

## General Job Application

Job Title

Assistant City Manager

Requisition Number

46448

### Personal Data

#### Contact

First Name

Regenia

Middle Name

S

Last Name

Herring

Address

[REDACTED]

City

State

Zip Code

[REDACTED]

Primary Phone

[REDACTED]

Alternate Phone

Email Address

regeniaherring@gmail.com

### Salary Requirement

What is your desired salary range?

\$130,000 - \$145,000

### Eligibility

Do you have a legal right to work in the U.S.?

Yes

If yes, are you able to provide documents as required by law to verify your eligibility to work in the U.S.?

Yes

Have you ever been convicted of a crime excluding misdemeanors and/or summary offenses?

No

If yes, provide the details for all such instances.

### Education Information

#### High School

High School Name

Boca Raton Community High School

City

Boca Raton

Did you graduate?

Yes

State

Florida

## College/University

|   |                   |                          |
|---|-------------------|--------------------------|
| <b>Name of College/University/Other</b> | <b>Start Date</b> | <b>End Date</b>          |
| Florida State University                | 8/20/1978         | 5/1/1982                 |
| <b>City</b>                             | <b>State</b>      |                          |
| Tallahassee                             | Florida           |                          |
| <b>Degree</b>                           | <b>Major</b>      | <b>Did you graduate?</b> |
| Bachelors                               | Criminology       | Yes                      |

## College/University

|   |                   |                          |
|---|-------------------|--------------------------|
| <b>Name of College/University/Other</b> | <b>Start Date</b> | <b>End Date</b>          |
|   |                   |                          |
| <b>City</b>                             | <b>State</b>      |                          |
|   |                   |                          |
| <b>Degree</b>                           | <b>Major</b>      | <b>Did you graduate?</b> |
|   |                   | Yes                      |

## College/Graduate School

|   |                   |                          |
|---|-------------------|--------------------------|
| <b>Name of College/University/Other</b> | <b>Start Date</b> | <b>End Date</b>          |
| University of Phoenix                   | 2/20/2006         | 6/13/2009                |
| <b>City</b>                             | <b>State</b>      |                          |
| Sunrise                                 | Florida           |                          |
| <b>Degree</b>                           | <b>Major</b>      | <b>Did you graduate?</b> |
| Masters                                 | Management        | Yes                      |

## Vocational/Technical

|  |                   |                          |
|--|-------------------|--------------------------|
| <b>Name of Vocational/Technical School</b> | <b>Start Date</b> | <b>End Date</b>          |
|  |                   |                          |
| <b>City</b>                                | <b>State</b>      |                          |
|  |                   |                          |
| <b>Degree</b>                              | <b>Major</b>      | <b>Did you graduate?</b> |
|  |                   |                          |

## Additional Education Information

Please list any additional education below.

## Employment Information

Beginning with your present or most recent employment, describe ALL periods of employment including self-employment, unemployed periods and military service. Your adult employment MUST be complete. Use the space provided below, if necessary. The City of Margate appreciates the reasons why you might prefer that your current employer not know about this application. Be advised that the City generally does not contact any employer until the latter stages of our hiring process.

## Most Recent Employer

|   |                 |                     |
|---|-----------------|---------------------|
| <b>Start Date</b>   | <b>End Date</b> |                     |
| 04/02/2012  | Present         | Full Time           |
| <b>Position Title</b>   |                 |                     |
| Crisis Intervention and Support - Assistant Division Director |                 |                     |
| <b>Employer</b>   |                 | <b>Phone Number</b> |
| Broward County Government                                     |                 | 9543575551          |
| <b>Address</b>  |                 |                     |
| 115 S. Andrews Avenue, room 303                               |                 |                     |
| <b>City</b>   | <b>State</b>    | <b>Zip</b>          |
| Fort Lauderdale   | Florida         | 33301               |

### Duties

Assist with overseeing the divisional operations of the child advocacy, child protection team, rape crisis, and criminal justice programs and services. Manages budgets, strategic planning, performance outcomes, grant and contract oversight including negotiations and sustainability. Handle citizen and customer complaints to ensure appropriate and timely response. Serve as Director in her absence. Review processes/issues and make recommendation and/or implement solutions. Assist with budget development and oversight, agenda preparation and review, provide leadership and coaching, attend agency and community meetings, workshops, trainings and other relevant activities. Conduct research and write corresponding reports. Provide technical assistance and support to leadership, colleagues and subordinates. Monitor and review legislative bills and legislation relative to agency operations. Hires, trains, supervises, directs and evaluates staff; overseeing assigned staffs work, handling issues, counseling, disciplining and completing performance appraisals.

