

**Bolser, Sandra**

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**From:** Snead, Brannon [BrannonSnead@flhsmv.gov]  
**Sent:** Friday, August 30, 2013 3:36 PM  
**To:** Bolser, Sandra  
**Subject:** City Manager Advertisement  
**Attachments:** Brannon Snead -Cover letter - Bunnell.docx; Brannon Snead - Resume - Bunnell.docx; Bunnell Salary Req.docx; Bunnell - Five Work Related Ref.docx; CM.docx

Dear Mrs. Bolser:

As an experienced manager and leader with years of progressive and stable experience in law enforcement, operations management, union contract negotiations, and budget administration, I believe I would be ideally suited to fill the advertised position of City Manager with the City of Bunnell.

I have developed a proactive, hands-on style of management that allows me to create and foster an efficient and productive work environment. Possessing excellent human resource administration, written/oral communication, and computer skills has positioned and qualified me to become an immediate and viable asset to the City of Bunnell.

My qualifications include proven strengths in the following areas:

- Budget Development
- Human Resources
- Staff Retention
- Cost Control
- Recruiting
- Contract Negotiations
- Project Management
- Team Coordination

I sincerely appreciate the opportunity to apply for this prestigious position with the City of Bunnell.

Respectfully,



Brannon Snead

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PLEASE NOTE: Florida has a very broad public records law per Fla. Statute 119. Most written communications to or from the Flagler County Sheriff's Office employees regarding public business are public records available to the public and media upon request. Your e-mail communications may be subject to public disclosure. If you do not want your e-mail address released, do not send electronic mail to this agency. Instead, contact this office by phone or in writing.



# Brannon M. Snead

1312 Lake Lucerne Way Apt. #301, Brandon, Florida 33511  
850.445.9103 • [bmsnead@gmail.com](mailto:bmsnead@gmail.com)

August 30, 2013

City of Bunnell  
Ms. Sandi Bolser, City Clerk  
1769 E. Moody Blvd.  
Bunnell, FL 32110

Dear Mrs. Bolser:

As an experienced manager and leader with years of progressive and stable experience in law enforcement, operations management, union contract negotiations, and budget administration, I believe I would be ideally suited to fill the advertised position of City Manager with the City of Bunnell.

As a supervisor with the Florida Highway Patrol (FHP), I currently oversee FHP's Criminal Interdiction Unit (CIU) in Tampa, Florida. CIU is a unit of several highly trained troopers who constantly work to rid Florida's roadways of illegal narcotics and gang activities. We also work with many local, state, and federal law enforcement agencies to assist them with various narcotic and gang issues within their jurisdictions. During my career, I have supervised and managed several national events which include, but are not limited to the Republican National Convention, Tropical Storm Isaac and the Daytona 500 NASCAR races.

Before that, I worked in FHP's Office of the Inspector General as an internal affairs lieutenant and investigator. During that time, I vigorously worked to deter, detect, investigate and supervise crimes of misconduct that negatively impacted our Department. These administrative and criminal investigations typically involved reports of conflict of interest, theft, improper use of department resources and employee misconduct.

I have also developed a proactive, hands-on style of management that allows me to create and foster an efficient and productive work environment. Possessing excellent human resource administration, written/oral communication, and computer skills has positioned and qualified me to become an immediate and viable asset to the City of Bunnell. My qualifications include proven strengths in the following areas:

- Budget Development
- Human Resources
- Staff Retention
- Cost Control
- Recruiting
- Contract Negotiations
- Project Management
- Team Coordination

Attached is my resume that briefly outlines my experience and accomplishments. Please feel free to contact me, at your convenience, if you have any questions or would like to schedule an interview.

Respectfully,



Brannon Snead



**Brannon M. Snead, CPM, CIGI**  
(Certified Public Manager & Certified Inspector General Investigator)

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A law enforcement professional that has the experience and knowledge to effectively manage complex investigative projects with the ability to motivate teams. Specialized training has allowed me to achieve success in a high-stress, high visibility career field. My work history is a proven track record as evidenced in the numerous commendations and awards.

