



# CITY OF POMPANO BEACH ADVISORY BOARD / COMMITTEE APPLICATION

City Clerk's Office Phone: 954-786-4611 Fax: 954-786-4095  
Post Office Drawer 1300, Pompano Beach, FL 33061  
www.mypompanobeach.org

Mr. ☒ Mrs. ☐ Ms. ☐ Miss ☐ Name: Richard Samolewicz  
(Optional)

**Residence Information:**

Home Address: 220 SE 3 Court  
City/State/Zip: Pompano Beach, FL 33060  
Home Phone: 954-782-3661 Cell Phone: 954-298-0552  
Email: rich916@comcast.net Fax: \_\_\_\_\_

**Business Information:**

Employer/Business Name: Retired  
Current Position / Occupation: \_\_\_\_\_  
Business Address: \_\_\_\_\_  
City/State/Zip: \_\_\_\_\_  
Business Phone: \_\_\_\_\_ Fax: \_\_\_\_\_ Email: \_\_\_\_\_

Are you a U.S. Citizen? Yes ☒ No ☐

Are you a resident of Pompano Beach? Yes ☒ No ☐ Reside in District: 1 ☐ 2 ☐ 3 ☒ 4 ☐ 5 ☐

Do you own real property in Pompano Beach? Yes ☒ No ☐

Are you a registered voter? Yes ☒ No ☐

Have you ever been convicted of a felony? Yes ☐ No ☒

Current or prior service on governmental boards and/or committees: Police & Firefighters'  
Retirement System

**Please make a check next to the Advisory Boards/Committees you would like to serve on:**

<input type="checkbox"/> Affordable Housing	<input type="checkbox"/> Cultural Arts	<input type="checkbox"/> Parks and Recreation
<input type="checkbox"/> Air Park	<input type="checkbox"/> Education	<input type="checkbox"/> *Planning & Zoning/Local Planning Agency
<input type="checkbox"/> Architectural Appearance	<input type="checkbox"/> Emergency Medical Services	<input checked="" type="checkbox"/> *Police & Firefighter's Retirement System
<input type="checkbox"/> Budget Review	<input type="checkbox"/> *Employee's Board of Appeals	<input type="checkbox"/> Pompano Beach Economic Development Council
<input type="checkbox"/> Charter Amendment	<input type="checkbox"/> Employee's Health Insurance	<input type="checkbox"/> Public Art Committee
<input type="checkbox"/> Community Appearance	<input type="checkbox"/> *General Employee's Retirement System	<input type="checkbox"/> Recycling & Solid Waste
<input type="checkbox"/> *Community Development(CDAC)	<input type="checkbox"/> Golf	<input type="checkbox"/> Sand & Spurs Riding Stables
<input type="checkbox"/> CRA East	<input type="checkbox"/> Historic Preservation	<input type="checkbox"/> Marine
<input type="checkbox"/> CRA West	<input type="checkbox"/> *Housing Authority of Pompano Beach	<input type="checkbox"/> *Unsafe Structures
		<input type="checkbox"/> *Zoning Board of Appeals

\*Financial Disclosure Form is required, if appointed to serve, upon appointment and upon resignation/retirement.

In addition a Resume may be attached

Education: SEE RESUME ATTACHED

\_\_\_\_\_

Experience: \_\_\_\_\_

\_\_\_\_\_

Past Positions: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Hobbies: \_\_\_\_\_

\_\_\_\_\_

**Making any false statements herein may be cause for revocation by the City Commission of any appointment to a Board/Committee.**

Signature: 

Date: June 14, 2014

Initials of Clerk or Deputy: 

Date received or confirmed: 6-20-14

Please check one: ☐ New Application ☐ Currently Serving on Board ☒ Updated Information

Note: Application is effective for one year from date of completion. If you have any questions on the above, please call the City Clerk's Office at: 954-786-4611, or send via fax to: 954-786-4095.

