

From: Ron and Jan Russo <penche@yahoo.com>
Sent: Tuesday, September 27, 2022 11:03 AM
To: rlong@jeffersoncountyfl.gov
Subject: Ron Russo - Applicant for County Manager
Attachments: Ron Russo Cover Letter.pdf; Ron Russo Professional References.pdf; Ron Russo Resume.pdf

Dear Ms. Long,

I have submitted, for your consideration, my resume and associated documents for the position of County Manager. Over the past 30 years, I have developed a unique and diverse executive background in local, state and federal government and have significant experience and leadership skills that I feel would benefit the county.

I look forward to having an opportunity to discuss my qualifications and accomplishments in greater detail.

Sincerely,

Ron Russo

RONALD P. RUSSO

EMAIL: PENCHE@YAHOO.COM / PHONE: (850) 345-7917

September 27, 2022

Ms. Renee Long, Planning Assistant
Jefferson County Board of County Commissioners
1 Courthouse Circle
Monticello, Florida 32344

Dear Ms. Long,

I have submitted, for your consideration, my resume and associated documents for the position of County Manager.

Over the past three decades, I have had the privilege of serving Floridians in ways that have had a positive and lasting impact. As Deputy County Manager, State Agency Deputy Secretary and Inspector General for three of Florida's largest agencies, I successfully directed major initiatives, guided and mentored employees and identified operational efficiencies aimed at refining, measuring, and streamlining governmental performance. I possess a unique and diverse background in local and state government that has provided me with broad skills and experience.

I have served in leadership positions on various boards and councils and am proud to have been part of reforming governmental oversight practices that have had a positive effect on state and local governments. I am also pleased to have led in the development of performance measure systems that resulted in a multitude of governmental process refinements, substantial cost savings and were lauded by state leaders.

I am passionate about public service and am confident that my innovative leadership style and visionary approach will further the county's goals and build a stronger future for its residents. I look forward to having an opportunity to discuss my qualifications and accomplishments in greater detail.

Sincerely,



Ron Russo

RONALD P. RUSSO

EMAIL: PENCHE@YAHOO.COM / PHONE: (850) 345-7917

PROFESSIONAL PROFILE

A highly ethical, professional and effective leader with significant senior executive management experience in state and local government operations. Over three decades of substantial supervisory experience in positions of high responsibility. Superior communication, problem-solving, organizational and decision-making skills. Experienced and adept at operating in high-stress and dynamic work environments.

AREAS OF EXPERTISE

- ▶ Government Operations
- ▶ Internal Audit / Project Management
- ▶ Risk Prevention and Management
- ▶ Active Shooter Trainer / Consultant
- ▶ Personnel Administration
- ▶ Public and Media Relations
- ▶ Emergency Management
- ▶ Budget Development
- ▶ Economic Development
- ▶ Criminal Law and Judicial Procedures
- ▶ Contract Evaluation
- ▶ Operational Efficiency
- ▶ Legislative Affairs
- ▶ Criminal Investigations
- ▶ Policy Development

EMPLOYMENT

Florida Department of Law Enforcement
August 2020 – Current

Brooksville, FL

Special Agent

Sworn law enforcement agent with statewide authority to investigate and enforce Florida's criminal laws. Assists the state's criminal justice community by providing a variety of services including: identifying and investigating organized and multi-jurisdictional crimes; enhancing domestic security preparedness; homicide and officer involved shooting investigations; collecting and disseminating criminal intelligence information; investigating public corruption; seizing illegally obtained assets; dismantling drug trafficking organizations; assisting in locating missing children; and providing protective services to Florida's Governor and visiting dignitaries.

Lake County Board of County Commissioners
January 2019 – July 2020

Tavares, FL

Deputy County Manager

Direct, supervise and coordinate all activities and budgets for the Public Works Department, Division of Environmental Services, Office of Parks and Trails, Division of Housing and Human Services, Office of Veteran Affairs, Office of Library Services, Office of Transit Services, Division of Probation, Office of Facilities Management, Office of Fleet Management and the Office of Legislative Affairs, consisting of eleven senior managers, more than 330 employees and an annual operating budget of over \$100 million.

