

Letter of Application

Anthony E. Raimondo

[REDACTED]
Anthony.Raimondo@sanfordfl.gov
[REDACTED]

October 4, 2025

Mr. Dale Martin
P.O. Box 70
Flagler Beach, FL 32136-0070

Dear Mr. Martin,

I am honored to submit my application for the position of Chief of Police for the City of Flagler Beach. As a proud native of this region, this opportunity represents the culmination of a lifelong commitment to public service. I bring a unique combination of professional law enforcement leadership and executive-level municipal management experience, making me exceptionally well-suited for this role.

Growing up in Central Florida, Flagler Beach was a frequent stop for my family. My life has been deeply rooted in coastal living, The Indian River Lagoon system, and Intracoastal Waterway. I have long been intertwined with the fabric of this vibrant community. I understand firsthand the challenges and opportunities that come with policing a growing, diverse, and coastal community.

Like many young people from this area, I joined the military to broaden my perspective beyond small-town Florida. As a United States Marine, I served with distinction and attended some of the military's most rigorous infantry training programs, including Army Airborne School, Ranger School, Infantry Squad Leader's School and the Special Forces Leader's Course. I am a combat veteran and my achievements on the battlefield have been the subject of commendation. These experiences instilled in me a profound sense of duty, honor, courage, and integrity.

After leaving the Marine Corps to start a family, I enrolled in the Police Academy at Daytona Beach Community College. I was hired by the Bunnell Police Department while I completed my vocational and academic studies. I was employed by the Bunnell Police Department for approximately three years, worked closely with the Flagler Beach Police Department and learned about policing operations in Flagler County.

Academically, I earned four degrees and graduated *cum laude* from the University of Central Florida with a Master's Degree in Criminal Justice. During my undergraduate studies, I was named Student of the Year and inducted into the Student Hall of Fame for my leadership and academic excellence.

My career in law enforcement has been extensive and diverse, culminating in my role as Deputy Chief of Police in Sanford. I have served as a Field Training Officer, Special Investigator,

Internal Affairs Officer, and member of the Training Bureau. I also dedicated 11 years as a SWAT operator with the Seminole County team. I am a proud graduate of the FBI National Academy (260th Session) and the Command Officer's Development Course at the Southern Police Institute, University of Louisville. These experiences have prepared me to lead the Flagler Beach Police Department with a forward-thinking, community-focused approach to 21st-century policing.

What distinguishes me from other candidates is my executive-level experience in municipal government. In my current role with the City of Sanford, I oversee Planning, Building, Code Enforcement, Parking Enforcement, and Business Tax operations. I am also a graduate of the region's Unified Command School and lead damage assessment operations during emergencies. This broader perspective allows me to approach modern policing challenges with innovative, cross-functional solutions—particularly valuable in a coastal community like Flagler Beach.

Additionally, as a nationally recognized Master Trainer for Fair and Impartial Policing, LLC, I have led training programs for major agencies including the NYPD, Chicago, Los Angeles, Miami, and Orlando. I am eager to bring these contemporary, evidence-based practices to Flagler Beach.

Above all, my strongest qualification is my deep, personal connection to this community. I understand its unique character, the dynamics of special event management, the importance of disaster preparedness, and the delicate balance between economic development and public safety. Flagler Beach has always been a part of my story, and leading its police department would be the highest honor of my career.

Thank you for considering my application. I look forward to the opportunity to further discuss how I can contribute to the continued success and safety of the City of Flagler Beach.

Sincerely,



Anthony E. Raimondo

Anthony E. Raimondo

| tonysfip@gmail.com |

PROFESSIONAL PROFILE

Committed community leader with 29 years of progressively responsible experience. Currently lead a team of highly skilled professionals responsible for all aspects of managing city planning, building code, and code enforcement in a community of 68,000 with a large transitional population and international airport. Previously lead an organization of 150 employees and managed an operating budget in excess of 17 million dollars. Responsible for developing the organizational strategies designed to reduce crime, mitigate traffic concerns and participate in significant community engagement efforts. A nationally recognized trainer focusing on high liability areas surrounding law enforcement. Master National Instructor for Fair and Impartial Policing LLC. Wholly committed to the reduction of bias in policing through contemporary strategies for mitigating the activation of bias and stereotypes during law enforcement duties. Core competencies include:

- Leadership
- Strategic Planning
- Policy & Procedures
- Police Operations
- Criminal Justice Systems
- Quality Trainer
- Budget Management
- Code Enforcement
- Community Relations

CAREER SUMMARY

CITY OF SANFORD

Executive Director of Development Services

2021 to Present

Lead a team of 35 highly skilled workers organized to administer the City's Comprehensive Plan, application of the Building Code and enforcement of ordinances. Manage a budget in excess of two million dollars and a fleet of 12 vehicles. Coordinate disaster response and damage assessment. Participate in Executive Management meetings and make recommendations to the City Manager regarding the strategic direction of the city.