## **RICHARD H. SAMOLEWICZ, PHR, CPPT**

220 S.E. 3 Court  
Pompano Beach, Florida 33060

Rich916@comcast.net

Residence: (954) 782-3661  
Cellular: (954) 298-0552

Senior **Human Resource/Operations Professional** with more than 20 years' experience possessing strong leadership and proven management skills leading both Human Resource and Operational functions from small to mid-size agencies and large global organizations. Excels in difficult work environments where clear focus, productive interpersonal relationships, critical thinking and strategy development are essential to achieving organizational objectives. Possess excellent communication and presentation skills that are well received by diverse work groups with core competencies in the following areas:

- Mediation & Dispute Resolution
- Leadership Development & Training
- Strategic Planning
- Compensation & Benefits
- Labor Contract Negotiations
- Workers' Compensation
- Recruitment and Succession Planning
- Governance, Compliance & Ethics

### **PROFESSIONAL EXPERIENCE**

**CITY OF WEST PALM BEACH**, West Palm Beach, Florida

**April 2005 – May 2014**

The City of West Palm Beach employs 1500 FTE's represented by five (5) Labor Unions: International Association of Fire Fighters (IAFF Local 727/ 2 - Units), Police Benevolent Association (PBA), Service Employees International Association (SEIU) and the Professional Managers and Supervisors Association (PMSA).

**Employee Relations Manager** (Chief Negotiator) - A direct report to the Director of Human Resources responsible for the planning, strategizing, negotiating and implementation of five (5) collective bargaining agreements while serving as lead liaison to senior management for the interpretation of Policy and Procedures and Labor Contracts. Provided mediation/dispute resolution conferences, mentoring, direction regarding employee discipline and discharge, grievance avoidance and grievance responses, pre-arbitration options, including preparation, presentation and settlements.

- Developed and delivered the third part of a three part training seminar on "**Making Performance Matter**" which provided hands-on training for management and supervisory personnel regarding the administration of disciplinary procedures
- Negotiated new three year collective bargaining agreements with both the PBA and IAFF (2 units) that reduced retirement multipliers to their defined benefit plans and gained use of their 185 and 175 Chapter monies for 2 years
- Negotiated a new two year agreement with the Professional Managers and Supervisors Association (PMSA) that changed benefits for new employees hired after October 1, 2012
- Prepared and administered Settlement and Release (Severance) Agreements with departing rank and file and managerial employees
- Negotiated and settled grievances and pre-arbitrations during tenure of employment
- Researched, designed and delivered with the assistance of the Training Division a new training program, "**Promote Yourself**" that assisted internal employees to be more competitive when applying for internal promotions in the areas of resume development, networking, and interviewing skills
- Worked closely with City's Legal Counsel on all employee related discipline and discharge issues, mediations and arbitrations

**RIGHT MANAGEMENT CONSULTANTS FLORIDA / CARIBBEAN**, Fort Lauderdale, FL

**2001 - 2005**

Right Management is a global leader in talent and career management workforce solutions within Manpower Group. Expertise spans Talent Assessment, Leadership Development, Organizational Effectiveness, Employee Engagement, and Workforce Transition and Outplacement with offices in over 50 countries. Recruited to join Right Management Consultants Florida/Caribbean.

**Vice President of Professional Services** (2002)

**Senior Consultant** (2002)

**Professional Services Consultant** (2001)

- Spearheaded the establishment of a Human Resources Department by authoring a new Human Resource Policy and Procedures Manual, Performance Appraisal System, Entry Level Hiring Application and Director of Human Resources Job Description for a client company

**Professional Experience Continued**

- Researched, co-developed and presented a Behavioral Interviewing Strategies Program for both local and global, multibillion dollar companies
- Designed and presented Web Based Training (Webinar) for a client company
- Provided executive and confidant coaching, mentoring, leadership, and consulting services to both candidates and client companies alike through either group sessions or on an individual basis
- Conducted Training Seminars in the areas of Change Mastery, Interviews and Negotiation Strategies, Creating Self-Marketing Plans and Networking Strategies, Career Assessment, Retirement Preparation and Resume Development

**CITY OF SEBASTIAN, Sebastian, FL****1999 - 2001*****Director of Human Resources***

Planned, directed, and organized all Human Resource functions in compliance with broad policy guidelines, regulations, collective bargaining agreements and benefits administration.

