EMPLOYMENT APPLICATION



FLAGLER COUNTY 1769 East Moody Blvd. Bldg 2 Bldg #2 Bunnell, Florida 32110 386-313-4007 http://www.flaglercounty.org

BROWER, EDWARD JOHN 00234 CHIEF OF STAFF

Received: 7/22/20 1:24 PM For Official Use Only: QUAL:_ DNQ: Experience □Training DOTHER:

		PERSONAL INFORMATION
POSITION TITLE:		EXAM ID#:
CHIEF OF STAFF		00234
NAME: (Last, First, Middle)		SOCIAL SECURITY NUMBER:
BROWER, EDWARD JOHN		N/A
ADDRESS: (Street, City, State/Pro	vince, Zip/Postal Code)	
		Email
DRIVER'S LICENSE:	DRIVER'S LICENSE:	LEGAL RIGHT TO WORK IN THE UNITED STATES?
■ Yes □ No	State: FL	■ Yes □ No

PREFERENCES

MINIMUM COMPENSATION: \$140,170.98 per year

WHAT TYPE OF JOB ARE YOU LOOKING FOR?

Regular

TYPES OF WORK YOU WILL ACCEPT:

Full Time

SHIFTS YOU WILL ACCEPT: Dav

OBJECTIVE:

To utilize my knowledge and experience to create amazing teams, a positive culture, and a healthy organization to provide the highest level of services to our citizens. To continue learning and growing as a leader while creating new leaders within the County

	EDUCATION	
DATES:	SCHOOL NAME: University of Florida Hough Graduate School	of Business
LOCATION:(City, State/Province) Gainesville, Florida	DID YOU GRADUATE? ■Yes □No	DEGREE RECEIVED: Master's
MAJOR: Master of Business Administration		
DATES:	SCHOOL NAME: University of Florida	
LOCATION:(City, State/Province) Gainesville, Florida	DID YOU GRADUATE? ■Yes □No	DEGREE RECEIVED: Bachelor's
MAJOR: Major Finance; Minor Economics	•	

	WORK EXPERIENCE	
DATES:	EMPLOYER:	POSITION TITLE:
From: 8/2019 To: Present	Flagler County Board of County Commissioners	Financial Services Director
ADDRESS: (Street, City, State/Province, Zip/Po 1769 East Moody Blvd, Bunnell, Florida, 32110	ostal Code)	
PHONE NUMBER:	SUPERVISOR:	MAY WE CONTACT THIS EMPLOYER?
3863134036	Jerry Cameron - County Administrator	■Yes □No
HOURS PER WEEK:	SALARY:	# OF EMPLOYEES SUPERVISED:
40	\$8,900.00/month	11

DUTIES:

* Direct and oversee the Budget and Purchasing Departments (Incl. the inventory warehouse and surplus management)

* Champion of the County's culture change and leadership focus currently being implemented. As a 2020 graduate of the inaugural Flagler Leadership Academy Class I believe I am, now to an even larger degree, an integral part of creating the culture and atmosphere necessary of high performing, healthy organizations.

* Lead and participate in many ad hoc projects and teams created to investigate, recommend, and/or implement, and/or action on a variety of issues.

* The County's financial representative on all matter involving County business. Recent work includes: o Being on the executive team tasked with divesting the County's two utilities (Plantation Bay and Beverly Beach) by negotiating the terms necessary to transfer assets and operations to the Florida Governmental Utility Authority (FGUA).

o Creating the concept plan and team to disseminate \$20 million of Coronavirus Aid, Relief, and Economic Security Act (CARES Act) funds to those within our community negatively affected by the COVID-19 Pandemic. o Anchoring the financial aspects of the CARES Act funding not only for distribution throughout our community, but for reimbursement from

the State of Florida Department of Emergency Management.

Create and oversee the County's FEMA Reimbursement Team for Hurricane Dorian and the COVID-19 Pandemic.