Highlights:

- Realigned management spans of control, creating operational efficiencies and enhanced communication
- Saved more than \$1.2 million recurring tax dollars through restructuring workforce and refining operations
- Improved customer service within each division to ensure timely and quality public response
- Worked successfully with State legislators to secure funding for Lake County infrastructure improvements, water projects and community enhancement programs
- Outsourced all County light fleet vehicles and maintenance, saving over \$2.3 million annually

- Successfully developed and negotiated transit advertising contracts resulting in \$200,000 - \$500,000 additional annual County revenue
- Planned and implemented the installation of electric car rapid charging stations
- Successfully led the renegotiation of waste management and recycling contracts resulting in multi-year agreements with no fiscal increases
- Established multi-year road repaving funding plan to revitalize the County road network
- Oversaw the planning, engineering and construction of new parks and athletic centers
- Successfully worked with business leaders and stakeholders on economic development issues
- Organized community leaders and law enforcement workgroups to develop strategies to combat homelessness and mental health issues

Florida Department of Agriculture and Consumer Services

Tallahassee, FL

December 2010 – January 2019

Inspector General

Provided criminal and administrative investigative services to the Department, comprised of approximately 4000 employees assigned to twelve divisions and eight offices located throughout the state. Improved the accountability, integrity, efficiency and effectiveness of the Department's operations by providing evaluations of programs, activities, and resources. Responsible for audit coverage of the Department's \$1.7 billion annual budget, including oversight of federal grant recipients and federally-funded programs. Directed and managed sworn law enforcement and non-sworn staff members who conducted criminal investigations and audits to identify, reduce, and prevent fraud, waste, abuse, mismanagement, and misconduct.

Highlights:

- Successfully led large-scale complex multi-agency criminal investigations and projects
- Identified, recovered or avoided over \$15 million of fraudulent or unallowable expenses through audits and investigations
- Increased organizational efficiencies with a Department-wide realignment of personnel span of control
- Evaluated all Department operations – streamlining processes and enhancing internal controls and customer service
- Identified efficiencies through improved utilization of facilities, fleet and mobile technology devices
- Implemented online complaint intake process, Department-wide ethics and workplace violence training, reducing misconduct by 57%
- Developed and provided active shooter awareness and foreign travel training to employees
- Restructured the audit and investigative teams, resulting in greater ability to identify Department inefficiencies and cost savings opportunities through a comprehensive risk-based strategy

Florida Department of Transportation

Tallahassee, FL

October 2008 – December 2010

Inspector General

Enhanced the accountability, integrity, efficiency, and effectiveness of the Department's operations by providing an independent examination and evaluation of programs, activities, and resources. Directed internal audits, criminal and administrative investigations, and management reviews for this decentralized Department, comprised of approximately 10,000 employees and contractors and an annual budget of over \$8.5 billion. Managed an office budget of over \$3.8 million and 50 employees.

Highlights:

- Identified, recovered or avoided over \$20 million of fraudulent or unallowable expenses through audits and investigations
- Directed efforts to evaluate and renegotiate over ten thousand contracts, saving \$49 million

- Led effort to analyze and refine police operations for a merger between the Office of Motor Carrier Compliance and the Florida Highway Patrol
- Instituted the Department's first sworn law enforcement IG criminal investigative unit
- Initiated measures which led to becoming the first accredited inspectors general office in the nation
- Spearheaded innovative projects for the Department and inspector general community, such as statewide reporting for the 2009 American Recovery and Reinvestment Act, construction of the first automated federal stimulus Florida Jobs Reporting System, and creation of the first industry-wide inspectors general web site
- Developed a Department-wide workforce allocation plan and performance matrix system, providing leadership the ability to track unit and district level performance
- Implemented routine investigative and audit training seminars, resulting in measurable reductions in fraud, waste and misconduct

Director Special Operations (Major), Office of Motor Carrier Compliance

Served as the Chief Officer responsible for all statewide special operations, including Contraband Interdiction and K-9 Teams, focused on cargo theft and highway drug interdiction investigations, Division of Compliance Review, Mutual Aid coordination, and Radiological Nuclear Detection and Hazardous Material Team. Represented the Department in a wide array of public, industry, and governmental appearances and supervised the completion of complex reports, projects, and analysis on issues pertaining to highway safety, training, and resource allocation. Managed approximately 100 sworn personnel, including direct supervision of three captains and clerical staff.