SANFORD POLICE DEPARTMENT

1999 to 2021

Deputy Chief of Police (2017-2021)

Responsible for the daily management of operations in an agency of 150 employees, 17 million dollar budget, fleet of 170 vehicles and 50,000 sq. ft. Public Safety Complex. Regularly interface with elected officials, and community members to ensure quality public safety service and continuity of operations during emergency conditions.

Operations Captain (2012-2017)

Responsible for the development of daily enforcement strategies to reduce crime, mitigate traffic crashes and engage in significant community outreach.

Sergeant (2004 to 2012)

Supervised numerous units in the department including Patrol, Narcotics, Street Crimes and the Special Tactical Unit. Served as the Professional Standards Sergeant tasked with conducting internal investigations on police officers, ensuring all applicable accreditation standards were met, and recruitment and hiring of new police officers. Served as the Training Sergeant. Ensured compliance with all mandatory retraining requirements, annual firearms qualification and coordinated all advanced and specialized training.

Officer (1999 to 2004)

Tasked with the enforcement of state laws and city ordinances. Worked as a police K-9 Handler and Field Training Officer. Completed daily observation reports on probationary police officers in training.

Bunnell Police Department
Police Officer

1996-1999

Tasked with the enforcement of state laws and city ordinances. I was also assigned investigative duties. During my tenure I actively worked on property and persons crimes. I served as a Field Training Officer. I served as a member of the Blue Lightning Task Force and collaborated with the Office of the Inspector General on drug related crimes occurring in the housing authority.

Seminole State College
Adjunct Professor

2014 to 2020

Lead Instructor for the Introduction to Law Enforcement Course. Served in additional adjunct roles to include instruction in Defensive Tactics, Firearms, and Emergency Vehicle Operations.

Fair and Impartial LLC
Master National Instructor

2014 to Present

Teach Internationally as a Master National Instructor for Fair and Impartial Policing. Committed to teaching the strategies necessary for the mitigation of bias in policing. Have spoken at numerous law enforcement training conferences including the FBI National Academy Conference, International Association of Chiefs of Police and was published in the June 2015 issue of Police Chief Magazine regarding the development and measurement of significant community engagement programs.

United States Marine Corps
Sergeant

1986 to 1995

Served as an Infantry leader during operations in Panama and Desert Shield/Storm. Fulfilled collateral missions as a security supervisor aboard the U.S.S. America and U.S.S. Saratoga. Transitioned to scout forward observer duties during second enlistment. Attended numerous advanced trainings including Airborne School, Ranger School, and Special Forces Leader's Course. Honorably Discharged.

EDUCATION

MS, Criminal Justice, University of Central Florida – June 2004

BS, Criminology, St. Leo University – June 2002, cum laude.

AA, Criminal Justice, Daytona State College – June 1999

AS, Law Enforcement Technology, Daytona State College – 1998

PROFESSIONAL DEVELOPMENT & TRAINING

Lean Six Sigma (Black Belt) Florida Benchmarking Consortium (2025)

Certified in Code Enforcement Levels 1, 2, and 3 (2022)

Certified Civilian Parking Enforcement Specialist (2022)

FBI National Academy 260th Session (2015)

Command Officers Development Course, Southern Police Institute (2005)

FRATERNAL/CIVIC MEMBERSHIPS

- The International Association of Chiefs of Police
- The FBI National Academy Associates
- The Florida Police Chiefs Association
- Florida Association of Code Enforcement
- Central Florida Code Enforcement Association
- Leadership Seminole Alumni
- The Benevolent and Protective Order of the Elks
- The Rotary
- Sanford Chamber of Commerce
- Veterans of Foreign Wars
- American Legion
- National Association for the Advancement of Colored People (NAACP)
- American Civil Liberties Union (ACLU)
- Leadership Seminole

REFERENCES

Excellent References available upon request.

City of Flagler Beach

Human Resources Division



105 South 2nd Street,
Post Office Box 70
Flagler Beach, Florida 32136
Phone (386) 517-2000 Fax (386) 517-2008

INSTRUCTIONS:

Please print or type all information. The application must be filled out accurately and completely. Answer all questions. Do not leave an item blank. If an item does not apply, write N/A (not applicable). Incomplete applications will not be considered. All statements made on the application are subject to verification. Exaggerated, false, or misleading statements may be cause for rejection of the application and/or termination of employment. Eligibility for hire may be based on a rating of this application; therefore, completeness and accuracy is of the utmost importance.

