



Meeting Materials
Wednesday—July 27, 2022
9:30 AM
Cabinet Meeting Room, The Capitol

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Florida Gaming Control Commission

PUBLIC MEETING

June 08, 2022

PHIPPS REPORTING
Raising the Bar!

FLORIDA GAMING CONTROL COMMISSION
PUBLIC MEETING

DATE: Wednesday, June 8, 2022
TIME: 9:30 a.m. - 10:32 a.m.
PLACE: The Florida State Capitol
Cabinet Meeting Room
400 South Monroe Street, PL-01
Tallahassee, Florida

STENOGRAPHICALLY REPORTED BY:
LISA D. WILKERSON (Via Telephone)

Job No.: 254360

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A T T E N D A N C E

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4 COMMISSION MEMBERS:

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Commissioner John MacIver, Chairman

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Michael Yaworsky, Vice-Chairman

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John D'Aquila, Commissioner

8

Julie Imanuel Brown, Commissioner

9

Charles Drago, Commissioner

10

11 SENIOR STAFF MEMBERS and SPEAKERS:

12

Louis Trombetta, Executive Director

13

Ross Marshman, General Counsel

14

Lisa Mustain, Director of Administration

15

Susan Whitmire, Chief Information Officer

16

Joe Dillmore, Director of Pari-Mutuel Wagering

17

Elizabeth Stinson, Senior Attorney

18

Mark Dunbar

19

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1 P R O C E E D I N G S

2 CHAIRMAN MACIVER: All right. Good
3 morning.

4 We're going to call the June meeting of
5 the Florida Gaming Control Commission to order.
6 If I'm popping, someone let me know.

7 I see the front row of our commission
8 staff here, and that's more than
9 understandable. For the rest of you in the
10 audience, I'm slightly confused what on this
11 agenda garnered your interest, but I'm happy to
12 see you this morning.

13 If we can move directly to Item Number 1.

14 Commissioner Drago, I believe you gave the
15 Pledge of Allegiance at the last commission
16 meeting. Would you be inclined to lead the
17 pledge for us today as well?

18 COMMISSIONER DRAGO: Absolutely. I'd be
19 glad to.

20 CHAIRMAN MACIVER: Thank you, sir.

21 COMMISSIONER DRAGO: Will you please rise?
22 Will you all join me in the Pledge of
23 Allegiance?

24 (PLEDGE OF ALLEGIANCE)

25 CHAIRMAN MACIVER: Thank you,

1 Commissioner.

2 We're going to move on to Agenda Item
3 Number 2, which is introduction of
4 commissioners.

5 I'd like to give each commissioner just a
6 brief moment. I know that we did this as well
7 at the last commission meeting, and got maybe a
8 little more of an in-depth look at everybody.

9 But just so we can hit the ground running
10 with both commissioners and staff, if everybody
11 wants to take just a minute or two and tell us
12 about, I guess, what brings you to the
13 commission and, I guess, an introduction of
14 yourself.

15 Vice-Chairman Yaworsky, do you want to
16 start?

17 VICE-CHAIRMAN YAWORSKY: As the chair
18 said, my name is Mike Yaworsky. I'm honored to
19 be the vice-chair of the Florida Gaming Control
20 Commission. It's a tremendous honor to be
21 appointed by Governor DeSantis to this
22 important post.

23 Looking at the work that both the
24 commissioners and our new staff, which is in
25 the front row, have already begun doing, it's

1 very nice to see this new entity come together
2 and begin to gel and become cohesive. I'm
3 really proud to be a part of that endeavor. I
4 think that together we have a great opportunity
5 to go a long way to help Florida, in general,
6 and move the ball forward on creating a great
7 regulatory state for gaming interests
8 throughout the state. Thank you.

9 CHAIRMAN MACIVER: Commissioner D'Aquila?
10 (Brief technical *interruption)

11 COMMISSIONER D'AQUILA: Let's try that
12 again.

13 My name is John D'Aquila. I'm from
14 Jacksonville Beach, Florida. I'm honored to be
15 here. I'm honored to be appointed by the
16 governor. It's my first foray, serving the
17 state of Florida.

18 I come here with 36 years of business
19 experience. I'm a CPA, both in the State of
20 Florida and the State of New York, active.

21 I'm a graduate of Binghamton University.
22 I've been blessed with serving my career, both
23 as an auditor with Ernst and Young, a CFO, a
24 CEO, and an entrepreneur founder, and several
25 boards over the years, both a nonprofit

1 university and corporate.

2 I look forward to contributing to this
3 commission.

4 COMMISSIONER BROWN: Good morning. Thank
5 you so much for the opportunity to introduce
6 ourselves here. I'm grateful, as well, to be
7 able to serve the state of Florida --
8 continue serving the state of Florida in this
9 capacity as commissioner on the new Gaming
10 Control Commission. So much work has been
11 done, and it's super exciting to be a part of
12 this new entity.

13 I've been in public service for 15 years,
14 practicing attorney for 22. My focus has
15 primarily been on energy and real estate. As
16 secretary of DBPR, I got exposed to a lot of
17 what PMW does. I'm so excited to continue that
18 path here today. Thank you. And I live in
19 Tampa, Florida.

20 COMMISSIONER DRAGO: Good morning. My
21 name is Chuck Drago.

22 I was a career law enforcement officer.
23 Spent 35 years in law enforcement in the state
24 of Florida. I started out in the City of
25 Fort Lauderdale, and then retired from there

1 and became the chief of police in the City of
2 Oviedo, just outside of Orlando, which is where
3 I live still today.

4 After that, I went to work in DBPR as
5 well, and served as the secretary of DBPR, and
6 then as deputy chief of staff at the
7 governor's office.

8 After that, I decided to go into the
9 private sector for a while. I started my own
10 business, a police practices consulting
11 business, which I still do today.

12 I'm grateful to have an opportunity to
13 come back and serve the state of Florida in
14 this capacity. This is a new and exciting time
15 for gaming enforcement in this state. In terms
16 of starting a new agency, getting off on the
17 ground floor in a brand new agency is something
18 that doesn't happen very often.

19 I'm also excited to have a -- not only a
20 regulatory part to this commission now, but
21 also a law enforcement component.

22 So I'm looking forward to working with my
23 fellow commissioners and with the staff of the
24 Gaming Control Commission, and working with
25 everyone in the industry and in the community

1 as well. Thank you.

2 CHAIRMAN MACIVER: Good morning. My name
3 is John MacIver. I've been appointed to be the
4 chair of the commission.

5 I started my career in the State of
6 Florida government, back in approximately 2001
7 as an intern for one of the finest men I've
8 ever known, then state senator, and now
9 Congressman Bill Posey.

10 I worked there for approximately
11 seven years, while finishing up
12 my undergraduate degree from the University of
13 Central Florida. At which point in time, I was
14 kicked, screaming out of the nest to go to
15 law school.

16 I'm a graduate of the Northwestern
17 University School of Law. I've spent most of
18 my legal career working in State of Florida
19 administrative spheres.

20 I used to joke that I'm actually a really
21 nice guy, but I've seemed grumpy for the last
22 decade because I work in admin law.

23 I most recently have served our Chief
24 Financial Officer, Jimmy Patronis, as his
25 general counsel. I was in that position for

1 about two years before landing in this
2 position.

3 I'm also very, very excited to see how
4 this commission can form. The idea of forming,
5 from the ground up, a brand new commission,
6 state agency, the team that you get to gather,
7 the procedures you get to put in place, to make
8 sure that we are effecting the will of the
9 people as expressed through their legislature,
10 and at the same time minimizing the red tape
11 and bureaucracy that can sometimes go along
12 with executing those policies.

13 So again, I'm very, very excited to see
14 what we can build here together. I think it's
15 going to be a great adventure.

16 I'm now going to move on, with great
17 thanks, to our executive director for the
18 initial team that he is already putting in
19 place.

20 I would like to introduce some of our
21 senior staff members, who are recent hires to
22 the commission, and let the general public know
23 what an outstanding team we're already starting
24 to put in place.

25 Lou, would you like to take the lead on

1 that? Sorry, Director Trombetta.

2 EXECUTIVE DIRECTOR TROMBETTA: Thank you,
3 Chairman.

4 Yes. As you said, we have essentially
5 four new senior employees to introduce to you
6 and to the public.

7 The first has been selected to be the
8 director of the Division of Pari-Mutuel
9 Wagering. So he will be taking on the lead of
10 the regulatory agency within the Gaming Control
11 Commission, Joe Dillmore, who is seated
12 upfront.

13 Next we have hired our CIO, our chief
14 information officer, Susie Whitmire. She's in
15 red here in front.

16 Next to her is Lisa Mustain, who's going
17 to be the director of administration.

18 Then finally, we have Ross Marshman, who's
19 taking the role of the general counsel.

20 So I think with these, you know,
21 four people immediately -- they've been here a
22 short amount of time, but they've immediately
23 made contributions that are going to benefit
24 the commission, the state, and it really is a
25 very optimistic and exciting time to go

1 forward. Thank you.

2 CHAIRMAN MACIVER: Thank you, Director.

3 If we could move on to Agenda Item
4 Number 3, approval of the minutes from the
5 March 31st meeting.

6 Commissioners, I believe you all, in
7 advance of the meeting, received a copy of the
8 commission meeting minutes from March 31st.

9 Is there a motion to approve those
10 minutes?

11 COMMISSIONER BROWN: So moved.

12 CHAIRMAN MACIVER: Is there a second?

13 VICE-CHAIRMAN YAWORSKY: Second.

14 CHAIRMAN MACIVER: Any objection? Hearing
15 none, show the minutes adopted.

16 Item Number 4, discussion of commission
17 procedures and processes.

18 Let me kind of just walk through how this
19 has developed. In an early conversation with
20 the director, I had asked him to explore the
21 concept of streamlining inefficiencies of --
22 delineating what things would actually have to
23 rise to the level of approval by a collegial
24 agency head and what things could be approved
25 or denied in the ordinary course of business

1 with the executive director's office.

2 The guidelines I asked him to explore that
3 were, if something is a ministerial act, if it
4 is a shall issue or a shall deny, then I don't
5 see why that ministerial act necessarily has to
6 come before this body before we can actually
7 get the ball rolling and have the regulated
8 folks in this state have an answer more
9 quickly.

10 At the same time, if it is a matter of
11 agency discretion, then, yes, we have not only
12 the responsibility, but we have to remain
13 accountable to the people of the state of
14 Florida by making those decisions.

15 Of course, we are working within the
16 boundaries of the administrative law precedent
17 that precedes us.

18 So there are going to be some boundaries
19 and some obstacles to reaching that goal of
20 being able to clearly delineate what would come
21 before the commission and what would be able to
22 be handled at a staff level.

23 I had asked the director and the
24 general counsel to put together a presentation
25 for us on exactly what some of those parameters

1 are, so that we can vote in those specific
2 procedures.

3 EXECUTIVE DIRECTOR TROMBETTA: Thank you.

4 So in front of you, I've included a memo
5 in the meeting materials that contains
6 recommendations for five items. We essentially
7 went through and, as the chairman said, looked
8 for items.

9 Right now, we focused simply on the
10 regulatory actions that, after July 1st, will
11 need approval from an agency. These are the
12 actions of -- final agency action that will
13 need to be signed off on by the commission.

14 So we did not look at essentially criminal
15 or some of the administrative procedures. That
16 will probably come up in subsequent meetings.

17 But going forward, again, I've grouped
18 these into five different items.

19 The first one deals with permitting
20 issues. So these are the items that involve
21 anything essentially with the modification of
22 permits, adding permits, or revoking permits.
23 They will all need final agency action.

24 So the recommendation is that the
25 division, through me, will conduct all of the

1 fact-finding; present some sort of report,
2 memo, item, to prepare and have it included on
3 an agenda; and be available to respond to any
4 questions the commissioners may have at the
5 meeting. Sorry. One second.

6 CHAIRMAN MACIVER: Just for the other
7 commissioners, as a note on procedures for this
8 meeting, please, for this presentation, don't
9 wait for recognition by the chair. If you have
10 a question of the director or any presenter,
11 please feel free to ask a question at any time
12 without waiting for recognition by the chair.

13 EXECUTIVE DIRECTOR TROMBETTA: So
14 continuing, an item that would require
15 signature from the commission would be prepared
16 and vetted through the gaming commission
17 underneath you, the Division of Para-Mutuel
18 Wagering. It will then be presented to you for
19 signature at the commission meeting.

20 The same is the case for operating
21 licenses. So these are any issue involving
22 operating license tied to a permit will
23 essentially follow the same process. The
24 Division of Pari-Mutuel Wagering will conduct
25 fact-finding. A recommendation will be

1 provided. Legal will look at it. Then it will
2 be presented to the commission for signature.

3 Any questions on either of those two?

4 CHAIRMAN MACIVER: Yes. I just want to
5 ask, and maybe I'm getting a little bit ahead
6 of you here. But with that procedure in
7 place -- and this is more of a question for the
8 overall subject of delegation, is that -- well,
9 even that procedure is going to cause some
10 delay of waiting for a meeting for us to
11 actually sign the order.

12 Can you or can the general counsel give us
13 just a brief synopsis of what the boundary is
14 for us being able to just directly delegate
15 that to the executive director, those things
16 which are ministerial, rather than
17 discretionary, in nature?

18 EXECUTIVE DIRECTOR TROMBETTA: Sure. I'm
19 going to refer -- I'm going to ask Ross to come
20 up and provide an answer on that.

21 MR. MARSHMAN: Good morning. Thank you,
22 Chair.

23 On the question of delegation from the
24 commission to an executive director and his
25 staff, as the chair has already pointed out,

1 you are bound by certain precedent and how that
2 can be accomplished.

3 And as Director Trombetta has already
4 mentioned, if the commission is taking final
5 agency action, then the commission is the one
6 that has to take that step. But there are
7 other certain functions that have already, by
8 law, been made part of the executive director's
9 ambit and purview. That is the administrative
10 function I think that Director Trombetta had
11 mentioned earlier. That's laid out in Chapter
12 16.

13 For certain actions that the commission
14 will take, I endorse Director Trombetta's plan
15 to do all of the fact-finding that is
16 necessary, including making a recommendation
17 for the commission, and asking the commission
18 what its input is after the director and his
19 staff have done all of the necessary work for
20 the commission to have its best information and
21 best recommendation to take final agency
22 action.

23 CHAIRMAN MACIVER: Commissioner Brown?

24 COMMISSIONER BROWN: Thank you,
25 Mr. Chairman.

1 Mr. Marshman, do you foresee -- or
2 Mr. Trombetta -- an exorbitant delay as a
3 result of the fact-finding component and then
4 the presentation to the commission for final
5 action, or what's the timeframe typically on
6 some of these processes and procedures?

7 EXECUTIVE DIRECTOR TROMBETTA: Thank you,
8 Commissioner. I'm trying to get it to stop
9 hissing. I'm sorry.

10 It's something that I think we'll be able
11 to deal with operationally. So a lot of items
12 that are on this list have deadlines, whether
13 they're in 120 or in some other statute, 550 or
14 551.

15 I think, from an operational side, we
16 should be able to prepare them ahead of time,
17 so that we can arrange them around a
18 regularly-scheduled commission meeting.
19 However, there may be some exceptions, where
20 we might have to call a special meeting.

21 For operational licenses that we were just
22 talking about, they all operate on a schedule
23 that's laid out in statute.

24 There's a window where the permit holders
25 have to apply for an operating license.

1 There's a fixed date that the agency has to
2 issue or make a decision on the license. So
3 that one, we can arrange a meeting on that
4 date. We'll get everything to you, so that we
5 can do that easily.

6 Slot licenses, we may have to schedule
7 meetings around the reissuance or renewal of
8 slot licenses. So they are on a calendar,
9 based on the initial issuance of the license.
10 It's separate from the cardrooms and
11 Pari-Mutuel operation licenses.

12 Again, I think it's an operational
13 question that we're going to be able to work
14 around.

15 The next item was individual occupational
16 licenses. So these are license applications
17 from people that either work in the facilities,
18 work around, and will have access to the
19 facilities, or the businesses that are vendors
20 or provide services for the facilities.

21 So they are on a different schedule.
22 We have essentially 90 days to issue a license
23 from the date that the application is
24 completed.

25 So I think, again, for the most part,

1 we'll be able to kind of fill them in. The
2 plan on these is that you'll be provided
3 licenses for denial.

4 So there's a subset. Of all the
5 applications we get, the denials will come to
6 you for final agency action. I think, again,
7 on the operational side, we'll be able to
8 manage it, so that we can get things to you in
9 a timely manner.

10 I'd also ask for flexibility because,
11 you know, this will kind of work itself out in
12 the coming months. I appreciate the
13 consideration of these items today, ahead of
14 July, because that's really -- on July 1st, the
15 agency changes for the Division of PMW.

16 In the past, the DBPR, through PMW, was
17 the agency that was taking agency action on
18 these items. On July 1st, it's the commission.
19 So I think that transfer will happen smoothly.
20 I think, again, from the operational side, I'll
21 be able to try to make everything happen.

22 COMMISSIONER BROWN: I have some
23 follow-up, if I may.

24 This makes sense. The recommendation is
25 pretty cohesive and very thorough. I just want

1 to make sure that there wasn't going to be a
2 hiccup.

3 Just one additional question. Is there
4 going to necessarily be rule-making that needs
5 to be conducted to implement some of these
6 procedures and policies?

7 EXECUTIVE DIRECTOR TROMBETTA: There may.
8 Right now, it doesn't look like there's going
9 to be any rule-making required to effectuate
10 the changes that these items are trying to
11 incorporate and trying to get ahead of.

12 If that is needed -- you know, the
13 rule-making procedures in 120, I think 54, will
14 apply to the commission, just like they do
15 everybody else. You know, we have a
16 rule-making sort of -- the Division of PMW has
17 our -- we'll continue to do rule-making as
18 needed.

19 COMMISSIONER BROWN: Thanks for your time
20 on this.

21 EXECUTIVE DIRECTOR TROMBETTA: Yes.

22 COMMISSIONER DRAGO: Can I ask one quick
23 question?

24 Can you walk through the process as it is
25 today?

1 EXECUTIVE DIRECTOR TROMBETTA: Sure.

2 COMMISSIONER DRAGO: And how it works, so
3 I can kind of compare what it is today and...

4 EXECUTIVE DIRECTOR TROMBETTA: Okay. So
5 again, I'm just using an example, going back to
6 the permitting issue.

7 A change in ownership of more than
8 10 percent needs to be approved by the
9 Division of Pari-Mutuel Wagering.

10 The recommendation, going back to the
11 first item, permitting, it will then be changed
12 to the commission. Right now, the Division of
13 Pari-Mutuel Wagering will receive the
14 application. The application process is laid
15 out in both statute and rule. Those are
16 staying the same. So the forms will be the
17 same. You know, we're working on changing,
18 where it says "DBPR" to the Florida Gaming
19 Control Commission, but the process itself will
20 all stay the same.

21 The Division of PMW currently does a
22 little bit of vetting on the new owners. So
23 the purchaser -- we need to make sure that the
24 correct people have licenses, that if there's
25 any fees or any outstanding legal issues that

1 we kind of deal with them, but we -- the
2 Division of PMW kind of goes through that whole
3 process, and then we'll provide a -- in case of
4 ownership transfers, there's two documents.
5 There's a conditional final order to allow the
6 companies to kind of conduct closing. So it
7 says, so long as you guys close the way you say
8 you're going to, the permit ownership will
9 change within this amount of time.

10 So the conditional final order of approval
11 goes out. That will be signed by the
12 commission, where right now it's signed by the
13 division. Then the companies can close their
14 deal. They submit the closing documentation
15 back to the division, and the division then
16 issues the actual final order.

17 So that process will still involve those
18 two items, the conditional final order of
19 approval and the final order. It's just that
20 instead of the division being the one that
21 signs it, it's going to be elevated to the
22 commission for signature.

23 COMMISSIONER DRAGO: So the process is
24 basically going to be the same?

25 EXECUTIVE DIRECTOR TROMBETTA: Yes, sir.

1 COMMISSIONER DRAGO: It's just going to be
2 a different body, agency head that's going to
3 approve and sign off on it.

4 EXECUTIVE DIRECTOR TROMBETTA: Correct.

5 COMMISSIONER DRAGO: Will the people in
6 the industry feel a difference, do you think?

7 EXECUTIVE DIRECTOR TROMBETTA: If I do my
8 job correctly, they should. The goal here is
9 to make it as smooth as possible for both the
10 industry and operations. I think a lot of
11 these items we have time to set on agendas.
12 They shouldn't be happening like this at the
13 last minute. So we can plan for it.

14 CHAIRMAN MACIVER: One difference that I
15 was foreseeing was, as it happens right now,
16 let's say there is a licensing application.
17 You know, the line analyst and the attorney
18 have done their fact-finding. They recommend
19 an approval. It goes to their next level
20 supervisor. Then it goes into a folder and
21 basically goes to a secretary, who is there in
22 the office every day and can make an
23 individualized decision, because they're one
24 person.

25 We, as a collegial body, actually have to

1 meet. And I saw not a significant delay, but
2 some delay. And any delay when someone is
3 asking the government to let them do what they
4 are otherwise entitled to do, I see as just a
5 little bit too long.

6 So where those things -- again, I keep
7 making the distinction between a ministerial
8 versus a discretionary. So for instance, if
9 someone meets the immutable factual
10 qualifications for a license, and it's a shall
11 approve, then that's something I really want to
12 see an executive director be able to sign off
13 on, so you're not waiting a week or two weeks
14 or a month for us to have our regularly
15 scheduled business meeting.

16 And certainly, there will be cases where
17 we can have a special meeting to address a
18 license here or a license there or a
19 disciplinary issue here or there. But in the
20 general course of business, I really just want
21 to see how we could streamline those as much as
22 possible.

23 And the general counsel, you had suggested
24 there was a case out of the 2nd Circuit that
25 kind of tied our hands on that.

1 What would be necessary for us to get from
2 where we are today to being able to do kind of
3 what I'm discussing, where at least the things
4 which are clear could be done in a more
5 streamlined fashion?

6 MR. MARSHMAN: Taking that case's holding
7 into account and looking at other examples of
8 other commissions and other executive
9 directors, the solution, I believe, is an
10 expressed grant of statutory authority of
11 delegation powers from the Florida Gaming
12 Control Commission to the executive director
13 and his team.

14 I believe that would be the strongest case
15 for Director Trombetta and his team to make
16 those decisions, streamline the process, and as
17 the chair said, give people the permission to
18 do the jobs they are trying to do.

19 CHAIRMAN MACIVER: And just to be clear
20 for the general public and what I am asking,
21 what I am suggesting, where a statute says "may
22 deny" or where the factual finding that has to
23 be done for a license is more of a judgment
24 call, I absolutely believe that is stuff that
25 does have to come before the commission because

1 it is our responsibility, and we have to be
2 accountable for that.

3 I'm talking about the things where
4 something should clearly be issued or something
5 should clearly be denied.

6 Those are the types of things that I'd
7 like to see the public be able to get a quicker
8 answer on. But if that's something that's
9 going to take some legislative change, then
10 that's, I think, open for future discussion
11 amongst this commission, if we're ever talking
12 about any sort of a cleanup bill on our
13 statute.

14 Thank you.

15 MR. MARSHMAN: Thank you.

16 VICE-CHAIRMAN YAWORSKY: Mr. Trombetta,
17 real quick. I think the chair's points are
18 well taken.

19 But I'm wondering -- when you said that
20 the experience should be the same roughly for
21 our regulated entities, I wonder if you could
22 just expound a little bit on some of the -- I
23 know we're early in this process, but some of
24 the ideas that have been expressed internally
25 among staff on some -- over time improvements

1 to technological infrastructure and
2 streamlining processes from a truly
3 administrative standpoint of how we're going to
4 fulfill our statutory obligations.

5 EXECUTIVE DIRECTOR TROMBETTA: Yes. So
6 one of the advantages that we're going to find
7 in hiring personnel that we've hired already is
8 that we're going to be able to improve a lot of
9 the administrative, kind of, processes that
10 have existed.

11 I'm sorry. Maybe that's better.

12 You know, right now -- and it's not a shot
13 at DBPR. DBPR has been super helpful. They've
14 helped the division succeed in my time there.
15 But the DBPR serves a wide range of professions
16 and businesses.

17 Being able to focus just on the gaming
18 business, I think, is going to help our
19 administrative team respond to industry needs
20 in a much, kind of, quicker and more efficient
21 way.

22 And just to circle back on, kind of, what
23 I said. I think from the industry perspective,
24 from the applicants that are applying for the
25 license, their experience should be the same.

1 That's what I'm trying to achieve here.

2 So whether it's an individual applying
3 through our website that needs a license, so he
4 can raise his animal at Gulf Stream, or it's
5 one of the Pari-Mutuel facilities applying for
6 their operational cardroom licenses. The
7 experience should be the same from their end.

8 From the back end, it might -- it's going
9 to change just in that there's different people
10 making that final decision, conducting the
11 final agency action, and because of the
12 commission, there's going to be the opportunity
13 for public input.

14 So that too is something -- you know, the
15 Sunshine Law applies a little bit differently
16 to the commission than it did to PMW. So there
17 are opportunities for little differences. But
18 for the most part, from application to
19 issuance, from the experience of the applicant,
20 it should remain the same.

21 Does that answer your question? Sort of?
22 It looks like it doesn't.

23 VICE-CHAIRMAN YAWORSKY: No. I think that
24 one of the things as I understand that we are
25 hoping to do over time would be to improve that

1 experience for the licensee or the regulated
2 entity, to kind of cut down on any barriers and
3 improve the licensing process wherever we can.
4 I'm not suggesting that it's a process that's
5 in disrepair or anything of that nature.

6 But I think that as we're going through
7 this new process and as has been discussed,
8 there may be ways that this fresh opportunity
9 in the creation of this entity exists to
10 broaden that out to include a better experience
11 for the user as they're inputting information
12 or providing data or whatever it might be to
13 get a license or permit, that we can streamline
14 and make that a more efficient process.

15 EXECUTIVE DIRECTOR TROMBETTA: And to
16 hopefully build some confidence,
17 Mr. Vice-Chair, both Lisa and Suzie -- there's
18 so many things I want to improve. How do we
19 get a better licensing system? How do we
20 improve this process? It's going to happen.
21 It might just take some time.

22 VICE-CHAIRMAN YAWORSKY: Take some time.

23 COMMISSIONER D'AQUILA: Yes. Director,
24 might that include -- does your computing
25 operation calculate on a weekly basis the age

1 of application, when it came in, and then
2 organized by those that are perhaps simpler
3 than others, might that be a part of the weekly
4 meeting to automate that efficiency, as the
5 volume of applications and renewals and changes
6 goes up over the next several months?