Highlights:

- Launched strong, comprehensive statewide command structure resulting in crime reduction
- Led multi-agency highway interdiction team focused on a multitude of simultaneous enforcement and intelligence activities at major highway checkpoints
- Fostered professional agency liaison relationship with stakeholders from private businesses, security associations, law enforcement, port security and government agencies

Florida Department of Business and Professional Regulation
July 2005 – October 2008

Tallahassee, FL

Inspector General

Augmented the accountability, integrity, efficiency, and effectiveness of the Department's operations by providing an independent examination and evaluation of all programs, activities, and resources. Directed internal audits, investigations, and management reviews for the Department, comprised of approximately 1600 employees and an annual budget of over \$1.5 billion. Managed an office budget of over \$900,000 and eleven employees.

Highlights:

- Instituted sworn criminal investigative unit
- Created and launched a Department-wide automated performance dashboard system
- Evaluated Department's performance against national trends and benchmark indicators
- Developed the first industry-wide accreditation program for investigative units within Offices of Inspector General

Deputy Secretary of Professional Regulations

Directed the Divisions of Professions/Education and Testing, Regulation, Real Estate, Certified Public Accountancy, Florida State Boxing Commission, and the Office of External Affairs. Emphasized streamlining the regulatory process, improving the Department's response times, and enhancing communication between the Department, its employees, and its stakeholders. Managed five directors, mid-level managers and over 300 employees with an operational budget of over \$30 million.

Provided oversight and administrative support to 15 professional boards, one council, two commissions and five Department-regulated professions.

Highlights:

- Directed large-scale Department-wide projects, such as the implementation of an automated paperless licensing system and the development of a Performance Measures Dashboard System
- Implemented Department-wide communication system to categorically track consumer correspondence, inquiries and responses
- Established the Office of External Affairs to enhance the Department's community outreach and service to stakeholders
- Worked with State Legislators regarding matters that impacted the Department

Florida Department of Law Enforcement

Tallahassee, FL

May 2001 – July 2005

Special Agent / Team Lead Supervisor, Protective Operations Section

Directed special agents in planning, organizing and coordinating sensitive, complex and high profile threat investigations. Provided security for the Governor and First Family of Florida, including private residences and assigned government properties. Organized security for major dignitary visits, national and international travel, and gubernatorial events.

Assigned as Training Agent responsible for instructing and guiding new agents. Reported to leadership regarding investigative and protective matters, operating budget, personnel training, operating procedures and staffing requirements. Conducted the recruitment, selection and training of prospective Protective Operations agents.

Highlights:

- Protective Detail Leader on assigned dignitary security details; directed and coordinated security advances and provided appropriate operations and security logistical support
- Presented comprehensive intelligence briefings to leadership on security matters affecting protective operations
- Developed operating procedures and methods that enhanced the overall efficiency and effectiveness of the Protective Operations Section
- Directed national and international security teams to organize gubernatorial events

St. Pete Beach Police Department

St. Pete Beach, FL

February 1991 – May 2001

Police Officer / Senior Detective / Crime Scene Investigator

Sworn law enforcement professional with municipal authority to investigate and enforce Florida's criminal and traffic laws. Assisted the counties' criminal justice community by providing a variety of services including: identifying and investigating violent crimes, property crimes and narcotics investigations; collecting and disseminating criminal intelligence information; crime scene analysis; collection and processing of evidence; seizing illegally obtained assets; and assisting in locating missing children.

