

Conditional Use Variance Board applicants

<u>Name</u>	<u>Address</u>	<u>District</u>	<u>Phone #</u>	<u>Date received</u>
Dr. Cathy DeCou	2136 Nature's Gate Ct. South Fernandina Beach, FL 32034	One	(904) 310-9177	8/31/2018
Lance Fout	44160 Mayhaw Ln. Callahan, FL 32011	Five	(904) 219-0303	7/20/2018
Mike Hagel	86133 Montauk Drive Fernandina Beach, FL 32034	Two	(904) 415-6039	1/30/2017
Sue Jarzyna	4 Juniper Ct. Amelia Island, FL 32034	Two	(904) 321-2626	8/22/2014

CATHY (KATE) DeCOU, LICSW; Ph.D.

2136 Nature's Gate Ct. S

Fernandina Beach, Florida 32034

Tel. (h) (904) 310-9177

© (413) 575-8469.

E Mail: kdecou@AOL.com

RCVD COUNTY MGR
31 AUG '18 AM 10:27

EDUCATION

- 2005 PhD SUNY (State University of New York) at Albany. School of Social Welfare.
Albany, New York. Dissertation; "Measuring Empowerment for Incarcerated Women:
Effects of a Phase-oriented Intervention Model". Chairperson: Lynn Videka, Ph.D.
1972 MSW University of Chicago, School of Social Service Administration, Chicago, Illinois.
1969 BA Regis College, Weston, MA.
1965 Chicopee Comprehensive High School, Chicopee, MA.

RECENT CERTIFICATIONS

- 2015 Mental Health First Aid.
Certificate of completion of 8 hour review of various mental health conditions and appropriate responses.
- 2013 TF-CBT Trauma-based Cognitive Behavioral Therapy.
Certificate of Completion of trauma-focused treatment for children. Sponsored by SAMHSA grant - UMass Medical Center.
- 2012 ART Accelerated Resolution Therapy Certificate.
Certificate of completion permitting use of advanced therapeutic technique with use of eye movement work, especially effective especially effective to heal trauma, addictions, phobias and fear-related anxieties and several physical conditions, such as fibromyalgia.
- 2010 PTSM Post Traumatic Stress Management & PFA Psychological First Aid.
Certificate of Completion by International Center for Disaster Resilience. Dr. Robert Macy. Can respond to local, state and national emergency relief or disaster situations. Curriculum includes one-to-one work, group work and networking for range of situations and time-frames post trauma. Am active under BHN's response team -- Sara Kendall-Ruest Coordinator.
- 2009 Certificate for Advanced Work in Evidence-based In-Home Family Treatment Models with Adolescents. Was Faculty Liaison for Springfield College School of Social Work in advanced training covering several popular effective models of treatment. Training was offered by Wheeler Clinic, Connecticut. Dr. Elisabeth Cannata.

Requested CUB appointment.

WORK EXPERIENCE

December 2014-Jan. 2015: Living Water Counseling Center, Holyoke, Ma.

Position: Clinical Director

Duties: Developed & implemented policies and procedures for a new organization dedicated to providing direct individual and group counseling and support services to people with dual diagnosis. The center is holistic and incorporates medically assisted treatment for those with addiction, especially suboxone and newer approaches to treatment. developed policies to assure quality of care and quality of documented accountability. Supervised most clinical staff.

March 2013-present: MSPCC Ma Society for Prevention of Cruelty to Children. Holyoke, MA.

Position: Clinical Supervisor.

Duties: Supervise 12 master's level staff who provide direct family outreach to stabilize families in crisis. Oversee clinical skills and productivity for people working in IHT - in-Home Therapy, TF-CBT - Trauma-based Cognitive Therapy, and VOCA.

February 2012-present: Private practice in individual, couples and group psychotherapy.

1866 Northampton St. Holyoke, MA 01040. Specialties work includes: trauma, including

state-of-the-art ART technique, addictions, dual-diagnosis, career change, grief and loss, coping with severe and terminal illness, domestic violence, and issues related to veterans and families including community re-entry, and critical incidents and work stress of public service employees such as police and firemen. Certified as a critical incident specialist both by Robert Macy Psychological First Aid and Jeffrey Mitchell, CISM, Critical Incident Stress Management.

December 2011-January 2012: Soldier On. Leeds, MA.

Position: Director of Program Implementation & Analysis.

Duties: Provided organizational management skills and training to staff of case managers and mental health and addiction treatment specialists working in residential settings for homeless veterans.

September 1993-Present: Springfield College Graduate School of Social Work. Springfield, MA.

