

# Matthew W. Rebuck

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I write to express my interest in the City Manager opening for the City of Palm Coast, Florida. I am a senior government leader with an extended record of advancement and success.

As the City Manager of Palm Coast, my goal is to maintain and enhance the quality of life of the citizens of Palm Coast, by carrying out the vision of the Mayor and City Council of Palm Coast. First, I envision listening to the goals and objectives of the elected officials and their expectations of City Manager. I anticipate meeting those goals, objectives, and expectations through collaboration with internal and external stakeholders and motivating and inspiring members of the Palm Coast City Government towards living out the mission, vision, and core values of the organization through strict accountability and professional development.

My background and skillset (detailed on the enclosed resume) are an excellent match for this opportunity. Below are a few key qualifications and strengths I offer:

- ◆ As the director of a 573-acre state public safety training academy, I lead both my own 54 person staff, and countless members of many other law enforcement agencies while training on the state academy in my charge.
  - I partner with the North Carolina Department of Public Safety Office to craft a six-year capital improvement plan to stay ahead of the growth of the academy. This plan includes a \$40 million gymnasium, and a \$80 million multi-story dormitory with administrative offices on the first floor.
  - I partner with other state entities to complete several multi-million-dollar capital projects such as a ~28,000 square foot multi-purpose building, a large parking lot, a live fire shoot house, building renovation, and demolition projects. Casting the vision and timeline for these projects has exposed me to building codes and many other construction processes.
  - I lead a strong, multi-trade maintenance and facilities team that covered over 45 buildings on two campuses. This team also covers safety policies and protocols.
  - I oversee a \$6+ million operating budget that covers utilities and the grounds of the academy, and much more.

I believe my current position as academy director is a lesser comparison to being a city manager. I am willing to listen and learn and ultimately become the city manager desired by the Palm Coast Mayor and City Council. This is just a sample of the positive impact I have made in past positions. I would love the opportunity to take all I have learned and apply it operationally as your City Manager. I welcome the chance to discuss with you, how I can contribute to the City of Palm Coast. Please call or email me by the contact information below to arrange an interview or to answer any follow up questions.

I appreciate your time and look forward to speaking with you.

Sincerely,

**Matthew W. Rebuck**

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## Senior Government Leader

Extended record of success leading a state training academy, training agents and police commanders, and motivating multi-agency teams to advance the goals and values of the organization and profession. Committed to ongoing professional development and education. Adapts readily to new work challenges and conditions.

Experience leading an entity of state government that encompasses land, buildings, and people. Strong record of vision-casting leading to growth and development. Outstanding reputation as a partner with many other state entities.

## PROFESSIONAL EXPERIENCE

### *North Carolina Department of Public Safety (NCDPS) 2022 to Present*

#### **Director, NCDPS Training Academy**

- ◆ Responsible for leading a 573-acre state law enforcement training academy that serves all law enforcement agencies in the State of North Carolina. This training academy covers over 45 buildings comprised of over 370,000 square feet with 7 dormitories and about 250 beds. It contains 12 functional classrooms, an L300 Virtra Simulator, the Apex Officer Virtual Reality system, multiple firearms ranges, a small gymnasium, a mock courtroom, an obstacle course, a TacHouse and an entire high school complex for tactical and active shooter response training. This academy is staffed by 54 full-time personnel, to include a training team comprised of a supervisor, five instructors, and a program coordinator. Other teams entailed a facility management team, a security team, a customer relations team, a housekeeping team, and an administration team, all with a multi-million-dollar budget. Currently under construction are a live-fire shoot house, and a ~50-acre emergency vehicle operations course. This training academy provides three types of training available to all members of the law enforcement profession in the state of North Carolina; hosting training for any agency, elite third-party training paid by the academy, and training delivered by academy instructors.