OFFICE USE ONLY

APPROVED

DISAPPROVED

REASONS:

BY:

Received: _____

Position Applied for: Police Chief

Last Name: Raimondo First: Anthony Middle Initial: E.

Street Address: ██████████

City: ██████████ State: ██████████ Zip Code: ██████████

Home Phone: NA Work/Message Phone: ██████████ E-Mail: tonysfip@gmail.com

Please Check Appropriate Response

1. Have you ever worked for the City of Flagler Beach?
 Yes No
If yes, please give date(s) of employment. _____

2. Are you a U.S. citizen? Yes No
If no, are you authorized by Immigration and Naturalization to work in the U.S.? Yes No
Alien #A: _____
Admission #: _____

3. Will you work night shift? Yes No
Will you work weekends? Yes No

4. Have you ever been fired, forced to resign, or resigned in lieu of termination? Yes No
If yes, please explain below:
Employer's Name: _____ Date: _____
Reason: _____

5. Are you related to a City employee or is any member of your family employed by the City of Flagler Beach?
 Yes No If yes, please give the person's Name: _____
Relationship: _____
Department: _____

6. Have you ever been found guilty of, had adjudication withheld, or pled no contest to any violation of law?
 Yes No
If yes, please give details below:

Date: Jan 1990

Agency: Jacksonville Sheriff's Office

Offense/Charge: Concealed Weapon (knife in vehicle)

Felony Misdemeanor Other

Explanation / outcome: Knife was in military kit. I plead no contest to be able to deploy with my unit. Paid \$40 fine. Record destroyed.

Note: A conviction does not automatically mean you cannot be employed by the City of Flagler Beach. The nature of the offense, how long ago it occurred, etc., are given consideration.

Attach additional sheets as needed.

7. Were you in the U. S. Armed Forces? Yes No
Did you receive an honorable discharge? Yes No
Are you claiming veteran's preference? Yes No

If yes, a copy of your DD 214 must accompany this application.

8. DRIVER'S LICENSE INFORMATION

Do you have a valid Driver's License? Yes No
 CDL Class: E
 Endorsements: None

Has your license ever been revoked? Yes No
 If yes, please provide dates and explain:

Has your license ever been suspended? Yes No

9. PLEASE LIST ALL TRAFFIC CITATIONS RECEIVED WITHIN THE LAST SEVEN (7) YEARS (driving under the influence, driving while intoxicated, etc., should be listed under number 6 on page 1).

Date: None
 Agency: _____
 Offense/Charge: _____
 Points: _____
 Outcome: _____

Date: _____
 Agency: _____
 Offense/Charge: _____
 Points: _____
 Outcome: _____

Date: _____
 Agency: _____
 Offense/Charge: _____
 Points: _____
 Outcome: _____

Date: _____
 Agency: _____
 Offense/Charge: _____
 Points: _____
 Outcome: _____

If you have more than four citations within the last seven years, please attach a separate sheet in the same format.

10. EDUCATION AND SPECIAL TRAINING

Do you have a High School Diploma? Yes No GED? Yes No

If not, highest grade completed: _____

Name and location of last High School attended: New Smyrna Beach High School New Smyrna Beach, Florida

Name	City	State
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List Special Training (Business, Trade, Vocational, Armed Forces Schools, etc.) Below:

Name and Location	Total Hours Completed	Hours Required for certification	Course/Subject Taken	Certificates Received
FBI National Academy Quantico, VA	400	400	Law Enforcement Leadership	Graduate
SPI University of Louisville	200	200	Command Officer's Development Course	Graduate

List Colleges and Universities Attended Below:

Name and Location	Credit Hours Received		Did you graduate?		Major/Minor Degree Field of Program of Study	Type of Degree Received
	Sem.	Qtr.	Yes	No		
University of Central Florida	30		X		Criminal Justice	Master of Science
St. Leo University	120		X		Criminology	Bachelor of Science
D.B.C.C	60		X		Criminal Justice	Associate of Arts
D.B.C.C	60		X		Law Enforcement Technology	Associate of Science

INSTRUCTIONS: Beginning with your present or most recent job, describe your paid work experience for the past ten (10) years and list a minimum of three (3) employers. List each promotion or transfer as a separate job even if they were with the same employer. Include Military, part time, and self-employment. List all gaps in work history in spaces provided. If you have more than four (4) separate periods of employment, sign and attach sheets in the same format as below. Resumes will not be accepted as official applications.