### Reason for leaving?

To pursue a dream job of Assistant City Manager

### May we contact for reference?

Yes

## Previous Employer

|   |                     |            |
|---|---------------------|------------|
| <b>Start Date</b>   | <b>End Date</b>     |            |
| 06/12/2008  | 03/31/2012          | Full Time  |
| <b>Position Title</b>   |                     |            |
| Head Start/Early Head Start Family & Community Partnership Supervisor |                     |            |
| <b>Employer</b>   | <b>Phone Number</b> |            |
| Palm Beach County   | 5616166888          |            |
| <b>Address</b>  |                     |            |
| 100 Australian Avenue, Suite 300                                      |                     |            |
| <b>City</b>   | <b>State</b>        | <b>Zip</b> |
| West Palm Beach   | Florida             | 33406      |

**Duties**

Senior manager responsible for managing a comprehensive Head Start/Early Head Start Program as outlined in the federal Head Start Performance Standards relative to Child and Family Outcomes. Responsible for planning and organizing the major Education and Early Childhood Development, Disabilities, and Family and Community Partnership components of the Head Start/Early Head Start program in designated sites throughout the county including contracted provider sites. Implemented Service Plans and policies and procedures relating to Early Childhood Education and Development, Parent Involvement, Community Partnerships, and Disabilities Services, and reviewed and amended Service Plans on an annual basis. Provided supervision, training, technical assistance and oversight to over 50 case managers in the areas of recruitment, enrollment, screening, assessment and diagnosis. Presented monthly reports to Policy Council; and attended Center Parent Meetings; served as a member of the agency management team and attended meetings as required; attended community agency meetings; participated as agency representative on community boards and meetings as required; collected data and presented report as required by the Board of County Commissioners, Policy Council, Executive Director, or Office of Head Start. Hired, trained, supervised and disciplined assigned staff.

**Reason for leaving?**

Advancement opportunity with Broward County

**May we contact for reference?**

Yes

## Previous Employer

|                               |                     |            |
|-------------------------------|---------------------|------------|
| <b>Start Date</b>             | <b>End Date</b>     |            |
| 01/16/2004                    | 08/06/2007          | Full Time  |
| <b>Position Title</b>         |                     |            |
| Neighborhood Services Manager |                     |            |
| <b>Employer</b>               | <b>Phone Number</b> |            |
| City of Boynton Beach         | 5617426275          |            |
| <b>Address</b>                |                     |            |
| 3301 Quantum Blvd, Suite 101  |                     |            |
| <b>City</b>                   | <b>State</b>        | <b>Zip</b> |
| Boynton Beach                 | Florida             | 33426      |

**Duties**

Managed division charged with the planning, development and implementation of community programs and collaborative partnerships to increase the delivery of needed city services and neighborhood projects. Provided direction in the daily management of neighborhood programs operating throughout the City. Responsible for program planning and strategies, commission agenda preparation and reports, managing revenues, expenditures and contractual services.

**Reason for leaving?**

Laid Off

**May we contact for reference?**



## Previous Employer

| Start Date   | End Date     |                     |
|--|--------------|---------------------|
| 07/01/1997   | 4/01/2006    | Full Time           |
| <b>Position Title</b>  |              |                     |
| Co-Founder/Vice President  |              |                     |
| <b>Employer</b>  |              | <b>Phone Number</b> |
| L & R Scott Trucking, Co.  |              |                     |
| <b>Address</b>   |              |                     |
| 2560 SW 10th Court   |              |                     |
| <b>City</b>  | <b>State</b> | <b>Zip</b>          |
| Boynton Beach  | Florida      | 33435               |
| <b>Duties</b>  |              |                     |
| Co-owner of family owned trucking company that provided hauling and excavation services. Increased revenues and independent contractual services from \$25k to over \$1M within three years. Handled a wide variety of operational responsibilities including business planning, marketing, budget and accounting, human resources, and contract management. |              |                     |
| <b>Reason for leaving?</b>   |              |                     |
| Recession  |              |                     |
| <b>May we contact for reference?</b>   |              |                     |
| Yes  |              |                     |