- Revised Harassment/Sexual Harassment policy to comply with current law and conducted training seminars for all city employees
- Chairman/Lead Negotiator for city's negotiation team
- Reduced external legal fees by 95% over a two-year period
- Generated 30% savings to the city by establishing a Labor/Management Insurance Committee for health insurance
- Researched, developed, and administered an internal promotional testing process for the City's Police Department
- Restructured both the Department of Public Works and Department of Police within a six-month period
- Negotiated a new 2½-year agreement (one year early) with the Communication Workers' of America (CWA)
- Negotiated a Memo of Understanding with the Indian River County Sheriff's Department for services of an Interim Police Chief while conducting a national search
- Conducted comprehensive wage and salary analysis for administrative and exempt personnel resulting in recommendations unanimously adopted by City Council
- Served as internal coach and consultant on management skills development and team building
- Initiated multiple employee relation programs resulting in improved morale and the development of a strong team environment

**BROWARD COUNTY SHERIFF'S OFFICE, Broward County, FL****1998 - 1999*****Labor Relations Manager***

Service oriented organization with 3,500 full time employees servicing a community of 1,000,000 residents.

- Established the Labor Relations function for the Broward County Sheriff's Office
- Assisted and worked closely with the Legal Department on all employee and union contract negotiations for four unions
- Investigated and prepared responses for all union and employee grievances
- Prepared policies, procedures, and regulations for both labor and employee related issues
- Designed and instructed courses in labor relations for management and supervisors
- Facilitated mediation hearings between labor and management

**MIAMI DADE COMMUNITY COLLEGE, Miami, FL****1995 - 1997*****Adjunct Professor/Staff***

- Instructed courses in the areas of Management, Supervision, Instructor Development, Presentation Skills, Communication, Motivation, Leadership, and Ethics and Professionalism

**CITY OF MIAMI POLICE DEPARTMENT, Miami, FL****1974 - 1995*****Sergeant, Traffic Homicide Division (1984 -1995)***

- Supervised a staff of fourteen sworn and twenty-two civilian employees responsible for traffic homicide and accident investigations serving a population of 350,000
- Lead commander for vehicular homicide investigations numbering in excess of seventy (70) traffic fatalities per year over an eleven year period totaling in excess of eight hundred (800) traffic homicide investigations
- Increased levels of education, certification and advanced training of employees over an eleven-year period

## Professional Experience Continued

Simultaneously**FRATERNAL ORDER OF POLICE LODGE #20, Miami, FL**  
***Vice President/Executive Board Member (1400 Member Local)*****1987 - 1995**

- Chairman/Lead Negotiator of negotiation team for three consecutive contracts over an eight-year period
- Represented employees at internal review board hearings involving discipline and internal affairs investigations
- Served as mediator/facilitator during supervisor and employee counseling sessions
- Provided interpretation and explanation of labor contracts to management and bargaining unit members

**FLORIDA PUBLIC EMPLOYER LABOR RELATIONS ASSOCIATION (FPELRA)****1999 - 2012**

A Non-profit organization providing the highest standard of excellence in assisting, training, and representing Management and Public Sector Jurisdictions required to collectively bargain under Chapter 447, F. S.