(Job 1) Present or most recent Employer						Employer: <u>City of Sanford</u>
From		To		Total Time		Address: <u>300 N. Park Avenue Sanford, FL 32771</u>
Mo.	Yr.	Mo.	Yr.	Yrs.	Mo.	Telephone Number: <u>407-688-5162</u>
04	2021	10	2025	4	6	Your Job Title: <u>Executive Director of Development Services</u>
Hours per Week						Supervisor's Name and Title: <u>Norton Bonaparte, City Manager</u>
Starting Salary		\$ <u>123,000.00</u>		per year		Reason for Leaving Position: <u>Currently Employed</u>
Last Salary		\$ <u>154,000.00</u>		per year		May we contact your present employer? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Specific Duties: <u>Supervise the Planning, Building, Code Enforcement and Business Tax Departments</u>						
Number of Employees supervised (if applicable): <u>35</u>						

BETWEEN THESE JOBS (if applicable): UNEMPLOYED IN SCHOOL FROM (mo/yr): TO (mo/yr):

(Job 2) Present or most recent Employer						Employer: <u>City of Sanford</u>
From		To		Total Time		Address: <u>815 Historic Goldboro Blvd, Sanford FL 32771</u>
Mo.	Yr.	Mo.	Yr.	Yrs.	Mo.	Telephone Number: <u>407-688-5199</u>
04	17	04	21	4		Your Job Title: <u>Deputy Chief of Police</u>
Hours per Week						Supervisor's Name and Title: <u>Cecil Smith, Chief of Police</u>
Starting Salary		\$ <u>73,000.00</u>		per year		Reason for Leaving Position: <u>Promotion</u>
Last Salary		\$ <u>93,000.00</u>		per year		May we contact your present employer? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Specific Duties: <u>Supervised operations in the police department. 147 sworn employees, 20 civilians. Managed a 17 million dollar budget and a fleet of 150 vehicles</u>						
Number of Employees supervised (if applicable): <u>147</u>						

BETWEEN THESE JOBS (if applicable): UNEMPLOYED IN SCHOOL FROM (mo/yr): TO (mo/yr):

(Job 3) Present or most recent Employer						Employer: <u>City of Sanford</u>
From		To		Total Time		Address: <u>815 Historic Goldsboro Blvd</u>
Mo.	Yr.	Mo.	Yr.	Yrs.	Mo.	Telephone Number: <u>407-688-5199</u>
09	12	04	17	4	7	Your Job Title: <u>Police Captain</u>
Hours per Week						Supervisor's Name and Title: <u>Cecil Smith, Chief of Police</u>
Starting Salary		\$ <u>58,000.00</u>		per		Reason for Leaving Position: <u>Promotion</u>
Last Salary		\$ <u>73,000.00</u>		per		May we contact your present employer? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Specific Duties: <u>Division Commander. Responsible for developing strategies to reduce crime, mitigate traffic crashes and promote significant community engagement</u>						
Number of Employees supervised (if applicable): <u>115</u>						

BETWEEN THESE JOBS (if applicable): UNEMPLOYED IN SCHOOL FROM (mo/yr): TO (mo/yr):

(Job 4) Present or most recent Employer						Employer: _____
From		To		Total Time		Address: _____
Mo.	Yr.	Mo.	Yr.	Yrs.	Mo.	Telephone Number: _____
						Your Job Title: _____
Hours per Week						Supervisor's Name and Title: _____
Starting Salary		\$ _____		per		Reason for Leaving Position: _____
Last Salary		\$ _____		per		May we contact your present employer? <input type="checkbox"/> Yes <input type="checkbox"/> No
Specific Duties: _____						
Number of Employees supervised (if applicable): _____						

Did You:

- Answer all questions completely?
- Cover a full 10-year employment history?
- Explain all gaps in employment?
- Sign and date the application?

Please read this statement carefully before signing below:

The City of Flagler Beach is an Equal Opportunity Employer.

I hereby certify that each response on this application and all other information I have furnished in applying for employment with the City of Flagler Beach is true and correct. I understand that any incorrect, incomplete, or false statement or information I have furnished may subject me to disqualification or to immediate discharge at any time.

I understand that neither the completion of this application nor any part of my consideration for employment establishes any obligation for the City of Flagler Beach to hire me. If I am hired, I understand that either the City of Flagler Beach or I can terminate my employment at any time and for any reason, with or without cause and without prior notice.

SIGN YOUR NAME HERE	DATE
Anthony Raimondo 	10/06/25

NOTES:

- If you require special testing accommodations due to a disability, please notify the staff BEFORE the test date.