## Previous Employer

| Start Date  | End Date     |                     |
|---|--------------|---------------------|
| 06/09/1995  | 10/31/2002   | Full Time           |
| <b>Position Title</b>   |              |                     |
| Director  |              |                     |
| <b>Employer</b>   |              | <b>Phone Number</b> |
| City of Delray Beach/Palm Beach County Government   |              | 5612437125          |
| <b>Address</b>  |              |                     |
| 100 NW 1st Avenue   |              |                     |
| <b>City</b>   | <b>State</b> | <b>Zip</b>          |
| Delray Beach  | Florida      | 33444               |
| <b>Duties</b>   |              |                     |
| Responsible for program planning, implementation, oversight, and management of the county-wide Federal Weed & Seed initiative, to address issues of safety, education, health, economics, and social needs of children and families in three high-risk municipal (Riviera Beach, West Palm Beach, and Delray Beach) sites. Managed the development, implementation and coordination of new programs and special initiatives, minimizing or eliminating major barriers to successful implementation and service delivery. Effectively developed and maintained working relations with major stakeholders and elected officials; collaborating with community stakeholders to address community-wide needs and services. Handled a wide variety of operational responsibilities including program planning, commission agenda preparation and reports, fiscal planning and budget accounting, human resource management, grants administration and staff development. |              |                     |
| <b>Reason for leaving?</b>  |              |                     |
| To work in family business  |              |                     |
| <b>May we contact for reference?</b>  |              |                     |
| Yes   |              |                     |

## Previous Employer

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|                               |              |           |
|-------------------------------|--------------|-----------|
| Start Date                    | End Date     | Full Time |
| Position Title                |              |           |
| Employer                      | Phone Number |           |
| Address                       |              |           |
| City                          | State        | Zip       |
| Duties                        |              |           |
| Reason for leaving?           |              |           |
| May we contact for reference? |              |           |

## Previous Employer

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|                               |              |           |
|-------------------------------|--------------|-----------|
| Start Date                    | End Date     | Full Time |
| Position Title                |              |           |
| Employer                      | Phone Number |           |
| Address                       |              |           |
| City                          | State        | Zip       |
| Duties                        |              |           |
| Reason for leaving?           |              |           |
| May we contact for reference? |              |           |

## Additional Work Experience Information

Please list any additional work experience below.

## Skills & Certifications

### Professional Certifications and Licenses

Human Resources Certification  
Florida Real Estate Sales Associate License #SL3105734  
Florida Insurance Agent, Life, Health, and Annuities License #W404785  
Florida Certification Board, Community Health Worker, License #CHW100118

List all jobs skills, abilities, qualifications, and volunteer experience relevant to the position for which you are applying.

Proficient in Microsoft suite, research, report writing, budget development, business planning, knowledgeable of various federal, state, county and city laws, regulations, policies, and practices, public administration procedures and business practices, highly skilled oral and written communicator to ensure clarity and effective expression, skilled negotiator and salesperson, collaborator, conflict resolver, investigator and process improver.

## Military Experience

Branch of Service

N/A

Enlistment Date

Discharge Date

Type of Discharge

Primary Responsibilities & Duties

## Applicant Statement

By my signature below, I authorize any federal, state, county or municipal governmental agency, any municipal corporation or political subdivision of this state, or any other state agency, department or division thereof, or any other public or private agency, person, firm, or corporation holding records concerning, that are considered confidential, to supply such information to the City of Margate.

By my signature below, I acknowledge that PRIOR to making a conditional offer of employment to me, the City of Margate may request information which may include, but not limited to, a history of my educational records, a history of my vocational and/or training records, criminal history, any documentation of previous or current on-the-job performance records or history, any reason, excluding any reason based on a medical condition or disability, for termination of any previous employment, any reason, excluding for discharge from military service, or any other personal information that is not medical, health, or disability related in nature which may not otherwise be obtained without prior agreement.

By my signature below, I acknowledge that SUBSEQUENT to making a conditional offer of employment to me, the City of Margate may request not only the information stated above, but also any information of what-so-ever nature regarding both my past or current job related or non-related medical/health condition(s) or disability(ies).

By my signature below, I acknowledge that any such information received by the City of Margate shall become public record pursuant to Chapter 119 of the Florida Statutes.

I Agree

Yes

## Signature

*Regenia S. Herring*

Date Signed: 5/9/2019 6:07 PM

Date Submitted: 5/9/2019 6:07 PM

IP Address: 205.166.161.61

## Agency Wide Questions

Do you have any relatives working for the City of Margate?