Executive Director (2011 -2012), Training Coordinator (2000 – 2012) Immediate Past President (2005), President (2004 - 2005), Board Member (1999 - 2012)

- Established with the assistance of (2) Executive Board members and in conjunction with the University of Central Florida (UCF) the requirements for the first "Florida Public Sector Labor Relations Professional Certification Program" (FCLRP) on August 8, 2000, which continues to date

**EDUCATION**

**Master of Science** - Human Resource Management, Biscayne College-n/k/a St. Thomas University, Miami, Florida

**Bachelor of Arts** - Public Administration, Biscayne College-n/k/a St. Thomas University, Miami, Florida

**Associate of Applied Science** - Accounting, New York City Community College, New York

**PROFESSIONAL DEVELOPMENT/CERTIFICATIONS**

**Florida Supreme Court Certified – Circuit Civil & County Court Mediator (2006 – Present)**

**Certified Professional in Human Resources (PHR)** - Society for Human Resource Management (SHRM)

**Certified Florida Public Sector Labor Relations Professional** - Florida Public Employer Labor Relations Association

**Master Certification in Negotiations** - National Public Employer Labor Relations Association

**Certified Public Pension Trustee (CPPT)** – Florida Public Pension Trustees Association

**Certificate of Achievement in Public Plan Policy (CAPP)** – International Foundation of Employee Benefit Plans

**PUBLICATIONS / PRESENTATIONS (Representative List)**

(NPFLRA Web page, Professional Development, November 2000) "Mending Fences" Re-establishing Trust in Labor-Management Negotiations.

**PROFESSIONAL AFFILIATIONS (Representative List)**

- City of Pompano Beach Police and Fire Retirement System (Appointed Trustee by City Commission, 2005 - Present)
- Florida Public Pension Trustee Association (FPPTA) (2005 – Present)
- Florida Public Employer Labor Relations Association (FPELRA) (1998 – Present)
- Society for Human Resource Management (SHRM) (1999 – Present)
- International Public Management Association for Human Resources (IPMA)
- International Foundation of Employee Benefit Plans (IFEBCP) (2005 – Present)

**AWARDS / RECOGNITION**

- 2010 G. M. "Bud" Schmitt Award for Excellence in Labor Relations – Florida Public Employer Labor Relations Assoc.
- 2005 FPELRA "Presidents Award"
- 2004 HR Florida "Presidents Award"
- 2003 Right Management Consultants "Legendary Performance Award"
- 2000 HR Florida State Council, Inc. (SHRM Affiliate) "Chapter President of the Year Award"



**CITY OF POMPANO BEACH  
ADVISORY BOARD / COMMITTEE  
APPLICATION**

City Clerk's Office Phone: 954-786-4611 Fax: 954-786-4095  
Post Office Drawer 1300, Pompano Beach, FL 33061  
www.mypompanobeach.org

2015 DEC 30 PM 2:23  
CITY OF POMPANO BEACH  
OFFICE OF THE CITY CLERK

Mr. ☒ Mrs. ☐ Ms. ☐ Miss ☐ Name: RAYMOND H. NIES  
(Optional)

**Residence Information:**

Home Address: 740 S. FEDERAL HWY. #204  
City/State/Zip: POMPANO BEACH, FL 33062  
Home Phone: 954-366-6048 Cell Phone: 419-262-9133  
Email: BUCKEYERAY67@AOL.COM Fax: N/A

**Business Information:**

Employer/Business Name: N/A  
Current Position / Occupation: RETIRED  
Business Address: \_\_\_\_\_  
City/State/Zip: \_\_\_\_\_  
Business Phone: \_\_\_\_\_ Fax: \_\_\_\_\_ Email: \_\_\_\_\_

Are you a U.S. Citizen? Yes ☒ No ☐

Are you a resident of Pompano Beach? Yes ☒ No ☐ Reside in District: 1 ☒ 2 ☐ 3 ☐ 4 ☐ 5 ☐

Do you own real property in Pompano Beach? Yes ☒ No ☐

Are you a registered voter? Yes ☒ No ☐ (NON-PARTISAN)