### *Federal Bureau of Investigation (FBI) | 2002 to 2022*

#### **Supervisory Special Agent / Adjunct Professor – University of Virginia, FBI Academy, Quantico, VA | 2017 to 2022**

- ◆ Educated police commanders from around the world on effective leadership strategies.
- ◆ Created, designed, and instructed the college-accredited course “Breaking Barriers & Building Community” to address recent national police-community relations issues.
- ◆ Delivered graduate and undergraduate courses to FBI National Academy Sessions 270-282.
- ◆ Delivered key leadership blocks to command staff in the Baltimore Police Department Executive Institute, the New Orleans Police Department Executive Institute, and the Memphis Police Department Executive Institute.

#### **Certified Employee Assistance Program Division Coordinator | 2018 to 2022**

#### **Certified Employee Assistance Program Peer | 2006 to 2022**

*FBI Academy, Quantico, VA*

**Acting Unit Chief – Leadership Programs & Instruction Unit | 2019 to 2020**

- ♦ Led this 35+ person unit to deliver various internal and external senior leadership development programs including the FBI National Academy, National Executive Institute, and the Law Enforcement Executive Development Seminar.

**Supervisory Special Agent | 2017**

- ♦ Trained newly hired agents and analysts on leadership, counterterrorism, interview and interrogation, counterintelligence, criminal investigations, human intelligence, and other relevant law enforcement topics.

**Special Agent Counselor | Jul 2016 to Sep 2016**

- ♦ Served as National Academy Session #265 Counselor.

*FBI-Baltimore, Baltimore, MD*

**Special Agent | Bel Air Resident Agent | 2009 to 2016**

**Special Agent | International Terrorism Task Force | 2006 to 2009**

**Special Agent | Violent Crime Task Force | 2003 to 2006**

## CAREER NOTE

Prior work experience includes serving as a **Community Police Officer, Detective Sergeant, and Patrol Sergeant** for the *Portsmouth Police Department* (Portsmouth, VA), and as a **Campus Police Officer** for the *University of New Mexico* (Albuquerque, NM). While a Detective Sergeant, I was responsible every third week for response to all major crimes, thus acquiring experience with multiple homicides and other felony crimes and crime scenes.

## MILITARY EXPERIENCE

Five years as **Security Specialist/Police** for the *United States Air Force* in Montana, Greece, and Germany.

## EDUCATION

**Doctor of Strategic Leadership (DSL)**, *Liberty University, Lynchburg, VA*

**Master of Public Administration (MPA)**, *Capella University, Minneapolis, MN | Honors*

**Bachelor of Science (BS) – Organizational Management & Development**, *Bluefield College, Bluefield, VA*

**Associate of Arts (AA) – Liberal Arts**, *Saint Leo University, St. Leo, FL*

## PROFESSIONAL DEVELOPMENT

**Certified Instructor/Trainer**, *Active Bystandership for Law Enforcement*

**Accredited Facilitator**, *The Five Behaviors of a Cohesive Team: A Wiley Brand*

Management Certification, *Everything DiSC: A Wiley Brand*

Mindfulness-Based Stress Reduction, *Mindful Leader*

*Coursera*

Foundations of Positive Psychology Specialization, *University of Pennsylvania*

Positive Psychology Specialization Project: Design Your Life for Well-being

Positive Psychology: Applications & Interventions

Positive Psychology: Character, Grit & Research Methods

Positive Psychology: Martin E.P. Seligman's Visionary Science

Positive Psychology: Resilience Skills

The Science of Well-being, *Yale University*

Emotional Quotient Inventory Certification (EQ 2.0 and 360 Certified Trainer and Coach)

Applied Suicide Intervention Skills Training, *LivingWorks*

**Curriculum Developer**, FBI's Foundations for Instructional Design course.

## PUBLICATIONS

*FBI Law Enforcement Bulletin*

**Co-Author**, "Positive Policing" | Aug 6, 2020 | [Link](#)

**Author**, "Positive Policing Spotlight: Applying the Concept" | Nov 10, 2020 | [Link](#)

**Author**, "Leadership Spotlight: Recognizing your Organization's Culture" | Sep 10, 2019 | [Link](#)