7 EXECUTIVE DIRECTOR TROMBETTA: So the
8 reference, I think, is more to the individual
9 occupational licenses, the employees working at
10 the tracks. So they -- our individual
11 occupational licenses right now have a
12 three-year life cycle. So we've instituted
13 that change within the last maybe five years,
14 to make it a three-year life cycle, so we don't
15 have to get renewals as often.

16 Licenses generally kind of follow a
17 pattern throughout the year. There's times
18 when racing -- during the winter, racing
19 season, there's more people at the tracks
20 needing licenses. So there's more of a demand
21 for licenses at that time.

22 Around the end of the fiscal year, the
23 start of the new fiscal year, when licenses are
24 expiring and needing to be renewed, there's
25 another kind of uptick.

1 So we do track data regarding number of
2 licenses applied for, issued, denied, and we
3 can get timeframes. We do have that, and we
4 can incorporate that into the process, yes.

5 COMMISSIONER D'AQUILA: Thank you.

6 CHAIRMAN MACIVER: Just a note for you,
7 Mr. Trombetta. As we move forward through
8 these meetings, my general preference is to
9 kind of conduct any individual item, like --
10 almost like a district court of appeal, where
11 we're going to let you start your presentation,
12 and I believe in a hot bench, we'll probably
13 end up taking you off your presentation as we
14 hit you with questions.

15 But to kind of bring it back to where you
16 were, can you kind of give us the summary
17 overview of what the recommendation is for us
18 to adopt today?

19 EXECUTIVE DIRECTOR TROMBETTA: Sure. So I
20 provided recommendations on each of the items
21 in the meeting materials. They're all
22 essentially the same.

23 The recommendation is that you essentially
24 accept or allow the division to conduct
25 fact-finding on these issues that will need

1 final agency action.

2 Permitting, operating licenses, individual
3 occupational licenses, disciplinary issues, and
4 I have a category called "special items."
5 These are items that aren't typically listed in
6 the controlling statutes. So items like
7 petitions for declaratory statements. So these
8 would be items outside sort of the gaming that
9 are just tools available to people to use under
10 some other avenue of the law. You know,
11 waivers under 120 that may come up every once
12 in a while, but they will need final agency
13 action from the commission.

14 So the recommendation is that you
15 essentially authorize me, the executive
16 director, to do fact-finding on issues that
17 involve or will need final agency action to be
18 presented to the commission at a meeting for
19 signature.

20 CHAIRMAN MACIVER: And just to be clear,
21 again for the public, that fact-finding, when
22 it is brought before the commission, is still
23 subject to inquiry by the commission before
24 those facts are actually, quote, unquote, found
25 as part of the final agency action.

1 So it's not like we blindly receive a
2 package that says, this is what those facts
3 are. We still do probe into the fact-finding
4 before we make a final decision.

5 With that, is there a motion to adopt the
6 staff recommendation?

7 COMMISSIONER BROWN: Mr. Chairman, I would
8 move to adopt the recommendation on five items
9 presented under item -- Section 4 in our
10 package of materials as presented to us.

11 CHAIRMAN MACIVER: Is there a second?

12 COMMISSIONER DRAGO: Second.

13 CHAIRMAN MACIVER: Do I hear any
14 objections? Hearing none, show the motion
15 adopted.

16 Commissioners, I would also at this time
17 like to also ask for a motion -- because we're
18 talking somewhat about delegation issues, I
19 would like for a motion to ratify any actions
20 that have been taken on behalf of or affecting
21 this commission that would otherwise be within
22 the purview of the commission, by way of
23 example any actions that have been taken by the
24 executive director subsequent to our last
25 meeting.

1 Do I hear such a motion?

2 VICE-CHAIRMAN YAWORSKY: I move.

3 CHAIRMAN MACIVER: Do I hear a second?

4 COMMISSIONER D'AQUILA: Second.

5 CHAIRMAN MACIVER: And if I could, I'd
6 like to ask for a roll-call vote on this.

7 So Vice-Chairman Yaworsky?

8 VICE-CHAIRMAN YAWORSKY: Aye.

9 CHAIRMAN MACIVER: Commissioner Brown?

10 COMMISSIONER BROWN: Aye.

11 CHAIRMAN MACIVER: Commissioner D'Aquila?

12 COMMISSIONER D'AQUILA: Aye.

13 CHAIRMAN MACIVER: Commissioner Drago?

14 COMMISSIONER DRAGO: Aye.

15 CHAIRMAN MACIVER: And the chair

16 votes aye. So that motion is unonomously
17 (phonetic) adopted -- unanimously adopted. I
18 told you I was going to forget how to use the
19 English language this morning.

20 Moving on to Item Number 5, the process
21 for hiring our director of law enforcement.

22 I think, as you all know, setting up
23 the -- I would say the other half of, but
24 certainly other segment of our agency that's
25 going to deal with criminal law and prosecution

1 is going to be one of our -- well, one, one of
2 our most exciting functions; but two, one
3 that's going to take a lot of heavy lifting.
4 And the first step of that is, of course, our
5 statutory duty to hire a director of gaming
6 enforcement.

7 Director Trombetta, can you kind of walk
8 us through what the proposal is for us to take
9 steps in that direction?

10 EXECUTIVE DIRECTOR TROMBETTA: Yes. Thank
11 you, Chairman.

12 So the enacting legislation requires the
13 commission to select a director of our
14 law enforcement agency -- or division within
15 the commission.

16 It's recommended that you kind of break
17 this up over a period of time here. So I'm
18 going to ask -- and I recommend that you allow
19 me to get the advertisement posted by
20 June 15th, and that we can then kind of gather
21 an applicant pool that is then narrowed down.

22 Ideally, I would essentially come up with
23 an order that I would recommend for interviews,
24 and I would have kind of a pool of the top part
25 of that order. However, leave it open, so that

1 if you -- each of the commissioners will be
2 provided with all of the applicants. You'd get
3 a copy of all of the resumes. Then if you'd
4 want anybody to be interviewed, you can add
5 them to that pool.

6 Then essentially, we would then meet again
7 to go through the interview pool and either
8 finalize your interviews or do interviews that
9 day, if you want to kind of save time. I was
10 going to just leave that up to you-all, if you
11 want it that way. Then you can either kind of
12 narrow the interview pool in that first
13 meeting, and then have a second one, where you
14 kind of do the interviews and select a
15 candidate.

16 COMMISSIONER BROWN: Just for
17 clarification. So that first pool would be --
18 that would be a live meeting with the
19 interviewees and the commission body, or would
20 it be individually with each commissioner and
21 the interviewees?

22 CHAIRMAN MACIVER: So the way I had
23 envisioned it, and I had -- my recommendation
24 would be -- again, we will have access to all
25 of the applicants as commissioners, and we

1 would conduct a special meeting prior to our
2 next regularly scheduled meeting, where we as a
3 commission would be able to review those
4 applicants, and that would not be live. That
5 would be a Zoom meeting for us in the Sunshine,
6 but we wouldn't be inviting applicants to that
7 meeting.

8 We would narrow down who we wanted to
9 interview, and we would invite them to our next
10 regular scheduled meeting for public interviews
11 and a vote on the record.

12 COMMISSIONER BROWN: I think that makes
13 sense.

14 COMMISSIONER DRAGO: Director, I know that
15 you're putting together the job description and
16 so forth. I think it's somewhat of a unique
17 position, in terms of law enforcement, and the
18 kind of people that we're going to seek out are
19 going to be kind of unique in certain ways.

20 But I would like to give some input in
21 terms of what properties I think they should
22 possess, what attributes, their experience and
23 so forth. Hopefully the commission will have
24 some suggestions as well, as to what this
25 person should look like in terms of experience.

1 And just to throw some things out there, I
2 think some of them are obvious. Some of them
3 may not be so obvious. I think the person
4 needs to have management experience and above,
5 first line manager, mid-level manager
6 experience, which will include experience in
7 developing police policies, accreditation,
8 those types of things that are going to be
9 necessary for a law enforcement director to
10 face in any law enforcement job. But here,
11 that person is going to be establishing a whole
12 new police department, basically, and they're
13 going to need all of these things from A to Z.

14 In addition to that, that person is going
15 to need to have at least, in my opinion,
16 10 years of experience as a law enforcement
17 officer, with, say, seven years as a
18 supervisor, with criminal investigative
19 experience as well. I don't know that we're
20 going to find necessarily gambling criminal
21 experience, but that would be a plus, of
22 course.

23 I think these are kind of preferred
24 attributes I'd like to see in our law
25 enforcement candidates that are going to be

1 necessary for this position. It's going to
2 take an experienced person to deal with all the
3 nuances of starting a law enforcement branch, a
4 law enforcement division for the state.

5 So I would think those things are going to
6 be necessary, at the very least. So if we
7 could consider that, if the commission could
8 consider that, those and whatever else anybody
9 would want to add to this position.

10 CHAIRMAN MACIVER: I like to second what
11 Commissioner said. I think at least 10 years
12 of progressive law enforcement supervisory
13 experience is going to be necessary.

14 I think you'll probably be able to model
15 the job description somewhat after possibly an
16 FDLE special agent in charge.

17 Additionally, Commission Members, I'd like
18 to ask that included in the job application,
19 because we want the division to have the most
20 flexibility going forward in completing
21 whatever the ultimate role from the enforcement
22 side is going to be, we want them to have the
23 experience and knowledge to be able to run the
24 full gamut of what might be done.

25 I think that it's important that the job

1 description include a strong preference for
2 complex criminal investigations, RICO
3 investigations, interagency cooperation, and
4 experience with criminal and civil forfeiture.

5 COMMISSIONER DRAGO: I agree 100 percent,
6 yes.

7 CHAIRMAN MACIVER: Is there a motion to
8 authorize the executive director to put out the
9 advertisement, based upon our direction, and to
10 begin the application collection process?

11 VICE-CHAIRMAN YAWORSKY: Could I just ask
12 a clarification question?

13 To clarify the motion, a lot of very good
14 ideas have been put forward on -- or directives
15 have been put forward on what the
16 qualifications are.

17 I just want to -- I've heard preferred and
18 necessary at different points, and I don't know
19 if it would be helpful to delineate out what
20 those -- which are preferred and which are
21 necessary, or if they're all necessary to be in
22 the ad or how that should look, so that we have
23 good direction to the executive director on
24 what we're looking for.

25 CHAIRMAN MACIVER: So I think the

1 necessary is going to be at least 10 years of
2 progressive law enforcement experience. But
3 again, I think those prerequisite requirements
4 that are necessary requirements can probably be
5 somewhat modeled off of using an FDLE special
6 agent in charge application to kind of model
7 after that.

8 The things I'm talking about having a
9 strong preference for, the more we make a
10 qualification mandatory, the more we tie our
11 own hands. We may have someone who has
12 nine and a half, rather than ten years, of
13 experience in an area that we think isn't
14 qualified, but is an absolute rock star in
15 every other qualified area.

16 So my general preference would be to not
17 tie our hands, but to allow us the discretion
18 to meet whatever the statutory obligations are
19 for this position, and to meet those baseline
20 qualifications as a threshold. But otherwise,
21 to give ourselves the maximum amount of
22 flexibility to decide, as a body, what totality
23 of qualifications meets our needs.

24 COMMISSIONER BROWN: I have a question for
25 Mr. Trombetta.

1 Is there any necessary qualification that
2 you feel would be appropriate in the job
3 advertisement that you would recommend to us?

4 EXECUTIVE DIRECTOR TROMBETTA: So I think
5 there's -- in terms of the requirements -- and
6 I'll give you my thoughts too. I think two are
7 delineated in the statute. I forget what they
8 are off the top of my head, and it has to do
9 with being sworn and being able to be
10 certified.

11 So I think I would model whatever is in
12 the statute. Whatever is required in the
13 statute, I'd include in the advertisement as a
14 requirement.

15 And typically in job advertisements, to
16 address some of the concerns here, there's
17 usually a sentence, like the minimum
18 requirements, like similar experience can be,
19 you know, accepted to meet an otherwise lacking
20 area. So we can include a sentence like that,
21 if you prefer.

22 But to your actual question, I think --
23 you know, again, I'm relying on the knowledge
24 of the commissioners. I think they're more
25 experienced in, you know, acting law

1 enforcement.

2 So I think everything that Commissioner
3 Drago and Commissioner MacIver, I think
4 requirements regarding experience, the type of
5 experience, that being RICO or advanced
6 investigations.

7 In my own research, talking with people in
8 other states that has this type of role, they
9 kind of echo those desires. You want someone
10 that's able to not just one -- a lot of what
11 they're going to be looking at is a little bit
12 complex by nature, or could be. And two, you
13 want somebody that has -- that's going to be
14 able to go up the chain and have some
15 experience doing white collar crime.

16 So I think I can incorporate the items
17 identified today and get a candidate pool that
18 reflects what you guys want.

19 COMMISSIONER DRAGO: So the job
20 announcement could give those minimum
21 requirements, and then preferred --

22 EXECUTIVE DIRECTOR TROMBETTA: Yes, sir.

23 COMMISSIONER DRAGO: -- attributes or --
24 not requirements, but attributes that you could
25 add to that, so that applicants know what we're

1 looking for. Even though it might eliminate
2 them, they know what we're looking for.

3 EXECUTIVE DIRECTOR TROMBETTA: Correct.
4 Yes, sir.

5 VICE-CHAIRMAN YAWORSKY: So with that
6 clarification, I would motion for -- the
7 original motion to essentially do what
8 Mr. Drago did, which was to create the minimum
9 qualifications that have been discussed as
10 required, and then have preferential notices
11 issued in the ad, so that there's some context
12 of what we're looking for. So then we have
13 both flexibility and some framework in place to
14 make sure that we have a great pool.

15 CHAIRMAN MACIVER: Is there a second?

16 COMMISSIONER DRAGO: Second.

17 CHAIRMAN MACIVER: Do I hear any
18 objection? Hearing none, show the motion
19 adopted.

20 Now, this may actually be the most
21 difficult part for all of us, Agenda Item
22 Number 6, discussion of our regular meeting
23 schedule.

24 In discussions with the director, my
25 recommendation is that we settle on -- and of

1 course it can fluctuate in advance of any
2 scheduled meeting, but that we schedule a
3 regular monthly business meeting. My
4 recommendation was going to be the first
5 Thursday or first Wednesday, or whatever is
6 most convenient for the commissioners, of every
7 month. I know that July is going to become a
8 little bit complicated because of some
9 schedules, and we may have to call an audible
10 on that. But ultimately to have a regular
11 general business meeting that will happen once
12 a month that would then be interspersed with
13 any special meetings that we have to have. If
14 there's a case that has significant facts that
15 we have to discuss that we have to do a
16 separate meeting from our regular business
17 meeting, we might call a Zoom meeting, or -- or
18 even if we have to have just a special meeting
19 on any of those cases, we can notice those as
20 appropriate, but intersperse them throughout
21 our regular monthly.

22 For the general business of the
23 commission, I think we can get things done on a
24 monthly meeting schedule. But the devil is in
25 the details, and trying to work around

1 everybody's schedule, I think, is where it
2 started getting complicated.

3 So I am open to recommendations of the
4 commissioners and the director, as to how you
5 all want to see that work out.

6 If nobody else talks, it automatically
7 falls to you.

8 EXECUTIVE DIRECTOR TROMBETTA: Let me try
9 to break the ice here.

10 And this kind of goes in step with the
11 procedures.

12 Having a regularly scheduled monthly
13 meeting is going to help operationally get
14 stuff prepared. We'll know ahead of time,
15 okay, we have a meeting on this date. We can
16 get our licenses and all of the materials
17 together for you on that date.

18 So I'd recommend that you guys kind of
19 agree to the first Wednesday or Thursday of
20 each month, that type thing, with the, kind of,
21 exception that there may be some special
22 meetings mixed in between as needed. But if
23 you can kind of work on that, I think that
24 would be great.

25 There were calendars, I believe -- yes,

1 there's calendars included in this packet, so
2 that we can look at it. I know that July is a
3 little bit tough because the first week in July
4 is July 4th, but I'd still recommend that we
5 try to have a meeting in early July at some
6 point, whether it's part of the regularly
7 scheduled business meeting or not.

8 So I'd recommend that you guys do
9 two things at this moment: Come up with a plan
10 for a regularly scheduled meeting, and then
11 address the July issue of when you're going to
12 meet in early July.

13 COMMISSIONER DRAGO: I agree with
14 recurring date, day of the month, or however we
15 want to do it, so that we can plan out far
16 enough so that we can eliminate as many
17 conflicts for all of us as we possibly can.

18 Picking a day, like the first Thursday of
19 the month, is the way to go, in my opinion, and
20 the first Thursday of the month works for me.

21 EXECUTIVE DIRECTOR TROMBETTA: Okay.

22 COMMISSIONER DRAGO: So I agree with the
23 concept, and I also agree with the date that's
24 been recommended, but I know that we're going
25 to have to talk about that, that it may not

1 work for everybody.

2 CHAIRMAN MACIVER: As what would, I think,
3 colloquially be known as "penciling in," is
4 everybody comfortable if we go ahead and set as
5 a baseline the first Thursday of every month
6 for our regularly scheduled meeting, with an
7 exception for July, which is going to take some
8 further discussion?

9 COMMISSIONER BROWN: Yes.

10 VICE-CHAIRMAN YAWORSKY: Yes.

11 COMMISSIONER BROWN: What about the time?
12 10:00 or 9:30?

13 CHAIRMAN MACIVER: I am open to the
14 pleasure of the commission. I think we can --
15 I want to be accommodating to those of you who
16 are traveling into town, who may be eager to
17 get business started, so you're not here all
18 day. But at the same time, folks don't want to
19 be here first thing in the morning, and I can
20 understand that too.

21 So I'd be open to any suggestions and the
22 will of the body.

23 COMMISSIONER BROWN: So Thursday night is
24 football night for our family. So I'm a big
25 fan of getting in here earlier than the

1 10:00 a.m. So I'm game for 9:00, 9:30.

2 COMMISSIONER DRAGO: That's fine with me.

3 VICE-CHAIRMAN YAWORSKY: 9:30 seems like a
4 good way to split the difference.

5 COMMISSIONER D'AQUILA: Yes.

6 CHAIRMAN MACIVER: Director Trombetta, I
7 think you're hearing first Thursday of every
8 month at 9:30. We'll have to work on logistics
9 of where we're going to regularly meet, whether
10 that's here in the cabinet room or how we'll
11 approach that moving forward, but we have a
12 timeframe.

13 Now working towards July, I'm going to
14 hand the reins back over to you. Keep in mind
15 the two things that we're going to have to do
16 for July are, one, a special meeting, which I
17 think we can conduct by Zoom to discuss
18 applications for the director of enforcement,
19 and then what would be our regular business
20 meeting on the agenda would be the public
21 interviews and a vote.

22 EXECUTIVE DIRECTOR TROMBETTA: So hearing
23 that, I'd recommend that you maybe do the Zoom
24 meeting first in early July. So I know the
25 July 4th week, there may be conflicts, but

1 if -- I think that it would be best to do a
2 Zoom meeting in either that first or second
3 week of July, and then follow, like a week
4 later, with the regularly scheduled business
5 meeting.

6 CHAIRMAN MACIVER: Our big consideration
7 there is length of advertisement for the
8 director of enforcement position.

9 That would leave us -- if the
10 advertisement goes out by the 15th, that would
11 leave us -- is that three weeks, someone who
12 can count without using their fingers?

13 Okay. Is everybody in agreement that
14 would be enough time to accept the applications
15 and for us to be able to review them? Okay.

16 I think that sounds good. If you wanted
17 to set up an appropriate Zoom meeting for that
18 first week for us to be able to discuss
19 applications.

20 And then what's a recommendation on our
21 general business meeting for July? I think
22 this is where we start running into conflicts.

23 EXECUTIVE DIRECTOR TROMBETTA: I'd
24 recommend you do it shortly thereafter. I
25 mean, I think a week is enough time, that if

1 you guys narrowed down the pool, let's just say
2 on the 6th of July, then we could kind of
3 arrange, you know, people. We could say, all
4 right, everybody show up for the interviews on
5 the 13th, a week later. But I realize, again,
6 it's over the holiday here, so...

7 CHAIRMAN MACIVER: The one thing that
8 gives me a little bit of pause about doing it
9 too quickly is, we're going to be accepting
10 applicants potentially nationally from some
11 pretty busy, pretty powerful, high-level
12 law enforcement officials.

13 I would presume -- and it might be
14 difficult to address their schedules on short
15 notice.

16 Now, if they want the job, they're going
17 to have to show up for the interview. But
18 giving them a little bit more flextime to be
19 able to adjust their schedule might be wise on
20 our part, to make sure we're not closing the
21 door on some potentially good applicants.

22 COMMISSIONER BROWN: Mr. Chairman, I would
23 completely agree. I think we also need some
24 time to digest the applications and spend a
25 little bit more vetting time, and I would --

1 maybe even two weeks or three weeks after that,
2 maybe the second to last week on a Thursday or
3 second to last week on -- if that works for --
4 it's open for me. I'm just throwing that out
5 there, on the 21st or the 28th.

6 COMMISSIONER DRAGO: Just so I'm clear on
7 where we are right now. So we're talking about
8 reviewing the candidates on the 1st in a Zoom
9 meeting?

10 EXECUTIVE DIRECTOR TROMBETTA: On
11 potentially the --

12 COMMISSIONER DRAGO: The first week?

13 EXECUTIVE DIRECTOR TROMBETTA: First week,
14 probably the 6th.

15 COMMISSIONER DRAGO: Okay. So the 6th
16 would be a Zoom meeting to review the
17 candidates, and then have a regular meeting
18 where the candidates would come in.

19 So yeah, I would say we're going to need
20 at least two weeks after that. Give them
21 two weeks to come in from wherever they may be
22 coming from.

23 CHAIRMAN MACIVER: Do we have conflicts
24 for either the 21st or the 28th?

25 COMMISSIONER D'AQUILA: Could we do the

1 20th?

2 CHAIRMAN MACIVER: I can.

3 VICE-CHAIRMAN YAWORSKY: Is that enough
4 time on the 20th, given the considerations that
5 we just spoke about, or the 27th?

6 COMMISSIONER BROWN: The 27th works.

7 COMMISSIONER D'AQUILA: The 27th can work.

8 CHAIRMAN MACIVER: The 27th works for me.

9 COMMISSIONER DRAGO: Yes.

10 CHAIRMAN MACIVER: I think we're all in
11 agreement. Director Trombetta, if you can get
12 all of those schedules out and arrange for
13 everybody.

14 At some point in time, Commissioners, I
15 expect that we will have a regular assistant
16 process. But as we're moving, I think I'm
17 asking the director to do a lot of things that
18 might otherwise not be directly within his
19 duties in the future.

20 EXECUTIVE DIRECTOR TROMBETTA: It's part
21 of this job right now. It's not a problem. We
22 will get it done.

23 CHAIRMAN MACIVER: Item Number 7, other
24 matters. I had envisioned this being a short
25 question of, does anybody else have anything

1 good for the order?

2 COMMISSIONER BROWN: I do just have a
3 quick question. If there's anything that needs
4 to be done before July 1st on the part of any
5 type of action by the commission for direction
6 before that deadline.

7 EXECUTIVE DIRECTOR TROMBETTA: I guess --
8 I mean, it's appropriate, I guess, but it's
9 sort of like an executive director type of
10 update.

11 So ahead of July 1st, the Division of PMW
12 is doing our best to kind of do two things:
13 We're working with DBPR to kind of get
14 everything that's going to be needed for that
15 July 1st separation, to try to get in place, so
16 that operations can continue, and again, it's
17 been going very well on both. The DBPR has
18 been very helpful. They're going to continue
19 to support us as needed, but we're also trying
20 to pull away, so that we can kind of stand up
21 on our own as best we can on July 1st.

22 The second side of it is on the PMW side.
23 PMW internally is doing a lot. So we're
24 changing our letterhead, getting our email
25 signatures ready, changing some signage. We

1 are trying to do everything we can to make --
2 on July 1st, make it clear that we are part of
3 the gaming -- the Division of PMW is part of
4 the gaming commission, and separate from DBPR.
5 So that's happening sort of behind the scenes.

6 It's a lot of work, but I think it overall
7 is going to be a pretty smooth transition for,
8 again, operations for the administrative side.
9 That's all going to happen pretty well.

10 We are working with the architecture firm
11 that we've engaged to come up with a design for
12 the building. We have another meeting
13 tomorrow, I do, to try to work forward on those
14 plans. The new staff is coming along to help.
15 Having them along is very helpful.

16 We are working on finalizing a lease for
17 that space as well. So we have a space in
18 mind. We're working with DMS to make sure the
19 lease captures exactly what we're trying to
20 achieve. Then on the secondhand, we're working
21 with the architect to make sure to kind of get
22 us in a good spot, so that we can get
23 construction going as needed to modify the
24 space.

25 COMMISSIONER BROWN: Thank you. I'm super

1 excited about your hires, Ross, Suzie, Lisa.
2 They've got great ideas. Especially from a
3 technology and HR standpoint, I know that
4 they're going to do a lot of great things for
5 this agency and assure the existing PMW staff
6 that it's only -- the trajectory is only going
7 upward and onward. So congratulations on
8 hiring such great candidates.

9 VICE-CHAIRMAN YAWORSKY: And I just wanted
10 to echo some words that have already been said
11 here. I want to thank Lou and the rest of your
12 team, both existing PMW staff and new staff
13 that have come onboard. I know that this an
14 awkward growing pains type of moment we're all
15 in, but everyone has been exceptional. I see
16 Dixie in the back. Everyone has been
17 exceptional in the work that you're doing to
18 keep this on track and to keep us on pace to
19 what's going on, and I appreciate it. Thank
20 you.

21 COMMISSIONER DRAGO: Thank you.

22 CHAIRMAN MACIVER: Likewise, let me thank
23 all of the staff and, importantly, all of the
24 commissioners, thank you. This first meeting
25 of mine ran very smoothly, and I appreciate the

1 shoulders that I am able to stand on,
2 especially Commissioner Brown, and putting this
3 commission in the good shape that it's in for
4 me to be able to walk into this role very
5 easily. Thank you.

6 With that, if there's nothing else, we are
7 adjourned.

8 (Proceedings adjourned)

9 CHAIRMAN MACIVER: We are unadjourned.

10 I will take a moment for public comment,
11 yes.

12 MR. DUNBAR: Sorry, Chair. My name is
13 Mark Dunbar, for the record. I think I know
14 most of you.

15 The reason why I wanted to come here is,
16 one, to compliment you and praise you,
17 obviously, for standing this commission up.

18 There's a newspaper article out of
19 Jacksonville this morning. It's particularly
20 germane, and I wanted to make sure it was on
21 the record and brought it to your attention.

22 You commissioners now preside over what is
23 either the second or third largest gambling
24 industry in the country. The reason why I say
25 second or third depends on whether or not you

1 are capturing the illegal and gray market
2 gambling that's going on in the state. To
3 capture that, we go from third to second.