Have you ever been convicted of a felony? Yes ☐ No ☒

Current or prior service on governmental boards and/or committees: OHIO GOVERNOR'S COMMISSION ON LOCAL GOV'T SERVICES, TOLEDO, OH BOARD OF ZONING APPEALS (10 YRS - 1 YRS. CHAIRMAN, TOLEDO COUNCIL FOR BUSINESS, GOODWILL INDUSTRIES (BOARD))

**Please make a check next to the Advisory Boards/Committees you would like to serve on:**

<input type="checkbox"/> Affordable Housing	<input type="checkbox"/> Cultural Arts	<input type="checkbox"/> Parks and Recreation
<input type="checkbox"/> Air Park	<input type="checkbox"/> Education	<input type="checkbox"/> *Planning & Zoning/Local Planning Agency
<input type="checkbox"/> Architectural Appearance	<input type="checkbox"/> Emergency Medical Services	<input checked="" type="checkbox"/> *Police & Firefighter's Retirement System
<input type="checkbox"/> Budget Review	<input type="checkbox"/> *Employee's Board of Appeals	<input type="checkbox"/> Pompano Beach Economic Development Council
<input type="checkbox"/> Charter Amendment	<input type="checkbox"/> Employee's Health Insurance	<input type="checkbox"/> Public Art Committee
<input type="checkbox"/> Community Appearance	<input checked="" type="checkbox"/> *General Employee's Retirement System	<input type="checkbox"/> Recycling & Solid Waste
<input type="checkbox"/> *Community Development(CDAC)	<input type="checkbox"/> Golf	<input type="checkbox"/> Sand & Spurs Riding Stables
<input type="checkbox"/> CRA East	<input type="checkbox"/> Historic Preservation	<input type="checkbox"/> Marine
<input type="checkbox"/> CRA West	<input type="checkbox"/> *Housing Authority of Pompano Beach	<input type="checkbox"/> *Unsafe Structures
		<input checked="" type="checkbox"/> *Zoning Board of Appeals

\*Financial Disclosure Form is required, if appointed to serve, upon appointment and upon resignation/retirement.



In addition a Resume may be attached

Education: BACH. OF SCIENCE, THE OHIO STATE UNIVERSITY, POST GRAD. STUDIES,  
THE UNIVERSITY OF TOLEDO. US ARMY INTELLIGENCE TRAINING CENTER

Experience: NUMEROUS LEADERSHIP ROLES, CIVIC INVOLVEMENT.

SPECIAL AGENT, ARMY COUNTER INTELLIGENCE. CHAIR. OF TRUSTEES,  
900 MEMBER TOLEDO ELKS LODGE. PAST PRESIDENT, BAY VACAT  
CLUB CONDO. APTN., PORTLAND BEACH

Past Positions: OWNER, RESIDENTIAL, MULTIPLE UNIT & SMALL COMMERCIAL  
CONSTRUCTION CO., OWNER, TWO REAL ESTATE CORPS, 8 TERM  
COUNCILMAN AT LARGE, TOLEDO, OHIO. DIRECTOR OF SPECIAL  
SERVICES FOR LARGE TRAVEL AGENCY, FINANCIAL PLANNER  
AND INVESTOR, MANAGED FINANCIAL RESOURCES

Hobbies: PUZZLES (JIGSAW, CROSSWORD & SUDOKU) GOLF, HOME  
MAINTENANCE, READING, TRAVEL, GEOGRAPHY AND MAPS.

**Making any false statements herein may be cause for revocation by the City Commission of  
any appointment to a Board/Committee.**

Signature: 

Date: 12-26-15

Initials of Clerk or Deputy: \_\_\_\_\_

Date received or confirmed: \_\_\_\_\_

Please check one: ☒ New Application ☐ Currently Serving on Board ☐ Updated Information

Note: Application is effective for one year from date of completion. If you have any questions on the above, please call the City Clerk's Office at: 954-786-4611, or send via fax to: 954-786-4095.