*Areas of Special Expertise:*

**Investigation Management - Contract Negotiations - Excellent Communication Skills**  
**High Profile Assignments - Complex Acquisitions**  
**Case Management - Problem Solving - Team Leader Skills**  
**Emergency Management**

*Objective:*

**To use my leadership skills, work experience and knowledge to effect positive change.**

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**PROFESSIONAL EXPERIENCE**

**Florida Highway Patrol**

- Supervisor, Criminal Interdiction Unit (Canine and Narcotics Unit) **06/2004 - Present**
- Law Enforcement Bargaining Unit Troop C Director (Police Benevolent Association)
- The Tampa Bay Buccaneers Football Team Protection/Escort Detail
- The Florida Highway Patrol Training Academy High Liability Adjunct Instructor
- Troop C Training Instructor & Assistant Public Affairs Officer (Media Spokesperson)
- Muti-Agency Gang Task Force (MAGTF) Polk, Hillsborough, Pasco & Pinellas Counties
- Lieutenant, DHSMV-Office of Inspector General (Internal Affairs Inspector)
- Lieutenant, FHP Office of Professional Compliance (FHP Internal Affairs)
- Lieutenant, Dignitary Protection - Florida Lt. Governor Jeff Kottkamp
- Accreditation member of the Office of Inspector General
- Sergeant, Squad Supervisor for the Quincy District
- Law Enforcement Bargaining Unit Troop H Director (Police Benevolent Association)
- Quincy District Media Spokesperson (Public Information Officer)
- Troop H Contraband Interdiction Program (CIP) Supervisor
- Troop H Reaction & Special Response Team Assistant Commander
- Troop H - Troop Wide Supervisor (TWS)
- Corporal, Traffic Homicide/Applicant Background Investigator
- The Florida State University (FSU) Football Team Protection/Escort Detail
- State Trooper – Troop H
- Assistant Honor/Color Guard Coordinator
- Field Training Officer
- Law Enforcement Troop Training Instructor

**Tallahassee, Florida Police Department**

**05/2003 – 06/2004**

- Law Enforcement Officer

- Florida Highway Patrol – Commercial Motor Vehicle Enforcement Unit (CVE)** **08/1998 – 05/2003**
- Commercial Motor Vehicle (CMV) Law Enforcement Officer
  - CMV and Hazardous Material Investigator
  - CMV Post Crash Fatality Investigator

- Florida Highway Patrol** **08/1998 – 06/2002**
- Corporal, Traffic Homicide Investigator
  - Field Training Officer/ FHP Academy Counselor & Adjunct Instructor
  - State Trooper (Troop F and Troop H)

### **EDUCATION**

- Masters of Business in Human Resource Management, St. Leo University, Saint Leo, FL **Present**  
**\*Working towards the completion of the degree**
- Certificate in Florida City & County Management – Florida Center of Public Management **Present**  
 Askew School of Public Administration & Policy at the Florida State University  
**\*Working towards the completion of the certification**
- Certified Public Manager (CPM) – Florida Center of Public Management **2012**  
 Askew School of Public Administration & Policy at the Florida State University
- Certificate in Supervisory Management, The Florida State University, Tallahassee, FL **2010**
- Bachelor of Science in Criminal Justice, Thomas University, Thomasville, Georgia **2003**  
 Honors Graduate – Two Time Recipient of the President’s List Award
- Associate of Arts in General Studies, Tallahassee Community College, Tallahassee, FL **2001**
- Florida Commission on Criminal Justice Standards in Training **1999**  
 Certified Florida Law Enforcement Officer

### **AWARDS & COMMENDATIONS**

- 15 time recipient of Florida Highway Patrol - Trooper of the Month
- Department of Highway Safety & Motor Vehicles - Above and Beyond the Call of Duty Award
- South Gate Campus Centre - Florida Law Enforcement Officer of the Year
- Optimist Club of Tallahassee Outstanding Law Enforcement Officer of the Year
- Florida Highway Patrol Auxiliary Outstanding Service Award
- Florida Highway Patrol Leadership Award
- Mothers Against Drunk Driving (M.A.D.D.) Award
- FHP 94<sup>th</sup> Basic Recruit Class (BRC) President Award