* General accomplishments include, but are not limited to:

o Increased morale and the general workplace atmosphere for staff that struggled with the prior culture. Focused on living my core values of honor, trust, accountability, truthfulness, and leadership to prove my commitment to the team and, thus, illustrating the values that will be important, supported, and rewarded.

o Restructured budgeted accounts that were not in accordance with the State of Florida's Chart of Accounts.

o Eliminated an internal policy/procedure that contradicted Statutes by allowing budget "overrides" to occur.

o Initiated weekly 20-minute "1 on 1" meetings with each person on Financial Services Team. o Initiated a mentor program between Analysts and Senior Analysts.

o Led a team that created the County's Mission Statement.

o Refinanced debt to lower interest rates saving the County over \$1 million over the life of the debt.

o Reorganized the Purchasing Department to eliminate bottlenecks and streamline operations including relocating staff, putting a focus on selling surplus, and increasing safety in the inventory warehouse.

o Led the County team responsible for completing the County's Comprehensive Annual Financial Report (CAFR) for the period ending September 30, 2019 by the time required by statute. This was the first time in three years the audit was completed on-time.

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REAS	ON	FOR L	EAVI	NG:

Current position	Current	position
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DATES: From: 10/2017 To: 8/2019	EMPLOYER: Alachua County Board of County Commissioners	POSITION TITLE: Senior Financial Management Analyst
ADDRESS: (Street, City, State/Province, Zip/P 12 SE 1st Street, Gainesville, Florida, 32601-6		COMPANY URL: www.alachuacounty.us
PHONE NUMBER: 3523745262	SUPERVISOR: Tommy Crosby - Assistant County Manager for Budget and Fiscal Services	MAY WE CONTACT THIS EMPLOYER? ■Yes □No
HOURS PER WEEK: 40	SALARY: \$6,250.00/month	

DUTIES:

^k Lead, coordinate, and oversee the strategic management and daily operations within OMB including annual budget creation and management.

* Focus on leadership and team building professional staff to ensure the highest levels of budget, financial, and economic deliverables to internal and external stakeholders, the media, and citizens.

Financial and budget liaison supporting the creation and start-up of the Children's Trust of Alachua County Independent Special District focused on providing services to children ages 0 - 18 throughout the County.

REASON FOR LEAVING:

Career opportunity in Flagler County		
DATES: From: 10/2014 To: 9/2017	EMPLOYER: Alachua County Board of County	POSITION TITLE: Financial Management Analyst
	Commissioners	
ADDRESS: (Street, City, State/Province, Zip/P 12 SE 1st Street, Gainesville, Florida, 32601	ostal Code)	COMPANY URL: www.alachuacounty.us
PHONE NUMBER: 3523745262	SUPERVISOR: Diane Smith - Budget Manager	MAY WE CONTACT THIS EMPLOYER? ■Yes □No
HOURS PER WEEK: 40	SALARY: \$5,400.00/month	

DUTIES:

⁶ Highly responsible professional, supervisory, financial, economic, and budget work within OMB.

* Direct, prepare, and provide oversight of OMB's day-to-day operations including budget creation and oversight, related contract review and management, purchasing/procurement alignment, and the wide array of weekly, monthly, annual, and ad hoc deliverables. * Direct and prepare complex fiscal, economic, and budget analysis on all areas related to the County's short and long-term financial

condition along with comprehensive management reviews to evaluate programs and develop/propose strategies to increase operational efficiency and effectiveness.

* Direct, develop, and prepare recommendations on financial matters, activities, and fiscal policies and procedures including the coordination of budgetary operations.

* Develop and present rolling forecasts, long-range financial models, sensitivity and contingency analyses, and operation results to executive leadership and elected officials.

Negotiate and manage department and county wide contracts with public and private entities on behalf of the County. Create and disseminate Scopes of Service for Requests for Proposals (RFPs) ultimately reviewing and selecting vendors.

Direct staff in all areas of County finance and budget including providing overall direction, delegating specific assignments based on a team member's strength and abilities, and reviewing work completed.

Train and mentor staff on budget creation and monitoring; local, state, and federal law understanding and impact; and all levels of fiscal, economic, and business analysis.

* Utilize executive and professional expertise to create and implement policy, long-range plans, and programs.

* Forge professional relationships and enlist different areas of expertise to encourage collaborative and original solutions to new and ongoing challenges.