No

Did you provide at least ten (10) years of relevant work history in the Work Experience section, or if you do not have ten (10) years of work history, did you list the entirety of your work experience in the Work Experience section? If not, please return to the Work Experience section to complete this information.

Yes

Where did you hear about the job opportunity you are applying to?

Through a Friend

Pursuant to Florida State Statute 119, all applications and materials attached are subject to public records request. Please use the space below to indicate whether or not you have any exemptions under FSS 119. If you do not have any exemptions, please write "N/A".

Former police officer with City of Boca Raton, Florida

If you have relatives working for the City of Margate, please enter their name and department in the space below.

N/A

Did you provide at least three (3) professional work-related references? If not, please return to this section and add additional professional work-related references.

Yes

Please provide at least three (3) professional work-related references. Please include the following information: reference name, phone number, email address, position title. (Please note: professional work-related references are people who can speak to us about your job performance and are usually people who directly supervise you. For students, or those with limited work history: professional references may include internship/volunteer supervisors or academic teachers/professors).

1. Kimm Campbell, Human Services Department Director, kicampbell@broward.org, (954) 357-6382
2. Mandy Wells, Deputy Director, mwells@broward.org (954) 357-6466
3. Carol Cook, Division Director, ccook@broward.org, (954) 357-9590



## Assistant City Manager Qualifications

Do you possess a Bachelor Degree from an accredited college or university, with major coursework in Administration, Management, or closely related field?

Yes

Do you possess a Master's Degree?

Yes

Do you have at least seven (7) years of successful management experience in municipal/county management?

Yes

Do you have municipal government experience?

Yes

Do you possess a DD214 for military service?

No

Please use the space below to explain what field your Bachelor's Degree is in. If you do not have a Bachelor's Degree, please type "N/A".

Bachelors of Science Degree in Criminology

Please use the space below to explain what field your Master's Degree is in. If you do not have a Master's Degree, please type "N/A".

Master's Degree in Management

Please use the space below to detail your relevant experience in municipal/county management. Please include where you obtained the experience, what capacity you worked in, how many years of experience you have, and any professional accomplishments.

I have over 20 years of relevant experience in municipal/county management, which is outlined below:  
Broward County Government, Assistant Division Director, 7-years, I saved the County over \$15 million in front-end arrest processing costs through innovative programming.  
Palm Beach County Government, Section Supervisor, 4-years, I saved over \$25K in contractual costs by developing a quality annual report internally.  
City of Boynton Beach, Division Director, 3-years  
Palm Beach County Government/City of Delray Beach, Director, 7 years  
15th Judicial Circuit, Sr. Deputy Court Administrators, 1.5 years  
City of Boca Raton, Police Officer, 5 years  
See resume for additional accomplishments

Please use the space below to describe your municipal government experience. Please include where you obtained the experience, what capacity you worked in, and the total number of years of experience.

I have over fifteen (15) years of municipal government experience, which includes over seven with the City of Delray Beach as a Director, three with the City of Boynton Beach as Division Manager and Organizational Development Assistant to Director and five with the City of Boca Raton as a police officer.

Do you have your ICMA Credentialed Manager Certification?

No



**REGENIA S. HERRING**

[regeniaherring@gmail.com](mailto:regeniaherring@gmail.com)

May 9, 2019

Samuel A. May, City Manager  
City of Margate, FL  
5790 Margate Boulevard  
Margate, FL 33063

Dear Mr. May,

It is with distinct honor that I submit my resume for consideration for the Assistant City Manager position with the City of Margate, Florida. I have over 20 years of successful senior management experience working in the municipal, county and state management systems. Coupled with being an experienced manager overseeing public programs and services, I have many years of experience working with diverse people, communities and organizations to build alliances, collaboratives and synergy to achieve shared goals.

Public service is my life's mission and what drives me. I love doing work that makes a positive difference and yields favorable results in the lives of people each day. I have been fortunate to have worked with some amazing leaders who brought vision, leadership, passion and a roll-up-your sleeve's mentality to the workplace. Throughout my public service career, I have tried to emulate this practice. I am a person that believes in service and stewardship. I am a person that makes things happen by turning thought into action. I am passionate about learning and continuously improving and embraces change with an open mind. I am gifted at problem-solving and resourceful in maximizing productivity.