4 There's an article in Jacksonville about a
5 commissioner over there that's considering an
6 ordinance to protect gray market slot machine
7 parlors over there, and to essentially create
8 an oligopoly of 20 of them operating.

9 The reason why I wanted to come and appear
10 before you right now is, I think it's important
11 that you communicate your existence. I don't
12 know that every chief of police, every sheriff,
13 and every local elected official even knows
14 that this body exists. But more importantly, I
15 don't think they know what the authority is
16 that's been given to you by the legislature.
17 And your plenary authority certainly reaches to
18 what is being discussed over in Jacksonville
19 right now.

20 I think it's important, as you move
21 forward, and particularly at any great ideas
22 from Commissioner Drago as it relates to the
23 director of law enforcement, that you take that
24 part of this industry extremely seriously,
25 because we have known organized crime. We've

1 had shootings. We've had actual murders
2 involved in the gray market industry in
3 Florida. And one of the things that's tied
4 local government's hands, local law
5 enforcement's hands, and the Division of
6 Pari-Mutuel Wagering, and the state agency's
7 hands is an entity that didn't have the plenary
8 authority.

9 I've been working for 18 years to try and
10 help the legislature see the wisdom in standing
11 up a body like yours. I thought it was kind of
12 coincidental and, I guess, somewhat ironic to
13 the gray market industry, that that would
14 actually appear today on the first day the
15 commission has been impaneled.

16 So I only wanted to jump up here and say
17 please communicate your existence to local
18 elected officials and local law enforcement,
19 because I think that it's going to be important
20 as they move forward in looking at these kind
21 of operations to know that that really is your
22 authority.

23 So apologize for delaying the chairman and
24 the meeting.

25 CHAIRMAN MACIVER: No apology necessary,

1 and your comments are very well taken,
2 Mr. Dunbar. Thank you.

3 With that, any other comments from the
4 commission?

5 COMMISSIONER DRAGO: I just want to follow
6 up on what Mr. Dunbar said. I think it's a
7 great point that that is going to be a big
8 challenge for us and for the law enforcement
9 director to get out in the state as quickly as
10 possible, and let these other law enforcement
11 agencies know that they've got this expertise
12 now. They've also got the support.

13 Many law enforcement agencies are not
14 familiar enough with the gray market machines
15 and so forth to really understand it to make
16 the cases they need to make, but this is going
17 to be a great resource for everybody in this
18 state, all law enforcement across the state.

19 So that's a great point. It's
20 something -- we have a real challenge ahead of
21 ourselves in trying to achieve.

22 COMMISSIONER BROWN: If I may, too, just
23 to follow up on Commissioner Drago.

24 I think those were great pointed points to
25 point out to all of us here. It's not just

1 partnerships with local governments. It's also
2 external affairs of the existing agency
3 throughout the state of Florida through
4 campaign, through advertising, through
5 partnerships. Not just on the public side, but
6 also on the private side, that we really need
7 to think broad of how to get brand new agency
8 awareness out there to the public who are going
9 to be also really critical to help us thrive
10 and identify the gray market activities, but
11 also to the local governments as well.

12 CHAIRMAN MACIVER: All right. With that,
13 unless there is any pressing need,
14 Commissioners, we are adjourned.

15 (Proceedings adjourned at 10:32 a.m.)

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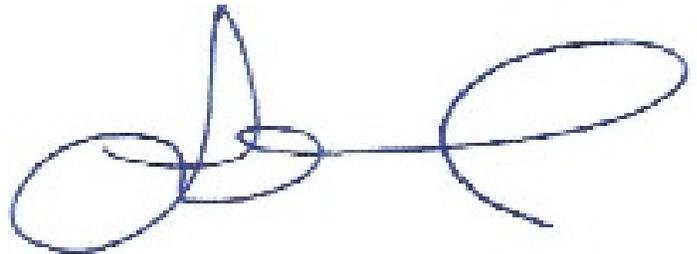
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STATE OF FLORIDA)
COUNTY OF BAY)

I, LISA D. WILKERSON, Stenographic Reporter, certify that I was authorized to and did stenographically report the foregoing proceedings telephonically, and that the transcript is a true and complete record of my stenographic notes.

DATED this 12th day of July, 2022.



LISA D. WILKERSON
Stenographic Reporter

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MEMORANDUM

To: The Florida Gaming Control Commission
From: Division of Pari-Mutuel Wagering
Re: Operator's Request to add Card Tables
Date: July 20, 2022

Executive Summary

A cardroom operator is seeking permission to add additional card tables to its poker room. The Commission should approve this request.

Background

TBD Entertainment, LLC d/b/a TGT Poker & Racebook and/or Lucky's Card Room ("TBD") possesses a greyhound permit. TBD has been issued two licenses for the 2022-2023 Fiscal Year: 1) a pari-mutuel operating license; and 2) a cardroom license.¹ TBD is currently licensed to operate 14 card tables and is requesting permission to add 3 more to its cardroom. TBD has paid the \$3,000 license fee associated with the additional tables.²

Analysis

Aside from the \$1,000-per-card-table license fee, there is no other applicable restriction³ to the number of card tables that TBD can add to its cardroom. Since TBD has paid the additional \$3,000 license fee, TBD should be authorized to add additional card tables to its cardroom.

Recommendation: The Florida Gaming Control Commission should approve TBD Entertainment, LLC d/b/a TGT Poker & Racebook and/or Lucky's Card Room's request to add additional card tables to its cardroom.

¹ See generally § 849.086, Fla. Stat.

² The annual cardroom license fee costs \$1,000 for each table in the cardroom. § 849.086(5)(e), Fla. Stat.

³ There is no indication that TBD is seeking to change the number of card tables for the play of poker games in a designated player method. See §§ 849.086(7)(h)2. & 4., Fla. Stat. (restricting the number of tables for the play of poker games in a designated player manner).

DBPR PMW-3160 – Permitholder Application for Annual License to Operate a Cardroom



STATE OF FLORIDA
DEPARTMENT OF BUSINESS AND PROFESSIONAL REGULATION
DIVISION OF PARI-MUTUEL WAGERING

www.myfloridalicense.com

INSTRUCTIONS

This form is to be submitted in conjunction with Form DBPR PMW-3220. Form DBPR PMW-3220 must be submitted with all pertinent cardroom operation information.

ORGANIZATION INFORMATION

Federal Employer ID Number: [REDACTED]
 Permitholder's Legal Name: **TBD Entertainment LLC**
 Doing Business As (D/B/A) Name: **TGT Poker & Racebook**

MAILING ADDRESS

Street Address or P.O. Box: **PO BOX 2007**
 City: **Oldsmar** State: **FL** Zip Code (+4 optional): **34677**
 County (if Florida address): **Hillsborough** Country: **USA**

CONTACT INFORMATION

Contact Name: **Greg Gelyon**
 Primary Phone Number: [REDACTED] Primary E-Mail Address: [REDACTED]

PHYSICAL ADDRESS

Street Address: **755 E Waters Ave**
 City: **Tampa** State: **FL** Zip Code (+4 optional): **33604**
 County: **Hillsborough**

ADDITIONAL CONTACT INFORMATION (OPTIONAL)

Alternate Phone Number: _____ Fax Number: _____
 Alternate E-Mail Address: _____

CARDROOM INFORMATION	
Physical Location of Cardroom:	2nd Floor Clubhouse
What is the maximum number of card tables you intend to operate during the license period?	17
A check or money order made payable to DBPR for the table fees (\$1,000 per table) must be submitted with this application.	
Name of cardroom manager or cardroom management company:	Jacob Mast
Cardroom manager or cardroom management company license number:	7050031
Type of participation fee charged to players:	Rake - Ante <input type="checkbox"/> Seat Charge <input type="checkbox"/> Both <input checked="" type="checkbox"/>

Additional documentation requirements:

- 1) Attach a list of card games to be offered to your patrons.
- 2) As specified in s. 849.086(9), Florida Statutes, provide evidence that there is in force a surety bond in the amount of \$50,000, payable to the state, or evidence that the pari-mutuel bond has been expanded to include cardroom operations.
- 3) Attach Form DBPR PMW-3220, List of Cardroom Business Occupational Licensees Providing Products and Services to a Cardroom, with whom you intend to do business.
- 4) Attach a copy of your internal controls.
- 5) If this is your initial cardroom operator license application, attach proof that the county commission in the county where you desire to conduct cardroom gaming has voted to approve such activity within the county.

ATTEST STATEMENT	
I hereby certify that every statement contained herein is true and correct and that I understand any misstatement or omission in this application may result in denial or revocation of my pari-mutuel license. I agree to abide by and obey all rules and regulations of the Division of Pari-Mutuel Wagering and the laws of the State of Florida.	
Signature of Applicant or Applicant's Representative	
Date	7-17-22

**TBD Entertainment, LLC Verification
Form 3160**

License			
Fed Tax # [REDACTED]	Lic Type	1012 - Cardroom Employee Occupational	Expires On 06/30/2023
File # 1863	Name	MAST, JACOB DARRELL	Extended To
License # 7050031	Rank	CEMP - Cardroom Employee Occupational	Renewed On 06/17/2020
Entity # 7050031	Lic Status	Current	

Address			
Street # 23907	Street	SAN GIOVANNI DR.	
Line 2			
Line 3			
City LAND O' LAKES	State	FL	Zip 34639
	Routing		

Application Home | Change Application

Domain **10 - Division of Pari-Mutuel Wagering**

Logged in as: ljelks

VR Home > Application Search > Transaction Check List > **Transaction Header**

Fed Tax #	Name TBD ENTERTAINMENT, LLC	Lic Type 1002 - Cardroom License	
File # 27	Rank Cardroom Operating License	App # 2161	Trans Class I - Initial
License # 140	Lic Status Current	Status Open	Sec Class S - Standard
Entity # 140	Expires On 06/30/2023	Trans Code 1030 - Add Table to Cardroom	

<p>App Date 07/20/2022 mm/dd/yyyy</p> <p>Normal Expiration Date 07/21/2023</p> <p>Override Expiration Date mm/dd/yyyy</p> <p>Application Disposition</p> <p>1st Reminder</p> <p>2nd Reminder</p> <p>Total Fee \$ 3,000.00</p> <p>Paid \$ 3,000.00</p> <p>Released \$ 3,000.00</p> <p>Due \$ 0.00</p> <p>Notes</p> <p>Set License Expiry</p>	<p>Application For</p> <p>Rank Cardroom Operating License</p> <p>Lic Status</p> <p>Modifiers</p> <p>Type <input type="text"/> Code <input type="text"/></p> <p>Additional Info <input type="text"/> <input type="button" value="Add"/></p> <table border="1"> <thead> <tr> <th>Type</th> <th>Modifier</th> <th>Additional Info</th> <th>Actions</th> </tr> </thead> <tbody> <tr> <td colspan="4">No items found.</td> </tr> </tbody> </table>	Type	Modifier	Additional Info	Actions	No items found.				<p><input type="button" value="Dpsit History"/></p> <p><input type="button" value="History"/></p> <p><input type="button" value="Deficiencies"/></p> <p><input type="button" value="Regenerate"/></p> <p><input type="button" value="Notes"/></p> <p><input type="button" value="Notes History"/></p> <p><input type="button" value="Cancel"/></p> <p><input type="button" value="OK"/></p>
Type	Modifier	Additional Info	Actions							
No items found.										

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VINCENT C. ACEVEZ

June 19, 2022

State of Florida

Dear Human Resources Director,

As an experienced and highly skilled Director of Law Enforcement with extensive experience in diverse communities, leadership, law enforcement, security, public safety, and criminal investigations, I am confident that I would significantly contribute to the objectives of your organization.

My career accomplishments demonstrate my capabilities to implement public safety and security policies and programs. Furthermore, my superior communication and team leadership skills allow me to excel in program and project management, policy development, crisis management, and training and staff development.

I invite you to consider the following highlights of my qualifications:

- Successfully led organizations, enhancing performance, morale, optimism, health of employees.
- Introduced new supervisor and field training programs, increasing performance of supervisors and officers.
- Established and taught trauma-informed policing training.
- Created public safety materials and resources for community.
- Achieved 90% reduction in gang-related homicides and 95% for shootings.
- Developed exceptional employees through coaching and mentoring.
- Led countless high-risk operations while ensuring the health and well-being of employees and citizens.
- Recipient of the Medal of Honor, Law Enforcement's highest honor for bravery in the line of duty.
- Improved the quality of life for residents and students.

With my proven track record of providing public safety and security strategies, security operations, investigations, and strategic planning, along with my demonstrated quantitative expertise and my ability to thrive under pressure, I am positioned to exceed your expectations for this role and substantially benefit your organization. I look forward to discussing the position in further detail.

I appreciate your consideration.

Sincerely,

Vincent C. Acevez

VINCENT C. ACEVEZ

DIRECTOR OF PUBLIC SAFETY & SECURITY **Excels at Implementing Safety & Security Policies & Programs**

Motivated professional with extensive experience in diverse communities, leadership, law enforcement, security, public safety, and criminal investigations. Works well under pressure. Strong decision maker and client relationship builder. Excellent communicator and multi-tasker with proven time management and conflict resolution skills. Leads by example while maintaining a positive attitude. Demonstrated success developing collaborative, successful team environments.

CORE COMPETENCIES

Public Safety Strategies | Security Strategies & Operations | Investigations | Strategic Planning | Leadership Program/Project Management | Risk Management | Policy Development | Crisis Management | Risk Analysis | Servant Leadership | Training & Staff Development | Curriculum Development | Budget Management | Major Event Planning

PROFESSIONAL EXPERIENCE

Morton College, Cicero, IL
Chief of Police

08/2021 –01/2022

Led the day-to-day operations of the campus police department, including the development of evolving processes to assess campus safety needs and the effectiveness of police department programs and services. Developed and disseminated college's annual safety and security report, and maintained full compliance with the Clery Act, Title IX, and all other requirements regarding safety, security, and emergency preparedness.

- ❖ Led 30+ department employees and manage the budget.

Illinois Department of Transportation, Schaumburg, IL
Investigator, Bureau of Investigations and Compliance

05/2021 – 08/2021

Performed accurate, confidential, and timely investigations, conducted interviews, analyzed allegations, and collaborated with various law enforcement agencies. Prepared comprehensive investigative reports to represent the facts of an investigation clearly and accurately. Assisted in training of workplace ethics.

- ❖ Ensured that evidence gathered was properly obtained, accurate and reliable, properly cataloged, and maintained in confidential files while adhering to Federal, State, and departmental policies.

Cicero Police Department, Cicero, IL
Deputy Superintendent of Patrol Division

01/2019 – 05/2021

Led day-to-day operations of 130-member patrol division/ provided strategic direction/ teaching and mentoring to 7 direct reports/developed, reviewed policies.

- ❖ Enhanced morale, optimism, health of employees by instituting/managing Peer Support Program and opening employee gym, leading to greater employee productivity and satisfaction.
- ❖ Introduced supervisor training program that focused on continuing education and advanced leadership, increasing performance of supervisors and officers.

Cicero Police Department (Continued)

- ❖ Established and taught trauma-informed policing training that spearheaded stronger, more trustworthy employee and community associations.
- ❖ Intensified alliances with external law enforcement agencies, community establishments, local and national foundations, and charitable organizations, resulting in improved organizational performance, lower violent crimes, and improved quality of life for residents.
- ❖ Created public safety materials and resources for community, cultivating a greater partnership and improved community relations.

Commander of Gang Crimes Tactical Unit**01/2013 – 12/2018**

Headed day-to-day operations of 30-member gang unit/ evaluated, interpreted, and synthesized gang intelligence, planned, and led high-risk operations, trained officers and supervisors.

- ❖ Achieved 90% reduction in gang-related homicides and 95% for shootings, resulting in increased quality of life for citizens.
- ❖ Co-founded West Suburban Gang Intelligence Group, leading to more communication and collaboration between law enforcement organizations.
- ❖ Assured professional and personal development of all personnel, which produced a results-driven, ethical unit that added value to life for residents and reputation of department.

Sergeant, Gang Crimes Tactical Unit**01/2010 – 01/2013**

Oversaw daily operations and led platoon of 14 officers in Gang Crimes Narcotic Unit. Initiated crime-reducing methods. Reviewed casework. Planned major operations.

- ❖ Sustained reduction in gang shootings and homicides through aggressive enforcement and intelligence-led policing.
- ❖ Developed outstanding employees through coaching and mentoring.
- ❖ Led numerous high-risk operations while ensuring the health and well-being of employees.

Gang Officer**01/2000 – 02-2010**

Enforced gang and narcotic laws. Part of a team that achieved a sustained reduction in gang shootings and homicides. Acted as an informal leader on the team. Prepared case paperwork and testified in court. Qualified as expert in Gang Crime.

- ❖ Recipient of the Medal of Honor, Law Enforcement's highest honor for bravery in the line of duty.
- ❖ Seized hundreds of illegal guns, saving lives and improving the quality of life for residents.

EDUCATION

Master of Science (MS), Public Safety Administration, Lewis University, Romeoville, IL

Bachelor of Arts (BA), Criminal Justice, Lewis University, Romeoville, IL

CERTIFICATIONS

- ❖ Run, Hide, and Fight Active Threat Response Certified Trainer
- ❖ John Reid Interview & Interrogation Graduate
- ❖ Incident Command Systems | Major Event Planning | Media Relations
- ❖ Cultural Diversity | De-escalation Strategies
- ❖ Dignitary Protection Specialist, U.S. Army, C.I.D.
- ❖ Counterdrug Investigations, U.S. Army, C.I.D.
- ❖ Management of Investigative Units | Community-Oriented Policing
- ❖ Certified Stop the Bleed Tourniquet Instructor | Certified in CPR

charges ?	
Where ? (City/State)	
Date	
Have you ever pled nolo contendere or guilty to a crime which is a felony or a first degree misdemeanor ?	No
If yes, what were the charges ?	
Where ? (City/State)	
Date	
Have you ever had the adjudication of guilt withheld for a crime which is a felony or first degree misdemeanor ?	No
If yes, what were the charges ?	
Where ? (City/State)	
Date	
	Signature
	<p>I am aware that any omissions, falsifications, misstatements, or misrepresentations above may disqualify me for employment and, if I am hired, may be grounds for termination at a later date. I understand that any information I give may be investigated as allowed by law. I consent to the release of information about my ability, employment history, and fitness for employment by employers, schools, law enforcement agencies, and other individuals and organizations to investigators, human resources staff, and other authorized employees of Florida state government for employment purposes. The consent shall continue to be effective during my employment if I am hired. I understand that applications submitted for state employment are public records. I certify to the best of my knowledge and belief all of the statements contained herein and on any attachments are true, correct, complete, and made in good faith.</p> <p>If applicable, Complete Qualifying Questions prior to submitting your application.</p>
By checking this box, I certify that I have read and agree with these statements	Yes
Interview Result	
overdue interviews	

***Selective Service:** Yes
Section 110.1128, Florida Statutes, prohibits employment by the state (including re-hire after a break in service) of any male born on or after October 1, 1962, who failed to register with the Selective Service System, under the provisions of the U.S. Military Selective Service Act, during the person's period of eligibility (ages 18 through 25). Additionally, if currently employed by the state, this law prohibits the promotion of such person. You may be required to provide documentation. If you are a male born on or after October 1, 1962, have you registered with the Selective Service or do you have proof of an exemption from this requirement?

Screening Details

There are no items in this section.

Periods of Employment

***Name of Employer** | Morton College

*Your Job Title	Chief of Police
*Currently Employed	No
*Start Date	08/01/2021
*End Date	01/31/2022
*Hours Per Week	40
Employer's Address	Cicero, IL
Supervisor's Name	Dr. Stan Fields
Supervisor's Phone Number	[REDACTED]
*Duties and Responsibilities	Led the day-to-day operations of the campus police department, including the development of evolving processes to assess campus safety needs and the effectiveness of police department programs and services. Developed and disseminated college's annual safety and security report, and maintained full compliance with the Clery Act, Title IX, and all other requirements regarding safety, security, and emergency preparedness. * Led 30+ department employees and manage the budget.
*Reason For Leaving	I am seeking relocation to FL.
Your name, if different during employment	

*Name of Employer	Illinois Department of Transportation
*Your Job Title	Investigator, Bureau of Investigations and Compliance
*Currently Employed	No
*Start Date	05/01/2021
*End Date	08/01/2021
*Hours Per Week	40
Employer's Address	Schaumburg, IL
Supervisor's Name	Robert L. Williams
Supervisor's Phone Number	[REDACTED]
*Duties and Responsibilities	Performed accurate, confidential, and timely investigations, conducted interviews, analyzed allegations, and collaborated with various law enforcement agencies. Prepared comprehensive investigative reports to represent the facts of an investigation clearly and accurately. Assisted in training of workplace ethics. * Ensured that evidence gathered was properly obtained, accurate and reliable, properly cataloged, and maintained in confidential files while adhering to Federal, State, and departmental policies.
*Reason For Leaving	I was hired by Morton College.
Your name, if different during employment	

*Name of Employer	Cicero Police Department
*Your Job Title	Deputy Superintendent of Patrol Division
*Currently Employed	No
*Start Date	01/01/2019
*End Date	05/01/2021

*Hours Per Week	40
Employer's Address	Cicero, IL
Supervisor's Name	Jerry Chlada
Supervisor's Phone Number	[REDACTED]
*Duties and Responsibilities	Led day-to-day operations of 130-member patrol division/ provided strategic direction/ teaching and mentoring to 7 direct reports/developed, reviewed policies. * Enhanced morale, optimism, health of employees by instituting/managing Peer Support Program and opening employee gym, leading to greater employee productivity and satisfaction. * Introduced supervisor training program that focused on continuing education and advanced leadership, increasing performance of supervisors and officers. Vincent Acevez Page Two [REDACTED] Cicero Police Department (Continued) * Established and taught trauma-informed policing training that spearheaded stronger, more trustworthy employee and community associations. * Intensified alliances with external law enforcement agencies, community establishments, local and national foundations, and charitable organizations, resulting in improved organizational performance, lower violent crimes, and improved quality of life for residents. * Created public safety materials and resources for community, cultivating a greater partnership and improved community relations.
*Reason For Leaving	I retired to begin a new career.
Your name, if different during employment	

*Name of Employer	Cicero Police Department
*Your Job Title	Commander of Police
*Currently Employed	No
*Start Date	01/01/2013
*End Date	12/31/2018
*Hours Per Week	40
Employer's Address	Cicero, IL
Supervisor's Name	Jerry Chlada
Supervisor's Phone Number	[REDACTED]
*Duties and Responsibilities	Headed day-to-day operations of 30 -member gang unit/ evaluated, interpreted, and synthesized gang intelligence, planned, and led high-risk operations, trained officers and supervisors. * Achieved 90% reduction in gang-related homicides and 95% for shootings, resulting in increased quality of life for citizens. * Co-founded West Suburban Gang Intelligence Group, leading to more communication and collaboration between law enforcement organizations. * Assured professional and personal development of all personnel, which produced a results-driven, ethical unit that added value to life for residents and reputation of department.
*Reason For Leaving	I was promoted
Your name, if different during employment	

*Name of Employer	Cicero Police Department
*Your Job Title	Sergeant of Police
*Currently Employed	No
*Start Date	01/01/2010
*End Date	01/01/2013
*Hours Per Week	40
Employer's Address	Cicero, IL
Supervisor's Name	Bernie Harrison
Supervisor's Phone Number	[REDACTED]
Duties and Responsibilities	Oversaw daily operations and led platoon of 14 officers in Gang Crimes Narcotic Unit. Initiated crimereducingmethods. Reviewed casework. Planned major operations. Sustained reduction in gang shootings and homicides through aggressive enforcement and intelligence-led policing.* Developed outstanding employees through coaching and mentoring.* Led numerous high-risk operations while ensuring the health and well-being of employees.
*Reason For Leaving	I was promoted.
Your name, if different during employment	

*Name of Employer	Cicero Police Departmnt
*Your Job Title	Police Officer
*Currently Employed	No
*Start Date	01/01/1999
*End Date	02/28/2010
*Hours Per Week	40
Employer's Address	Cicero, IL
Supervisor's Name	Gene Talsma
Supervisor's Phone Number	[REDACTED]
Duties and Responsibilities	Enforced local, state, and federal laws with an emphasis on gang and narcotic laws. Part of a team that achieved a sustained reduction in gangshootings and homicides. Acted as an informal leader on the team. Prepared case paperwork andtestified in court. Qualified as expert in Gang Crime. Recipient of the Medal of Honor, Law Enforcement's highest honor for bravery in the line of duty.* Seized hundreds of illegal guns, saving lives and improving the quality of life for residents.
*Reason For Leaving	I was promoted.
Your name, if different during employment	

Formal Education

*Name of School	Lewis University
*Location	Romeoville, IL
*Start Date	04/03/2017

End Date	04/01/2019
Course of Study	Master of Science (MS), Public Safety Administration
*Degree Earned (transcripts may be required)	Masters
Credit Hours – Quarter	
Credit Hours – Semester	

*Name of School	Lewis University
*Location	Romeoville, IL
*Start Date	04/01/2015
End Date	04/03/2017
Course of Study	Bachelor of Arts (BA), Criminal Justice
*Degree Earned (transcripts may be required)	Bachelors
Credit Hours – Quarter	
Credit Hours – Semester	

Language Skills

There are no items in this section.

License, Registration or Certification

There are no items in this section.

Job-Related Training or Course Work

There are no items in this section.

Knowledge, Skills and Abilities

There are no items in this section.

Timothy J. Cannon

June 25, 2022

Luis Trombetta, Executive Director
Florida Gaming Control Commission

Director Trombetta,

It is with enthusiastic interest that I learned of the opening for Director of Law Enforcement for the Florida Gaming Control Commission. Upon reviewing the position advertisement, I noted that this position will be responsible for creating, leading, and managing the Commission's new Law Enforcement Division and its complex criminal investigations related to gambling throughout our great state.

By virtue of my 37 years of diverse and complex law enforcement experience leading in all areas of enforcement, criminal investigations, administration, training, HR, and emergency management within county and state public service, I have the foundation to meet the requirements of this position.

I have spent over half of my career in executive leadership positions and have fostered thousands of law enforcement contacts throughout Florida and Nationally as a graduate of the Federal Bureau of Investigations (FBI) National Academy in Quantico, Virginia. My continued involvement with the FBI National Academy Associates serving as President of the Florida Chapter and now as an Executive Board Member on the National Board provides me the network and resources necessary for us to build a model enforcement agency with the goal of becoming an industry leader.

As the Law Enforcement Assistant Director for the Division of Insurance Fraud, I lead a team to successfully complete the legislative merger of the Division of Insurance Fraud and the Bureau of Fire & Arson to create a new state law enforcement agency titled the Division of Investigative & Forensic Services. This process involved policy and procedure development, coordination with FDLE's Criminal Justice Information Systems (CJIS), personnel actions, and the accreditation process of the newly created agency.