* Positively promote and represent county government by varying means including presentations, speaking engagements, and offering expertise to community gatherings. Always presenting myself in a positive and professional manner understanding I represent the organization at all times, not simply during work hours.

REASON FOR LEAVING:

Promoted to Senior Financial Management Analyst

From: 4/2007 To: 9/2014 Machue County Board of County	DATES:	EMPLOYER:	POSITION TITLE:	
12 SE 14 Street, Calnesville, Florida, 32001-6826 PHORE NUMBER: 3223742 Date Smith - Budget Manager WEX ENVIRCE 322374262 Date Smith - Budget Manager WEX ENVIRCE 322374262 Date Smith - Budget Manager WEX ENVIRCE 322374262 DUTES AUXIV: 44,000.00/month WEX ENVIRCE 322374262 UNEX ENVIRCE 3223742 UNEX ENVIRCE 322374 UNEX ENVIRCE 32374 UNEX ENVIRCE 32374 UNEX ENVIRCE 32374 UNEX ENVIRCE 332374 UNEX	From: 4/2007 To: 9/2014	Alachua County Board of County Commissioners	Management Analyst	
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ADDRESS: (Street, City, State/Province, Zip/Postal Code) War Veteran ADDRESS: (Street, City, State/Province, Zip/Postal Code) MAY WE CONTACT THIS EMPLOYER? PHONE NUMBER: ukn SUPERVISOR: Numerous - Commander MAY WE CONTACT THIS EMPLOYER? •Yes □No •Yes □No HOURS PER WEEK: 40 SALARY: \$2,000.00/month # OF EMPLOYEES SUPERVISED: 40 DUTIES: Awarded 5 Admiral Commendations including one from the Admiral of the Southern Fleet for supervising a Priority Flight Combat Mission for squadrons being deployed to Saudi Arabia to begin the Persian Gulf War. * National Defense Service Medal * Honorable Discharge REASON FOR LEAVING: Honorable Discharge REASON FOR LEAVING: Honorable Discharge CERTIFICATES AND LICENSES TYPE: Certified Government Finance Officer (CGFO) ISSUING AGENCY: Florida Government Finance Officers Association TYPE: ISSUING AGENCY: Florida Government Finance Officers Association	ukn HOURS PER WEEK: 40 DUTIES: Jacksonville, Florida; Gainesville, Florida. * Supervisor of air traffic control teams for the * Accurate creation and dissemination of air traf * Awarded numerous Safety Awards in Air Traf REASON FOR LEAVING:	Roy Fuquay - Regional Director SALARY: \$7,100.00/month safe, orderly, and expeditious flow o affic information critical to flight safet		
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ukn Numerous - Commander •Yes □No HOURS PER WEEK: 40 SALARY: \$2,000.00/month # OF EMPLOYEES SUPERVISED: 40 DUTIES: Awarded 5 Admiral Commendations including one from the Admiral of the Southern Fleet for supervising a Priority Flight Combat Mission for squadrons being deployed to Saudi Arabia to begin the Persian Gulf War. # Of EMPLOYEES SUPERVISED: 40 Priority Flight Combat Mission for squadrons being deployed to Saudi Arabia to begin the Persian Gulf War. # National Defense Service Medal * Honorable Discharge REASON FOR LEAVING: Honorable Discharge CERTIFICATES AND LICENSES Type: Flight Government Finance Officer (CGFO) ITYPE: Certified Government Finance Officer (CGFO) ISSUING AGENCY: Florida Government Finance Officers Association TYPE: ISSUING AGENCY: Florida Government Finance Officers Association	ukn HOURS PER WEEK: 40 DUTIES: Jacksonville, Florida; Gainesville, Florida. * Supervisor of air traffic control teams for the * Accurate creation and dissemination of air traf * Awarded numerous Safety Awards in Air Traf REASON FOR LEAVING: Career change DATES: From: 3/1989 To: 3/1994	Roy Fuquay - Regional Director SALARY: \$7,100.00/month safe, orderly, and expeditious flow o affic information critical to flight safet fic Control for preventing imminent d EMPLOYER: United States Navy		
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Person ID: 41401327

