

Experience

Director- Department of Corrections

July 2023- Present

Appointed to Director of Corrections in July 2023. In this role, I oversee the operations of the Pre-Trial Detention Center, the Montgomery Correctional Center, Community Transition Center and the Jacksonville Re-entry Center (JREC). In addition, bailiffs and judicial officers at the courthouse fall under my department. Ensure that the operation and efficiency of each area is maintained. My job also includes making sure that the Department of Corrections maintains all standards for correctional facilities.

Chief- Human Resources Division

November 2022-July 2023

I was reassigned to the Human Resources Division as Chief. That division provides direction and assistance to employees for a wide variety of services including Human Resources Management, Time and Attendance, Recruitment and Selection, Payroll, On-boarding, Limited Duty Assignments, Employee Assistance Program, Employee Evaluations, Occupational Health Services, Worker's Compensation Services, Unemployment Claims, Family Medical Leave Act (FMLA), Americans with Disabilities Act (ADA), Federal and State Equal Employment and Opportunity Commission (EEOC) Programs, Collective Bargaining Agreements, as well as the City of Jacksonville Civil Service and Personnel Rules and Regulations. The Personnel Division also oversees and helps resolve employee grievances, participates in collective bargaining sessions, and has full oversight of promotional examinations.

Chief- Patrol Division

June 2022- November 2022

As the Chief of Patrol, I oversaw the uniform division of the department. This division is responsible for responding to calls for service from the public. These calls for service vary from civil in nature to life threatening emergencies. Patrol officers enforce traffic laws and investigate traffic accidents. Patrol is divided into six zones in order to better cover the entire county. I oversaw the six zone commanders and assisted with staffing of approximately 1000 officers assigned to the Patrol Division. My responsibilities included proper manpower allocation for the zones, and to address crime problems city wide. I attended weekly CRIMES meetings to ensure proper efforts were being made to address crime trends and patterns.

Chief- Human Resources Division

May 2020-June 2022

I was promoted to the position of Chief of Human Resources Division which provides direction and assistance to employees for a wide variety of services including Human Resources

Management, Time and Attendance, Recruitment and Selection, On-boarding, Limited Duty Assignments, Employee Assistance Program, Employee Evaluations, Occupational Health Services, Worker's Compensation Services, Unemployment Claims, Family Medical Leave Act (FMLA), Americans with Disabilities Act (ADA), Federal and State Equal Employment and Opportunity Commission (EEOC) Programs, Collective Bargaining Agreements, as well as the City of Jacksonville Civil Service and Personnel Rules and Regulations. The Personnel Division also oversees and helps resolve employee grievances, participates in collective bargaining sessions. The Human Resources also acquired full oversight of promotional examinations.

Assistant Chief- Training Division

October 2017- May 2020

I was re-assigned as the Assistant Chief in charge of training for the department in October 2017. In this position I was over the Northeast Florida Criminal Justice Center, as well as the Field Training Unit and Leadership Development Institute for the department. I was responsible for the use of Criminal Justice Training Trust Fund monies. I was also responsible that the training provided by the Academy was in compliance with FDLE standards. I coordinated efforts between FSCJ and the department. In addition, I monitored the training agenda for the department, and ensured Accreditation standards were met. I attended quarterly Training Center Director's Meeting across the state. I was also the master of ceremonies at department graduations. In addition, I was in charge of the Field Training program for recruits that had graduated from the Academy. I made sure documentation was appropriate if a recruit was not going to be retained. The Leadership Development Institute provides training to supervisors and civilians on the department. I helped in deciding what courses to bring to the department as well as approving the in service training for Sergeants and Lieutenants.

Assistant Chief - Patrol

May 2017-October 2017

After my appointment to the rank of Assistant Chief, I was assigned as a Zone Commander. During my tenure as the Zone 4 Assistant Chief, I commanded approximately 200 police officers, sergeants, and lieutenants. My responsibilities included proper manpower allocation, monthly Sheriff's Watch meetings and address crime problems in sectors and sub-sectors. I attended weekly CRIMES meetings where I explained what crime issues we were having and how we were addressing those issues. I attended weekend walks, community meetings, and conducted Chief's walks throughout my zone.