My experience tells me that the creation of this agency will require the need to educate the public, but more importantly the critical need to educate local and state law enforcement of the services provided by this new division. An emphasis should be placed on ensuring that Florida's State Attorney's and Statewide Prosecutors are well educated and prepared to prosecute these complex cases. I know firsthand the importance of working closely with well-prepared designated prosecutors which was invaluable for successful convictions.

In my current leadership position, guiding and overseeing statewide criminal investigations at the Florida Lottery, I fully understand the importance of protecting the integrity of the games and ensuring public trust which is critical to prosecuting bad actors and ensuring that legitimate winners are awarded their prize. Often these criminal cases involve organized criminal schemes to defraud and criminal conspiracies.

With respect to my duties overseeing compliance integrity inspections throughout Florida, I am aware of the existence of "Grey Market" Gambling and the lack of enforcement which needs oversight to regulate

Luis Trombetta, Executive Director

Page 2

and pursue the use of these illegal games. Currently there is little to no enforcement of these "Grey Market" machines at the local and state level.

Priding myself on being an innovative thinker who possesses creativity and flexibility, I am also well versed in the importance of strategic planning and possess a complete understanding of the political sensitivity of today's climate.

I am confident that I am highly capable of directing and leading personnel to meet an agency's objectives. I firmly believe that creating partnerships and community trust through the core values of loyalty and commitment, along with treating people with respect while demonstrating compassion and protecting the rights of all people is a key to the success of an agency. My diversity of serving in both traditional and nontraditional law enforcement agencies is key for the success of this position.

It is my goal to always remain forward thinking, be proactive, and to learn and implement the most up to date measures in leadership. I truly believe that good leaders empower others to make a difference.

I look forward to hearing from you and would welcome the opportunity for a personal interview. My resume (CV) will provide additional details regarding my experience, extensive leadership training, background, and accomplishments.

Thank you for your time and consideration.

Sincerely yours,



Timothy J. Cannon

Timothy J. Cannon, MPA

A resourceful leader with excellent communication skills and proven abilities as a decision-maker, problem-solver, and educator. Thirty-seven (37) years of law enforcement experience conducting and leading in all areas of criminal investigations and enforcement within county and state public service. Prior to joining the Florida Lottery, served with the Florida Department of Financial Services and the Florida Department of Law Enforcement (FDLE) at the state law enforcement level. Retired with over 25 years of service from the Orange County Sheriff's Office in Orlando, Florida. Holding the ranks of Deputy 1st Class, Detective, Corporal, Sergeant, Lieutenant, and Captain serving in various assignments to include Criminal Investigation, Staff Inspections, Information Services (IT), Homeland Security, Youth Services and Aviation. Serving as a coordinator for the Florida Sheriff's Statewide Task Force for nine years, deployed to the State Emergency Operations Center during activations as well as numerous hurricanes throughout Florida. In 2005, deployed to Mississippi for Hurricane Katrina recovery efforts and coordinated the response of over 750 deputy sheriffs to the impacted region. Selected in 2008 as a Leadership Fellow for the FBI Training Division in Quantico teaching various topics in leadership and ethics at the FBI's National Academy, Regional Command Colleges, and the International Law Enforcement Academy in Budapest, Hungary. Has also lectured on disaster response for both the Florida and National Sheriffs Association. Graduated from the 234th Session of the FBI National Academy, the FBI National Executive Institute Session 41, the Southern Police Institute's Command Officers Development Course, the Drug Enforcement Administration's (DEA) Drug Unit Commanders Academy, the FBI's Law Enforcement Executive Development Seminar, and the FBI's Domestic Security Executive Academy, as well as the FDLE Chief Executive Seminar. Elected as an Executive Board Member for the FBI National Academy Associates in 2021 for a term of nine years.

EDUCATION

Master of Public Administration	2015
Florida State University – Tallahassee, Florida	
Graduate Certificate in Emergency Management & Homeland Security	2012
Florida State University – Tallahassee, Florida	
Bachelor of Arts in Criminal Justice Administration	2003
Columbia College – Columbia, Missouri (Orlando)	
Associate in Arts Degree	2000
Columbia College – Columbia, Missouri (Orlando)	
Associate in Science Degree - Criminal Justice	1999
Valencia Community College – Orlando, Florida	
Florida Law Enforcement Standards	1984
JC Stone Police Academy – Orlando, Florida	

EXECUTIVE LEADERSHIP TRAINING

- FBI National Executive Institute Graduate
- FBI National Academy Graduate
- FBI Domestic Security Executive Academy Graduate
- Southern Police Institute Command Officers Development Course
- FBI Law Enforcement Executive Development Seminar
- Florida Department of Law Enforcement Chief Executive Seminar
- Drug Enforcement Administration, Drug Unit Commanders Academy
- Northeastern University Emerging Executive Program
- Leadership Fellow, FBI Academy Training Division, Quantico
- Countering Terrorism; Sharing Experience and Expertise, Homeland Security Training Summit, Jerusalem, Israel

COMMITTEES/WORKING GROUPS (PAST & PRESENT)

- Florida Sheriffs' Statewide Task Force, State Emergency Operations Center, Command Advisory Team
- Florida Fire Chiefs Statewide Emergency Response Committee
- State of Florida Field Operations Guide (FOG) Committee
- Member Region 5, Central Florida Regional Domestic Security Task Force
- State Law Enforcement Radio System (SLERS) Joint Task Force (JTF) Executive Board
- Florida Fusion Center Executive Advisory Board
- Department of Homeland Security, Domestic Nuclear Detection Office, State and Local Stakeholder's Working Group
- Executive Board Member, Regional Domestic Security Task Force, State Working Group, Florida Sheriff's Association Liaison
- Preventative Radiological Nuclear Detection Sub Committee, Regional Domestic Security Task Force, State Working Group
- Operations & Planning Sub Committee, Regional Domestic Security Task Force, State Working Group
- Florida Department of Law Enforcement, Child Abduction Response Team (CART), Advisory Board Member
- Gang Resistance Education And Training (GREAT) National Policy Board Member and the Regional Administrator
- FBI Law Enforcement Education and Training Council
- FBI National Academy Finance and Membership Committee

PROFESSIONAL EXPERIENCE

Florida Lottery - Division of Security Special Agent Supervisor

01/2019 - Present

Serves as a Law Enforcement Special Agent Supervisor overseeing statewide Criminal Investigations and Compliance for the Division of Security. Duties included the supervision and coordination of undercover compliance operations to ensure the integrity of over 13,000 retailers as well as criminal investigation involving fraudulent claims by players and retailers. Supervises Law Enforcement Special Agents who are assigned geographically throughout the state. Previously served as SAS supervising Draw Management, Mutual Aid, Accreditation, and Training. The Florida Lottery Division of Security is a fully authorized law enforcement agency focused on protecting the integrity of the Florida Lottery and ensuring that its statutory responsibilities (Chapter 24, Florida Statutes) and commitments to honesty, accountability, and service first are fulfilled. With eight distinct services, the Division must prepare, protect, prevent, and respond to administrative and operational calls-for-service, fraud, other nefarious activity, and/or complaints that may jeopardize the integrity of the Florida Lottery.

Florida Department of Financial Services - Division of Investigative & Forensic Services Lieutenant Colonel

11/2014 - 05/2018

Served as the Assistant Director of the Divisions 335 members holding the rank of Lieutenant Colonel and overseeing the daily operations of the Bureau of Fire & Arson Investigations, Bureau of Insurance Fraud, Bureau of Workers' Compensation Fraud, Bureau of Forensic Services, Office of Fiscal Integrity, and the Operational Support Services Section. The Division of Investigative and Forensic Services encompasses all law enforcement and forensic components residing within the Department of Financial Services. With this broad responsibility, the division investigates a wide range of fraudulent and criminal acts. The state is divided into six Regions and is comprised of 256 sworn law enforcement officers and 79 non-sworn support staff members. Led the legislative merger of the Division of Insurance Fraud and the Bureau of Fire & Arson to create the new law enforcement entity titled the Division of Investigative & Forensic Services which involved policy and procedure development, personnel actions, fleet, and Florida PAC accreditation.

Florida Department of Financial Services - Division of Insurance Fraud Major

10/2013 - 10/2014

Served as the Law Enforcement Program Administrator in the Office of Professional Standards and Planning. Duties include; leading and managing the divisions training, special operations, accreditation, staff inspections, recruiting, hiring, and equipment and fleet operations. In addition, oversaw the Field Training Program for newly appointed detectives. Responsibilities also included records retention and requests, assisting with Legislative Budget Requests, conducting studies and research, and preparing reports for purposes of improving the overall functions and long range planning of the division. Manages the operational inspections of internal administration functions within the division to ensure compliance with policies, procedures, rules, statutes. Served as division's liaison to Florida Law Enforcement Accreditation Commission and liaison to the Florida Division of Emergency Management coordinating the division's participation in the State Emergency Response Team.

Florida Department of Law Enforcement
Special Agent Inspector

07/2011 - 09/2013

Responsible for the administration and coordination of all State Law Enforcement and the National Guard for law enforcement services during declared emergencies. Serve as the Emergency Coordinating Officer for FDLE and the lead for the Emergency Support Function 16 (Law Enforcement) at the State's Emergency Operations Center. Coordinate with FDLE Regional Operations Centers and local (government) emergency operation centers to provide information and intelligence related to event(s) and state resource deployments. Maintain liaison with all state law enforcement agencies, and the Florida Sheriff's Task Force and Florida Police Chief's Association. Additional responsibilities include maintaining inventory of state and local law enforcement resources available for emergency response; provide support and technical assistance to state and local law enforcement for emergency planning and mutual aid.

Florida Sheriffs Association
Assistant Executive Director

04/2010 - 06/2011

Responsible for law enforcement and legislative operations, staff operations (Law Enforcement & Training, Jail Services), training and protection of assets and facilities. Performed process improvement, facility management, strategic planning and oversight of all law enforcement and legislative matters. Duties also include emergency management, reviewing and managing projects, creating policy and procedures, responding to media inquiries, and coordinator of the Florida Sheriff's Statewide Task Force and serving as a liaison to Florida's 67 Sheriffs.

Orange County Sheriff's Office
25+ Years Law Enforcement Experience

10/1984 - 03/2010

Captain – Aviation Section Commander

07/2009 - 03/2010

Responsible for the daily operation of the Aviation Section, Flight Operations Unit which encompasses (11) Pilots, (14) Tactical Flight Observers, (4) Aircraft Mechanics and Support Staff. Responsibilities include the oversight of a 24/7 operation, training and maintenance of five helicopters, one fixed wing airplane. This position requires providing strategic planning and leadership for thirty-six sworn law enforcement members and a three million dollar budget.

Captain – Support Services Division

03/2009 - 06/2009

Responsible for the daily operation of the Youth Services Section which includes the School Resource Officer Unit, Truancy Squad, Truancy Center, DARE, and GREAT programs. Additional responsibilities include GREAT National Policy Board Member and the Regional Administrator for ten states in the Southeast. This position required providing leadership for eighty-four sworn law enforcement members and additional support personnel and a budget of approximately nine million dollars.

Captain - Homeland Security, Director ***10/2003 - 02/2009***

Responsible for the daily operations of the Emergency Management Unit, Critical Infrastructure Protection and Crime Prevention. The position fostered close working relationships with multi jurisdictions, multi disciplines and professionals from city, state and federal levels sharing information and ideas on emergency management, critical infrastructure, and terrorism. Additional responsibilities included the coordination of the Florida Sheriffs Statewide Task Force, oversight of millions of dollars in DHS grant funding for the State of Florida, and commander of the agencies Critical Incident Management Team that responds to critical incidents and disasters. Accomplishments included the construction on a one-million-dollar mobile command vehicle, the agencies Emergency Operations Center. Oversight and input of the Agency Critical Incident Management Guide, COOP, and a Unified Command School.

Lieutenant – Watch Commander, Sector I ***03/2002 - 09/2003***

Responsible for the daily oversight of approximately sixty-five uniform patrol officers. The assignment included providing leadership, mentoring, supervision, and the handling of payroll, citizen complaints, and performance evaluations. This was a patrol assignment that included responding to, and the coordination of high-risk in progress and high-profile events.

Lieutenant - Information Management Services ***08/2001 - 02/2002***

Assigned as the Project Manager and responsible for the oversight, development, and implementation of an agency wide Mobile Data Program. The assignment included the coordination and supervision of the project management team and the training of over 1,000 users of the “in vehicle” mobile dispatch system. Worked closely with the vendor to customize the platform for the end user as well as to establish the interface with the agency Computer-Aided Dispatch (CAD) and Records Management System (RMS).

Lieutenant - Watch Commander, Sector I ***08/2000 - 07/2001***

Responsible for the daily oversight of approximately sixty-five uniform patrol officers. The assignment included providing leadership, mentoring, supervision, and the handling of payroll, citizen complaints, and performance evaluations. This was a patrol assignment that included responding to, and the coordination of high-risk in progress and high-profile events.

Sergeant – Uniform Patrol Sector I ***11/1995 - 07/2000***

Responsible for the daily oversight of approximately ten uniform patrol officers whose primary duties were to respond to calls for service. The assignment included providing supervision, training, and direction to both veteran and recruit officers as well as administrative duties consistent with that of a first line supervisor.

Sergeant – CID & Tourist Oriented Policing 05/1992 - 10/1995

Responsible for the daily oversight as a first line supervisor of fourteen officers performing a very unique type of community policing that focused on tourist safety within Walt Disney properties, the second largest convention center in the US, as well as the Tourist Corridor (International Drive) of Central Florida. Combining plain clothed detectives, as well as uniformed foot and bike patrol officers with specific training, knowledge, and certifications in the Tourist Policing field.

Sergeant - Uniform Patrol Sector I & III 08/1990 - 04/1992

Responsible for the daily oversight of approximately ten uniform patrol officers whose primary duties were to respond to calls for service. The assignment included providing supervision, training, and direction to both veteran and recruit officers as well as administrative duties consistent with that of a first line supervisor.

Corporal – Staff Inspection Division 01/1989 - 07/1990

Conducted comprehensive organizational component inspections and audits as well as special inspections as directed by the Sheriff. These Staff Inspections and Internal Audits were conducted, analyzed, and summarized to ensure the integrity and effectiveness of agency operations and personnel. These reports and recommendation for improvement and corrective actions were then provided to the Sheriff.

Detective – Criminal Investigations Division 07/1987 - 12/1988

Served as investigator conducting criminal investigations on incidents and tips generated from uniform patrol and the public. This assignment included interviews of witnesses, victims, and suspects, evidence collection, conducting search warrants, case management and preparation, as well as court room testimony.

Deputy First Class – Patrol/Tactical Unit 07/1986 - 06/1987

Primary duties were to provide selective enforcement tactics in both uniform and plain clothes to address identified community problem areas. These assignments included working undercover burglary, narcotics, and prostitution related problems.

Deputy Sheriff – Uniform Patrol Division 10/1984 - 06/1986

Served as a uniform patrol officer responding to calls for service within a specific geographical area. These calls included in progress emergency responses as well as crimes over-with and traffic enforcement.

TEACHING EXPERIENCE

Instructed various leadership courses to include Situational Leadership, Managing Change, Power, Generations, Paradigms, Leading in Turbulent Times, and Ethics. Also instructed in the areas of Civil Disturbance, Hurricane/Disaster Response & Recovery, and Firearms.

- FBI National Academy, Quantico, Virginia
- New Special Agent Academy, Quantico, Virginia
- International Law Enforcement Academy, Budapest Hungary
- Great Lakes Leadership Seminar, Niagara Falls
- Hungarian National Police Executive Development Seminar
- Texas Regional Command College
- Florida and National Sheriffs' Association
- Florida Sheriffs' Association, New Sheriff's Basic Institute
- Florida Department of Law Enforcement
- National and Florida Governor's Hurricane Conference

SECURITY CLEARANCE

- Secret Security Clearance from the U.S. Department of Homeland Security (2012)
- Top Secret Security Clearance from the U.S. Department of Justice (2008)

PROFESSIONAL MEMBERSHIPS

- Florida FBI National Academy Associates (2017 State Chapter President, 2019 Interim State Chapter President)
- National FBI National Academy Associates (Executive Board of Directors 2021- 2030)
- State Law Enforcement Chiefs Association (2017 First Vice President)
- FBI National Academy Associates
- FBI National Executive Institute Associates (2018 Executive Board Member)
- Florida Police Chiefs Association
- International Association of Chiefs of Police

ADDITIONAL LAW ENFORCEMENT TRAINING

- Budgeting
- Accreditation Unit Manager & Assessor
- Internal Audits and Staff Inspections
- Line Supervision
- Middle Management
- Vulnerability and Threat Assessments
- Advanced Dietary Protection

- Civil Disorder Management
- Field Training Officer
- Firearms Instructor
- Instructor Techniques
- ICS 100, 200, 300, 400, 402, 700, 800
- FEMA Emergency Management Institute (EMAC) Emmitsburg, MD
- Additional training certifications upon request

AWARDS

- FDLE Commissioner's Award – Certificate of Excellence
- Administrative Excellence Award – Orange County Sheriff's Office
- Sheriff's Citation – Orange County Sheriff's Office
- Distinguished Service Award – Orange County Sheriff's Office
- Commendation Award - Orange County Sheriff's Office
- Meritorious Service Award - Orange County Sheriff's Office
- Unit Citation (Multiple) - Orange County Sheriff's Office

Have you ever been convicted of a felony or a first degree misdemeanor ?	No	a U.S. citizen or legally authorized to accept employment with the specific hiring authority to which you are applying?	Not Applicable
If yes, what were the charges ?			
Where ? (City/State)			
Date			
Have you ever pled nolo contendere or guilty to a crime which is a felony or a first degree misdemeanor ?	No	<p>*Selective Service: Section 110.1128, Florida Statutes, prohibits employment by the state (including re-hire after a break in service) of any male born on or after October 1, 1962, who failed to register with the Selective Service System, under the provisions of the U.S. Military Selective Service Act, during the person's period of eligibility (ages 18 through 25). Additionally, if currently employed by the state, this law prohibits the promotion of such person. You may be required to provide documentation. If you are a male born on or after October 1, 1962, have you registered with the Selective Service or do you have proof of an exemption from this requirement?</p>	
If yes, what were the charges ?			
Where ? (City/State)			
Date			
Have you ever had the adjudication of guilt withheld for a crime which is a felony or first degree misdemeanor ?	No		
If yes, what were the charges ?			
Where ? (City/State)			
Date	06/26/2022		
	<p>Signature</p> <p>I am aware that any omissions, falsifications, misstatements, or misrepresentations above may disqualify me for employment and, if I am hired, may be grounds for termination at a later date. I understand that any information I give may be investigated as allowed by law. I consent to the release of information about my ability, employment history, and fitness for employment by employers, schools, law enforcement agencies, and other individuals and organizations to investigators, human resources staff, and other authorized employees of Florida state government for employment purposes. The consent shall continue to be effective during my employment if I am hired. I understand that applications submitted for state employment are public records. I certify to the best of my knowledge and belief all of the statements contained herein and on any attachments are true, correct, complete, and made in good faith. If applicable, Complete Qualifying Questions prior to submitting your application.</p>		
By checking this box, I certify that I have read and agree with these statements	Yes		
Interview Result			
overdueInterviews			

Screening Details

There are no items in this section.

Periods of Employment

*Name of Employer	Florida Lottery Division of Security
*Your Job Title	Special Agent Supervisor
*Currently Employed	Yes
*Start Date	01/10/2019
*End Date	MM/DD/YYYY
*Hours Per Week	25
Employer's Address	250 Marriott Drive Tallahassee, Florida 32301
Supervisor's Name	Steve Harriett
Supervisor's Phone Number	[REDACTED]
*Duties and Responsibilities	Law Enforcement
*Reason For Leaving	N/A
Your name, if different during employment	

*Name of Employer	Florida Department of Financial Services - Division of Investigative & Forensic Services
*Your Job Title	Lieutenant Colonel
*Currently Employed	No
*Start Date	10/01/2013
*End Date	05/10/2018
*Hours Per Week	50
Employer's Address	200 E. Gaines Street Tallahassee
Supervisor's Name	Simon Blank
Supervisor's Phone Number	[REDACTED]
*Duties and Responsibilities	Served as the Assistant Director of the Divisions 335 members holding the rank of Lieutenant Colonel and overseeing the daily operations of the Bureau of Fire & Arson Investigations, Bureau of Insurance Fraud, Bureau of Workers' Compensation Fraud, Bureau of Forensic Services, Office of Fiscal Integrity, and the Operational Support Services Section. The Division of Investigative and Forensic Services encompasses all law enforcement and forensic components residing within the Department of Financial Services. With this broad responsibility, the division investigates a wide range of fraudulent and criminal acts. The state is divided into six Regions and is comprised of 256 sworn law enforcement officers and 79 non-sworn support staff members.
*Reason For Leaving	Take Opportunity in Private Sector - SES Appointed Position - Administration Change
Your name, if different during employment	

*Name of Employer	Florida Department of Law Enforcement
*Your Job Title	Special Agent Inspector

*Currently Employed	No
*Start Date	07/01/2011
*End Date	09/30/2013
*Hours Per Week	40
Employer's Address	
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	Responsible for the administration and coordination of all State Law Enforcement and the National Guard for law enforcement services during declared emergencies. Serve as the Emergency Coordinating Officer for FDLE and the lead for the Emergency Support Function 16 (Law Enforcement) at the State's Emergency Operations Center. Coordinate with FDLE Regional Operations Centers and local (government) emergency operation centers to provide information and intelligence related to event(s) and state resource deployments. Maintain liaison with all state law enforcement agencies, and the Florida Sheriff's Task Force and Florida Police Chief's Association. Additional responsibilities include maintaining inventory of state and local law enforcement resources available for emergency response; provide support and technical assistance to state and local law enforcement for emergency planning and mutual aid. Currently provide management of FDLE's aviation resources.
*Reason For Leaving	Recruited to DFS
Your name, if different during employment	
*Name of Employer	Florida Sheriffs Association
*Your Job Title	Assistant Executive Director
*Currently Employed	No
*Start Date	04/01/2010
*End Date	07/01/2011
*Hours Per Week	40
Employer's Address	
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	Assistant Executive Director 04/2010 to 07/2011 Responsible for law enforcement and legislative operations, staff operations (Law Enforcement & Training, Jail Services), training and protection of assets and facilities. Performed process improvement, facility management, strategic planning and oversight all law enforcement and legislative matters. Duties also include emergency management, reviewing and managing projects, creating policy and procedures, responding to media inquiries, and coordinator of the Florida Sheriff's Statewide Task Force and serving as a liaison to Florida's 67 Sheriffs.
*Reason For Leaving	Recruited to FDLE based on my KSA and desire to return to Law Enforcement

Your name, if different during employment	
*Name of Employer	Orange County Sheriff's Office
*Your Job Title	Captain
*Currently Employed	No
*Start Date	01/01/1984
*End Date	12/31/2010
*Hours Per Week	40
Employer's Address	
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	See various assignments below as well as detailed resume attached
*Reason For Leaving	Retired to take on a new challenge
Your name, if different during employment	

*Name of Employer	Orange County Sheriff's Office
*Your Job Title	Captain - Aviation Section Commander
*Currently Employed	No
*Start Date	07/01/2009
*End Date	04/30/2010
*Hours Per Week	40
Employer's Address	
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	Responsible for the daily operation of the Aviation Section, Flight Operations Unit which encompasses (11) Pilots, (14) Tactical Flight Observers, (4) Aircraft Mechanics and Support Staff. Responsibilities include the oversight of a 24/7 operation, training and maintenance of five helicopters, one fixed wing airplane. This position requires providing strategic planning and leadership for thirty-six sworn law enforcement members and a three million dollar budget.
*Reason For Leaving	Reassigned based on ability and agency need
Your name, if different during employment	

*Name of Employer	Orange County Sheriff's Office
*Your Job Title	Captain - Support Services Division
*Currently Employed	No
*Start Date	03/01/2009
*End Date	07/01/2009
*Hours Per Week	40
Employer's Address	

Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	Responsible for the daily operation of the Youth Services Section which includes the School Resource Officer Unit, Truancy Squad, Truancy Center, DARE, and GREAT programs. Additional responsibilities include GREAT National Policy Board Member and the Regional Administrator for ten states in the Southeast. This position required providing leadership for eighty-four sworn law enforcement members and additional support personnel and a budget of approximately nine millions dollars.
*Reason For Leaving	Reassigned based on ability and agency need
Your name, if different during employment	

*Name of Employer	Orange County Sheriff's Office
*Your Job Title	Captain - Homeland Security, Director
*Currently Employed	No
*Start Date	10/01/2003
*End Date	03/01/2009
*Hours Per Week	40
Employer's Address	
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	Responsible for the daily operations of Crime Prevention, Critical Infrastructure Protection and the Emergency Management Unit. The position fostered close working relationships with multi jurisdictions, multidisciplines and professionals from city, state and federal levels sharing information and ideas on terrorism, emergency management, and critical infrastructure. Additional responsibilities included oversight for millions of dollars in DHS grant funding for the State of Florida, and commander of the agencies Critical Incident Management Team that responds to critical incidents and disasters. Accomplishments included the construction on a one million dollar mobile command vehicle, the agencies Emergency Operations Center. Oversight and input of the Agency Critical Incident Management Guide, COOP, and a Unified Command School.
*Reason For Leaving	Reassigned based on ability and agency need
Your name, if different during employment	

*Name of Employer	Orange County Sheriff's Office
*Your Job Title	Lieutenant - Watch Commander
*Currently Employed	No
*Start Date	03/01/2002
*End Date	10/01/2003
*Hours Per Week	40
Employer's Address	

Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	Responsible for the daily oversight of approximately sixty-five uniform patrol officers. The assignment included providing leadership, mentoring, supervision, and the handling of payroll, citizen complaints, and performance evaluations.
*Reason For Leaving	Promoted to Captain
Your name, if different during employment	

*Name of Employer	Information Management Services
*Your Job Title	Lieutenant
*Currently Employed	No
*Start Date	08/01/2001
*End Date	03/01/2002
*Hours Per Week	40
Employer's Address	
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	Responsible for the oversight, development, and the implementation of an agency wide Mobile Data Program. The assignment included the coordination and supervision of the project management team and the training of over 1,000 users of the "in vehicle" mobile dispatch system.
*Reason For Leaving	Reassigned based on ability and agency need
Your name, if different during employment	

*Name of Employer	Orange County Sheriff's Office
*Your Job Title	Lieutenant - Watch Commander, Sector I
*Currently Employed	No
*Start Date	08/01/2000
*End Date	08/01/2001
*Hours Per Week	40
Employer's Address	
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	Responsible for the daily oversight of approximately sixty-five uniform patrol officers. The assignment included providing leadership, mentoring, supervision, and the handling of payroll, citizen complaints, and performance evaluations.
*Reason For Leaving	Reassigned based on ability and agency need
Your name, if different during employment	

*Name of Employer	Uniform Patrol Sector I
*Your Job Title	Sergeant
*Currently Employed	No
*Start Date	11/01/1995
*End Date	08/01/2000
*Hours Per Week	40
Employer's Address	
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	UNSPECIFIED
*Reason For Leaving	Promoted to Lieutenant
Your name, if different during employment	

*Name of Employer	CID & Tourist Policing (WDW)
*Your Job Title	Sergeant
*Currently Employed	No
*Start Date	05/01/1992
*End Date	11/01/1995
*Hours Per Week	40
Employer's Address	
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	Supervised a squad of eight detectives conducting investigations of general property crimes and fraud as well as uniformed deputies conducting high visibility patrol in the tourist areas of Central Florida (Disney, etc.)
*Reason For Leaving	Reassigned based on ability and agency need
Your name, if different during employment	

*Name of Employer	Uniform Patrol Sector I & III
*Your Job Title	Sergeant
*Currently Employed	No
*Start Date	08/01/1990
*End Date	05/01/1992
*Hours Per Week	40
Employer's Address	
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	UNSPECIFIED
*Reason For Leaving	Reassigned based on ability and agency need
Your name, if different	

during employment

*Name of Employer	Orange County Sheriff's Office
*Your Job Title	Corporal
*Currently Employed	No
*Start Date	01/01/1989
*End Date	08/01/1990
*Hours Per Week	40
Employer's Address	
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	Staff Inspection and Internal Audits
*Reason For Leaving	Promoted to Sergeant
Your name, if different during employment	

*Name of Employer	Criminal Investigations Division
*Your Job Title	Detective
*Currently Employed	No
*Start Date	07/01/1987
*End Date	01/01/1989
*Hours Per Week	40
Employer's Address	
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	Investigative all general property crimes to include presentations to the State Attorney for prosecution, court room testimony
*Reason For Leaving	Reassigned based on ability and agency need
Your name, if different during employment	

*Name of Employer	Patrol/Tactical Unit
*Your Job Title	Deputy First Class
*Currently Employed	No
*Start Date	07/01/1986
*End Date	01/31/1989
*Hours Per Week	40
Employer's Address	
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	Worked plain clothes tactical operations and well as undercover
*Reason For Leaving	Reassigned based on ability and agency need

Your name, if different during employment	
*Name of Employer	Uniform Patrol Division
*Your Job Title	Deputy Sheriff
*Currently Employed	No
*Start Date	10/01/1984
*End Date	07/01/1986
*Hours Per Week	40
Employer's Address	
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	UNSPECIFIED
*Reason For Leaving	Reassigned based on ability and agency need
Your name, if different during employment	

Formal Education

*Name of School	Florida State University
*Location	Tallahassee Florida
*Start Date	01/01/2012
End Date	08/31/2015
Course of Study	Public Administration
*Degree Earned (transcripts may be required)	Masters
Credit Hours – Quarter	
Credit Hours – Semester	

*Name of School	Columbia College
*Location	Columbia Missouri
*Start Date	01/01/1999
End Date	06/01/2003
Course of Study	Criminal Justice Administration
*Degree Earned (transcripts may be required)	Bachelors
Credit Hours – Quarter	
Credit Hours – Semester	

*Name of School	Valencia Community College
*Location	Orlando Florida
*Start Date	01/01/1989
End Date	01/01/1994
Course of Study	Criminal Justice

*Degree Earned (transcripts may be required)	Associates
Credit Hours – Quarter	
Credit Hours – Semester	

Language Skills

There are no items in this section.