LICENSE NUMBER:	ISSUING AGENCY: Florida State University
TYPE: Leadership FGFOA	
LICENSE NUMBER:	ISSUING AGENCY: Florida Government Finance Officers Association
TYPE:	

Flagler Leadership Academy LICENSE NUMBER:

ISSUING AGENCY:

Skills

Nothing Entered For This Section

ADDITIONAL INFORMATION

Honors & Awards

Professionally recognized for expertise in leadership and government/public finance by the Florida Government Finance Officers Association, the Flagler Leadership Academy, and by Florida State University in public management. Honors & Awards

Awarded numerous Safety Awards in Air Traffic Control for preventing imminent disasters

Honors & Awards

Awarded 5 Admiral Commendations including one from the Admiral of the Southern Fleet for supervising a Priority

	REFERENCES	
REFERENCE TYPE: Professional	NAME: Donna Bradbrook	POSITION: Strategic Performance Manager
ADDRESS: (Street, City, State/Province, Zip/P 12 SE 1st Street, Second Floor, Gainesville, Flo		
EMAIL ADDRESS: dbradbrook@alachuacounty.us		PHONE NUMBER: 352-264-7066
REFERENCE TYPE: Personal	NAME: Kimberly Kaye	POSITION: Doctor of Internal Medicine and Co-Founder of Haile Medical Group
ADDRESS: (Street, City, State/Province, Zip/P 4750 SW 91st Drive, Gainesville, Florida 32608		
EMAIL ADDRESS: kim@atlasmedicine.com		PHONE NUMBER: 352-367-9602
REFERENCE TYPE: Professional	NAME: Brian Iannucci	POSITION: Professor of Graduate Business
ADDRESS: (Street, City, State/Province, Zip/P 2476 Willowbend Drive, Saint Augustine, Florid		
EMAIL ADDRESS: Brian.Iannucci@wgu.edu		PHONE NUMBER: 904-708-9765

Agency-Wide Questions

 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?
- 3. Employment Desired:

Full Time

- 4. Have you ever worked for this organization? Yes
- 5. Hours of work (per week) desired: 40
- 6. Date Available: August 1, 2020
- 7. Desired Salary: \$140, 170.98
- 8. Are you currently in the armed forces?
- 9. Military Branch: U.S. Navy Honorable Discharge
- 10. Military Start Date: March, 1989
- 11. Military Discharge Date: March, 1994
- 12. Rank at Discharge:

Petty Officer 2nd Class

ALL APPLICANTS MUST ANSWER "YES" OR "NO" TO THIS QUESTION. If you are claiming Veteran's Preference, a copy of your DD-214 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

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?

Yes

14. Check the appropriate category if you are claiming Veteran's Preference:

A Veteran of any war who has served on active duty for at least one day, and who was discharged or separated there from under honorable conditions from the Armed Forces of the United States if any part of such duty was performed during a wartime era (active duty for training is not allowable); or

15. Have you uploaded supporting documentation verifying your veterans preference. Examples would include your DD214 or SF15 Form.

Yes

16. Have you signed and attached Form DOS-119 if applicable? (the link to this form can be found on the Career page/job opportunities under "show more")

No

17. Where did you hear of this opportunity?

County Website

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 EDWARD JOHN BROWER on 7/22/20 1:24 PM

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E. JOHN BROWER MBA, CGFO, CPM

July 16, 2020

Mr. Jerry Cameron County Administrator Flagler County Board of County Commissioners 1769 East Moody Boulevard, Building 2 Bunnell, Florida 32110

Dear Mr. Cameron:

Please accept this letter and included resume in application for your Chief of Staff position. I believe a review focusing on my background and skills alone will support that I am an excellent fit to successfully fill the many roles this position requires, perhaps the most important of which is the role of your principal aide and confidant. While the information you review is accurate and certainly supports this conclusion, there is a superior method to determine someone's abilities, honor, character, team building aptitude and, certainly, their leadership skills and desire to improve each day. This method is observation, the real time display of values, skills, behaviors and, of course, results.

