

## EMPLOYMENT APPLICATION



FLAGLER COUNTY  
1769 East Moody Blvd. Bldg 2 Bldg # 2  
Bunnell, Florida 32110  
386-313-4007  
<http://www.flaglercounty.org>  
Bentley, Douglas L  
00021 INTERIM COUNTY ADMINISTRATOR

Received: 1/18/19 12:04 PM  
For Official Use Only:  
QUAL: \_\_\_\_\_  
DNO: \_\_\_\_\_  
 Experience  
 Training  
 Other: \_\_\_\_\_

## PERSONAL INFORMATION

POSITION TITLE: INTERIM COUNTY ADMINISTRATOR		EXAM ID# : 00021
NAME: (Last, First, Middle) Bentley, Douglas L		SOCIAL SECURITY NUMBER: N/A
ADDRESS: (Street, City, State, Zip Code) 157 Island Estates Pkwy, Palm Coast, Florida 32137		EMAIL ADDRESS: dougkentley@earthlink.net
HOME PHONE: 580-678-5426	ALTERNATE PHONE: 580-678-5436	NOTIFICATION PREFERENCE: Email
DRIVER'S LICENSE: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DRIVER'S LICENSE: State: FL	LEGAL RIGHT TO WORK IN THE UNITED STATES? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

## PREFERENCES

MINIMUM COMPENSATION: \$0.00 per year
WHAT TYPE OF JOB ARE YOU LOOKING FOR? Regular
TYPES OF WORK YOU WILL ACCEPT: Full Time
SHIFTS YOU WILL ACCEPT: Day, Evening, Night, Weekends, On Call (as needed)
OBJECTIVE: I want to serve as the Flagler County Interim County Administrator to quickly fill the immediate need facing Flagler County. With the vacuum created with the simultaneous departure of 3 key leaders, I want to use my exceptional senior executive leadership skills to begin rebuilding morale in the departments these vacancies have created. I want to work well with the city and other communities, be vision-minded, be timely with reports for the commissioners and be a good listener.

## EDUCATION

Nothing Entered For This Section

## WORK EXPERIENCE

Nothing Entered For This Section

## CERTIFICATES AND LICENSES

Nothing Entered For This Section

## Skills

Nothing Entered For This Section

## ADDITIONAL INFORMATION

Nothing Entered For This Section

## REFERENCES

REFERENCE TYPE: Professional	NAME: Robert Bridgford	POSITION:
ADDRESS: (Street, City, State, Zip Code)		
EMAIL ADDRESS: rsbridgford@gmail.com		PHONE NUMBER: 580-678-6880
REFERENCE TYPE: Professional	NAME: Todd Small	POSITION:
ADDRESS: (Street, City, State, Zip Code)		
EMAIL ADDRESS: richard.todd.small@gmail.com		PHONE NUMBER: 813-507-9478
REFERENCE TYPE: Professional	NAME: Bob Wilson	POSITION:

ADDRESS: (Street, City, State, Zip Code)

EMAIL ADDRESS:  
robertwilson973@outlook.com

PHONE NUMBER:  
713-548-4034

Agency-Wide Questions

1. If applying for driver position, do you possess a valid Class B or higher Commercial Driver's License with Passenger Endorsement?  
No
2. Are you eligible to work in the United States?  
Yes
3. Employment Desired:  
Full Time
4. Have you ever worked for this organization?  
No
5. Hours of work (per week) desired:  
40+
6. Date Available:  
21 January 2019
7. Desired Salary:  
Negotiable
8. Are you currently in the armed forces?  
No
9. Military Branch:  
United States Army (active duty)
10. Military Start Date:  
1 July 1980
11. Military Discharge Date:  
31 May 2014
12. Rank at Discharge:  
Colonel

ALL APPLICANTS MUST ANSWER "YES" OR "NO" TO QUESTION 1 AND SIGN AND DATE THE FORM If you are claiming Veteran's Preference, a copy of your DD214 or comparable document which serves as a certification of release or discharge claim, must be furnished at the time of application. Effective April 8, 1992, Chapter 92-80, Laws of Florida amended the definition of wartime service to include the Persian Gulf War, beginning August 2, 1990, and ending on such a date as may be prescribed by presidential proclamation or by law. The County will give your application every special consideration required by the law (Florida Administrative Code, Chapter 55A-7). If you believe you were not afforded employment preference in accordance with the law, you have the right to file a complaint within twenty-one (21) days of notice of non-selection for the position with the Department of Veteran's Affairs, 11351 Ulmerton Road, Suite 311-K, Largo, Florida 32278-1630 Are you claiming Veteran's Preference?