License, Registration or Certification

*License, Registration or Certification	FDLE CJSTC Certified Law Enforcement Officer
Number	
State Licensing Agency	Florida
Received	08/28/1984
Expires	MM/DD/YYYY

*License, Registration or Certification	DOJ - Secret Security Clearance (Downgraded from Top Secret)
Number	
State Licensing Agency	US DOJ
Received	05/01/2012
Expires	MM/DD/YYYY

Job-Related Training or Course Work

*Name of Institution	FBI National Academy
*Start Date	07/07/2008
End Date	09/12/2008
*Training Course	Executive Police Leadership
*Training Completed	Yes

*Name of Institution	University of Louisville Southern Police Institute
*Start Date	01/01/1995
End Date	05/31/1995
*Training Course	Command Officer Development Course
*Training Completed	Yes

*Name of Institution	Several additional executive level courses
*Start Date	05/23/2018
End Date	MM/DD/YYYY
*Training Course	See Resume for details
*Training Completed	Yes

Knowledge, Skills and Abilities

Knowledge, Skills and Abilities	34 years of law enforcement experience at all levels - see resume
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Michael J Drake

State Police Major

June 24, 2022

Florida Gaming Control Commission
Tallahassee, Florida 32301

RE: Director of Law Enforcement - SMS

Dear Mr Louis Trometta, Executive Director,

I am a motivated professional with leadership proficiency and extensive law enforcement experience. Recently, I learned of the Florida Gaming Control Commission's opening for Director of Law Enforcement - SMS and I was compelled to contact you with my interest. I believe that my professional background and innovative drive make me an ideal candidate.

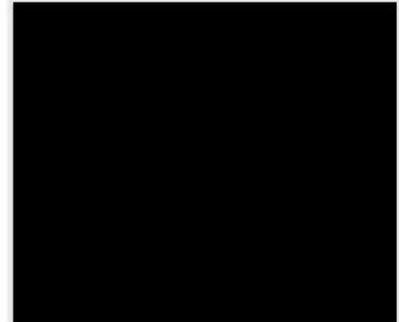
As a person who thrives in high-pressure and fast-paced situations, I strive for positive results through the application of my abilities in public safety and security. Additionally, I possess expertise in true leadership and an aptitude for optimizing performance and motivating others. In any position, I am able to visualize success and identify innovative and effective strategies for achieving it.

I have artfully balanced community needs with law enforcement objectives, productive relationships, inspiring strategies and insightful suggestions to achieve a competitive edge. My critical thinking and decision-making strengths have enabled my professional growth.

I have enclosed my comprehensive resume for your review. I appreciate your time and consideration of my candidacy to become the new Director of Law Enforcement - SMS for the Florida Gaming Control Commission in Tallahassee, Florida.

Sincerely,
Michael J Drake

Contact



Michael J Drake

State Police Major

Seasoned law enforcement executive offering 30 years of service in law enforcement, with 12 years of progressive leadership and supervision. Intelligent, insightful and well-organized with excellent decision-making abilities and sound judgment. Ready to take on challenging, growth-oriented position dedicated to leadership, safety and security.

Work History

1996-10 -
Current

Major

New York State Police, Albany, NY

- (2022 - Present) Assigned to Division Field Command with statewide operational oversight of all 62 counties, 20 million citizens, 11 Troops and 6000 employees
- Overseeing New York State Park Police transition. Operational control of 200 sworn park police staff covering 180 state parks from Buffalo to Long Island
- (2021-2022) Serve as Regional Inspector for all of Long Island and New York City regarding Professional Standards Bureau matters.
- Oversee personnel complaints, administrative investigations, random drug testing, audits, compliance and recommendations for improvement
- Covers seven (7) metropolitan counties with over 500 employees and population of approximately 11.3 million citizens.
- Create, develop and implement paramedicine program for State Police, where Troopers certified in emergency medical services identified, located and vaccinated vulnerable rural population of New York from COVID-19.
- Assisted in developing and implementing body worn camera policies and procedures.
- Division Discovery Officer, manages all issues dealing with records, body camera, evidence, personnel

Contact

Skills

- Team building 
- Critical thinking 
- Verbal and written communication 
- Customer service 
- Criminal investigation 
- Community oriented policing 
- Good listening skills 
- Special events planning 
- Motivational leadership

complaint findings and cooperation with Governor's Office and all 62 District Attorney's Offices.

- Identifies and suggests corrective action for agency vulnerabilities through audits and drug testing program.
- (2020-2021) Served as Troop Commander for Troop K, leading, supervising and managing at least 500 personnel that provided law enforcement service to over 1.4 million citizens spanning 4 counties. This covers all personnel operationally and administratively.
- Maintained positive working relationships with local, state and federal partners, politicians, stakeholders and community leaders.
- Reviewed hundreds of administrative investigative reports dealing with misconduct and at fault accidents involving sworn and non-sworn personnel.
- Adjudicated and punished membership for at fault and founded conduct.
- Reviewed and mediated labor disputes with management decisions and grievances.
- Served on board of criminal analysis center for multiple counties.
- Served as member of several associations including local chiefs and politicians.
- Created unit to address rising crime in under-serviced areas.
- Integrated intelligence activities into field operations, plans and programs.
- Handled administrative requirements smoothly and efficiently, including maintaining records and submitting administrative reports.
- Conducted and oversaw interrogations, briefings and debriefings.
- Directed collection, organization and application of field intelligence and crime data to enhance officer safety and operational success.
- Prepared and delivered investigative reports and briefings.
- Managed all aspects of administrative and personnel needs of field operations.
- Oversaw teams planning, implementing and

style



Software

Microsoft



Very Good

- Oversee teams planning, implementing and

realigning field and administrative operational strategies.

- Monitored all Troop inventory to ensure stock levels and databases were updated.
- Resolved conflicts and negotiated mutually beneficial agreements between parties.
- Actively listened to stakeholders' requests, confirming full understanding before addressing concerns.
- Completed internal audits to ensure compliance with relevant policies and procedures.
- Performed duties in accordance with all applicable standards, policies and regulatory guidelines to promote safety.
- Identified issues, analyzed information and provided solutions to problems.
- Directed command and control operations during pandemic and civil unrest.
- Resolved problems, improved operations and provided exceptional service.
- Maintained energy and enthusiasm in fast-paced environment.
- Created spreadsheets using Microsoft Excel for daily, weekly, monthly and yearly reporting.
- Drove operational improvements which resulted in savings and improved customer service and productivity.
- Used critical thinking to break down problems, evaluate solutions and make decisions.
- Prepared, planned for and coordinated execution of mass gathering events.
- Managed and motivated Troopers to optimize routine procedures and effectively complete special projects such as community stabilization with disciplined and knowledgeable approaches.
- (2019-2020) Served as Captain of Bureau of Investigation leading over 120 sworn and non-sworn employees that served over 1 million citizens spanning 5 counties.
- Developed and maintained positive working relationships between several local agencies as they

pertain to criminal investigations.

- Oversaw background investigations and made recommendations for hiring recruits.
- Conducted internal investigations and personnel complaints against sworn and non-sworn personnel.
- (2017-2019) Served as Captain for Uniform Force leading over 160 sworn and non-sworn employees that served over 200,000 citizens spanning 2 counties.
- Lead 9 week long emergency deployment team of 50 Troopers to Puerto Rico in response to Hurricane Maria.
- Lead, supervised and managed Troopers and Sergeants operationally and administratively.
- Ensured that public safety, traffic control and criminal prevention, detection and apprehension was promoted justly.
- (2015-2017) Served as Captain of New York State Fusion Center, Executive Officer, leading, supervising and managing over 135 personnel. This center provides only counter terrorism and criminal intelligence measures for all of New York State.
- Managed million dollar budget that included hundreds of thousands of dollars in grant funding.
- Leveraged quality control and production knowledge to improve field and administrative operations.
- Orchestrated efficient deployment and upkeep of fusion center systems across New York.
- Applied regulations and procedures required for working with sensitive and classified information at federal, state and local level.
- Offered friendly and efficient service to all customers, handled challenging situations with ease.
- Supervised facial recognition program, license plate reader program, social media monitoring unit, cyber security unit and criminal intelligence gathering and dissemination.
- (2010-2015) Served as Lieutenant for Bureau of Criminal Investigation leading and supervising over 80 criminal investigators.
- Scored #1 on competitive state-wide examination

- Scored #1 on competitive state-wide examination for Lieutenant out of hundreds of applicants.
- Lead over 100 Investigators in three week manhunt of two escaped prisoners from Dannemora State Prison.
- Served as Incident Commander and interim police chief for City of Long Beach, NY during Hurricane Sandy.
- Jobs ranged from protecting Governor, supervising international and domestic narcotic investigations for NYCDEF and heading up multiple complex felony investigations including homicides.
- Responded to hundreds of citizens' complaints directly. Documented them and issued reports with investigative findings.
- (2003-2010) Served as Investigator handling criminal case load of over 125 misdemeanor and felony crimes per year. Also conducted background investigations for employment.
- (2003-2003) Served as Sergeant for Uniform Force leading over 25 Troopers in patrol, enforcement, community relations and public safety.
- (1996-2003) Served as Trooper servicing diverse community spanning over 5 rural towns without additional law enforcement support.
- Graduated valedictorian from New York State Police Academy Basic School out of hundreds recruits.

1996-03 -
1996-10

Police Officer

Village Of Monticello Police Department, Monticello, New York

- Served as Police Officer in village of about 7,000 residents of very diverse and poor population.
- Operated as undercover officer for theft, prostitution and narcotics.
- Fluctuated between foot and roving patrol to deter, detect, investigate and mitigate criminal activity in poor and diverse communities and housing projects.
- Patrolled assigned areas to prevent and detect roadway crimes.
- Apprehended suspects, read Miranda Rights and transported offenders to jail.

- Enforced traffic laws and ordinances through visual observation and radar speed detection.
- Talked regularly with citizens to establish rapport and become familiar presence in area.
- Secured crime scenes, gathered evidence and questioned witnesses.
- Coordinated swift and tactical responses to wide range of criminal issues.
- Responded immediately to reports of automobile accidents and criminal activity, calling for additional support as necessary.
- Debriefed arrested individuals to collect important information for ongoing investigations.
- Led undercover sting operations to target perpetrators of vice crimes.
- Apprehended offenders and conducted interviews and interrogations.
- Gathered necessary information for court appearances and testified as witness under oath in court.

1995-06 -
1996-02

Chemical Laboratory Technician

Revere Smelting & Refining, Middletown, New York

- Compared lead & alloy products against design and production specifications through quality and integrity checks.
- Analyzed used batteries to evaluate nature, reactivity and other factors affecting use in recycling applications.
- Operated industrial mixers to compound and blend chemicals.
- Prepared variety of different written communications, reports and documents.
- Collaborated with team members to achieve target results.

1992-01 -
1995-05

Police Dispatcher

Town Of Lloyd Police Department, Highland, New York

- Operated telephone and radio equipment to receive requests and reports from police officers, medical dispatch and firefighting crews.
- Entered criminal record checks, driver's license

numbers and warrants into telecommunications systems to fulfill officer requests.

- Monitored alarm systems and closed circuit televisions to dispatch appropriate police response to intrusions and trouble indicated alarms.
- Received emergency and non-emergency calls and dispatched calls to appropriate agencies and officers on duty.
- Questioned callers to determine nature of problems and locations to direct type of response needed.
- Routed calls to police, fire and ambulance service to meet individual call needs.

1992-01 -
1995-01

Firefighter/Emergency Medical Technician

Highland Fire Department, Highland, New York

- Drove and operated structural pumpers, tankers and service vehicles to aid in rescue operations.
- Removed individuals from dangerous situations and offered emergency assistance for minor and critical concerns.
- Completed training to stay in peak physical fitness and handle challenging tasks.
- Operated pumping engine to direct water pressure in hose and nozzle for most efficient operation.
- Educated public and community members on fire safety and prevention methods to provide life-saving techniques.
- Evaluated situation at emergency sites to determine and execute most effective methods for saving life and property.
- Responded to emergency medical calls to perform lifesaving procedures and other emergency medical services.

2017-01 -
Current

Director of Goalkeeper Training

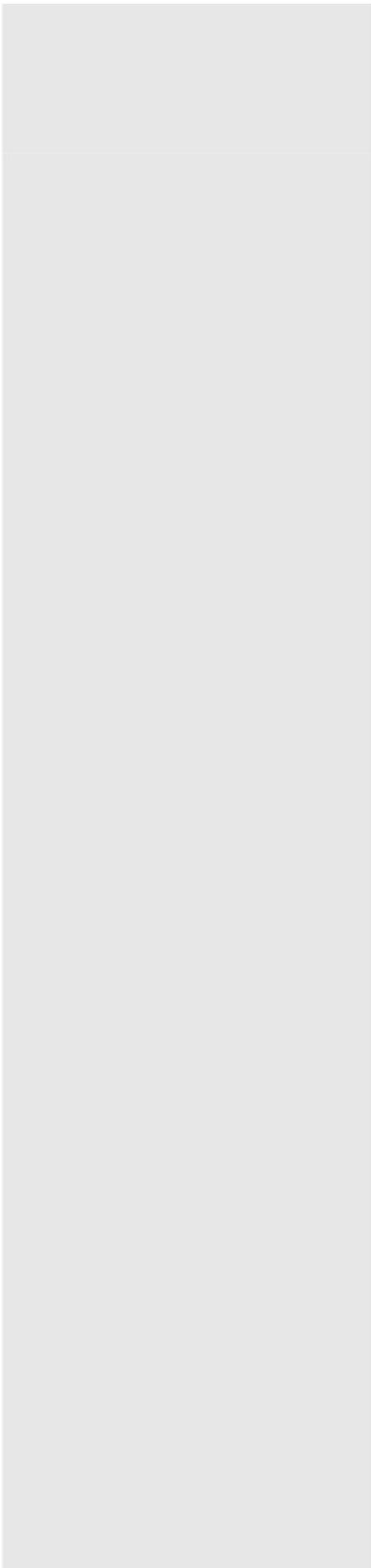
SUNY New Paltz/Stockade FC, Hudson Valley, New York

- National Class D license.
- National goalkeeping certificate.
- Head of goalkeeping operations, training and match performance.
- Evaluated success of training programs and

- recommended improvements to upper management to enhance effectiveness.
- Coordinated ongoing technical training and personal development for soccer goalkeepers.
- Reviewed and edited all training materials for efficiency and effectiveness.
- Develop and execute goalkeeper training curriculum for semi-professional and collegiate programs.

Education

- 2011-04 - 2011-06** **Advanced Diploma: Law Enforcement**
FBI National Academy - Quantico, VA
- Coursework in advanced executive leadership for law enforcement.
- 2006-01 - 2008-05** **Master of Arts: Public Administration**
Marist College - Poughkeepsie, NY
- Graduated magna cum laude
- 1991-09 - 1996-05** **Bachelor of Science: Criminal Justice**
Marist College - Poughkeepsie, NY
- Majored in criminal justice.
 - Minored in chemistry.
 - Dean's List 1993-1996.
 - Received hudson valley academic scholarship.



EXTERNAL CANDIDATE

Drake, Michael

Application	
Status:	New
Country:	United States
Attachments to be included in all Job Submissions:	Submission Attachments 0 attached
Attachments Added After Submission	Submission Attachments 0 attached
Vacancy Source:	Other Job Sites (e.g., Indeed, Ladders)
Relatives: To your knowledge, do you have any relatives working in this agency?	No
Right To First Interview	Not Applicable
	If you responded yes to the above statement, attach a copy of your official layoff letter when applying for this vacancy.
Veteran Status	None of the Above
ARE YOU CURRENTLY EMPLOYED WITH THE AGENCY TO WHICH YOU ARE CURRENTLY APPLYING?	No
HAVE YOU RECEIVED A PROMOTIONAL APPOINTMENT WITHIN THE CAREER SERVICE, SUBSEQUENT TO ACTIVE MILITARY SERVICE, WITH THE AGENCY TO WHICH YOU ARE APPLYING?	No
People First Initial VP Review	No Selection
People First Eligible VP Category (if different)	No Selection
Agency Final VP Eligibility Review	No Selection
Agency Final VP Category Determination	No Selection
	Background Information
	A "yes" answer to these questions will not automatically bar you from employment. The nature, job-relatedness, severity, and date of the offense in relation to the position you are applying are considered. [see 112.011, F.S.].
Have you ever been	No

Comments	
There are no items in this section.	
Correspondence	
06/24/2022 People First	Email
Thank You for Your Interest in Job DIRECTOR OF LAW...	
Offer Letter	
There are no items in this section.	
Application Status Audit Trail	
06/24/2022 People First	New
Tags	
There are no items in this section.	
More Information	
Alternate Phone Number:	
*Mailing Address :	
*City	
*State:	
*ZIP Code:	
*Country	
*Exemption from public record: Are you a current or former law enforcement officer, other covered employee** or the spouse or child of one, whose information is exempt from public records disclosure under Section 119.071(4)(d), Florida Statutes (F.S)?	Yes
*Citizenship: The State of Florida hires only U.S. citizens and lawfully authorized alien workers. You will be required to provide identification and either proof of citizenship or proof of authorization to work in the U.S. Are you a U.S. citizen or legally authorized to accept	Yes

convicted of a felony or a first degree misdemeanor ?		employment with the specific hiring authority to which you are applying?	
If yes, what were the charges ?		<p>*Selective Service: Section 110.1128, Florida Statutes, prohibits employment by the state (including re-hire after a break in service) of any male born on or after October 1, 1962, who failed to register with the Selective Service System, under the provisions of the U.S. Military Selective Service Act, during the person's period of eligibility (ages 18 through 25). Additionally, if currently employed by the state, this law prohibits the promotion of such person. You may be required to provide documentation. If you are a male born on or after October 1, 1962, have you registered with the Selective Service or do you have proof of an exemption from this requirement?</p>	Yes
Where ? (City/State)			
Date			
Have you ever pled nolo contendere or guilty to a crime which is a felony or a first degree misdemeanor ?	No		
If yes, what were the charges ?			
Where ? (City/State)			
Date			
Have you ever had the adjudication of guilt withheld for a crime which is a felony or first degree misdemeanor ?	No		
If yes, what were the charges ?			
Where ? (City/State)			
Date			

Signature

I am aware that any omissions, falsifications, misstatements, or misrepresentations above may disqualify me for employment and, if I am hired, may be grounds for termination at a later date. I understand that any information I give may be investigated as allowed by law. I consent to the release of information about my ability, employment history, and fitness for employment by employers, schools, law enforcement agencies, and other individuals and organizations to investigators, human resources staff, and other authorized employees of Florida state government for employment purposes. The consent shall continue to be effective during my employment if I am hired. I understand that applications submitted for state employment are public records. I certify to the best of my knowledge and belief all of the statements contained herein and on any attachments are true, correct, complete, and made in good faith.
If applicable, Complete Qualifying Questions prior to submitting your application.

By checking this box, I certify that I have read and agree with these statements	Yes
Interview Result	
overdueInterviews	

Screening Details

There are no items in this section.

Periods of Employment	
*Name of Employer	Town of Lloyd Police Department
*Your Job Title	Police Dispatcher
*Currently Employed	No
*Start Date	01/01/1992
*End Date	05/31/1995
*Hours Per Week	24
Employer's Address	25 Milton Avenue Highland, NY 12528
Supervisor's Name	James Janso
Supervisor's Phone Number	[REDACTED]
*Duties and Responsibilities	Received and transmitted emergency and administrative messages over a police communications system. Planned, organized and performed work according to standardized policies and procedures. Received telephone, radio calls and alarm signals for police emergency services. Entered information into Computer Aided Dispatch system (CAD). Retrieved information for dispatch from CAD System. Dispatched police vehicles by radio, received and transmitted orders and instructions using appropriate language to police officers at the scene of an emergency. Coordinated with patrol supervisor, dispatching of back-up units. Coordinated radio communication with other agencies and departments as needed. Used computer terminal to input, retrieve and transmit information from DCJS and NCIC. Received and transmitted information from state motor vehicle files to officers. Reported major criminal or emergency calls to the Chief of Police or Officer in Charge. Entered data into computer system for record keeping. Retrieved data from computer system and assisted in preparation of court information files and case incident reports and prepared files and records. Maintained daily log, wrecker rotation log and security systems files. Tested and performed minor maintenance on equipment. Reported equipment failure to supervisor. Performed related administrative-clerical duties as required.
*Reason For Leaving	To take full time job
Your name, if different during employment	N/A
*Name of Employer	Revere Smelting & Refining
*Your Job Title	Chemical Laboratory Technician
*Currently Employed	No
*Start Date	06/01/1995
*End Date	02/28/1996
*Hours Per Week	40
Employer's Address	65 Ballard Rd Middletown, NY 10941
Supervisor's Name	Ken Smith
Supervisor's Phone Number	[REDACTED]
*Duties and	Supervised the extraction of chemical compounds from

Responsibilities	batteries. Performed chemical instrumental analysis to identify and isolate lead and aluminum mixtures. Provided instructions of what solutions and elements to add to the extracted compound to produce lead and aluminum alloy block meeting customer specifications.
*Reason For Leaving	To become a police officer
Your name, if different during employment	N/A
*Name of Employer	New York State Police
*Your Job Title	Major
*Currently Employed	Yes
*Start Date	10/28/1996
*End Date	MM/DD/YYYY
*Hours Per Week	40
Employer's Address	New York, NY
Supervisor's Name	Robert Gregory
Supervisor's Phone Number	[REDACTED]
*Duties and Responsibilities	(2022-Present) Serve as Regional Inspector for all Long Island and New York City regarding Professional Standards Bureau matters. Oversee the personnel complaints, administrative investigations, random drug testing, audits, compliance and recommendations for improvement. Covers seven (7) metropolitan counties with over 500 employees and a population of approximately 11.3 million citizens. In charge of all critical incidents that occur in this region involving death and/or serious injury as well as use of force issues. (2021-2022) Serve as Major in Professional Standards Bureau. Division Discovery Officer, manages all issues dealing with records, body camera, evidence, personnel complaint findings and cooperation with the Governor's Office and all 62 District Attorney's Offices. Identifies and suggests corrective action for agency vulnerabilities through audits and drug testing program. (2020-2021) Served as the Troop Commander for Troop K, leading, supervising and managing at least 500 personnel that provided law enforcement service to over 1.4 million citizens spanning 4 counties. This covers all personnel operationally and administratively. Maintained positive working relationships with local, state and federal partners, politicians, stakeholders and community leaders. Reviewed hundreds of administrative investigative reports dealing with misconduct and at fault accidents involving sworn and non-sworn personnel. Adjudicated and punished membership for at fault and founded conduct. Reviewed and mediated labor disputes with management decisions and grievances. Served on board of criminal analysis center for multiple counties. Served as a member of several associations including local chiefs and politicians. Created unit to address rising crime in underserved areas. Integrated intelligence activities into field operations, plans and programs. Handled administrative requirements smoothly and efficiently, including maintaining records and submitting administrative reports. Conducted and oversaw interrogations, briefings and debriefings. Directed collection, organization and application of field intelligence

and crime data to enhance officer safety and operational success. Prepared and delivered investigative reports and briefings. Managed all aspects of administrative and personnel needs of field operations. Oversaw teams planning, implementing and realigning field and administrative operational strategies. Monitored all Troop inventory to ensure stock levels and databases were updated. Resolved conflicts and negotiated mutually beneficial agreements between parties. Actively listened to stakeholders' requests, confirming full understanding before addressing concerns. Completed internal audits to ensure compliance with relevant policies and procedures. Performed duties in accordance with all applicable standards, policies and regulatory guidelines to promote safety. Identified issues, analyzed information and provided solutions to problems. Directed command and control operations during the pandemic and civil unrest. Resolved problems, improved operations and provided exceptional service. Maintained energy and enthusiasm in fast-paced environment. Created spreadsheets using Microsoft Excel for daily, weekly, monthly and yearly reporting. Drove operational improvements which resulted in savings and improved customer service and productivity. Used critical thinking to break down problems, evaluate solutions and make decisions. Prepared, planned for and coordinated execution of mass gathering events. Managed and motivated Troopers to optimize routine procedures and effectively complete special projects such as community stabilization with disciplined and knowledgeable approaches.