Position: Adjunct Faculty. Student advisor and Field Supervisor for interns.

Duties: Teach one course per semester in areas of social welfare policy, social work practice, human behavior and development, and research.

February 2007-January 2011: Springfield College School of Social Work. Springfield, MA.

Position: Assistant Director of Field Education

Duties: Teach one course per semester in areas of social welfare policy, social work practice, human behavior and research. Advised students, arranged and monitored internships for graduate students, and conducted research on selected projects. Specialities include empowering women, domestic violence, trauma, substance abuse, mental health and corrections. Provided field internships for approximately 110 students per year.

Monitored site and field supervisor performance for quality education according to EPAS standards. Supervised 15 students as Faculty Advisor.

May 2006-June 2008: Institute for Health and Recovery. Cambridge, Ma.

Position: Trauma Integration Specialist.

Duties: Offered consultation services to several state and local agencies to integrate the principles of trauma into service delivery and programming. This includes training, curriculum writing, administratively assist management to implement a shift in philosophy in service delivery and directly supervise some staff as requested. Examples of state agencies are Ma. Department of Public Health, Ma. Dept. of Corrections, and private agencies include SMOC, Friends of the Homeless, etc. Assist agencies to coordinate fields of substance abuse, domestic violence, and mental health. Worked closely with staff of Project Genesis, a 5 year project to provide intensive outreach services to homeless women.

September 1996 - September 2006: National Institute of Corrections. Washington D.C.

Position: Consultant

Provide upon request an array of consultation services to jails and prisons across the country regarding management, program planning and evaluation, and facility design. Services include technical assistance and education around evidence-based program planning and delivery and use of objective management tools, and gender-responsive facility design. Although having an expertise in women offender issues, have worked for 20 years inside a co-ed facility participating on management and program committees for men and women. Began work with jail conducting services for male sex offenders. See Consultation Section for specific projects.

February 1992- January 2007: Hampden County Sheriff's Department, Springfield, MA.

Position: Assistant Superintendent II : Director-Women's Unit; Transition Coordinator – New Jail for Women.

Duties: Directed 175 bed division of jail for incarcerated females. Included pre-trial, sentenced, orientation, and special management populations. Supervised human service and correctional staff. Oversaw implementation of innovative gender-responsive treatment program for women offenders (women's V.O.I.C.E.S.). Participated in management meetings. Chaired Unit Classification Board. Participated in on-going policy development. Coordinated planning (1998 to 2007) of new jail for women as Coordinator of the Transition Team. Facility is under construction and scheduled to be opened in 2007. Participated as guest speaker at many conferences regarding gender-responsive programs and operations.

Supervised a unit with 2 to 4 graduate and undergraduate social work interns. Represented the agency on several statewide committees. Have been recognized as a leader in empowerment of women and women's corrections by the National Institute of Corrections where I have been involved in various consultative and training capacities. Received Letter of Honor for service from Hampden County Sheriff's Department in 2006. Coordinated and Chaired Parole Collaboration Committee.

April 1986-February 1992: Hampden County Sheriff's Department, Springfield, MA.

Position: Coordinator - Female Offender Program

Duties: Oversaw the management of and services to female offenders in Hampden County.

Included direct services to inmates and detainees. Facilitated court process. Provided individual and group counseling to incarcerated and post-incarcerated women.

Functioned as liaison to MCI Framingham. Special attention to issues related to women-addiction, AIDS, parenting, dependence, domestic violence, and self esteem.

Participated in the jail planning process for the women's unit. As faculty member of the Criminal Justice Training Academy, teach all current staff and newly hired jail employees

Interpersonal Communication Skills and Women's Issues. Participated on Transition Team to construct new facility built opened in 1992. Wrote Inmate Handbook.

March 1983-April 1986: Mass. Soc. for the Prevention of Cruelty to Children, Springfield, MA.

Position: Supervisor.

Duties: Supervised casework staff providing protective and preventative services to abused children and families. Developed special expertise in the fields of sexual abuse, addiction and mental health for children and families. Developed and implemented a Parents' United chapter offering treatment and self help for sexual abuse victims, spouses, and offenders. Collaborated in team approach with sexual abuse team of related agencies: DSS; Baystate Medical; counseling agencies; Dept. of Probation; etc.

September 1979-February 1983: Endependence Center of Northern Virginia, Arlington, VA.