Highlights:

- Maintained the highest productivity and successful case closures rates
- Assistant Crime Scene Investigator
- Special Operations Team member responsible for deployment to high-risk emergency situations
- Coordinated criminal intelligence information between local, state and federal agencies
- Liaison with media on high profile investigations
- Served as Secretary of the Police Pension Board

EDUCATION

University of South Florida
B.A., Criminology, 1994

Tampa, FL

TRAINING

FDLE New Supervisor Leadership Program, FDLE Leadership Class, FDLE Special Agent Academy Class 42, Intergroup Conflict, Professionalism and Ethics, Advanced Behavioral Patterns for Kinesics, Cultural Diversity, Confessions and Florida Law, Advanced Investigative Interview, Officer Survival, FDLE Paper Trail Investigations, Accident Investigation, Advanced Driving, Radar Operation, Drugs and Contraband Interdiction, Advanced Homicide Investigation, Blood Spatter Investigation, Special Response Team (SRT) member training, Injury and Death Investigation, Fraud and Computer Crimes, Protective Operations, Association of Inspectors General – Inspector General Training Certification Course, FDLE Officer Survival, Elderly Abuse Investigations, Juvenile Sex Crimes Investigations, Florida Department of Agriculture and Consumer Services Management Academy, FEMA Incident Command System (ICS) Certification.

CERTIFICATIONS & AWARDS

State of Florida Law Enforcement Officer Certification, 1990
Excellent Police Duty Award, 1995
Excellent Police Duty Award, 1997
Outstanding Detective Award, 1999
Perfect Attendance Award, 1991 – 2001
Key to the City of St. Pete Beach Award, 2001
Protective Operations – Outstanding Team Performance Award (FDLE), 2001
Certified Inspector General, Association of Inspectors General, 2005
Davis/Prudential Productivity Award, 2006
Prudential Statewide Cost Savings Award, 2015
Outstanding Lake County Team Award, 2019
FEMA Incident Command System (ICS) Certification, 2021

APPOINTMENTS & MEMBERSHIPS

Secretary, St. Pete Beach Police Pension Board (1992-2001)
Gubernatorial appointee - Governor's Council on State Agency Inspectors General (2006-2007)
Governor's Council on Integrity and Efficiency
Association of Inspectors General Certification - National/Local Chapters
Co-Chairman, Inspectors General Accreditation Committee (2007-2009)
Chairman, American Recovery and Reinvestment Act Reporting Committee (2008-2010)
Florida Internal Affairs Investigators Association
National Internal Affairs Investigators Association
Institute of Internal Auditors
Chairman, Security Council, Trinity Catholic School
Chairman, Security Council, John Paul II Catholic High School
Florida League of Cities
Florida Association of Counties

RONALD P. RUSSO

EMAIL: PENCHE@YAHOO.COM / PHONE: (850) 345-7917

Professional References

Mr. Adam Putnam, Former Commissioner, Florida Department of Agriculture & Consumer Services

ahp@freshfromflorida.com

(901) 758-3825

(Supervisor)

Mr. Robert “Don” Ladner, United States Marshal, Northern District of Florida

Robert.ladner@usdoj.gov

(850) 766-2673

(Supervisor)

Mr. Denver Stutler, Former Chief of Staff, Governor Jeb Bush

Dstutler@ussubmergent.com

(850) 321-4337

(Colleague / Professional Reference)

Mr. Mike Joyner, Chief Operating Officer, Florida Fruit and Vegetable Association

Mike.joyner@ffva.com

(850) 210-3083

(Colleague / Professional Reference)

Mr. James Hayden, Law Enforcement Major, Florida Department of Agriculture and Consumer Services, Office of Inspector General

James.hayden1@freshfromflorida.com

(850) 566-3539

(Subordinate Employee)

Dr. Greg Monroe, School Superintendent, Charlotte, North Carolina

Monroe.gx@gmail.com

(937)623-1216

(Colleague / Professional Reference)