*Reason For Leaving	Retirement
Your name, if different during employment	N/A

*Name of Employer	Village Of Monticello
*Your Job Title	Police Officer
*Currently Employed	No
*Start Date	03/01/1996
*End Date	10/25/1996
*Hours Per Week	40
Employer's Address	Monticello, New York
Supervisor's Name	Douglas Solomon
Supervisor's Phone Number	[REDACTED]

*Duties and Responsibilities	Served as a Police Officer in a village of about 7,000 residents of very diverse and poor population. Operated as an undercover officer for theft, prostitution and narcotics. Fluctuated between foot and roving patrol to deter, detect, investigate and mitigate criminal activity in poor and diverse communities and housing projects. Patrolled assigned areas to prevent and detect roadway crimes. Apprehended suspects, read Miranda Rights and transported offenders to jail. Enforced traffic laws and ordinances through visual observation and radar speed detection. Talked regularly with citizens to establish rapport and become familiar presence in area. Secured crime scenes, gathered evidence and questioned witnesses. Coordinated swift and tactical responses to
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	wide range of criminal issues. Responded immediately to reports of automobile accidents and criminal activity, calling for additional support as necessary. Debriefed arrested individuals to collect important information for ongoing investigations. Led undercover sting operations to target perpetrators of vice crimes. Apprehended offenders and conducted interviews and interrogations. Gathered necessary information for court appearances and testified as witness under oath in court.
*Reason For Leaving	To attend State Police Academy
Your name, if different during employment	N/A

*Name of Employer	Highland Fire Department
*Your Job Title	Firefighter/Emergency Medical Technician
*Currently Employed	No
*Start Date	01/01/1992
*End Date	05/31/1995
*Hours Per Week	20
Employer's Address	Highland, New York
Supervisor's Name	Peter Miller
Supervisor's Phone Number	[REDACTED]
*Duties and Responsibilities	Drove and operated structural pumpers, tankers and service vehicles to aid in rescue operations. Removed individuals from dangerous situations and offered emergency assistance for minor and critical concerns. Completed training to stay in peak physical fitness and handle challenging tasks. Operated pumping engine to direct water pressure in hose and nozzle for most efficient operation. Educated public and community members on fire safety and prevention methods to provide lifesaving techniques. Evaluated situation at emergency sites to determine and execute most effective methods for saving life and property. Responded to emergency medical calls to perform lifesaving procedures and other emergency medical services.
*Reason For Leaving	Moved from area
Your name, if different during employment	N/A

Formal Education	
*Name of School	FBI National Academy
*Location	Quantico, Virginia
*Start Date	04/01/2011
End Date	06/10/2011
Course of Study	Leadership in Law Enforcement
*Degree Earned (transcripts may be required)	Other Degree Type
Credit Hours – Quarter	0
Credit Hours – Semester	15

*Name of School	Marist College
*Location	3399 North Rd Poughkeepsie, NY 12601
*Start Date	01/01/2006
End Date	05/31/2008
Course of Study	Master of Arts: Public Administration
*Degree Earned (transcripts may be required)	Masters
Credit Hours – Quarter	0
Credit Hours – Semester	39

*Name of School	Marist College
*Location	3399 North Rd Poughkeepsie, NY 12601
*Start Date	09/01/1991
End Date	05/31/1996
Course of Study	Bachelor of Science: Criminal Justice; Majored in criminal justice
*Degree Earned (transcripts may be required)	Bachelors
Credit Hours – Quarter	0
Credit Hours – Semester	130

Language Skills

There are no items in this section.

License, Registration or Certification

*License, Registration or Certification	State Trooper
Number	3121
State Licensing Agency	New York State
Received	10/28/1996
Expires	MM/DD/YYYY

Job-Related Training or Course Work

*Name of Institution	NIMS
*Start Date	10/28/1996
End Date	MM/DD/YYYY
*Training Course	ICS 200, 300, 400 & 700
*Training Completed	Yes

Knowledge, Skills and Abilities

Knowledge, Skills and Abilities	Microsoft Office
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L. CARL HEROLD



June 18, 2022

Mr. Lou Trometta
Executive Director
Florida Gaming Control Commission
Tallahassee, FL 32399

Dear Mr. Lou Trometta:

Attached is my resume' for the position of Director of Law Enforcement for the Florida Gaming Control Commission.

As a 42-plus year, Florida state law enforcement professional, I possess extensive experience in directing, managing, and coordinating statewide law enforcement units in a unified mission. Because I am a skilled trainer and public speaker in law enforcement issues (for 35 years), I am able to educate and direct law enforcement subordinates in agency mission demands and expectations, and then through energetic and ethical leadership, I ensure agency goals are fully satisfied, in accordance with state and federal guidelines.

In addition, as the former Deputy Director of the Florida Lottery's law enforcement unit, I have knowledge and experience regarding criminal activity within the gaming industry. To include managing investigations ranging from individual and local gaming fraud, up to and including organized criminal gaming enterprises. Also, I have actively managed a law enforcement accreditation team in obtaining accreditation.

Lastly, if selected, foremost in my goals for the Florida Gaming Control Commission is to build, equip, train, and lead the law enforcement unit into a professional and highly ethical member of state law enforcement that meets the goals of the Governor, the statutory mandate of the Legislature, the direction of the Gaming Control Commission, the mission of the Executive Director and the needs of the Florida public.

Sincerely,

L. Carl Herold



L. Carl Herold

Law Enforcement Manager



PERSONAL INFORMATION



PROFESSIONAL SUMMARY

More than 42 years of experience in Law Enforcement and Management, combined with the ability to see the business perspective in all matters and the communications skills to effectively communicate complicated concepts in an understandable manner, matching the message to the audience.

Goal-oriented leadership approach; excellent team building skills. Works well under stress and in high pressure situations.

Superior supervisory skills. Experienced in hiring, training, motivating and evaluating. Skilled in identifying problems and performing necessary change through project management or other methods.

Maximizes resources to achieve increased productivity, meet deadlines and goals. Implement and coordinate both strategic and tactical plans to enhance performance.

Adept and experienced in problem identification and solution strategies. Excellent qualifications in leadership and interpersonal communications.

Persuasive, with ability to communicate effectively within a culturally diverse audience. Public speaking and executive management briefing experience. A law enforcement trainer with over 35 years of experience in training new recruits, first-line supervisors and managers in all aspects, specializing in Law Enforcement Ethics and Legal Issues.

Able to identify, evaluate and implement new and emerging technology solutions to maximize overall business development and increase organizational efficiencies.



PROFESSIONAL DEVELOPMENT

- **Chiefs Executive Seminar - FDLE**
- **Contract Manager Training - DMS**
- **Middle Manager Training - IPTM**
- **Guardian Accord Terrorism Workshop - FEMA**
- **Continuity of Operations - FEMA**



SKILLS

- **Goal-Oriented Management Leader**
- **Problem Identification and Solution Experienced**
- **Experience in Complex Investigations involving Organized Criminal Conduct and Gaming**
- **Certified Law Enforcement Trainer with 35 years Experience**
- **Extensive Public Speaking Skills**
- **Excellent Team Builder**
- **Skilled at Inter-Agency Team Building and Mutual Benefit Cooperation**
- **Ability to Evaluate Large Projects and Organize into Actionable Steps**
- **Experience in Policy Creation and Management**
- **Active Management of Law Enforcement Accreditation Process**



EDUCATION

Associate of Arts: Criminal Justice
Tallahassee Community College

Bachelor of Arts: Criminal Justice
Thomas University

Masters Program: Public Administration
University of West Florida (In Progress)



WORK HISTORY

08/2015 -
Present

Director of Claims Processing and Deputy Director of Security (Law Enforcement)

Florida Department of the Lottery

Director of a major unit of the Florida Lottery, a \$9 Billion a year business, that is responsible for paying 59,000 claims valued at over \$467 million in prize money, during FY 2021/2022.

The former deputy director of the Lottery's law enforcement unit, which provided both active law enforcement activities and response to calls for service by lottery retailers, customers, internal employees and law enforcement agencies across the state. Provided oversight of active investigative functions, including crimes involving organized criminal gaming enterprises.

Was actively involved in obtaining accreditation for Lottery Security unit by managing elements of Lottery's accreditation process. To include, supervising the Division of Security's Accreditation Manager and providing oversight of division standards, procedures and timeline measurements.

Creating and building relationships with partner state agencies, state and local law enforcement agencies, states attorneys, business partners and Lottery stakeholders.

Manage the Florida Lottery's Forensic Laboratory Manager and the Forensic Examination Laboratory. Ensuring all procedures were followed, equipment was maintained and all industry standards were met.

Actively involved in policy creation and revision for the Lottery law enforcement unit.

Represented the Lottery at the State Emergency Operations Center (SEOC) meetings and exercises relating to disaster preparedness, response, recovery and mitigation.

03/2014 -
08/2015

Accident Reconstructionist

Quest Engineering and Failure Analysis

Investigated and documented crash scenes, vehicles and injuries to determine cause, contributing factors and driver/mechanical factors for clients.

Wrote comprehensive reports outlining findings and opinions concerning crash causation.

Testified as an expert in civil depositions and trials on crash causation.

08/1980 -
01/2014

Trooper to Sub-District Commander

Florida Highway Patrol

Manager of the Florida Highway Patrol's Statewide Traffic Homicide Investigation program. Providing oversight of investigations, policy creation and updates, training of new and established investigators, and determining budget needs for 250 criminal traffic investigators across Florida.

Responsible for researching, evaluating and implementing new and emerging technologies and principals for the successful operation of traffic homicide investigators statewide; to include crash data collection, data sharing and trends analysis.

Partnered with other law enforcement counterparts and the community; exchanged "real time" information and law enforcement resources with the State Attorney's office, Medical Examiner, and local agencies.



WORK HISTORY

08/1980 -
01/2014

Trooper to Sub-District Commander (Continued)

Florida Highway Patrol

Manager of the Florida Highway Patrol's Auxiliary Trooper program. Accountable for recruitment, training and day-to-day operations of the Florida Highway Patrol's 450-person Auxiliary program. Also, accountable for management of the FHP Auxiliary's yearly budget of \$250,000, to include ensuring conformity to State of Florida purchasing guidelines and restrictions.

Responsible for maintaining the in-service training and continuing education training of auxiliary members. Also, promoted and ensured the highest level of participation and professional conduct of the FHP Auxiliary membership.

Manager of the Tallahassee Regional Communications Center (TRCC). Accountable for the day-to-day operations of the 48 employees in the Regional Communications Center who provided dispatch services for 11 state law enforcement agencies across 18 counties of Florida. The communications center also provided an emergency telephone call center for calls for service from civilians and other law enforcement agencies.

Accountable for evaluating, installation and implementation of FHP specific software solutions for law enforcement needs. Including software for evidence/property management, access to CJIS systems, report writing, crash investigation and issuance of traffic citations.



PERSONAL REFERENCES

Jared Miller
Sheriff, Wakulla County Sheriff's Department
Crawfordville, Florida



Ron Cave
Assistant Sheriff, Leon County Sheriff's Office
Tallahassee, Florida



Jeff Dixon
Chief, Florida Highway Patrol
Tallahassee, Florida



Herold, Leslie

Application		Comments
Status:	New	There are no items in this section.
Country:	United States	Correspondence
Attachments to be included in all Job Submissions:	Submission Attachments 0 attached	06/20/2022 People First Email Thank You for Your Interest in Job DIRECTOR OF LAW...
Attachments Added After Submission	Submission Attachments 0 attached	Offer Letter
Vacancy Source:	People First	There are no items in this section.
Relatives: To your knowledge, do you have any relatives working in this agency?	No	Application Status Audit Trail
Right To First Interview	Not Applicable	06/20/2022 People First New
	If you responded yes to the above statement, attach a copy of your official layoff letter when applying for this vacancy.	Tags
Veteran Status	None of the Above	There are no items in this section.
ARE YOU CURRENTLY EMPLOYED WITH THE AGENCY TO WHICH YOU ARE CURRENTLY APPLYING?	No	More Information
HAVE YOU RECEIVED A PROMOTIONAL APPOINTMENT WITHIN THE CAREER SERVICE, SUBSEQUENT TO ACTIVE MILITARY SERVICE, WITH THE AGENCY TO WHICH YOU ARE APPLYING?	No	Alternate Phone Number:
People First Initial VP Review	No Selection	*Mailing Address :
People First Eligible VP Category (if different)	No Selection	*City
Agency Final VP Eligibility Review	No Selection	*State:
Agency Final VP Category Determination	No Selection	*ZIP Code:
	Background Information	*Country
	A "yes" answer to these questions will not automatically bar you from employment. The nature, job-relatedness, severity, and date of the offense in relation to the position you are applying are considered. [see 112.011, F.S.].	*Exemption from public record: Are you a current or former law enforcement officer, other covered employee** or the spouse or child of one, whose information is exempt from public records disclosure under Section 119.071(4)(d), Florida Statutes (F.S)?
Have you ever been convicted of a felony or a first degree misdemeanor ?	No	*Citizenship: The State of Florida hires only U.S. citizens and lawfully authorized alien workers. You will be required to provide identification and either proof of citizenship or proof of authorization to work in the U.S. Are you a U.S. citizen or legally authorized to accept employment with the specific hiring authority to which you are applying?

If yes, what were the charges ?	
Where ? (City/State)	
Date	
Have you ever pled nolo contendere or guilty to a crime which is a felony or a first degree misdemeanor ?	No
If yes, what were the charges ?	
Where ? (City/State)	
Date	
Have you ever had the adjudication of guilt withheld for a crime which is a felony or first degree misdemeanor ?	No
If yes, what were the charges ?	
Where ? (City/State)	
Date	

***Selective Service:** Section 110.1128, Florida Statutes, prohibits employment by the state (including re-hire after a break in service) of any male born on or after October 1, 1962, who failed to register with the Selective Service System, under the provisions of the U.S. Military Selective Service Act, during the person's period of eligibility (ages 18 through 25). Additionally, if currently employed by the state, this law prohibits the promotion of such person. You may be required to provide documentation. If you are a male born on or after October 1, 1962, have you registered with the Selective Service or do you have proof of an exemption from this requirement?

Not Applicable

Signature

I am aware that any omissions, falsifications, misstatements, or misrepresentations above may disqualify me for employment and, if I am hired, may be grounds for termination at a later date. I understand that any information I give may be investigated as allowed by law. I consent to the release of information about my ability, employment history, and fitness for employment by employers, schools, law enforcement agencies, and other individuals and organizations to investigators, human resources staff, and other authorized employees of Florida state government for employment purposes. The consent shall continue to be effective during my employment if I am hired. I understand that applications submitted for state employment are public records. I certify to the best of my knowledge and belief all of the statements contained herein and on any attachments are true, correct, complete, and made in good faith.
If applicable, Complete Qualifying Questions prior to submitting your application.

By checking this box, I certify that I have read and agree with these statements	Yes
Interview Result	
overdueInterviews	

Screening Details

There are no items in this section.

Periods of Employment

*Name of Employer	Florida Lottery
*Your Job Title	Director of Claims Processing
*Currently Employed	Yes
*Start Date	08/01/2015
*End Date	MM/DD/YYYY
*Hours Per Week	40
Employer's Address	250 Marriott Drive, Tallahassee, FL 32301
Supervisor's Name	Becky Ajhar
Supervisor's Phone Number	[REDACTED]
*Duties and Responsibilities	<p>Florida Department of the Lottery Director of a major unit of the Florida Lottery, a \$9 Billion a year business, that is responsible for paying 59,000 claims valued at over \$467 million in prize money, during FY 2021/2022. The former deputy director of the Lottery's law enforcement unit, which provided both active law enforcement activities and response to calls for service by lottery retailers, customers, internal employees and law enforcement agencies across the state. Provided oversight of active investigative functions, including crimes involving organized criminal gaming enterprises. Was actively involved in obtaining accreditation for Lottery Security unit by managing elements of Lottery's accreditation process. To include, supervising the Division of Security's Accreditation Manager and providing oversight of division standards, procedures and timeline measurements. Creating and building relationships with partner state agencies, state and local law enforcement agencies, states attorneys, business partners and Lottery stakeholders. Manage the Florida Lottery's Forensic Laboratory Manager and the Forensic Examination Laboratory. Ensuring all procedures were followed, equipment was maintained and all industry standards were met. Actively involved in policy creation and revision for the Lottery law enforcement unit. Represented the Lottery at the State Emergency Operations Center (SEOC) meetings and exercises relating to disaster preparedness, response, recovery and mitigation.</p>
*Reason For Leaving	Vocational Growth
Your name, if different during employment	

*Name of Employer	Quest Engineering
*Your Job Title	Accident Reconstructionist
*Currently Employed	No
*Start Date	03/01/2014
*End Date	08/01/2015
*Hours Per Week	40
Employer's Address	1937 Raymond Diehl Road
Supervisor's Name	Kim Cowart
Supervisor's Phone Number	[REDACTED]
*Duties and Responsibilities	Investigated and documented crash scenes, vehicles and injuries to determine cause, contributing factors and

	driver/mechanical factors for clients. Wrote comprehensive reports outlining findings and opinions concerning crash causation. Testified as an expert in civil depositions and trials on crash causation.
*Reason For Leaving	Return to State Employment
Your name, if different during employment	
*Name of Employer	Florida Highway Patrol
*Your Job Title	Trooper to Sub-District Commander
*Currently Employed	No
*Start Date	08/01/1980
*End Date	01/31/2014
*Hours Per Week	40
Employer's Address	2100 Mahan Drive
Supervisor's Name	Mark Brown
Supervisor's Phone Number	Unknown
*Duties and Responsibilities	Manager of the Florida Highway Patrol's Statewide Traffic Homicide Investigation program. Providing oversight of investigations, policy creation and updates, training of new and established investigators, and determining budget needs for 250 criminal traffic investigators across Florida. Responsible for researching, evaluating and implementing new and emerging technologies and principals for the successful operation of traffic homicide investigators statewide; to include crash data collection, data sharing and trends analysis. Partnered with other law enforcement counterparts and the community; exchanged "realtime" information and law enforcement resources with the State Attorney's office, Medical Examiner, and local agencies.
*Reason For Leaving	Retirement
Your name, if different during employment	

Formal Education

*Name of School	Thomas University
*Location	Thomasville, GA
*Start Date	09/09/2019
End Date	05/08/2021
Course of Study	Bachelor of Arts: Criminal Justice
*Degree Earned (transcripts may be required)	Bachelors
Credit Hours – Quarter	
Credit Hours – Semester	33
*Name of School	University of West Florida
*Location	Pensacola
*Start Date	01/10/2022

End Date	MM/DD/YYYY
Course of Study	Masters Program: Public Administration
*Degree Earned (transcripts may be required)	In Progress
Credit Hours – Quarter	
Credit Hours – Semester	

*Name of School	Tallahassee Community College
*Location	Tallahassee
*Start Date	06/13/1977
End Date	05/12/1979
Course of Study	Criminal Justice
*Degree Earned (transcripts may be required)	Associates
Credit Hours – Quarter	
Credit Hours – Semester	30

Language Skills

There are no items in this section.

License, Registration or Certification

*License, Registration or Certification	Certified Contract Manager
Number	3372-16102
State Licensing Agency	DMS
Received	MM/DD/YYYY
Expires	MM/DD/YYYY

*License, Registration or Certification	Law Enforcement Instructor Certification
Number	
State Licensing Agency	FDLE
Received	MM/DD/YYYY
Expires	MM/DD/YYYY

*License, Registration or Certification	Law Enforcement Certification
Number	
State Licensing Agency	FDLE
Received	MM/DD/YYYY
Expires	MM/DD/YYYY

Job-Related Training or Course Work

*Name of Institution	Management and Strategy Institute
*Start Date	04/26/2017

End Date	04/26/2017
*Training Course	Six Sigma White Belt
*Training Completed	Yes
*Name of Institution	Fla Dept of Law Enforcement
*Start Date	10/15/2017
End Date	12/06/2017
*Training Course	Chiefs Executive Seminar
*Training Completed	Yes
*Name of Institution	Florida Public Safety Institute
*Start Date	04/10/2000
End Date	04/14/2000
*Training Course	Middle Manager Training
*Training Completed	Yes
*Name of Institution	Computer Tutors
*Start Date	04/18/2003
End Date	MM/DD/YYYY
*Training Course	Mac Training
*Training Completed	Yes
*Name of Institution	Computer Tutors
*Start Date	04/04/1994
End Date	04/08/1994
*Training Course	Microsoft Windows
*Training Completed	Yes
*Name of Institution	Computer Tutors
*Start Date	04/16/1999
End Date	05/07/1999
*Training Course	Microsoft Office Training
*Training Completed	Yes

Knowledge, Skills and Abilities

Knowledge, Skills and Abilities	<ul style="list-style-type: none"> • Executive and Senior Leadership Experience • Experience Managing Large Workforce Base • Experience In Creating a Positive Work Environment • Goal Oriented • Process Oriented • Experience in Identifying Workforce Efficiency Measures and Implementations • Budget Management • Criminal Law • Human Behavior • Domestic Violence Investigation • Emergency Operations • Incident Command System • Identity Theft • National Incident Management System • Work Place Safety • General Fraud Investigations
----------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

I, Joseph Kozlina, have a Bachelor of Science degree (BS) in Political Science from the University of Pittsburgh in 1992. I obtained a Master of Arts degree (MA) in Criminology from the Indiana University of Pennsylvania in 1995. I was employed as a juvenile probation officer for the County of Beaver from 1995 through 1998. In 1998, I was hired by the Pennsylvania Office of Attorney General as a narcotics agent. I received specialized training from the Pennsylvania Office of Attorney General, Bureau of Narcotics Investigation and Drug Control (BNIDC) as a narcotics agent concerning drug traffickers, drug trafficking organizations and money launderers. In addition, as a narcotics agent, I received additional training from the DEA Basic Training School; the PA Top Gun Drug School; and training classes provided by MAGLOCLEN (Middle Atlantic- Great Lakes Organized Crime Law Enforcement Network) in relation to drug trafficking and money laundering crimes. From 1998 through 2008, as a narcotics agent, I was involved in hundreds of drug trafficking investigations and arrests for Violations of the Controlled Substance, Drug, Device and Cosmetic Act (CSDDCA) which have included: working with/assisting the Drug Enforcement Agency, The Federal Bureau of Investigation, Alcohol, Tobacco, and Firearms, Homeland Security, the Pennsylvania State Police, and numerous county and local law enforcement departments setting up and executing controlled buys of narcotics utilizing confidential informants, surveillance of drug traffickers, monitoring of non-consensual wire investigations, interacting with users and traffickers of controlled substances, conducting trash pulls, serving as the affiant on search warrants and criminal complaints and also being involved in and/or assisting in the execution of numerous search warrants. As a narcotics agent, I have debriefed hundreds of drug users and drug dealers regarding their involvement in drug trafficking and money laundering activities. In addition, I have conducted investigations which led to charges of dealing in unlawful proceeds and money laundering statutes. The information gathered from these debriefings has provided me with an understanding of the unique language used by drug dealers, purchasers, and money launderers. As a narcotics agent, I have interpreted the cryptic language used by drug dealers and purchasers during non-consensual intercepts. As a narcotics agent, I served as an OCDETF (Organized Crime Drug Enforcement Task Force) coordinator from 2001 through 2008. During this period, I supervised approximately 40 local enforcement officers working on complex drug trafficking organizations. In two of these cases, I was the lead investigator that was responsible for the seizure of 20 kilograms of cocaine from Phoenix, Arizona to Beaver County, Pennsylvania. In this investigation, over 30 individuals were arrested for felony charges related to drug trafficking and money laundering crimes which resulted in thousands of dollars in cash seized, a residential house, and numerous vehicles.

In 2008, I was promoted to the position of supervisory narcotics agent. From 2008 through 2015, I supervised up to 6 state narcotic agents and 100's of local OCDETF officers. During my period as I supervisor, one complex drug trafficking organization case led to the seizure of over 500 pounds of marijuana, and approximately \$3,000,000.00 (3 million) in US currency. I also supervised another complex drug trafficking organization case led to the seizure of over 4 kilograms of heroin and over \$300,000.00 in US currency. This investigation involved the transportation of heroin from California to Allegheny County, Pennsylvania.

In 2015, I was promoted to the position of Regional Director. From 2015 through 2019, I managed approximately 12 state narcotic agents, over 200 local OCDEFT officers and oversaw operations of several OCDETF cases through nine counties in Western Pennsylvania. In 2019, I was promoted to the Assistant Deputy Chief of the Bureau of Narcotics Investigation and Drug Control (for the Commonwealth of Pennsylvania.) I retired from the Pennsylvania Office of Attorney General in April 2020.

As a result of my training and experience, I have extensive knowledge regarding illegal criminal investigations as well as the methods utilized by drug traffickers and money launderers.

JOSEPH KOZLINA

EXPERIENCE

McKESSON CORPORATION- 4/2020- PRESENT

REGULATORY AFFAIRS MANAGER - 4/2020

DUTIES: ENSURES THAT THE COMPANY IS COMPLYING WITH ALL REGULATIONS AND LAWS PERTAINING TO CONTROLLED SUBSTANCES. WORK DIRECTLY WITH PHARMACIES ON REGULATORY ASPECTS THAT WOULD AFFECT THEIR BUSINESS. PROVIDE INTERNAL AND EXTERNAL REVIEW REPORTS; REVIEW PURCHASING AND DISPENSING DATA; REVIEW DEA AND STATE MEDICAL LICENSES; MAKE DECISIONS ON THRESHOLD INCREASES AND POTENTIAL ONBOARDING OF PHARMACIES.