Position: Program Director, and Assistant Director

Duties: Developed and directed counseling and educational programs to facilitate independent living for physically disabled people. Included diverse administrative functions related to internal operations. Supervised staff of 13 counselors. Maintained positive relationship with key individuals in community and granting agency - Va. Dept. of Rehab. Services. Participated in a statewide committee developing program standards and evaluation tools for these innovative programs. Advocated for people with disabilities on Capitol Hill in the U.S. legislature, including the beginning drafting of the ADA future legislation.

August 1975- September 1979: Family Service of Greater Boston, Boston, MA.

Position: Senior Social Worker

Duties: Coordinated and supervised a contract with Boston Housing Authority to provide direct services to the elderly and disabled people in public housing. Included supervision of 4 social work associates. Carried a direct service caseload of elderly and disabled people. Coordinated a network of related community support services. Supervised social work Interns from Boston area graduate schools.

June 1972-August 1975: Family Service and Mental Health Center of So. Cook County, Chicago Heights, Ill.

Position: Clinical Social Worker

Duties: Provided individual, group, and family therapy. Expectations: 6 client-hours per day. Diverse caseload. Included supervision of post-hospitalized patients.

Co-led child therapy groups with Dr. Elizabeth Kubler-Ross.

June 1969- September 1970: Catholic Home Bureau for Dependent Children, New York City, N.Y.

Position: Caseworker. B.A. level.

Duties: Supervised children in foster placements. Counseled natural parents.

PRIVATE PRACTICE

February 2011 - 2014. PSII and with Wotton & DesGres. Western MA. See work-related entry. Counseling to those in western Massachusetts.

1987-1991 Operated a private practice for psychotherapy in Springfield. Part-time. Specialized in sexual abuse; addiction; adult children of alcoholics; and coping with disability and loss. Had vendor provider number with Blue Cross. Court investigator. Conducted court investigations for Holyoke District Court on Care & Protection Petitions.

COLLEGE TEACHING

1991-1993- Part-time faculty - Elms College, Dept. of Social Work. Taught "Human Behavior in the Social Environment" for social work, nursing, and B.A. level students.

1993-2014. Adjunct Faculty - Springfield College, MSW (Master's in Social Work Program). Teach several courses in policy, human behavior, research and practice sequences. Currently teaching Research 2 and HumanBehavior in the Social Environment 3 (diagnostics). Since 1993, have field supervised 2 to 3 graduate student interns per year.

Summers 1993-1995: Adjunct Faculty. Smith College School of Social Work. Taught Disability Policy Course and direct service group work courses.

1997-1998: SUNY Albany. Graduate School of Social Welfare. Taught two policy courses – history of social welfare and mental health policy.

January 1998-June 1999: SUNY Albany. Graduate School of Social Welfare. Participated on Admissions Committee, screening students for incoming class.

CONSULTATION; TECHNICAL ASSISTANCE; BOARDS OF DIRECTORS

2015- present: Member of Board of Directors of Starting Point Behavioral Healthcare. Yulee, Fl. Participate on Governance, Community Education, and Program Committees.

2015-present: Volunteer Amelia Island Jazz Festival.

2017-2018: Amelia Island Book Festival Board of Directors. Coordinated over 150 volunteers. Chair of Short Story Contest for teens and middle schoolers. Worked with school administrative staff and teachers throughout the county. Oversaw judging contest and awards of over 150 submissions.

2017 to present: Member of Arts and Culture Nassau. Represent Amelia Island Jazz Festival and support committee work to expand public awareness of all non-profit activities in Nassau County to promote the arts. Assist in creating a public forum for the public to showcase work of the various county arts organizations.

2010 - 2015: Finance Committee Member, Town of Belchertown, Ma. Appointed by Town Manager. Participated in bi-monthly meetings of the Finance Committee which oversaw the fiscal management of the town of 16,000 citizens. Worked with manager and treasurer to develop an annual budget. As a member of the committee presented items related to potential expenditures at quarterly town meetings and annual meeting for votes of public interest.

2007- 2012: Governor's Council on Sexual Assault and Domestic Violence. Appointed by Governor Deval Patrick to serve on the state Council on Sexual and Domestic Violence. Monthly meetings to improve responsiveness of criminal justice, service delivery and safety issues for survivors of abuse. Make recommendations to Governor for policy changes regarding domestic violence and sexual assault. Chairs: Lt. Gov. Tim Murray & Sheridan Haines.

2010-2012: Governor's Task Force on Women Veterans. State level advisory committee to identify services and gaps in services for women veterans, especially those returning from war zones.

2007- 2014: Member of Board of Directors of Behavioral Health Network, the largest provider of social services in western Massachusetts. Includes services to nearly every population, including all mental health, substance abuse, crisis management and forensic services in courts, jails, and prisons.