**CITY OF POMPANO BEACH  
ADVISORY BOARD / COMMITTEE  
APPLICATION**

City Clerk's Office Phone: 954-786-4611 Fax: 954-786-4095  
Post Office Drawer 1300, Pompano Beach, FL 33061  
www.mypompanobeach.org

Mr. ☒ Mrs. ☐ Ms. ☐ Miss ☐ Name: ROBERT J. SIKORSKI  
(Optional)

**Residence Information:**

Home Address: 2738 SE 9 STREET  
City/State/Zip: POMPANO BEACH FLORIDA 33062  
Home Phone: 954-784-8407 Cell Phone: 954-684-8535  
Email: RJSFIRE@GMAIL.COM Fax: 954-545-9129

**Business Information:**

Employer/Business Name: WSA SYSTEMS FIRE & SECURITY  
Current Position / Occupation: MANAGING  
Business Address: 442 NW 35 STREET  
City/State/Zip: BOCA RATON FLORIDA 33431  
Business Phone: \_\_\_\_\_ Fax: \_\_\_\_\_ Email: \_\_\_\_\_

Are you a U.S. Citizen? Yes ☒ No ☐

Are you a resident of Pompano Beach? Yes ☒ No ☐

Reside in District: 1 2 3 4 5

Do you own real property in Pompano Beach? Yes ☒ No ☐

Are you a registered voter? Yes ☒ No ☐

Have you ever been convicted of a felony? Yes ☐ No ☒

Current or prior service on governmental boards and/or committees: CRA - ECONOMIC DEVELOPMENT

**Please make a check next to the Advisory Boards/Committees you would like to serve on:**

<input type="checkbox"/> Affordable Housing	<input type="checkbox"/> Cultural Arts	<input type="checkbox"/> Parks and Recreation
<input type="checkbox"/> Air Park	<input type="checkbox"/> Education	<input type="checkbox"/> *Planning & Zoning/Local Planning Agency
<input type="checkbox"/> Architectural Appearance	<input type="checkbox"/> Emergency Medical Services	<input checked="" type="checkbox"/> *Police & Firefighter's Retirement System
<input type="checkbox"/> Budget Review	<input type="checkbox"/> *Employee's Board of Appeals	<input type="checkbox"/> Pompano Beach Economic Development Council
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<input type="checkbox"/> *Community Development	<input type="checkbox"/> Golf	<input type="checkbox"/> Marine
<input type="checkbox"/> CRA East	<input type="checkbox"/> Historic Preservation	<input type="checkbox"/> *Unsafe Structures
<input type="checkbox"/> CRA West	<input type="checkbox"/> *Housing Authority of Pompano Beach	<input type="checkbox"/> *Zoning Board of Appeals

\*Financial Disclosure Form is required, if appointed to serve, upon appointment and upon resignation/retirement.



In addition a Resume may be attached

Education: MARKET DEGREE DOUGLAS COLLEGE

Experience: STATE CERTIFIED PLUMBING CONTRACTOR - GGG-22797  
STATE CERTIFIED ALARM CONTRACTOR - EF0001129  
STATE CERTIFIED FIRE INSPECTOR

Past Positions: ATECH FIRE & SECURITY  
QUALIFIER

Hobbies: \_\_\_\_\_

**Making any false statements herein may be cause for revocation by the City Commission of any appointment to a Board/Committee.**

Signature: [Signature]

Date: 5-4-2011

Initials of Clerk or Deputy: MS

Date received or confirmed: 5/4/11 5/30/14

Please check one: ☒ New Application ☐ Currently Serving on Board ☒ Updated Information

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**CITY OF POMPANO BEACH  
ADVISORY BOARD / COMMITTEE  
APPLICATION**

6/20/14 - Candidate  
for Commission

City Clerk's Office Phone: 954-786-4611 Fax: 954-786-4095  
Post Office Drawer 1300, Pompano Beach, FL 33061  
www.mypompanobeach.org