To alleviate the imbedded risk with choosing to hire someone based on the written word, be it a resume, a cover letter, or application, along with how a person presents themselves in a 30 minute interview, I am fortunate, and appreciative, of my unique circumstance that allowed for you to have observed my work in a multitude of widely varied circumstances. For the past eleven months, I have been honored to be your Financial Services Director; a position that requires strong critical thinking in conjunction with independent and out-of-the-box decision making skills along with the ability to visualize and understand the trickle down effects of those decisions. I submit that these eleven months formulate almost a yearlong interview that included continual tests and trials; from Hurricane Dorian and correcting the problems within the Purchasing Department to the COVID-19 Global Pandemic and getting the County's audit completed on time, for the first time, in three years. I would argue that this very small sampling of real world situations that were successfully and professionally addressed using the criteria listed above can be extrapolated to paint the picture of how I lead, interact with people from all levels of our organization, and accomplish our goals. It is what you can expect not just within your Financial Services Department, but from the additional areas placed within my circle of influence if you see fit to allow me this opportunity.

While I have thoroughly enjoyed my experience as Financial Services Director, I am convinced the tools, experience, influence, and leadership I bring to the table perfectly align with your needs and that this is a rare chance for me to be an even greater part of transforming our County into a healthy organization; full of trust, collaboration, purpose, flexibility, and achievement from the lowest paid member of our team to the highest.

We share a dedication to facilitate excellence, a desire to always improve, an enthusiasm for innovation to resolve challenges, and an unyielding commitment towards achieving success through the success of others. This is why Flagler County, in particular, is special to me and why I am applying to be your Chief of Staff.

Sincerely,

E. John Brower

E. JOHN BROWER MBA, CGFO, CPM

Summary of Professional Qualifications and Experiences

Local government professional with over thirteen years of progressively responsible management, budget, and fiscal governance. Deep familiarity with state and federal laws and regulations related to the concepts, principles, and practices of accounting, budgeting, contracts, purchasing/procurement, and cost control procedures. Proven ability to evaluate operations, identify key areas for improvement, then design and implement the changes with current resources.

Extensive leadership and management experience derived from both my military and civilian careers. Results oriented and committed to practicing and promoting the highest level of character and ethics while creating the next generation of leaders and facilitating the success of others. I am dedicated to becoming the best leader I can be and to encourage, mentor, and support others to reach their potential as well.

Administrator and creator of budgets up to \$500 million through the use of program and performance measures, zero based budgeting, results oriented budgeting, benchmarking, fiscal policies, and continual oversight.

Energetic coach and change agent through times of recession, states of emergency, agency reorganizations, leadership changes, and countless process improvement implementations.

Pragmatic critical thinker applying entrepreneurial innovation and vision both individually and within a team dynamic through identifying and supporting the skill sets and abilities of subject matter experts to successfully resolve issues, formulate strategic direction, and create organizational opportunities.

Professionally recognized for expertise in leadership and government/public finance by the Florida Government Finance Officers Association, the Flagler Leadership Academy, and by Florida State University in public management.

Education

Master of Business Administration (MBA) - University of Florida Bachelor of Science in Business Administration (BSBA) - University of Florida (Major - Finance; Minor - Economics)

Professional Development

Certified Government Finance Officer (CGFO) – Florida Government Finance Officers Association Certified Public Manager (CPM) – Florida State University Flagler Leadership Academy – Flagler County, Graduate of the Inaugural Class of 2020 Leadership FGFOA – Florida Government Finance Officers Association

Work History

2019-2020: Financial Services Director, Flagler County Board of County Commissioners, Bunnell, Florida.

- Direct and oversee the Budget and Purchasing Departments (Incl. the inventory warehouse and surplus management)
- Champion of the County's culture change and leadership focus currently being implemented. As a 2020 graduate of the inaugural Flagler Leadership Academy Class I believe I am, now to an even larger degree, an integral part of creating the culture and atmosphere necessary of high performing, healthy organizations.
- Lead and participate in many ad hoc projects and teams created to investigate, recommend, and/or implement, and/or action on a variety of issues.
- The County's financial representative on all matter involving County business. Recent work includes:
 - Being on the executive team tasked with divesting the County's two utilities (Plantation Bay and Beverly Beach) by negotiating the terms necessary to transfer assets and operations to the Florida Governmental Utility Authority (FGUA).
 - Creating the concept plan and team to disseminate \$20 million of Coronavirus Aid, Relief, and Economic Security Act (CARES Act) funds to those within our community negatively affected by the COVID-19 Pandemic.
 - Anchoring the financial aspects of the CARES Act funding not only for distribution throughout our community, but for reimbursement from the State of Florida Department of Emergency Management.
- Create and oversee the County's FEMA Reimbursement Team for Hurricane Dorian and the COVID-19 Pandemic.
- General accomplishments include, but are not limited to:

E. JOHN BROWER MBA, CGFO, CPM

- Increased morale and the general workplace atmosphere for staff that struggled with the prior culture.
 Focused on living my core values of honor, trust, accountability, truthfulness, and leadership to prove my commitment to the team and, thus, illustrating the values that will be important, supported, and rewarded.
- Restructured budgeted accounts that were not in accordance with the State of Florida's Chart of Accounts.
- Eliminated an internal policy/procedure that contradicted Statutes by allowing budget "overrides" to occur.
- Initiated weekly 20-minute "1 on 1" meetings with each person on Financial Services Team.
- Initiated a mentor program between Analysts and Senior Analysts.
- Led a team that created the County's Mission Statement.
- o Refinanced debt to lower interest rates saving the County over \$1 million over the life of the debt.
- Reorganized the Purchasing Department to eliminate bottlenecks and streamline operations including relocating staff, putting a focus on selling surplus, and increasing safety in the inventory warehouse.
- Led the County team responsible for completing the County's Comprehensive Annual Financial Report (CAFR) for the period ending September 30, 2019 by the time required by statute. This was the first time in three years the audit was completed on-time.

2007-2019: Department of Budget and Fiscal Services, Office of Management and Budget (OMB), Alachua County Board of County Commissioners, Gainesville, Florida.

- The County's principal representative for the highest priority issues including the creation of a quasi-government agency called The Children's Trust of Alachua County (a Children's Services Council or CSC) and performance audits on internal departments and functions.
- Progressively responsible experience throughout my tenure with Alachua County that included three promotions.
 - Senior Financial Management Analyst
 - Lead, coordinate, and oversee the strategic management and daily operations within OMB including annual budget creation and management.
 - Focus on leadership and team building professional staff to ensure the highest levels of budget, financial, and economic deliverables to internal and external stakeholders, the media, and citizens.
 - Forge professional relationships and enlist different areas of expertise to encourage collaborative and original solutions to new and ongoing challenges.
 - Positively promote and represent county government by varying means including presentations, speaking engagements, and offering expertise to community gatherings. Always presenting myself in a positive and professional manner both on and off the clock.
 - o Financial Management Analyst
 - Highly responsible professional, supervisory, financial, economic, and budget work within OMB.
 - Direct, prepare, and provide oversight of OMB's day-to-day operations including budget creation and oversight, related contract review and management, purchasing/procurement alignment, and the wide array of weekly, monthly, annual, and ad hoc deliverables.
 - Direct, develop, and prepare recommendations on financial matters, activities, and fiscal policies and procedures including the coordination of budgetary operations.
 - Develop and present rolling forecasts, long-range financial models, sensitivity and contingency analyses, and operation results to executive leadership and elected officials.
 - Negotiate and manage department and county wide contracts with public and private entities on behalf of the County. Create and disseminate Scopes of Service for Requests for Proposals (RFPs) ultimately reviewing and selecting vendors.
 - o Management Analyst (Level 18 and Level 20)
 - High level accounting and financial analysis including rolling forecasts, long-range financial models, sensitivity and contingency analysis, results and performance analysis, and ad hoc reports.
 - SOFTWARE ADMINISTRATOR The County's only Administrator of its budgeting, performance, and capital project software. Supervised and implemented design changes including custom applications to improve the effectiveness of the system and the interactivity with third party software.

1994-2007: Civilian, Supervisor, Air Traffic Control – Detroit, Michigan; Jacksonville, Florida; Gainesville, Florida.

1989-1994: United States Navy, Supervisor, Air Traffic Control. Persian Gulf War Veteran. Honorable Discharge