My many accomplishments are attributed to my strengths, which I rely on to build and nurture relationships, think strategically and act tactically, to develop and execute plans, and to influence others to work collaboratively for successful outcomes. I have been a trailblazer throughout my career creating new, systemic and impactful change. I was the first law enforcement officer to implement the first Drug Abuse Resistance Education (D.A.R.E.) prevention program in the State of Florida, trained over 300 police officers nationwide, and was a key participant in the creation of 1989 State of Florida Drug Abuse Resistance Education (D.A.R.E.) Act, which provided state-wide funding, regulations, and officer certification. Additionally, I applied for and was granted three unprecedented federally funded Weed & Seed site designations in Palm Beach County, maintained memorandums of understanding with over 50 public and private agencies and secured millions in federal, state, and local funding, cash and in-kind, to redevelop declining neighborhoods. Further, I was successful in restoring and improving Broward County's Juvenile Civil Citation Program by increasing countywide collaboration and additional funding, which ultimately resulted in cost avoidance savings of over \$15 million since its inception in 2012.

I believe my work experience, skills, and abilities are a great match for the Assistant City Manager position. I am hopeful we can schedule a meeting to further discuss this match. I appreciate your time and consideration of my credentials and I look forward to speaking with you very soon.

Respectfully yours,

*Regenia S. Herring*



## REGENIA S. HERRING

[regeniaherring@gmail.com](mailto:regeniaherring@gmail.com)

**Objective:** To secure a position as Assistant City Manager

**Summary of Qualifications:** Highly skilled and successful visionary and strategist with over 20 years of experience managing municipal and county business operations, influencing public policy, and developing and implementing high profile government projects. Possess a strong business and political acumen with a clear sense of urgency and purpose when faced with diverse situational challenges. Skilled at research, analysis assembling information, improving internal and external processes. **Personal Strengths:** Outstanding communications, planning, organization and multi-project management skills. Adept at undertaking new, unique and high-profile projects involving multi-jurisdictional alliances and coordination; modifying policies and processes to ensure continued progress toward organizational goals, and building/maintaining positive relationships with diverse stakeholders, individuals and organizations. Proficient in Microsoft Office suite.

### PROFESSIONAL EXPERIENCE

BROWARD COUNTY HUMAN SERVICES DEPARTMENT  
CRISIS INTERVENTION AND SUPPORT DIVISION

4/2012 to Present

**ASSISTANT DIVISION DIRECTOR (JANUARY 2018 – PRESENT)**

*HUMAN SERVICES ADMINISTRATOR (JUNE 2013 – JANUARY 2018)*

*HUMAN SERVICES MANAGER (APRIL 2012-JUNE 2013)*

Assists in providing leadership and direction to the division's child advocacy, child protection team, medical services, rape crisis, and criminal justice programs and services. Establishing goals and objectives and providing guidance and training to the management team for effective implementation. Oversees divisional performance activities within the County Commission's and Human Services Department strategic plans and areas for improvement and corrective action plans. Conducts and supervises the development, implementation and coordination of major projects and special initiatives to minimize or eliminate major barriers to successful implementation and service delivery. Writes, edits, and coordinates the preparation of agenda items, reports and other high-level documents. Negotiates and administers grants and contracts with outside governmental agencies and private sector providers. Provides activity and progress reports with appropriate recommendations, feedback or follow-up to County Commissioners and county administration. Assist in managing budget/fiscal, accounting, and other administrative operations. Strategist in identifying system improvement needs, finding solutions, quick action/implementation, and addressing citizen complaints for appropriate and timely resolution. Develops and maintains effective working relations with major stakeholders and elected officials; collaborates with community stakeholders to address community needs. Hires, trains, supervises, directs work, counsels, disciplines, and completes performance employee appraisals.

- Enhanced Juvenile Civil Citation Program services resulting in cost avoidances of over \$14million and increased law enforcement participation of over 50%
- Established innovative post arrest diversion programs which reduced average number of juvenile detention days from 8 days to 4 days.
  - Awarded \$126k grant to serve over 30 severe mental health youth to divert away from criminal justice system
- Established countywide cannabis civil citation program. Collected over \$120k in program fines within first year. Initiative expanded into adult civil citation program for low-level misdemeanor offenses.
- Awarded \$200K grant to implement Anti-Gun Violence Prevention and Anti-Human Trafficking Outreach programs.



