRIMINAL JUSTICE ACADEMY**—St. Augustine, Florida

*Criminal Justice Training Director*

- Administrative responsibility for scheduling, presentation, and management of criminal justice training programs.
- Record keeping system designed to meet F.D.L.E. requirements.
- Administrative liaison with region five agencies and St. Johns School District.
- Multi-jurisdictional coordination of law enforcement training programs.

1996 - 1997 **CRIMINAL JUSTICE ACADEMY**—St. Augustine, Florida

*Criminal Justice Training Coordinator*

- Provide instruction to Criminal Justice practitioners.
- Oversee operation of basic, correctional and cross-over training.
- Oversee committees on training.
- Maintain training files.
- Develop practical exercises and training for academy.
- State certified driving instructor.
- Discipline of cadets.

1994 - 1996 **BUNNELL POLICE DEPARTMENT**—Bunnell, Florida

*Chief of Police*

- Instrumental in establishing a functional police department.
- Developed new policy and procedure manual.
- Prepared operating budget, reviewed and evaluated state statues to ensure department operations were within the proper criminal justice parameters.
- Strong public relations interaction with other law enforcement agencies to establish department credibility.
- Standardization of police systems and equipment for effective delivery of police service.
- State Attorney Office 7th. Judicial Circuit/Special Investigations
- Blue Lightening Strike Force participant.

1993 - 1994 **CENTER FOR MANAGEMENT DEVELOPMENT, F.A.A.**—Palm Coast, Florida

*Administrative Assistant*

- Prepared monthly billing to the F.A.A. for approximately \$240,000.
- Performed other administrative functions under the director of the facility.

1996 - Present **VINCENNES UNIVERSITY**—Vincennes, Indiana

*Adjunct Professor—Criminal Justice*

1996 - 2000 **TROY STATE UNIVERSITY**—Fort Walton Beach, Florida

*Adjunct Professor—Criminal Justice*

1993 - 1994 **UNIVERSITY OF JACKSONVILLE**—Jacksonville, Florida

*Adjunct Professor—Social Services*

1988 - 1992 **BOROUGH OF LINCOLN PARK POLICE DEPARTMENT**—Lincoln Park, New Jersey

*Chief of Police*

In this suburban community of Lincoln Park, I commanded approximately 50 sworn and civilian personnel.

- Administrative responsibility for planning, organizing, and staffing.
- Formulated enforcement policies, procedures and general orders.
- Established short- and long-range department goals and objectives.
- Facilitated implementation of programs to achieve projected goals.
- Reviewed crime and administrative statistics and devised programs to meet information gathered from statistical review.
- Prepared diverse operation reports to include budget expenditures and police performance.
- Acted as liaison with the news media and prepared press releases.
- Developed new policy and procedure manual.
- Initiated national accreditation program prior to retirement.

*Deputy Director of Emergency Management:*

By law I served as Deputy Director, because I did not live in the community the Mayor retained the title of Director and I performed the duties under the Mayor as Deputy Director. The community I worked for was flood prone with yearly flooding which required emergency preparedness yearly. In the 28 years I worked for the borough I dealt with many floods involving evacuation, shelter, mitigation of flood damage and containment of flood stricken areas.

- Maintaining emergency preparedness for flooding and other disasters.
- Development of an emergency management center separate from the Police Department.
- Maintained budget for emergency management.
- Helped develop a cable TV early warning system for evacuation of flood areas.
- Administration of Emergency Management with personnel assigned to equipment maintenance and development of plans for federal approval.
- Coordination of all departments for service during times of flooding.
- Evaluation of resources for emergency situations.
- Installation of a generator in the municipal building for alternate power.
- Attended meetings on emergency preparedness.
- Developed 12-hour shifts for emergency preparedness allowing men to work emergencies for extended periods of time.

1985 – 1988 **BOROUGH OF LINCOLN PARK POLICE DEPARTMENT** — Lincoln Park, New Jersey

***Captain of Police***

- Second in command of the Police Department consisting of the uniform and detective division.
- Scheduled counseling for subordinates, performance evaluations, corrective disciplinary action, internal investigations.
- Assisted the Chief in formulating policies, procedures and general orders coupled with setting departmental goals and objectives.
- Budget preparation and presentation.
- Participated in Emergency Management and acted as Deputy Director of Emergency Management with a very active agency due to yearly flooding.
- Established computer generated reporting for the agency.