## CERTIFICATIONS

### **Executive / Leadership Training**

- 7<sup>th</sup> Session of the Florida Criminal Justice Executive Institute Florida Leadership Academy (FLA)
- 17<sup>th</sup> Session of the Florida Department of Highway Safety & Motor Vehicles (DHSMV) Management Fellows Program
- 57<sup>th</sup> Session of the Southern Police Institute (SPI) Command Officer Development Course (CODC)
- Northwestern University Senior Management Leadership Program (SMLP)
- Emergency Management Institute Professional Development Series
- Institute of Police Technology and Management (IPTM) - Middle Management Course

### **Emergency Management Training**

- Emergency Program Manager
- Leadership & Influence
- Decision Making & Problem Solving
- Developing & Managing Volunteers
- Public Assistance Process
- Emergency Planning
- Effective Communication
- National Incident Management Systems (NIMS)
- Incident Command Systems for Law Enforcement
- Radiological Emergency Management
- Principals of Emergency Management
- Hazard Mitigation
- National Response Plan (NRP)
- Continuity of Operations (COOP)

### **Board and Committee Member Participation**

- Tallahassee Community College Alumni Association – Served one term on the Board of Directors
- American Association of Inspector Generals – Member
- Police Benevolent Association (PBA) – Florida Highway Patrol Troop Director

*References Available Upon Request*  
*Brannon M. Snead*  
*850.445.9103*





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## **Salary Requirements – City of Bunnell**

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**If chosen to be Bunnell's next City Manager, I would be willing to accept the salary (\$75,000 – \$80,000) that was advertised.**



# Brannon M. Snead

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## Five Work Related References – City of Bunnell

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1. Chief Herb Sheheane  
Chief of the Florida Highway Patrol Auxiliary  
2900 Apalachee Parkway  
Tallahassee, Florida 32399  
Cell: 850.566.1100
  
2. Captain Jeffrey S. Dixon  
Quincy District Commander  
Florida Highway Patrol  
2100 Mahan Drive  
Tallahassee, Florida 32308  
Office: 850.251.0900  
Cell: 850.322.9860
  
3. Captain David Brannon  
Deltona Commander - District 4  
Volusia County Florida Sheriff's Office  
1200 Deltona Blvd. Suite #44  
Deltona Plaza  
Deltona, Florida 32725  
Office: 386.860.7030  
Cell: 386.747.9001
  
4. Captain Michael Burroughs  
Assistant Chief Investigator  
Florida Highway Patrol  
Bureau of Investigations  
2900 Apalachee Parkway B-465, MS43  
Tallahassee, Florida 32399  
Office: 850.617.2361  
Cell: 850.273.0151
  
5. Lieutenant Gary L. Howze, II  
Department of Highway Safety & Motor Vehicles (DHSMV)  
Office of the Inspector General (Internal Affairs)  
2900 Apalachee Parkway A-310, MS03  
Tallahassee, Florida 32399  
Office: 850.617.2328  
Cell: 850.933.5219



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**The three most important issues that I currently see face Bunnell:**

- Financial impact. Revenues have declined yet the demand for services still remain high;
- Citizen engagement and participation is important. Bunnell should find new ways to engage and inform their residents;
- Balancing the economic development while maintaining a high quality of life.

**The challenges that I see facing the next Bunnell City Manager:**

- Encouraging economic development that is a good fit with the community;
- Working with the school board to continue to improve the City's schools;
- Finding ways to help the poor climb out of poverty;
- Working with the community to improve the neighborhoods; and
- Addressing code enforcement issues.

**If given the opportunity to serve as the next Bunnell City Manager, I would spend my first six months doing the following:**

- Examining City's issues;
- Learning the history of the City and its neighborhoods;
- Listening to the Council Members' goals and vision;
- Familiarizing myself with staff's strengths and weaknesses; and
- Assessing the City's financial position.

**The BIG Question - The reason for wanting to leave my current position:**

I am extremely happy where I am but I would like the opportunity to become a City Manager. I have had the opportunity to work for and be mentored by outstanding leaders and managers. I want to put what I have learned into practice as Bunnell's new City Manager. I feel Bunnell is a great community, and a community that has not yet reached its full potential.

## **Adjectives or phrases I would use to describe myself:**

- Enjoys working with people,
- Visionary,
- Forward thinker,
- Goal oriented
- Good sense of humor, and
- Values relationships.

## **I have been described by others as:**

Energetic, experienced, competent, ambitious, creative and straight forward.