13. Yes
14. Check the appropriate category if you are claiming Veteran's Preference:  
A Veteran with a service-connected disability which is compensable under public law; or a veteran who is receiving compensation, disability retirement benefits, or pension by reason of public laws, where, Operation Enduring Freedom - October 7, 2001 until present

The following terms were accepted by the applicant upon submitting the online application:

By clicking the Accept & Submit button, I hereby certify that every statement I have made in this application is true and complete to the best of my knowledge. I understand that any false or incomplete answer may be grounds for not employing me or for dismissing me after I begin work. I understand that I will have to produce documentation verifying my identity and employment eligibility in the U.S. I understand that I may be required to verify any and all information given on this application. I understand that this completed application is the property of Flagler County and will not be returned. I understand Flagler County may contact prior employers and others.

This application was submitted by Douglas L Bentley on 1/18/19 12:04 PM

Palm Coast, FL

**Douglas L. Bentley, Jr.**  
dougkentley@earthlink.net  
www.linkedin.com/in/DouglasLBentley

Mobile: 580.678.5426

### **Executive Leader**

Exceptional senior executive skilled in leading civilian, government, and contractor professionals in highly demanding, fast-paced environments achieving mission and business objectives. Influential, energetic, passionate leader with a talent for creating high performing and loyal organizations as well as leading change to improve effectiveness. Expert in managing financial and human resources and maintaining quality objectives in a professionally responsible, transparent, values-based organization.

Executive Leadership  
Strategic Planning  
Program Management  
Labor Management

Resource Management  
Leading Change  
Strategic Communications  
Emergency Management

Problem Solving  
Critical Thinking  
Team Building  
Flexibility

### **Professional Experience**

**Congressional District Coordinator FL 06/Admissions Liaison  
United States Military Academy at West Point Admissions**

**2014-present  
Flagler/Volusia Counties, Florida**

Planned and coordinated all West Point Admissions activity within Florida's 6<sup>th</sup> Congressional District. Provided advice and support to the congressman's local staff office. Academy board member that provided the congressman the recommended ranking of candidates who receive a nomination after a thorough vetting process. Coordinated cadet visits and admission's office staff visits in support of schools and academy days.

- Established 1<sup>st</sup> ever engagement program reaching out to all 25 middle and high schools in the district.
- Developed superb rapport with senior school officials and local school administrators and counselors.

**Senior Executive Manager (Installation Commander)  
Supreme Headquarters Allied Powers Europe (SHAPE)**

**2011-2014  
Mons, Belgium**

Responsible for installation security and emergency services, engineering, public works, logistics, housing, retail business, human resources, resource management, contracting, medical clinics, recreational and community activities, youth programs, religious support, public safety, and schools on SHAPE providing support to over 15,000 soldiers, family members, and civilian employees from over 40 nations. Led an international staff (10 direct reports, 7 departments) of over 800 military and civilian members in executing a \$50M annual program for NATO's military headquarters in Europe. Executed a \$20M non-appropriated funds program for restaurants, retail, lodging, and gyms.

- Used innovative best practices and procedures to turn around years of net significant annual budget losses of our \$20M Moral, Recreation, and Welfare Program (restaurants, retail, lodging, gyms) into annual profits of \$1.5M while investing \$800K into capital investment programs; a first in over 6 years.
- Developed NATO's first Crisis and Operations Center one month early and under budget; facility has set the standard across NATO's 28 member nations.
- Negotiated with Belgian government to achieve a 100% host-nation funded \$250M construction project to rebuild installation's 600 homes; a first in over 48 years.
- Authored and negotiated employees' labor contract resulting in \$1M/year savings.
- Developed strong working relationships with Belgian government leaders, law enforcement agencies, military and civic groups, local, regional and federal agencies, regulators and elected officials at every level of government.

**Chief, Operations Division (Chief Operating Officer (COO))  
U. S. Forces Afghanistan**

**2010-2011  
Kabul, Afghanistan**

Led 20 joint senior military members in developing, planning, resourcing and synchronizing all operational efforts for over 10,000 engineers supporting Operation Enduring Freedom.

- Managed issuing \$1.1B worth of route clearance equipment to engineers across theater which enabled the warfighters to successfully engage with the enemy.
- Pursued and successfully competed for an additional \$400M from the Pentagon to enhance the engineers' combat capabilities and effectiveness.

**Deputy Garrison Commander-Transformation (COO)  
Fires Center of Excellence (FCoE)**

**2007-2009  
Fort Sill, Oklahoma**

Led 8 senior military and civilian members in developing, planning, synchronizing and executing a \$1.2B construction program transforming Ft. Sill into the FCoE while retaining power projection capability in support of national priorities.