Integrity and Special Investigations Unit

February 2016 – May 2017

I was the Lieutenant over the Integrity and Special Investigations Unit. This unit conducted investigations into criminal complaints against members of the Sheriff's Office as well as City of Jacksonville employees. The unit also investigated police impersonators, extortion, murder for hire cases, and threats against public officials. I oversaw the investigations to ensure their compliance with department policies and procedures. In addition, two detectives of the unit focused their efforts against Human Trafficking. In support of their work, I was the Chairman of the Northeast Florida Human Trafficking Coalition. In that position, I spoke to various community groups and associations about the crime of the Human Trafficking. I was also responsible for

the inventory and eventual destruction of seized guns, alcohol, drugs and other contraband from the JSO Property Room.

Academy Director

July 2013 - February 2016

I was the Lieutenant in charge of the Northeast Florida Criminal Justice Center. I was responsible for the use of Criminal Justice Training Trust Fund monies. I was also responsible that the training provided by the Academy was in compliance with FDLE standards. I coordinated efforts between FSCJ and the department. In addition, I monitored the training agenda for the department, and ensured Accreditation standards were met. I attended quarterly Training Center Director's Meeting across the state, and was appointed the Chairman of the Advanced/Specialized Training sub-committee. I was the master of ceremonies at all department graduations. Part of my duties also included, overseeing the Recruiting Unit, making sure standards in hiring are met. In addition, the Inspections and Polygraph unit also fell under my command.

Narcotics / Vice Lieutenant

February 2009 - July 2013

- Mid-level, Big Deal, Prescription Drug Squad, Criminal Interdiction Unit

From January 2012 until July 2013, I supervised long term drug investigations with the Mid-Level and Big Deal squads. I coordinated with DEA, USPS and other HIDTA units during these investigations. I also supervised the interdiction unit whose primary job was to conduct Interdiction operations on the interstates. I obtained Meth lab certification in order to assist with cleaning up illegal drug labs. I was also one of the Lieutenants in charge of the criminal investigative fund. I have also acted in charge when the Assistant Chief was off.

- Vice, TSU, Forfeiture, Warehouse, Computer Forensics Feb 2009- Jan 2012

I supervised the Vice squad on undercover operations in reference to the adult entertainment code as well as illegal gambling and prostitution operations. Technical Support Unit (TSU) supervised the implementation of covert surveillance equipment, and wiretap intercept equipment. In the Forfeiture unit, I supervised the seizure of vehicles and money under the Florida Contraband Forfeiture Act. While over the Warehouse unit, I was responsible for the use of forfeited vehicles. I also helped with multiple vehicle auctions. I was the first Lieutenant of the Computer Forensics Unit, which collects evidence from electronic devices and storage media. While in this position, I worked closely with JSO budget, internal auditors, the Accreditation Unit, US Customs, SAO, FBI, various detective units, and the Integrity Unit.

Patrol Lieutenant

February 2005 - February 2009

I served as a Patrol Watch Commander in Patrol Zone Five Midnight Watch Gold Squad. Duties included management of twenty patrol officers and two patrol sergeants. I attended various ShadCo and CPAC meetings in the zone. I coordinated directed deployments in reference to crime trends and patterns within the zone. I responded to various calls throughout the city as needed.

Patrol Sergeant

July 2003 - February 2005

I supervised a patrol squad in Zone Five, managing police officers. Acted as Supervisor in Charge in the Watch Commanders absence as well as handled citizen complaints of various natures. I also responded to calls requiring an on-site supervisor's presence.

Patrol Officer

October 1994 - June 2003

Performed first responder duties and directed deployments to combat identified crimes. I answered calls for service as well as initiated on view activity in an attempt to reduce crime. I served as a Field Training Officer. Performed the duties of a Police Officer in Charge on occasions when the Patrol Sergeant was absent.

Education

University of North Florida

Bachelor's Degree – Criminal Justice

Dec. 1993

Florida Community College at Jacksonville

Associate's Degree

Dec. 1990

References

References available upon request.