PENNSYLVANIA ATTORNEY GENERAL (1998 –2020)

ASSISTANT DEPUTY CHIEF – 12/19 – 4/2020

Duties: As **deputy chief** serves as the operational manager of the Bureau of Narcotics Investigation and Drug Control. Participates in command decisions of the department and reports directly to the **chief**. Responsible for the direction and leadership of the department. Also coordinates the training and promotion of department personnel as well as issue disciplinary actions on employees. Directly provides guidance and direction to the Strategic Response Teams, Gun Task Force and the State Drug Diversion Unit.

REGIONAL DIRECTOR – 2015 – 4/2020

Duties: Manage 14 Narcotics Agents and over 200 Local Task Force Officers. Ensure operational duties are correctly abided Agents and Task Force Officers. Conduct quarterly audits of the regional office evidence room and monthly audit of regional bank account. Perform bi-yearly safety inspection of the regional office and maintain all safety equipment in accordance with operating standards. Conduct yearly evaluations of all regional employees and issue disciplinary actions on problematic employees. Approve all reports done by Agents and Task Force Officers and ensure yearly training remains compliant.

SUPERVISORY NARCOTICS AGENT (NA-III) – 10/08 –2015

Duties: Responsible for the day to day performance of agents within the Region VI Butler Office. Job duties include guiding agents toward reaching their goals, seeing that they are productive workers, and also resolving any problems as they arise.

WESTERN SUPERVISORY CLANDESTINE LAB TEAM – 05/10 – 2015

NARCOTICS AGENT (NA-II) – 1998 – 10/08

Duties: To conduct comprehensive investigations into illegal activities of drug traffickers throughout the Commonwealth. This is accomplished through the use of statewide investigating grand juries; electronic surveillance; diversion and other compliance investigations; utilizing available technical services; developing criminal intelligence information; financial investigative operations; interdiction operations; fishnet investigative operations; reverse undercover operations; and other innovative methods of identifying and

combating illicit drug activity.

DEA PITTSBURGH TASK FORCE OFFICER – 2006 – 2008

ORGANIZED CRIME DRUG ENFORCEMENT TASK FORCE COORDINATOR – 2001 – 2008

Duties: Between 2001 to present supervised over 40 local task force officers working complex drug trafficking organizations. In three OCADETF cases lead to seizure of 20 kilos of cocaine from Phoenix, Arizona to Beaver County Pennsylvania, numerous cars, thousands of dollars cash seized, and a residential house seized.

WAYNESBURG COLLEGE

INSTRUCTOR – MASTER PROGRAM – 2016 - PRESENT

Duties: Teaching master level narcotics course in drug investigations.

COMMUNITY COLLEGE OF BEAVER COUNTY

INSTRUCTOR – 2007 - 2016

Duties: Teaching courses in the Criminal Justice Field to college students.
Classes: Drugs In Society and Interview and Interrogation.

PROBATION OFFICER – 1995 - 1998

Duties: Supervised juveniles to ensure that they were abiding by their court ordered stipulations. Conducted visits in the home setting, schools and placement facilities.

HOMES INVESTIGATOR – 1995 – 1998

Duties: Conducted court-ordered home investigations for child custody cases. Determined if home meets the basic standards to adequately house minors in question.

THE HEALING CENTER

SECURITY GUARD- 3/2020- Present

Duties: Secure premises and personnel by monitoring and patrolling property; monitor surveillance equipment; perform money auditing; and ensure building maintenance.

JOSEPH HORNE'S AND COMPANY

STORE DETECTIVE – 1992 - 1993

Duties: Responsible for shrinkage reduction through detection of customer and associate theft. Performed operational audits and associate training. Verified store's compliance to company systems, procedures, and guidelines related to store security. Ensured store safety requirements for associates and customers.

EDUCATION

University of Pittsburgh April 1992, B.S. Major Political Science, Minor Administration of Justice, GPA 3.12

Indiana University of Pennsylvania December 1995, M.A. Degree, Major Criminology GPA 3.5

AWARDS/ACHIEVEMENTS

- Juvenile Justice Training Academy – 1996
- Office of Attorney General Drug Training Academy - 1998
- Drug Identification Certificate – 1998
- PA Wire Tap Certification Training – 1999
- PA Top Gun Drug School – 1998
- DEA Basic Drug Training School - 1998
- Interview/Interrogation School - 2001
- Clan Lab Certification - 2004
- POSIT Supervisor's Training Program – 2008
- MOPEC Certification Update Training -2014 – 2018
- Attorney General's Award for Excellence – 2007
- PNOA Award Outstanding Performance 2007, 2015, 2016
- ACT 120 & ACT 235 CERTIFICATION

ACTIVITIES/INTERESTS

University of Pittsburgh Men's Swim Team

Honors: Team Captain, 1990 – 1991

Team MVP, 1990 – 1991, 1991 – 1992

Big East All-Academic Team 1991-1992

Big East Champion 1991-1992

ODK Member—Omicron Delta Kappa (National Honor Society)

References and additional information will be provided upon request.

If yes, what were the charges ?	
Where ? (City/State)	
Date	
Have you ever pled nolo contendere or guilty to a crime which is a felony or a first degree misdemeanor ?	No
If yes, what were the charges ?	
Where ? (City/State)	
Date	
Have you ever had the adjudication of guilt withheld for a crime which is a felony or first degree misdemeanor ?	No
If yes, what were the charges ?	
Where ? (City/State)	
Date	06/18/2022
	<p>Signature</p> <p>I am aware that any omissions, falsifications, misstatements, or misrepresentations above may disqualify me for employment and, if I am hired, may be grounds for termination at a later date. I understand that any information I give may be investigated as allowed by law. I consent to the release of information about my ability, employment history, and fitness for employment by employers, schools, law enforcement agencies, and other individuals and organizations to investigators, human resources staff, and other authorized employees of Florida state government for employment purposes. The consent shall continue to be effective during my employment if I am hired. I understand that applications submitted for state employment are public records. I certify to the best of my knowledge and belief all of the statements contained herein and on any attachments are true, correct, complete, and made in good faith.</p> <p>If applicable, Complete Qualifying Questions prior to submitting your application.</p>
By checking this box, I certify that I have read and agree with these statements	Yes
Interview Result	
overdueInterviews	

applying?	Yes
<p>*Selective Service: Section 110.1128, Florida Statutes, prohibits employment by the state (including re-hire after a break in service) of any male born on or after October 1, 1962, who failed to register with the Selective Service System, under the provisions of the U.S. Military Selective Service Act, during the person's period of eligibility (ages 18 through 25). Additionally, if currently employed by the state, this law prohibits the promotion of such person. You may be required to provide documentation. If you are a male born on or after October 1, 1962, have you registered with the Selective Service or do you have proof of an exemption from this requirement?</p>	

Screening Details

There are no items in this section.

Periods of Employment

*Name of Employer	MCKESSON CORPORATION
*Your Job Title	REGULATORY AFFAIRS MANAGER
*Currently Employed	Yes
*Start Date	04/01/2020
*End Date	MM/DD/YYYY
*Hours Per Week	40
Employer's Address	work from home
Supervisor's Name	Bill Mahoney
Supervisor's Phone Number	██████████
*Duties and Responsibilities	DUTIES: ENSURES THAT THE COMPANY IS COMPLYING WITH ALL REGULATIONS AND LAWS PERTAINING TO CONTROLLED SUBSTANCES. WORK DIRECTLY WITH PHARMACIES ON REGULATORY ASPECTS THAT WOULD AFFECT THEIR BUSINESS. PROVIDE INTERNAL AND EXTERNAL REVIEW REPORTS; REVIEW PURCHASING AND DISPENSING DATA; REVIEW DEA AND STATE MEDICAL LICENSES; MAKE DECISIONS ON THRESHOLD INCREASES AND POTENTIAL ONBOARDING OF PHARMACIES.
*Reason For Leaving	still employed
Your name, if different during employment	

*Name of Employer	PENNSYLVANIA ATTORNEY GENERAL
*Your Job Title	ASSISTANT DEPUTY CHIEF
*Currently Employed	No
*Start Date	01/01/1998
*End Date	12/31/2020
*Hours Per Week	40
Employer's Address	
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	Duties: As deputy chief serves as the operational manager of the Bureau of Narcotics Investigation and Drug Control. Participates in command decisions of the department and reports directly to the chief . Responsible for the direction and leadership of the department. Also coordinates the training and promotion of department personnel as well as issue disciplinary actions on employees. Directly provides guidance and direction to the Strategic Response Teams, Gun Task Force and the State Drug Diversion Unit.
*Reason For Leaving	retirement
Your name, if different during employment	

*Name of Employer	PENNSYLVANIA ATTORNEY GENERAL
*Your Job Title	REGIONAL DIRECTOR
*Currently Employed	No
*Start Date	01/01/2015

*End Date	04/30/2020
*Hours Per Week	40
Employer's Address	
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	Duties: Manage 14 Narcotics Agents and over 200 Local Task Force Officers. Ensure operational duties are correctly abided Agents and Task Force Officers. Conduct quarterly audits of the regional office evidence room and monthly audit of regional bank account. Perform bi-yearly safety inspection of the regional office and maintain all safety equipment in accordance with operating standards. Conduct yearly evaluations of all regional employees and issue disciplinary actions on problematic employees. Approve all reports done by Agents and Task Force Officers and ensure yearly training remains compliant.
*Reason For Leaving	promotion within the state
Your name, if different during employment	

*Name of Employer	NA-III
*Your Job Title	SUPERVISORY NARCOTICS AGENT
*Currently Employed	No
*Start Date	12/31/2008
*End Date	08/10/2015
*Hours Per Week	40
Employer's Address	
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	Duties: Responsible for the day to day performance of agents within the Region VI Butler Office. Job duties include guiding agents toward reaching their goals, seeing that they are productive workers, and also resolving any problems as they arise.
*Reason For Leaving	promotion within the state
Your name, if different during employment	

*Name of Employer	WESTERN SUPERVISORY CLANDESTINE LAB TEAM
*Your Job Title	NARCOTICS AGENT (NA-II)
*Currently Employed	No
*Start Date	01/01/1998
*End Date	10/05/2015
*Hours Per Week	40
Employer's Address	
Supervisor's Name	
Supervisor's Phone Number	
*Duties and	Duties: To conduct comprehensive investigations into

Responsibilities	illegal activities of drug traffickers throughout the Commonwealth. This is accomplished through the use of statewide investigating grand juries; electronic surveillance; diversion and other compliance investigations; utilizing available technical services; developing criminal intelligence information; financial investigative operations; interdiction operations; fishnet investigative operations; reverse undercover operations; and other innovative methods of identifying and combating illicit drug activity.
*Reason For Leaving	promotion within the state
Your name, if different during employment	

*Name of Employer	DEA PITTSBURGH TASK
*Your Job Title	FORCE OFFICER
*Currently Employed	No
*Start Date	01/01/2006
*End Date	12/31/2008
*Hours Per Week	40
Employer's Address	
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	Complex drug trafficking organizations
*Reason For Leaving	promotion within the state
Your name, if different during employment	

*Name of Employer	WAYNESBURG COLLEGE
*Your Job Title	INSTRUCTOR - MASTER PROGRAM
*Currently Employed	No
*Start Date	01/01/2016
*End Date	06/17/2022
*Hours Per Week	4
Employer's Address	
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	Duties: Teaching master level narcotics course in drug investigations.
*Reason For Leaving	to pursue investigative work
Your name, if different during employment	

*Name of Employer	COMMUNITY COLLEGE OF BEAVER COUNTY
*Your Job Title	INSTRUCTOR
*Currently Employed	No
*Start Date	01/01/2007

*End Date	01/01/2016
*Hours Per Week	3
Employer's Address	
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	Duties: Teaching courses in the Criminal Justice Field to college students. Classes: Drugs In Society and Interview and Interrogation.
*Reason For Leaving	to begin teaching at Waynesburg University
Your name, if different during employment	

*Name of Employer	COMMUNITY COLLEGE OF BEAVER COUNTY
*Your Job Title	PROBATION OFFICER
*Currently Employed	No
*Start Date	01/01/1995
*End Date	12/31/1998
*Hours Per Week	40
Employer's Address	
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	Duties: Supervised juveniles to ensure that they were abiding by their court ordered stipulations. Conducted visits in the home setting, schools and placement facilities.
*Reason For Leaving	to begin employment with the Pa Office of Attorney General
Your name, if different during employment	

*Name of Employer	JOSEPH HORNE'S AND COMPANY
*Your Job Title	STORE DETECTIVE
*Currently Employed	No
*Start Date	01/01/1992
*End Date	12/31/1993
*Hours Per Week	40
Employer's Address	
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	Duties: Responsible for shrinkage reduction through detection of customer and associate theft. Performed operational audits and associate training. Verified store's compliance to company systems, procedures, and guidelines related to store security. Ensured store safety requirements for associates and customers.
*Reason For Leaving	to pursue a Master's Degree
Your name, if different during employment	

Formal Education

*Name of School	University of Pittsburgh
*Location	Pittsburgh, Pa
*Start Date	08/01/1988
End Date	04/30/1992
Course of Study	B.S. Major Political Science, Minor Administration of Justice
*Degree Earned (transcripts may be required)	Bachelors
Credit Hours – Quarter	
Credit Hours – Semester	

*Name of School	Indiana University of Pennsylvania
*Location	Indiana, Pa
*Start Date	08/01/1993
End Date	12/31/1995
Course of Study	M.A. Degree, Major Criminology
*Degree Earned (transcripts may be required)	Masters
Credit Hours – Quarter	
Credit Hours – Semester	

Language Skills

There are no items in this section.

License, Registration or Certification

There are no items in this section.

Job-Related Training or Course Work

There are no items in this section.

Knowledge, Skills and Abilities

There are no items in this section.

June 19, 2022

Re: Director of Law Enforcement Position, Florida Gaming Control Commission (FGCC)

To whom it may concern:

My experience includes over 34 years of service in state and local law enforcement agencies, with more than 15 years of supervisory and training experience as detailed below:

Ability to foster and maintain high ethical standards based on areas and levels of responsibilities:

- Coordinated multi-jurisdictional state and federal domestic security investigations as the Region 2 Domestic Security Task Force Coordinator:
 - Investigated threats against the security of the State of Florida and the United States; and
 - Collected and validated intelligence information regarding domestic security issues.
- Worked with and protected confidential/sensitive information with a Secret clearance granted by the Department of Homeland Security in August 2015.
- Served as the Accreditation Manager for FDLE, initiating and maintaining law enforcement accreditation standards as required by the Commission on Accreditation for Law Enforcement Agencies (CALEA) and the Commission for Florida Law Enforcement Accreditation (CFA).

Effective decision-making style based on collaborative relationships:

- Coordinated multi-agency investigations involving local, state, and federal law enforcement departments.
- Helped facilitate and assist the Criminal Justice Standard and Training Commission (CJSTC), Medical Examiners Commission, Florida Criminal Justice Executive Institute, and Florida Law Enforcement Officers' Hall of Fame.
- Used my outstanding interpersonal skills to effectively manage people and conduct multiple tasks in a pressured environment.
- Provided strategic planning and implementation strategies to deal with public safety and related issues.
- Utilized my decision-making style and collaborative relationships to efficiently solve problems under strict deadlines.
- Supervised staff on various levels ranging from a span of control of 12 to 80 certified and non-sworn personnel.

Ability to build partnerships and collaborations with local law enforcement agencies, government entities, universities, and other community groups:

- Involved as a participant and a supervisor in numerous multijurisdictional investigations with local and federal law enforcement, to include university police agencies.
- Involved in the CJSTC as the Assistant Director of FDLE Criminal Justice Professionalism Division.
- Delivered new CJSTC curriculum to all 40 law enforcement training centers across the State of Florida.
- Built partnerships using my extensive investigative knowledge and leadership skills in strategic planning, problem solving, project management, and communication essential for executing

Robert Ericson Yopp

organizational objectives.

- Served as the Nighttime Basic Recruit Coordinator for the Florida Public Safety Institute from 2012-2015.
- Communicated with community groups to maintain an atmosphere of mutual trust and respect.
- Served as an Operations Chief of large events such as the Governor's Inauguration, the Republican National Convention, and natural disasters.

During my 34 years in law enforcement, I have dedicated my career to maintaining high ethical standards, collaborating relationships, and helping law enforcement personnel achieve the essential training and professional education required by law enforcement agencies across the State of Florida. I have worked directly with the CJSTC Commission and all 40 Law Enforcement Training Centers in the development and delivery of new enhanced training in Florida. I possess the ability to bring agencies together, to achieve a common goal. Finally, I believe my experiences throughout my career has prepared me to excel in this position.

I am available for an interview at your convenience. My cell phone number is [REDACTED] I look forward to hearing from you.

Sincerely,

R. Eric Yopp
Chief of Compliance and Enforcement
Drugs, Devices, and Cosmetics
Department of Business and Professional Regulation

Robert Ericson "Eric" Yopp

EDUCATION B.A. Criminology, Saint Leo College, Saint Leo, FL, December 1998

SKILLS

- Over 30 years of law enforcement experience, with more than 15 years of supervisory and training experience.
 - Possess extensive knowledge of investigative and leadership skills in strategic planning, problem solving, project management and communication essential for executing organizational objectives.
 - Possess outstanding interpersonal skills, with the exceptional ability to effectively manage people and conduct multiple tasks in a pressured environment.
 - Ability to conduct physical threat assessments against high level government facilities to include target hardening and coordinating State of Florida Domestic Security Counsel events.
 - Ability to provide strategic planning and implementation strategies to deal with public safety and other issues.
 - Ability to screen, hire, train, and supervise staff members.
 - Ability to delegate responsibilities, assignments, and cases in an efficient and responsible manner.
 - Ability to monitor individuals and teams by offering direction, guidance, incentives, rewards, and criticism when appropriate.
 - Ability to make decisions on staffing and allocation of resources to include delegating funds and coordinating large purchases.
 - Ability to submit, review, and manage budgets for span of control to enhance fiscal responsibility.
 - Ability to communicate with the public to maintain an atmosphere of mutual trust and respect.
 - Ability to initiate and maintain law enforcement accreditation standards as required by the Commission on Accreditation for Law Enforcement Agencies (CALEA) and the Commission for Florida Law Enforcement Accreditation (CFA).
 - History of working with and protecting confidential/sensitive information with a Secret clearance granted by the Department of Homeland Security in August 2015.
 - Extensive history of high-level dignitary protection to include coordination of national and international travel for the State of Florida and private sector.
 - Capable of working independently, with other individuals or agencies, as the situation requires.
 - Organized, efficient, analytical problem solver and deadline orientated.
-

EXPERIENCE **APRIL 2022-PRESENT -DEPARTMENT OF BUSINESS AND PROFESSIONAL REGULATIONS
CHIEF OF COMPLIANCE AND ENFORCEMENT- DRUGS, DEVICES & COSMETICS**

- Enforcing laws and regulations pertaining to the sale of wholesale pharmacies, distributors of prescription and over-the-counter medications, and medical cosmetics
 - Supervising the administration of the pharmaceuticals distributors' licensing as directed by the provisions of the Florida Drug and Cosmetic Act (Chapter 499, F.S.)
 - Overseeing all administrative and criminal investigations involving violations of the Florida Drug and Cosmetic Act (Chapter 499, F.S.)
-

**OCTOBER – NOVEMBER 2021, ASHBRIIT
INCIDENT COMANDER/PROJECT MANAGER**

- Managed medical and clerical staff for the infusion of Regeneron COVID-19 vaccination sites
- Provided daily end-of-day project progress reports and conducted project planning
- Ensured prime and subcontract scopes of work were completed within contract terms
- Established, prioritized, and executed the project operations plan and coordinates crew activities with the AshBritt | IEM Health Medical Team
- Managed, coordinated, and positioned vendor crews based on crew composition and intended work scope, assigned teams to a specific vaccine area within the project work area
- Directed vendor crews when operations dictate, track all equipment and personnel on electronic Time and Material logs
- Coordinated with Medical Waste and Sanitation Service vendors for each vaccine site
- Reported to Senior Project Manager or Corporate Ashbritt Executives

**JANUARY 2021-JULY 2021, CURATIVE
Operations Manager - Contract**

- Coordinated medical staff for the COVID-19 vaccination sites
- Coordinated the vaccine sites with the Florida Department of Emergency Management and the Florida Department of Health
- Reviewed and approved staff expense reports
- Provided statistical information related to the completion of vaccinations at the various sites

**1999 - 2021 (Retired), FLORIDA DEPARTMENT OF LAW ENFORCEMENT (FDLE), TALLAHASSEE
2017- 2021, Deputy Director, Criminal Justice Professionalism Division**

- Responsible for overseeing the Florida Criminal Justice Executive Institute four training areas: The Chief Executive Seminar; the Senior Leadership Program; the Executive Leadership Seminar; and the Florida Leadership Academy
- Supervised: agencywide sworn training; Special Agent Academy; and Alcohol Testing Program
- Coordinated the Florida Criminal Justice Executive Institute Policy Board meetings
- Coordinated related activities with the Office of the Governor and the Medical Examiners Commission
- Served as the Accreditation Manager for Commission on Accreditation for Law Enforcement Agencies (CALEA) and Commission for Florida Accreditation (CFA)

2015 - 2017, Deputy Director (Lieutenant Colonel), Capitol Police

- Supervised Law Enforcement operations at the Florida Capitol & state facilities
- Supervised protection for the Governor; Senators, House of Representatives, and their employees
- Coordinated the activities of the Special Operations Team as the Team Commander
- Supervised training for civilian and sworn personnel
- Supervised the response of law enforcement to large events held at the Capitol
- Supervised protection of dignitaries visiting the Capitol

2014 - 2015, Special Agent Supervisor, Statewide Investigative & Forensic Science Section

- Acted as the statewide coordinator for all sworn training
- Coordinated statewide Emergency Management State Law Enforcement (ESF16) mutual aide
- Supervised and coordinated the Special Agent Academy

- Supervised the statewide methamphetamine clandestine lab storage program
- Supervised the statewide aviation unit
- Coordinated statewide C.A.R.T. (Child Abduction Response Team) Program

2012 - 2015, FLORIDA PUBLIC SAFETY INSTITUTE, TALLAHASSEE COMMUNITY COLLEGE, QUINCY, FL, Nighttime, Basic Recruit Law Enforcement Academy Coordinator

- Worked as a member of a team overseeing the nighttime basic recruit law enforcement academy training
- Coordinated instructors' schedules associated with the law enforcement academy training
- Instructed recruits in areas of high liability, focusing on defensive tactics, firearms, and all other training required by the Criminal Justice Standards and Training Commission (CJSTC)

2012 - 2014, Special Agent Supervisor, Organized Crime Squad, Tallahassee Regional Operations Center (TROC)

- Oversaw multijurisdictional federal and state narcotics and organized crime investigations
- Coordinated regional/statewide pill-mill investigations as directed by the Governor's Office
- Coordinated the training for members of TROC in areas of high liability, focusing on defensive tactics, firearms and all other training required by the CJSTC
- Conducted search warrants and high-risk surveillance operations as a member of the FDLE Special Operations Team

2010 - 2012, Special Agent Supervisor, Economic Crime/Public Integrity and Criminal Analyst Squads, TROC

- Oversaw multijurisdictional and federal economic crime investigations pertaining to health care fraud, investment schemes, identity theft, credit card fraud, mortgage fraud and organized retail crime
- Oversaw public integrity/corruption cases involving public officials and state employees
- Supervised the Criminal Analyst Squad
- Coordinated the training for members of TROC in areas of high liability, focusing on defensive tactics, firearms and all other training required by the CJSTC
- Conducted search warrants and high-risk surveillance operations as a member of the FDLE Special Operations Team

2008 - 2010, Special Agent Supervisor, Region II Domestic Security Task Force Coordinator, Domestic Security Squad, TROC

- Coordinated multi-jurisdictional state and federal domestic security investigations Investigated threats against the security of the State of Florida and the United States
- Collected and validated intelligence information regarding domestic security issues
- Assisted and coordinated the training for members of Region II Domestic Security Task Force
- Attended Homeland Security funding meetings to secure funding for Region II
- Assisted with high liability training of personnel, focusing on defensive tactics & firearms
- Served as an Executive Board Member for the North Florida Fusion Exchange Center
- Conducted search warrants and high-risk surveillance operations as a member of the FDLE Special Operations Team

2007 - 2008, Special Agent Supervisor, Violent Crimes/ Public Integrity Squad, TROC

- Investigated homicides and/or violent crimes
- Investigated police officer involved shootings and in-custody deaths
- Investigated public integrity cases involving law enforcement personnel

- Served as the Region II Child Abduction Response Team Coordinator
 - Responded to child abduction cases as a member of a Child Abduction Response Team
 - Assisted with high liability training of personnel, focusing on defensive tactics & firearms
- 2006 - 2007, Special Agent, Domestic Security Squad, TROC**
- Coordinated multi-jurisdictional domestic security investigations as a member of the Region II Domestic Security Task Force
 - Investigated threats against the security of the State of Florida and the United States
 - Collected and validating intelligence information regarding domestic security issues
 - Assisted and coordinating the training for members of Region II Domestic Security Task Force
 - Attended Homeland Security funding meetings to secure funding for Region II
 - Assisted with the training of personnel in high liability areas focusing on defensive tactics
 - Conducted search warrants and high-risk surveillance operations as a member of the FDLE Special Operations Team
- 2006 - 2007, Special Agent, Violent Crimes/ Public Integrity Squad, TROC**
- Investigated homicides and/or violent crimes
 - Investigated police officer involved shootings and in-custody deaths
 - Investigated public integrity cases involving law enforcement personnel
 - Responded to child abduction cases as a member of a Child Abduction Response Team
 - Responded to methamphetamine labs to secure evidence and dismantle the clandestine labs
 - Assisted with the training of personnel in high liability areas focusing on defensive tactics
 - Provided methamphetamine awareness training to state and local law enforcement personnel
- 2002 - 2006, Special Agent, Narcotics Squad, TROC**
- Coordinated multi-jurisdictional narcotics investigations
 - Responded to methamphetamine labs to secure evidence and dismantle the clandestine labs
 - Assisted with the training of personnel in high liability areas focusing on defensive tactics
 - Provided methamphetamine awareness training to state and local law enforcement personnel
 - Conducted search warrants and high-risk surveillance operations as a member of the FDLE Statewide Special Operations Team
 - Assisted other law enforcement agencies with civil disturbances and natural disasters
- 1999 - 2002, Special Agent, Protective Operations Section**
- Provided protection for the Governor of Florida, his family, and dignitaries
 - Supervised five Special Agents as a team leader
 - Scheduled agents' shifts, travel, and duties
 - Coordinated domestic and international travel events for the Governor and staff
 - Conducted domestic and international travel advance security assessments as lead agent
 - Investigated threats made toward Governor, family, and staff
 - Evaluated and suggested security enhancements of the Florida Capitol building and the Governor's Mansion
 - Conducted search warrants and high-risk surveillance operations as a member of the FDLE Statewide Special Operations Team
 - Responded to all civil disturbances and natural disasters to assist local agencies
 - Coordinated training of all protection operations personnel

1989 - 1999, PINELLAS COUNTY SHERIFF'S OFFICE, LARGO, FL

1998 - 1999, Detective, Burglary and Pawn Unit

- Coordinated multi-jurisdictional criminal investigations
- Investigated all felony property offenses
- Interviewed victims and suspects for relevant information
- Conducted surveillance of criminal activity
- Attended and coordinated neighborhood watch meetings

1995 - 1998, Deputy Sheriff/School Resource Officer, Youth Services Section

- Enforced state laws and school policies
- Investigated criminal offenses involving students or that occurred on school property
- Taught criminal justice topics
- Counseled parents and students
- Coached junior varsity football players

1993 - 1995, Deputy Sheriff, Street Crimes Unit

- Conducted plain clothes investigations
- Conducted surveillance of criminal activity
- Assisted staff members of patrol operations in high crime areas

1990 - 1992, Deputy Sheriff, Marine Unit

- Patrolled local and state waterways
- Enforced boating safety laws
- Conducted accident and marine fishery investigations
- Served on U.S. Customs Blue Lightning Task Force for drug interdiction

1989 - 1990, Deputy Sheriff, Patrol Operations Bureau

- Patrolled and responded to calls for service
- Enforced local and traffic safety laws
- Served as a member of the SWAT Team

**1992 - 1993, BELL ATLANTIC PUBLIC SECTOR SYSTEMS, LARGO, FL
Software Applications Engineer**

- Trained law enforcement and civilian personnel on a computer automated dispatch system
- Evaluated agency needs and devised specialized software formats of automated dispatch and criminal justice management systems
- Supervised and facilitated the systems online implementation

**1986 - 1989, LARGO POLICE DEPARTMENT - LARGO, FL
Police Officer**

- Enforced and communicated state and local laws
- Served as a SWAT Team member and assisted with training of team

CERTIFICATIONS/LICENSES/SPECIALIZED TRAINING

Certifications: State of Florida Law Enforcement Officer; DEA Basic Drug School; Basic, Advanced, and Commander SWAT; CJSTC Law Enforcement Instructor; High-liability instructor: Chemical Munitions, Defensive

Tactics, Firearms, Methamphetamine/Clandestine Lab, and Taser; FDLE Special Agent Academy; Certified Accreditation Manager CALEA and CFA; Certified Accreditation Accessor CFA; U.S. Customs Cross Certification; Federal Law Enforcement Training Center Marine Law Enforcement Officer; and Homeland Security Maritime Tactical Vessel Operator.