1981 – 1985 ***Lieutenant of Police***

- Directly responsible for training, assisted Chief of Police with budgeting.
- Evaluated crime statistics for deployment of police services.
- Developed a system for computerization of all record keeping.

1964 – 1981 ***Sergeant***

- Assigned for two years as an assistant criminal photographer.
- Five years in charge of Juvenile Division.
- Conducted lecture programs for school and civic organization.
- Served for two years as a detective.
- Department firearms instructor for ten years.
- Breathalyzer operator for ten years.
- Competed in New Jersey Civil Service Examination for Lieutenant and came out number one and was promoted in 1981.

**PROFESSIONAL ASSOCIATIONS:**

- Florida PBA
- American Legion
- New Jersey Police Chief Association
- F.B.I. National Academy

**MILITARY EDUCATION AND EXPERIENCE SUMMARY**

I was drafted while working on missile arming devices for the Navy which required a security clearance. Upon induction, completed basic training at Fort Dix, New Jersey, and was selected for military police training at Fort Gordon, Georgia. Upon completion of military police training:

- I was assigned to the 291st M.P. Detachment at Red Stone Arsenal, Huntsville, Alabama and performed patrol and security duty at the Arsenal which consisted of mainly civilian personnel working on the Space Program.
- Detached to Special Services as water safety instructor and received a commendation upon completion of the assignment.
- Returned to my unit and completed my tour of duty and was honorably discharged.

**EDUCATION**

**John Jay College of Criminal Justice, New York, New York**

BS — Criminal Justice — 1971

M.A. — Criminal Justice — 1974

- **Attended two-week seminar in England in 1974** — Study of British Criminal Justice System
- **Graduate of F.B.I. National Academy** — Quantico, Virginia — 1984
- **Florida Police Certification Certificate** — 1993