**PALM BEACH COUNTY COMMUNITY SERVICES DEPARTMENT**

6/2008 – 3/2012

**FAMILY & COMMUNITY PARTNERSHIP SUPERVISOR**

Senior manager responsible for providing direction and leadership to the Family and Community Partnership (FCP) unit of Head Start, a countywide early childhood development program. The FCP unit is responsible for coordinating case management activities with participant families in the areas of family support and safety, family preservation services, economic self-sufficiency, housing, community development, mental health, domestic violence, and substance abuse. Administrator of over 50 professional case management staff. Responsible for program planning and strategies, commission agenda preparation and reports, managing revenues, expenditures and contractual services.

- Secured grant opportunity for staff to obtain Level 3 Triple P Accreditation and pilot evidence-based Triple P (Positive Parenting Program) in Head Start/Early Head Start Centers.
- Revised and streamlined Eligibility, Recruitment, Enrollment, Selection and Attendance (ERSEA) policies and reporting practices to meet Federal performance standards.
- Managed the full integration of the ChildPlus software program for case management and staff training.

**CITY OF BOYNTON BEACH**

1/2004 – 8/2007

**NEIGHBORHOOD SERVICES MANAGER**

Managed division charged with the planning, development and implementation of community programs and collaborative partnerships to increase the delivery of needed city services and neighborhood projects. Provided direction in the daily management of neighborhood programs operating throughout the City. Responsible for program planning and strategies, commission agenda preparation and reports, managing revenues, expenditures and contractual services.

- Increased neighborhood association participation 20%
- Wrote and awarded \$300K Youth Empowerment Prevention grant.
- Served as Campaign Chair for Employee's Charitable Giving Campaign for the United Way of Palm Beach County raising over \$15K.

**L & R TRUCKING CO.**

7/1997 – 4/2006

**Co-OWNER, VICE PRESIDENT**

Co-owner of family owned trucking company that provided hauling and excavation services. Increased revenues and independent contractual services from \$25k to over \$1M within three years. Handled a wide variety of operational responsibilities including business planning, marketing, budget and accounting, human resources, and contract management.

**CITY OF DELRAY BEACH/PALM BEACH COUNTY**

6/1995 – 10/2002

**DIRECTOR**

Responsible for program planning, implementation, oversight, and management of the county-wide Federal Weed & Seed initiative, to address issues of safety, education, health, economics, and social needs of children and families in three high-risk municipal (Riviera Beach, West Palm Beach, and Delray Beach) sites. Managed the development, implementation and coordination of new programs and special initiatives, minimizing or eliminating major barriers to successful implementation and service delivery. Effectively developed and maintained working relations with major stakeholders and elected officials; collaborating with community stakeholders to address community-wide needs and services. Handled a wide variety of operational responsibilities including program planning, commission agenda preparation

and reports, fiscal planning and budget accounting, human resource management, grants administration and staff development.

- Secured over \$6M (cash & in-kind) in federal, state and local grant funding for human services, education, community/economic development, and recreation programs
- Established and maintained Memorandum of Understanding agreements with over 50 federal, state and local law enforcement and human service agencies across the County
- Assisted in development of private not-for-profit corporation called "Friends of Palm Beach County Weed & Seed and assisted with fundraising of over \$100K
- Staffed executive policy board and task forces (consisting of high level government officials representing the U. S. Attorney's Office, State Attorney, Sheriff, County and City Commissions and other governmental offices, private sector businesses, human service agencies, community leaders and residents) responsible for addressing and problem-solving complex community livability issues through the implementation of effective and efficient government social service systems, programs and services
- Established *first* Community Justice Initiative in Delray Beach site. Community Justice was a national movement to restructure the criminal justice system by refocusing system resources on the community that are deteriorated by low-level quality of life crimes
- *First* Community Court in Florida and fifth in U.S. was established in the West Palm Beach site to address quality-of-life offenses through community service sanctions rather than fines or incarceration. Community court provided needed social services to offenders as well as community residents as a whole.

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### **EDUCATION & TRAINING**

Master's Degree in Management, University of Phoenix, Sunrise, FL

Bachelor of Science Degree in Criminology, Florida State University, Tallahassee, FL

Human Resources Management Certificate, Florida Atlantic University, Boca Raton, FL

Law Enforcement Certification, Broward County Police Academy, Broward Community College, Davie, FL

Florida Certification Board, Community Health Worker #CHW100118

Florida Real Estate Sales Associate License #SL3105734

Florida Insurance Agent, Life Health and Annuities License #W404785

*References Available Upon Requests*