Licenses: U.S. Coast Guard Captain's License; State of Florida Security Manager; Licensed State of Florida Armed Security Guard and Private Investigator.

Specialized Training - Graduate of the:

- FDLE Foundational Leadership Program
- FBI LEEDA Executive Development Seminar
- Department of Justice Weapons of Mass Destruction Ready Logical/Nuclear Hazardous Materials Technician Training Course

PROFESSIONAL AFFILIATIONS International Association of Chiefs of Police; Alumni Association of Graduates from the FDLE Executive Leadership Institute; National Association for Law Enforcement Firearms Trainers; the West Point Society of Tallahassee; Senior Criminal Justice Consultant for the Integrity Group, LLC.; and Protective Operations Specialist/Advisor for Quiet Professionals, Inc.

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- PROFESSIONAL REFERENCES
- Retired FDLE Commissioner Tim Moore, [REDACTED]
 - Northern District of Florida United States Marshal R. Don Ladner, Jr., [REDACTED]
 - Florida Housing Finance Corporation Inspector General Chris Hirst, [REDACTED]

a first degree misdemeanor ?	
If yes, what were the charges ?	
Where ? (City/State)	
Date	
Have you ever pled nolo contendere or guilty to a crime which is a felony or a first degree misdemeanor ?	No
If yes, what were the charges ?	
Where ? (City/State)	
Date	
Have you ever had the adjudication of guilt withheld for a crime which is a felony or first degree misdemeanor ?	No
If yes, what were the charges ?	
Where ? (City/State)	
Date	06/19/2022
	<p>Signature</p> <p>I am aware that any omissions, falsifications, misstatements, or misrepresentations above may disqualify me for employment and, if I am hired, may be grounds for termination at a later date. I understand that any information I give may be investigated as allowed by law. I consent to the release of information about my ability, employment history, and fitness for employment by employers, schools, law enforcement agencies, and other individuals and organizations to investigators, human resources staff, and other authorized employees of Florida state government for employment purposes. The consent shall continue to be effective during my employment if I am hired. I understand that applications submitted for state employment are public records. I certify to the best of my knowledge and belief all of the statements contained herein and on any attachments are true, correct, complete, and made in good faith.</p> <p>If applicable, Complete Qualifying Questions prior to submitting your application.</p>
By checking this box, I certify that I have read and agree with these statements	Yes
Interview Result	
overdueInterviews	

specific hiring authority to which you are applying?

*Selective Service: Section 110.1128, Florida Statutes, prohibits employment by the state (including re-hire after a break in service) of any male born on or after October 1, 1962, who failed to register with the Selective Service System, under the provisions of the U.S. Military Selective Service Act, during the person's period of eligibility (ages 18 through 25). Additionally, if currently employed by the state, this law prohibits the promotion of such person. You may be required to provide documentation. If you are a male born on or after October 1, 1962, have you registered with the Selective Service or do you have proof of an exemption from this requirement?

Yes

Screening Details

There are no items in this section.

Periods of Employment	
*Name of Employer	DEPARTMENT OF BUSINESS AND PROFESSIONAL REGULATIONS
*Your Job Title	CHIEF OF COMPLIANCE AND ENFORCEMENT-DRUGS, DEVICES & COSMETICS
*Currently Employed	Yes
*Start Date	04/01/2022
*End Date	MM/DD/YYYY
*Hours Per Week	40
Employer's Address	2601 Blairstone Rd.
Supervisor's Name	Walter Copeland
Supervisor's Phone Number	
*Duties and Responsibilities	* Enforcing laws and regulations pertaining to the sale of wholesale pharmacies, distributors of prescription and over-the-counter medications, and medical cosmetics * Supervising the administration of the pharmaceuticals distributors' licensing as directed by the provisions of the Florida Drug and Cosmetic Act (Chapter 499, F.S.) * Overseeing all administrative and criminal investigations involving violations of the Florida Drug and Cosmetic Act (Chapter 499, F.S.)
*Reason For Leaving	N/A
Your name, if different during employment	
*Name of Employer	ASHBRITT
*Your Job Title	INCIDENT COMANDER/PROJECT MANAGER
*Currently Employed	No
*Start Date	10/01/2021
*End Date	11/30/2021
*Hours Per Week	60
Employer's Address	
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	* Managed medical and clerical staff for the infusion of Regeneron COVID-19 vaccination sites * Provided daily end-of-day project progress reports and conducted project planning * Ensured prime and subcontract scopes of work were completed within contract terms * Established, prioritized, and executed the project operations plan and coordinates crew activities with the AshBritt IEM Health Medical Team * Managed, coordinated, and positioned vendor crews based on crew composition and intended work scope, assigned teams to a specific vaccine area within the project work area * Directed vendor crews when operations dictate, track all equipment and personnel on electronic Time and Material logs * Coordinated with Medical Waste and Sanitation Service vendors for each vaccine site * Reported to Senior Project Manager or Corporate Ashbritt Executives
*Reason For Leaving	Contract Ended

Your name, if different during employment	
*Name of Employer	CURATIVE
*Your Job Title	Operations Manager
*Currently Employed	No
*Start Date	01/01/2021
*End Date	07/31/2021
*Hours Per Week	50
Employer's Address	
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	* Coordinated medical staff for the COVID-19 vaccination sites * Coordinated the vaccine sites with the Florida Department of Emergency Management and the Florida Department of Health * Reviewed and approved staff expense reports * Provided statistical information related to the completion of vaccinations at the various sites
*Reason For Leaving	Contract Ended
Your name, if different during employment	

*Name of Employer	FLORIDA DEPARTMENT OF LAW ENFORCEMENT (FDLE)
*Your Job Title	Deputy Director, Criminal Justice Professionalism Division
*Currently Employed	No
*Start Date	01/01/1999
*End Date	12/31/2021
*Hours Per Week	40
Employer's Address	TALLAHASSEE, FL
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	* Responsible for overseeing the Florida Criminal Justice Executive Institute four training areas: The Chief Executive Seminar; the Senior Leadership Program; the Executive Leadership Seminar; and the Florida Leadership Academy * Supervised: agencywide sworn training; Special Agent Academy; and Alcohol Testing Program * Coordinated the Florida Criminal Justice Executive Institute Policy Board meetings * Coordinated related activities with the Office of the Governor and the Medical Examiners Commission * Served as the Accreditation Manager for Commission on Accreditation for Law Enforcement Agencies (CALEA) and Commission for Florida Accreditation (CFA)
*Reason For Leaving	Retired
Your name, if different during employment	

*Name of Employer	Capitol Police
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*Your Job Title	Deputy Director (Lieutenant Colonel)
*Currently Employed	No
*Start Date	01/01/2015
*End Date	12/31/2017
*Hours Per Week	40
Employer's Address	
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	* Supervised Law Enforcement operations at the Florida Capitol & state facilities * Supervised protection for the Governor, Senators, House of Representatives, and their employees * Coordinated the activities of the Special Operations Team as the Team Commander * Supervised training for civilian and sworn personnel * Supervised the response of law enforcement to large events held at the Capitol * Supervised protection of dignitaries visiting the Capitol
*Reason For Leaving	Promotion to Deputy Director HQ
Your name, if different during employment	

*Name of Employer	FDLE
*Your Job Title	Special Agent Supervisor, Statewide Investigative & Forensic Science Section
*Currently Employed	No
*Start Date	01/01/2014
*End Date	01/01/2015
*Hours Per Week	40
Employer's Address	
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	* Acted as the statewide coordinator for all sworn training * Coordinated statewide Emergency Management State Law Enforcement (ESF16) mutual aide * Supervised and coordinated the Special Agent Academy * Supervised the statewide methamphetamine clandestine lab storage program * Supervised the statewide aviation unit * Coordinated statewide C.A.R.T. (Child Abduction Response Team) Program
*Reason For Leaving	Promotion
Your name, if different during employment	

*Name of Employer	FLORIDA PUBLIC SAFETY INSTITUTE, TALLAHASSEE COMMUNITY COLLEGE
*Your Job Title	Nighttime, Basic Recruit Law Enforcement Academy Coordinator
*Currently Employed	No
*Start Date	01/01/2012
*End Date	12/31/2015

*Hours Per Week	20
Employer's Address	QUINCY, FL
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	* Worked as a member of a team overseeing the nighttime basic recruit law enforcement academy training * Coordinated instructors' schedules associated with the law enforcement academy training * Instructed recruits in areas of high liability, focusing on defensive tactics, firearms, and all other training required by the Criminal Justice Standards and Training Commission (CJSTC)
*Reason For Leaving	Conflict of interest after promotion
Your name, if different during employment	

*Name of Employer	Organized Crime Squad, Tallahassee Regional Operations Center (TROC)
*Your Job Title	Special Agent Supervisor
*Currently Employed	No
*Start Date	01/01/2012
*End Date	12/31/2014
*Hours Per Week	40
Employer's Address	
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	Operations Center (TROC) * Oversaw multijurisdictional federal and state narcotics and organized crime investigations * Coordinated regional/statewide pill-mill investigations as directed by the Governor's Office * Coordinated the training for members of TROC in areas of high liability, focusing on defensive tactics, firearms and all other training required by the CJSTC * Conducted search warrants and high-risk surveillance operations as a member of the FDLE Special Operations Team
*Reason For Leaving	N/A
Your name, if different during employment	

*Name of Employer	Squads, TROC
*Your Job Title	Special Agent Supervisor, Economic Crime/Public Integrity and Criminal Analyst
*Currently Employed	No
*Start Date	01/01/2010
*End Date	01/01/2012
*Hours Per Week	40
Employer's Address	
Supervisor's Name	
Supervisor's Phone Number	

*Duties and Responsibilities	Squads, TROC * Oversaw multijurisdictional and federal economic crime investigations pertaining to health care fraud, investment schemes, identity theft, credit card fraud, mortgage fraud and organized retail crime * Oversaw public integrity/corruption cases involving public officials and state employees * Supervised the Criminal Analyst Squad * Coordinated the training for members of TROC in areas of high liability, focusing on defensive tactics, firearms and all other training required by the CJSTC * Conducted search warrants and high-risk surveillance operations as a member of the FDLE Special Operations Team
*Reason For Leaving	N/A
Your name, if different during employment	

*Name of Employer	Region II Domestic Security Task Force Coordinator; TROC
*Your Job Title	Special Agent Supervisor
*Currently Employed	No
*Start Date	01/01/2008
*End Date	01/01/2010
*Hours Per Week	40
Employer's Address	
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	Domestic Security Squad, TROC * Coordinated multi-jurisdictional state and federal domestic security investigations Investigated threats against the security of the State of Florida and the United States * Collected and validated intelligence information regarding domestic security issues * Assisted and coordinated the training for members of Region II Domestic Security Task Force * Attended Homeland Security funding meetings to secure funding for Region II * Assisted with high liability training of personnel, focusing on defensive tactics & firearms * Served as an Executive Board Member for the North Florida Fusion Exchange Center * Conducted search warrants and high-risk surveillance operations as a member of the FDLE Special Operations Team
*Reason For Leaving	N/A
Your name, if different during employment	

*Name of Employer	Violent Crimes/ Public Integrity Squad; TROC
*Your Job Title	Special Agent Supervisor
*Currently Employed	No
*Start Date	01/01/2007
*End Date	01/01/2008
*Hours Per Week	40
Employer's Address	
Supervisor's Name	

Supervisor's Phone Number	
*Duties and Responsibilities	* Investigated homicides and/or violent crimes * Investigated police officer involved shootings and in-custody deaths * Investigated public integrity cases involving law enforcement personnel * Served as the Region II Child Abduction Response Team Coordinator * Responded to child abduction cases as a member of a Child Abduction Response Team * Assisted with high liability training of personnel, focusing on defensive tactics & firearms
*Reason For Leaving	N/A
Your name, if different during employment	

*Name of Employer	TROC
*Your Job Title	Special Agent, Domestic Security Squad
*Currently Employed	No
*Start Date	01/01/2006
*End Date	01/01/2007
*Hours Per Week	40
Employer's Address	
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	* Coordinated multi-jurisdictional domestic security investigations as a member of the Region II Domestic Security Task Force * Investigated threats against the security of the State of Florida and the United States * Collected and validating intelligence information regarding domestic security issues * Assisted and coordinating the training for members of Region II Domestic Security Task Force * Attended Homeland Security funding meetings to secure funding for Region II * Assisted with the training of personnel in high liability areas focusing on defensive tactics * Conducted search warrants and high-risk surveillance operations as a member of the FDLE Special Operations Team
*Reason For Leaving	N/A
Your name, if different during employment	

*Name of Employer	Violent Crimes/ Public Integrity Squad; TROC
*Your Job Title	Special Agent
*Currently Employed	No
*Start Date	01/01/2006
*End Date	12/31/2007
*Hours Per Week	40
Employer's Address	
Supervisor's Name	
Supervisor's Phone Number	

*Duties and Responsibilities	* Investigated homicides and/or violent crimes * Investigated police officer involved shootings and in-custody deaths * Investigated public integrity cases involving law enforcement personnel * Responded to child abduction cases as a member of a Child Abduction Response Team * Responded to methamphetamine labs to secure evidence and dismantle the clandestine labs * Assisted with the training of personnel in high liability areas focusing on defensive tactics * Provided methamphetamine awareness training to state and local law enforcement personnel
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*Reason For Leaving	N/A
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Your name, if different during employment	
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*Name of Employer	TROC
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*Your Job Title	Special Agent, Narcotics Squad
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*Currently Employed	No
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*Start Date	01/01/2002
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*End Date	01/01/2006
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*Hours Per Week	40
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Employer's Address	
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Supervisor's Name	
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Supervisor's Phone Number	
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*Duties and Responsibilities	* Coordinated multi-jurisdictional narcotics investigations * Responded to methamphetamine labs to secure evidence and dismantle the clandestine labs * Assisted with the training of personnel in high liability areas focusing on defensive tactics * Provided methamphetamine awareness training to state and local law enforcement personnel * Conducted search warrants and high-risk surveillance operations as a member of the FDLE Statewide Special Operations Team * Assisted other law enforcement agencies with civil disturbances and natural disasters
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*Reason For Leaving	N/A
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Your name, if different during employment	
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*Name of Employer	FDLE
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*Your Job Title	Special Agent, Protective Operations Section
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*Currently Employed	No
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*Start Date	01/01/1999
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*End Date	01/01/2002
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*Hours Per Week	40
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Employer's Address	
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Supervisor's Name	
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Supervisor's Phone Number	
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*Duties and Responsibilities	* Provided protection for the Governor of Florida, his family, and dignitaries * Supervised five Special Agents as a team leader * Scheduled agents' shifts, travel, and duties * Coordinated domestic and international travel events for
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the Governor and staff * Conducted domestic and international travel advance security assessments as lead agent * Investigated threats made toward Governor, family, and staff * Evaluated and suggested security enhancements of the Florida Capitol building and the Governor's Mansion * Conducted search warrants and high-risk surveillance operations as a member of the FDLE Statewide Special Operations Team * Responded to all civil disturbances and natural disasters to assist local agencies * Coordinated training of all protection operations personnel

*Reason For Leaving	N/A
Your name, if different during employment	

*Name of Employer	PINELLAS COUNTY SHERIFF'S OFFICE
*Your Job Title	Detective, Burglary and Pawn Unit
*Currently Employed	No
*Start Date	01/01/1989
*End Date	01/01/1999
*Hours Per Week	40
Employer's Address	LARGO, FL
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	* Coordinated multi-jurisdictional criminal investigations* Investigated all felony property offenses* Interviewed victims and suspects for relevant information* Conducted surveillance of criminal activity* Attended and coordinated neighborhood watch meetings
*Reason For Leaving	Took position with FDLE
Your name, if different during employment	

*Name of Employer	Youth Services Section
*Your Job Title	Deputy Sheriff/School Resource Officer
*Currently Employed	No
*Start Date	01/01/1995
*End Date	12/31/1998
*Hours Per Week	40
Employer's Address	
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	* Enforced state laws and school policies * Investigated criminal offenses involving students or that occurred on school property * Taught criminal justice topics * Counseled parents and students * Coached junior varsity football players
*Reason For Leaving	N/A
Your name, if different during employment	

*Name of Employer	Street Crimes Unit
*Your Job Title	Deputy Sheriff
*Currently Employed	No
*Start Date	01/01/1993
*End Date	01/01/1995
*Hours Per Week	40
Employer's Address	
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	* Conducted plain clothes investigations * Conducted surveillance of criminal activity * Assisted staff members of patrol operations in high crime areas
*Reason For Leaving	N/A
Your name, if different during employment	

*Name of Employer	Pinellas County Sheriffs Ofc.
*Your Job Title	Deputy Sheriff, Marine Unit
*Currently Employed	No
*Start Date	01/01/1990
*End Date	12/31/1992
*Hours Per Week	40
Employer's Address	
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	* Patrolled local and state waterways * Enforced boating safety laws * Conducted accident and marine fishery investigations * Served on U.S. Customs Blue Lightning Task Force for drug interdiction
*Reason For Leaving	N/A
Your name, if different during employment	

*Name of Employer	Patrol Operations Bureau
*Your Job Title	Deputy Sheriff
*Currently Employed	No
*Start Date	01/01/1989
*End Date	01/01/1990
*Hours Per Week	40
Employer's Address	
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	* Patrolled and responded to calls for service * Enforced local and traffic safety laws * Served as a member of the

	SWAT Team
*Reason For Leaving	Promotion to Marine Unit
Your name, if different during employment	
*Name of Employer	BELL ATLANTIC PUBLIC SECTOR SYSTEMS
*Your Job Title	Software Applications Engineer
*Currently Employed	No
*Start Date	01/01/1992
*End Date	12/31/1993
*Hours Per Week	40
Employer's Address	LARGO, FL
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	* Trained law enforcement and civilian personnel on a computer automated dispatch system * Evaluated agency needs and devised specialized software formats of automated dispatch and criminal justice management systems * Supervised and facilitated the systems online implementation
*Reason For Leaving	Business Sold
Your name, if different during employment	

*Name of Employer	LARGO POLICE DEPARTMENT
*Your Job Title	Police Officer
*Currently Employed	No
*Start Date	01/01/1986
*End Date	12/31/1989
*Hours Per Week	40
Employer's Address	LARGO, FL
Supervisor's Name	
Supervisor's Phone Number	
*Duties and Responsibilities	* Enforced and communicated state and local laws * Served as a SWAT Team member and assisted with training of team
*Reason For Leaving	Accepted position with PCSO
Your name, if different during employment	

Formal Education	
*Name of School	Saint Leo University
*Location	Dade City, FL
*Start Date	01/01/1996
End Date	MM/DD/YYYY
Course of Study	Criminal Justice
*Degree Earned	Bachelors

(transcripts may be required)	
Credit Hours – Quarter	
Credit Hours – Semester	

*Name of School	FDLE Special Agent Academy
*Location	Tallahassee
*Start Date	03/01/2022
End Date	MM/DD/YYYY
Course of Study	Special Agent Academy
*Degree Earned (transcripts may be required)	Not Applicable
Credit Hours – Quarter	
Credit Hours – Semester	

*Name of School	CALEA Law Enforcement Accreditation Training
*Location	Tallahassee
*Start Date	01/01/2015
End Date	MM/DD/YYYY
Course of Study	Accreditation Manager CALEA and CFA; Certified Accreditation Assessor CFA
*Degree Earned (transcripts may be required)	Not Applicable
Credit Hours – Quarter	
Credit Hours – Semester	

*Name of School	Homeland Security Maritime
*Location	West Palm Beach
*Start Date	06/01/2014
End Date	MM/DD/YYYY
Course of Study	Federal Law Enforcement Training Center Marine Law Enforcement Marine Officer Training
*Degree Earned (transcripts may be required)	Not Applicable
Credit Hours – Quarter	
Credit Hours – Semester	

*Name of School	Tactical Vessel Operator
*Location	Panama City
*Start Date	05/01/2014
End Date	MM/DD/YYYY
Course of Study	Tactical Vessel Operator
*Degree Earned (transcripts may be required)	Not Applicable

Credit Hours – Quarter	
Credit Hours – Semester	

*Name of School	FDLE Foundational Leadership Program
*Location	Tallahassee
*Start Date	01/01/2005
End Date	MM/DD/YYYY
Course of Study	FDLE Foundational Leadership Program
*Degree Earned (transcripts may be required)	Not Applicable
Credit Hours – Quarter	
Credit Hours – Semester	

*Name of School	FBI LEEDA Executive Development Seminar
*Location	Sarasota
*Start Date	06/01/2015
End Date	MM/DD/YYYY
Course of Study	FBI LEEDA Executive Development Seminar
*Degree Earned (transcripts may be required)	Not Applicable
Credit Hours – Quarter	
Credit Hours – Semester	

*Name of School	DOJ Weapons of Mass Destruction
*Location	Nevada
*Start Date	12/01/2016
End Date	MM/DD/YYYY
Course of Study	Department of Justice Weapons of Mass Destruction Ready Logical/Nuclear Hazardous Materials
*Degree Earned (transcripts may be required)	Not Applicable
Credit Hours – Quarter	
Credit Hours – Semester	

Language Skills

There are no items in this section.

License, Registration or Certification

*License, Registration or Certification	Law Enforcement Officer
Number	
State Licensing Agency	FDLE-CJSTC
Received	12/01/1986
Expires	12/01/2026

*License, Registration or Certification	Security Agency Manager
Number	[REDACTED]
State Licensing Agency	Dept. of Agriculture
Received	MM/DD/YYYY
Expires	02/11/2023

*License, Registration or Certification	Private Investigator
Number	[REDACTED]
State Licensing Agency	Dept. of Agriculture
Received	MM/DD/YYYY
Expires	08/18/2023

*License, Registration or Certification	Armed Security Officer Class G
Number	[REDACTED]
State Licensing Agency	Dept. of Agriculture
Received	MM/DD/YYYY
Expires	03/30/2023

*License, Registration or Certification	US Coast Guard Captain's License
Number	[REDACTED]
State Licensing Agency	USCG
Received	MM/DD/YYYY
Expires	03/19/2023

Job-Related Training or Course Work

*Name of Institution	FI Police Chief Assoc.
*Start Date	08/01/2016
End Date	MM/DD/YYYY
*Training Course	Future Police Chief's Seminar
*Training Completed	Yes

*Name of Institution	FBI
*Start Date	07/01/2015
End Date	MM/DD/YYYY
*Training Course	FBI Executive Development Seminar
*Training Completed	Yes

*Name of Institution	FDLE
*Start Date	12/01/2010
End Date	MM/DD/YYYY
*Training Course	FDLE Foundational Leadership
*Training Completed	Yes

*Name of Institution	FDLE
*Start Date	11/01/2000
End Date	MM/DD/YYYY
*Training Course	Special Agent Academy
*Training Completed	Yes

Knowledge, Skills and Abilities

Knowledge, Skills and Abilities	<ul style="list-style-type: none"> • Over 30 years of law enforcement experience, with more than 15 years of supervisory and training experience. • Possess extensive knowledge of investigative and leadership skills in strategic planning, problem solving, project management and communication essential for executing organizational objectives. • Possess outstanding interpersonal skills, with the exceptional ability to effectively manage people and conduct multiple tasks in a pressured environment. • Ability to conduct physical threat assessments against high level government facilities to include target hardening and coordinating State of Florida Domestic Security Counsel events. • Ability to provide strategic planning and implementation strategies to deal with public safety and other issues. • Ability to screen, hire, train, and supervise staff members. • Ability to delegate responsibilities, assignments, and cases in an efficient and responsible manner. • Ability to monitor individuals and teams by offering direction, guidance, incentives, rewards, and criticism when appropriate. • Ability to make decisions on staffing and allocation of resources to include delegating funds and coordinating large purchases. • Ability to submit, review, and manage budgets for span of control to enhance fiscal responsibility. • Ability to communicate with the public to maintain an atmosphere of mutual trust and respect. • Ability to initiate and maintain law enforcement accreditation standards as required by the Commission on Accreditation for Law Enforcement Agencies (CALEA) and the Commission for Florida Law Enforcement Accreditation (CFA). • History of working with and protecting confidential/sensitive information with a Secret clearance granted by the Department of Homeland Security in August 2015. • Extensive history of high-level dignitary protection to include coordination of national and international travel for the State of Florida and private sector. • Capable of working independently, with other individuals or agencies, as the situation requires. • Organized, efficient, analytical problem solver and deadline orientated.
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