# PROFESSIONAL TRAINING RECORD - WILLIAM S. KARBAC

<u>DATE</u>	<u>LOCATION</u>	<u>COURSE DESCRIPTION</u>	<u>DATE</u>	<u>LOCATION</u>	<u>COURSE DESCRIPTION</u>
1964	Sea Girt	Basic Training	1985	MCPA	Stress Management Supervision
1964	MCPA FBI	Sex Crimes	1985	Sea Girt	Stress Management/Executive
1965	LPPD	Combat Shooting	1985	IACP	Garcia: Fair Labor Course
1966	MCPA	Riot Control	1986	NJSP Trenton	CJIS Training Course
1966	Rutgers	Juvenile Delinquency	1987	LPPD	NCIC Tool/Liab./Work 3 Books
1967	Sea Girt	Civil Disturbances	1987	MCPA	Public Employment
1968	MCPA FBI	Arrest Search & Seizure	1987	ECPA DEA	Narcotics Investigation Super.
1968	MCPA NW	Accident investigation	1987	MCPA	Narcotic Identification
1969	MCPA FBI	Search & Seizure	1987	MCPA	New NJ Drug Laws
1969	BCPA	Combat Shooting Quick Skills	1987	LPPD	Right to Know
1969	Sea Girt	Tactical Riot Control	03/88	PCPA	CJIS Terminal Operator Course
1970	Sea Girt	Basic Narcotics	1988	EC Com. Coll.	High Performance Management
1971	John Jay College	B.S. Administration	1988	Sea Girt	Haz. Mat. Contingency Planing.
1971	Sea Girt	Police Supervision	1989	Rutgers	Costing Out Labor Management
1972	MCPA NSC	Defensive Driving Instructor	1990	Wayne OEM	NFIP-CRS Workshop OEM
1972	Camp Smith	Advanced Firearms	1989	Butler	Right to Know
1972	Camp Smith	Advanced Defensive Tactics	1991	MTFAS	C.R.R. Refresher Course (ARC)
1972	Camp Smith	Firearms Instructor	1991	MCPA	Terrorism Seminar
1974	LPPD	Radar Operator	1991	LPPD	Right to Know
1975	MCPA	Methods of Instruction	1993	FCSO	Human Diversity
1975	BCPA	Hostage Negotiations	1993	Daytona Beach CC	Instructor
1975	NJSP Dover	Breathalyzer Operator	1994	St. Augustine Tech. Ctr.	Basic Recruit Certificate
1975	Jefferson PD	Non-Lethal Weapons	1994	FCSO	Supervisory-Sexual Harassment
1976	NJPTC	Instructor #951	1994	FCSO	Domestic Violence
1977	Jefferson PD	Advanced Shotgun FBI	1994	FCSO	Bloodborne Pathogens
1977	Jefferson PD	Anti-Sniper & Survival	1994	St. Augustine	Sex Crimes
1978	MCPA	Arson Detection Investigation	1994	St. Augustine Tech. Ctr.	Domestic Intervention
1979	MCPA	2C: Update	1995	Palm Bay, Fla.	U.S. Customs Cross Designation
1980	BCPA	Stress Management Supervision	1996	St. Augustine	Instructor
1981	LPPD	M.P.H. Radar Operator Course	1996	St. Augustine	Driving Instructor
1981	MCPA	Search and Seizure	1996	St. Augustine	Legal Instructor
1981	BCPA	Search and Seizure	1996	St. Augustine	Hazardous Materials
1981	MCPA	LEIRS Reporting System	1999	St. Augustine	FDLE/Accreditation
1981	MCPA	Crime Prevention	2000	Orlando	Domestic Violence/Intervention
1981	MCPA	Crime Prevention Seminar	2001	SJSO	Juvenile Sexual Offender
1981	BCPA	ABC Seminar	2001	SJSO	Human Diversity
1981	Hanover PD	Breathalyzer Refresher	2001	SJSO	Ethics and Professionalism
1981	Cranford	Highway Safety	2001	SJSO	Hazmat
1982	MCPA DOT	Highway Management	2001	SJSO	Human Diversity
1982	IACP	Civil & Vicarious Liability	2001	SJSO	Gangs
1982	Sea Girt	Traffic Law Enforcement	2001	SJSO	Juvenile Sexual Offenders
1982	IACP	Firearms	2001	SJSO	Blood Borne Pathogens
1982	IACP	Management Personnel Action	2001	SJSO	Blood Borne Pathogens
1982	Picatinny	DWI Management	2002	SJSO	Hazardous Materials
1983	Camden PA	Manpower Needs	2002	SJSO	I-200 Basic ICS
1983	CCNY	Crisis Management	2002	SJSO	Human Diversity/Professional
1983	MCPA	Hazardous Wastes	2002	SJSO	Traffic Stops
1984	Monroe Corp.	Computer Workshop	2002	SJSO	Juvenile Sexual Offenders
1984	FBI	National Academy	2002	SJSO	Domestic Violence
1984	MCPA FBI	Stress Management	2005	SJRCC	I-300 Intermediate ICS

## Biography

### **Public Safety Experience:**

- Chief Deputy of the Flagler County Sheriff's Office
- Director of Fire and Emergency Services training, First Coast Technical Institute
- Director of Police and Corrections training, First Coast Technical Institute
- Criminal Justice Training Coordinator, First Coast Technical Institute
- Reserve Police Officer, City of Flagler Beach
- Chief of Police, City of Bunnell
- Reserve Deputy, Flagler County Sheriff's Office
- Chief of Police Lincoln Park, N.J.  
Administrative responsibility for planning, organizing, and staffing  
Establish short and long range planning  
Strong public relations program with the community and government agencies
- Police Captain Lincoln Park  
Budget preparation and presentations  
Deputy Director of Emergency Management/Yearly flooding  
Counseling, evaluations, disciplinary action, and internal investigations
- Police Lieutenant Lincoln Park  
In charge of statistical data collection for deployment  
Developed computerized record keeping system  
Training officer
- Police Sergeant Lincoln Park  
Criminal Photographer  
Juvenile Division  
Detective  
Firearms instructor/DUI Operator

### **Education:**

- BS Criminal Justice John Jay College of Criminal Justice, New York
- MA Criminal Justice John Jay College of Criminal Justice, New York
- F.B.I. National Academy, Quantico, VA

### **Military:**

- U.S. Army and served as a military policeman with the 291<sup>st</sup> M.P. Detachment
- Commendation while detached to special services

### **Professional Associations:**

- American Legion
- Florida and New Jersey Police Benevolent Association
- New Jersey Chiefs Association
- F.B.I. National Academy Association
- Past Rotary/Treasurer

### **Commendations:**

- New Jersey General Assembly Certificate of Merit
- American Legion Law Enforcement officer of the year
- PBA Gold Card

My family and I have resided in Palm Coast since 1991, and I am currently an Adjunct Professor with Vincennes University.