- Developed and implemented plan to move 10K personnel from Fort Bliss to Fort Sill by executing a \$1.2B construction program. Synchronized all efforts as the lead program for the Army's largest repositioning of personnel since World War II.
- Organized and led a weekly synchronization meeting with all department heads and stakeholders that developed and implemented goals, established project priorities, and de-conflicted issues.
- Built consensus with city of Lawton, Oklahoma, area towns and communities, and private businesses to provide municipal services and support capabilities (schools, road networks, hospitals, housing, retail, etc.) to support an 11.5% increase of population within 2 years.
- Led town hall meetings in both El Paso, Texas and Lawton, Oklahoma that allowed all stakeholders to stay current on all activities, to voice concerns, and to ask our department heads questions.
- Developed and provided strategic communications for key senior Army leaders for use in congressional engagements and public presentations.
- Diligently pursued and competed (against other U. S. Army Corps of Engineers projects) for an additional \$277M of funding for Fires Center of Excellence construction.
- Successfully competed (against other Army installations) for \$420M of additional funding for new dormitories, dining facilities, and a reception center; a first for Fort Sill.
- Created a relocation web site; earned "best practice" award from vice chief of staff of the Army.
- Authored "Leading Change at the Garrison Level" for U. S. Army Journal of Installation Management; sharing my expertise in leadership and best practices throughout the Army.

**Chief, Command and Installation Program Analysis Division  
Headquarters, Department of Army, Pentagon**

**2006-2007  
Washington, DC**

Led 14 senior military and civilian members analyzing and programming installation programs and the Army's largest force structure realignment and global re-stationing effort in 60 years.

- Developed the Army's \$129B installation program for FY08-13 for base operations, construction, information technology, and biometrics for 179 bases worldwide.
- Led efforts to achieve a 90% rate (had been < 80%) of base operations support and restoration and modernization of facilities for the entire Army worldwide; a first in over 10 years.
- Led several teams working with senior Defense, Joint, and Army leaders resulting in a \$52B top line increase supporting the Army's largest transformation since WWII.

**Director of Public Works, Logistics, and Transportation (City Manager)  
Supreme Headquarters Allied Powers Europe (SHAPE)**

**2001-2005  
Mons, Belgium**

Led an international staff (10 direct reports, 7 departments) of over 375 military and civilian members in executing a \$45 million annual program for infrastructure operations and maintenance, transportation requirements, and logistical support for NATO's military headquarters in Europe. Provided electrical, gas, water, sewer, and refuse removal series, fire protection and emergency response for 2000 residents, a workforce of 5000, an international school of 3000, retail business and light industry. Managed NATO's emergency operations center (wartime bunker). Executed a \$20M program in contracted support services for material, design, construction, maintenance and repair, and project management services for all facilities at SHAPE supporting 26 member nations. Provided technical advice to the international staff for engineering, cost estimating, feasibility studies, master planning, design, and construction.

- Led the Technical Working Group for the SHAPE Development Plan that delivered the first ever SHAPE Master Plan; in 9 years since plan was developed the following construction projects have been completed: fiber-optic backbone delivered installation-wide, new elementary, middle, and high schools built, new security fence installed around perimeter, and hardened all three gates for entry/exit of installation to increase force protection. A \$300M headquarters building is in design.
- Implemented a project review board process for all project managers, customers, and stakeholders that significantly enhanced customer care, saved money, and saved time.
- Designed and implemented a comprehensive labor/management training program for all supervisors and labor leaders resulting in no major labor incidents in 4 years; a first for SHAPE.

**Deputy Commander and Deputy District Engineer (Chief of Staff)  
U. S. Army Corps of Engineers Little Rock District**

**1999-2001  
Little Rock, Arkansas**

Responsible for the operations, training, and administration of 825 personnel over a 2 state region (Arkansas and Missouri). Served as Chief of Staff with 11 direct reports and 9 departments: resource management, information management, logistics, internal review, security, safety, public affairs, equal opportunity, and emergency management. Coordinated execution of a \$185M annual program providing services in planning, design and construction of civil works and military projects at Army and Air Force installations and which operates and maintains 7 hydro-power facilities, 12 flood control projects, 12 navigation locks and dams, and 205 recreational facilities. Performed duties as District Commander to coordinate district activities with state and federal agencies and the public.

- Reduced discretionary spending by over \$4M; 55% beyond the most optimistic projection.
- Re-energized the entire support staff enhancing internal coordination, customer satisfaction, and fiscal oversight over a 2 state region.
- Led the district as management's representative during collective bargaining resulting in a newly signed labor contract.
- Successfully managed departments with disaster relief due to tornados; partnered with FEMA, state, county, and local officials.
- Re-energized the support staff to be the most customer-focused within Southwest Division (5 state region); received recognition from U. S. Army Corps of Engineers general in Dallas.