Mr. ☒ Mrs. \_\_\_ Ms. \_\_\_ Miss \_\_\_ Name: KENNETH A. CAMPBELL  
(Optional)

**Residence Information:**

Home Address: 231 SE 12TH STREET  
City/State/Zip: POMPANO BEACH, FLORIDA 33060  
Home Phone: (954) 943-4154 Cell Phone: (954) 801-7153  
Email: drkacampbell@bellsouth.net Fax: (N/A)

**Business Information:**

Employer/Business Name: (SELF-EMPLOYED)  
Current Position / Occupation: ECONOMIC AND BUDGET CONSULTANT  
Business Address: (SAME AS ABOVE)  
City/State/Zip: \_\_\_\_\_  
Business Phone: \_\_\_\_\_ Fax: \_\_\_\_\_ Email: \_\_\_\_\_

Are you a U.S. Citizen? Yes ☒ No \_\_\_

Are you a resident of Pompano Beach? Yes ☒ No \_\_\_ Reside in District: 1 \_\_\_ 2 \_\_\_ 3 ☒ 4 \_\_\_ 5 \_\_\_

Do you own real property in Pompano Beach? Yes ☒ No \_\_\_

Are you a registered voter? Yes ☒ No \_\_\_

Have you ever been convicted of a felony? Yes \_\_\_ No ☒

Current or prior service on governmental boards and/or committees: CHAIRMAN, BUDGET  
REVIEW COMMITTEE

**Please make a check next to the Advisory Boards/Committees you would like to serve on:**

<input type="checkbox"/> Affordable Housing	<input type="checkbox"/> Cultural Arts	<input type="checkbox"/> Parks and Recreation
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In addition a Resume may be attached

Education: Ph.D. PUBLIC ADMINISTRATION (BUDGETING & FINANCE)  
FAU; MS. MED. SOCIAL STUDIES YSU; M.A. HISTORY YSU;  
B.S. MED. HISTORY YSU

Experience: CURRENTLY BUDGET CONSULTANT WORKING FOR  
THE GFOA AS AN IN-HOUSE BUDGET REVIEWER

Past Positions: CURRENTLY SERVE AS A GRANT REVIEWER  
FOR EDOE, SERVED AS ASST. MGR. FOR FIELD OPER.  
FOR US CENSUS BUREAU, SERVED AS CONSULTANT  
FOR THE CITY OF POMPANO BEACH

Hobbies: SWIMMING, DANCING, WRITING

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Signature: \_\_\_\_\_

Date: \_\_\_\_\_

6/20/11

Initials of Clerk or Deputy: \_\_\_\_\_

Date received or confirmed: \_\_\_\_\_

6/20/11

Please check one: ☐ New Application

☒ Currently Serving on Board

☒ Updated Information

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**Kenneth A. Campbell, Ph.D.**  
**231 Southeast 12<sup>th</sup> Street**  
**Pompano Beach, Florida 33060**  
**(954) 943-4154**  
**(954) 801-7153 (cell)**  
**drkacampbell@bellsouth.net**

## **RESUME**

### **EMPLOYMENT HISTORY**

**Government Finance Officers Association**  
**203 La Salle Street Suite 2700**  
**Chicago, Illinois 60601-1210**

**July 2004 to Present**

**POSITION: In-house Budget Award Reviewer**

**Supervisor: John Fishbien      Senior Manager      312-979-9700 ext. 209**

Review, analyze, comment and rank budget documents as to content and readability based on established criteria for the GFOA Budget Award program. As part of the GFOA's ongoing program to improve public budgeting, investigate the operational integrity of various entities through review of the budget function. Establish ongoing viability based on criteria designed to recognize superior budget preparation. The "analysis" function requires understanding the entity's budget process and structure, the comment function requires developing a narrative on changes that must be implemented prior to further submissions, and the rating function requires the numerical representation of the valuation for specific entity qualifications based on the review.