**Education and Professional Development**

MS, Operations Research, Georgia Institute of Technology, Atlanta, Georgia  
BS, General Engineering, United States Military Academy, West Point, New York  
Fellowship Certificate (1 year), International & Defense Policy Studies, Queen's University, Kingston, Ontario

18 January 2019

Honorable Donald O'Brien Jr.  
Chairman, Flagler County Commissioners  
1769 E. Moody Blvd., Building 2  
Palm Coast, FL 32110

Re: County Administrator Vacancy

Dear Mr. O'Brien,

Your need for an immediate hire for county administrator caught my eye, as it seems an ideal match for my background and experience. I have worked in a broad spectrum of progressively challenging leadership positions in government for most of my career. I have 11+ years' experience in municipal or county government-type management work. I am no stranger to Flagler County; my parents moved here in 1986, I have been a registered voter in Flagler County since 1992 and I have witnessed the explosive growth.

### Your Needs

Effective land planning and growth management.

Repair and restore Flagler County's dunes.

Develop a sustainable business community.

### My Qualifications

As **director of public** works of a major military base in Europe I planned, coordinated, and developed NATO's Military Headquarters' **1<sup>st</sup> ever master plan**. This plan allowed the installation to **significantly increase population** as more nations became part of the alliance. Growth occurred with schools, medical facilities, housing, office space, and commercial retail.

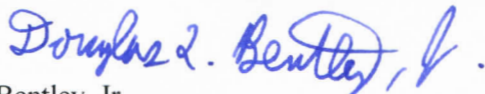
As **deputy district engineer** for the U. S. Army Corps of Engineers I coordinated **execution of a \$185M** annual program providing services in **planning, design, construction, and operations**. I am adept at partnering with federal agencies to synchronize efforts to the desired end-state.

As **deputy installation commander** at Ft. Sill I developed and implemented a plan to **move 25K personnel** from Fort Bliss to Fort Sill. This required intense coordination with the city of Lawton, OK to ensure policies and activities in permitting, incentives, infrastructure and marketing were shaped to **support a business friendly environment**.

I would welcome the opportunity to discuss your needs at length and the value I can offer. As a person who chose to retire from a career in the Army in Flagler County I have a strong desire to see our community thrive. With my proven exceptional senior executive leadership experience, I believe I am the right candidate for this position.

Thank you in advance for your consideration.

Sincerely,



Douglas L. Bentley, Jr.





**DEPARTMENT OF VETERANS AFFAIRS**  
810 Vermont Ave NW  
Washington, D.C. 20420

August 06, 2018

Douglas L Bentley  
157 Island Estates P  
Palm Coast, FL 32137

In Reply Refer to:  
xxx-xx-  
27/eBenefits

Dear Mr. Bentley:

This letter is a summary of benefits you currently receive from the Department of Veterans Affairs (VA). We are providing this letter to disabled Veterans to use in applying for benefits such as state or local property or vehicle tax relief, civil service preference, to obtain housing entitlements, free or reduced state park annual memberships, or any other program or entitlement in which verification of VA benefits is required. Please safeguard this important document. This letter is considered an official record of your VA entitlement.

Our records contain the following information:

### Personal Claim Information

Your VA claim number is: xxx-xx-7745

You are the Veteran.

### Military Information

Your most recent, verified periods of service (up to three) include:

Branch of Service	Character of Service	Entered Active Duty	Released/Discharged
Army	Honorable	July 01, 1980	May 22, 1984
Army	Honorable	May 23, 1984	May 31, 2014

(There may be additional periods of service not listed above.)

### VA Benefit Information

<b>You have one or more service-connected disabilities:</b>	Yes
<b>Your combined service-connected evaluation is:</b>	100%
<b>Your current monthly award amount is:</b>	\$3343.48
<b>The effective date of the last change to your current award was:</b>	December 01, 2017
<b>You are considered to be totally and permanently disabled due solely to your service-connected disabilities:</b>	Yes
<b>The effective date of when you became totally and permanently disabled due to your service-connected disabilities:</b>	June 01, 2014

You should contact your state or local office of Veterans' affairs for information on any tax, license, or fee-related benefits for which you may be eligible. State offices of Veterans' affairs are available at <http://www.va.gov/statedva.htm>.

### How You Can Contact Us

- If you need general information about benefits and eligibility, please visit us at <https://www.ebenefits.va.gov> or



<http://www.va.gov>.

- Call us at 1-800-827-1000. If you use a Telecommunications Device for the Deaf (TDD), the number is 1-800-829-4833.
- Ask a question on the Internet at <https://iris.custhelp.va.gov>.

Sincerely,



Michael J. Frueh  
Executive Director  
Benefits Assistance Service