**Economic and Budget Consultant**  
**Budgeting and Financial Applications**

**July 2006 to Present**

**POSITION: Budget Consultant (City of Pompano Beach ended Mar 2009)**

**Contract Manager: Brian Donovan      Budget Director      954-786-4607**  
**City of Pompano Beach**

Develop and implement revenue forecasting model for annual budget projections specifically created to match historical resource patterns to macro-economic indicators using factor analysis. Develop performance measures based on actual operational activities in order to judge the efficiency and effectiveness of service delivery. Provide analysis of various operational tendencies through the alignment of revenues and expenditures in order to right-size the scope of services. Develop Strategic Planning initiatives for regional and municipal entities with evaluations of funding requirements given different operational iterations.

**Chairman,  
Pompano Beach Budget Review Committee  
(Volunteer Position)**

**March 2009 to Present**

Coordinate the efforts of the Budget Review Committee in assisting the City Commission in developing the most efficient and effective delivery of services possible given realistic funding limitations and the need for developing a sustainable foundation for municipal growth. Develop and analyze fee structures and recommend appropriate changes based on cost recovery needs. Examine service delivery alternatives for police operations within the City and make recommendations on future approaches.

**U.S. Census Bureau  
Department of Commerce  
Local Census Office 2921  
4400 State Road 7  
Lauderdale Lakes, Florida 33319**

**October 2009 to September 2010**

**POSITION: Assistant Manager for Field Operations**

**Supervisor: Nethel Stephens**

**LCO Manager**

**954-914-0958**

Supervise over 950 office and field personnel in conducting the Decennial Census operations for the federal government. The span of control for completion of the various phases includes planning, designing, implementing and validating program applications. The operations require the ability to multi-task and the timely completion of deliverables in the form of factual information as collected by field personnel. In major operations, our office consistently finished first in the nation.

**EDUCATION**

**Florida Atlantic University  
Doctor of Philosophy  
Public Administration**

**Aug. 1987 – Aug. 1994**

**Area of Concentration: Budgeting and Finance**

**Youngstown State University  
Youngstown, Ohio  
Master of Arts**

**Mar. 1974 – June 1975**

**Major: History**

**Youngstown State University**

**Mar. 1974 – June 1975**

**Youngstown, Ohio**  
**Master of Science in Education**

**Area: Master Teacher**  
**Major: Social Studies**

**Youngstown State University**  
**Youngstown, Ohio**  
**Bachelor of Science in Education**

**Sept. 1971 – Mar. 1974**

**Major: History**  
**Minor: Economics**

## **AWARDS**

### **AL C. CHURCH AWARD**

In each district, the Florida Department of Transportation acknowledges one individual per year for superior work in highway engineering. The award was presented in 1994.

### **DAVIS PRODUCTIVITY AWARD**

Florida Taxwatch and the Davis Foundation acknowledge Florida employees who provide to the citizens of the State outstanding service while saving their tax dollars with these yearly awards. The award was received five times: 1994, 1995, 1998(2), and 2001.

### **SUSTAINED SUPERIOR ACHIEVEMENT AWARD**

Each fiscal year, within the various districts in the Florida Department of Transportation, the outstanding employee from management and non-management is selected for recognition through the presentation of this award. It signifies a period of time in which the employee has demonstrated a sustained superior performance in service to the Department. For the period of July 1994 to June 1995, the award was presented for this level of cumulative service.

### **AASHTO STANDING COMMITTEE ON QUALITY AWARD**

The American Association of State Highway and Transportation Officials offer national recognition for superior performance in the demonstration of teamwork in practical quality improvement applications. The award is provided to a small number of projects that show superior use of quality improvement techniques in the completion of highway-related work. The award was received twice: 1998(Exemplary Partner Team) and 2001(Pathfinder Team).

## **TEAM ACHIEVEMENT AWARD**

In each district, the Florida Department of Transportation recognized teams for superior achievement at various stages in the development of roadway projects. This award was presented three times.