2009 to 2014: Program Advisory Committee – BHN. Under auspices of evaluating Programs for quality assurance, provide oversight of evaluations of numerous BHN programs. Committee gathers quantitative and qualitative data to monitor performance and service quality. Co-Chair 2010 to present. Staff: V.P. James Haughey.

2004-2013: Peer Reviewer for Langeloth Foundation. Review proposals for funding relative to public health, mental health, addictions, corrections, and social change. Conducted analytic sessions with applicants during review process and summarized findings for Langeloth funding committee with recommendations for approval.

2005 to 2007: Participated on grant Advisory Committee supporting Health Passport Project of re-entry for juvenile girls. Project Director – Francine Sherman, Esq; Boston

College School of Law.

- 2007 October: On-site consultation to U.S. Navy to facilitate gender-responsive facility Design for planned new expanded Joint Services Brig for Women at Miramar. Agenda included understanding culture and needs of women relative to housing, program and vocation space, given the intention of utilizing pre-fabricated modular construction using direct supervision approach.
- 1999-2006: Member of Women in Criminal Justice Advisory Committee. Under leadership of Representative Kay Khan, the committee advises members of the senate and house of the Massachusetts legislature on women and corrections. Have given three talks to legislators on this topic.
- 2006: November & December. For National Institute of Corrections provided on-site consultation to Michigan Department of Corrections on implementation and evaluation of evidence-based program design and operations. Team duties included review of current operations, especially of programming and offering suggestions regarding program improvement, consistency and effectiveness. Focus included re-integration planning and inmate classification to treatment programs.
- 2006 and 2009: Participated on Advisory Committee regarding women offenders as parents to project "Maintaining Connections: Family and Incarceration." Project is under Dr. Erika Kates, Center for Public Policy Studies; University of Massachusetts, Boston.
- 2004-2006: Participated on Survival Services Committee of Mass. Governors' Advisory Committee on Domestic Violence. Designed statewide policy recommendations Regarding domestic violence with special expertise in women offenders, mental health and trauma and early victimization. Participated in writing final document presented to Governor's Council on Domestic Violence called: Towards an Integrated System of Care for Trauma Survivors. Presentation to Lt. Governor Kerry Healy, June 2006.
- 2005: September 6-9, Pennsylvania Department of Corrections; Muncy and Cambridge Springs Women's Facilities. Provided on-site consultation and technical assistance to PA DOC Regarding "Implementing Trauma-informed Operations" within corrections. Participated In a team with Martha Schmitz who provided "Seeking Safety" curriculum training while I focused on integrating trauma concerns into operations.
- 2004: November 16-19, Shelby County Sheriff's Department; Memphis, Tn. Provided on-site Consultation and technical assistance to Shelby County Sheriff's Department administration and employees regarding operational management and programs for women offenders in their jail. Sponsored by the National Institute of Corrections, Jails Division.
- 2004: April 13-17, Orange County Corrections Department, Orlando, Florida. Provided On-site consultation and technical assistance to Orange County Sheriff's Department

Administration and employees regarding operational management and programs for women offenders in their jail. Sponsored by the National Institute of Corrections, Jails Division.

2004: March 13-16. Davidson County Sheriff's Department, Nashville, Tn. Provided On-site consultation and technical assistance to Davidson County Sheriff's Department Administration and employees regarding operational management and programs for women offenders in their jail. Sponsored by the National Institute of Corrections, Jails Division.

2004: Faculty member for national training "Women Offenders: Developing an Agency-Wide Approach". Sponsored by National Institute for Corrections July 18-July 25 in Longmont, Colorado. Training for teams of correctional staff and collaborating agencies from selected counties throughout the country to strengthen a team approach to working with women offenders.

PUBLICATIONS

DeCou, K., (1998) U.S. policy on prostitution: Whose welfare is served?. *New England Journal on Criminal and Civil Confinement*. Vol. 24 (2) Summer. 427-453.

DeCou, K. (1998) Responding to the comprehensive needs of incarcerated women: Management and treatment challenges. *Journal of Correctional Health Care*. Vol. 5 (2) Fall. 129-137.

Vesey, B., DeCou, K. and Prescott, L. (1998) Effective management of jail detainees with histories physical and sexual abuse. *American Jails*. Vol. 12 (2) 50-56.

Curran, S., DeCou, K., Dusek-Gomez, N., and Rodriguez, M. (2000) Fundamental Fairness: Providing Intermediate Sanctions for Women. Prepared for National Institute of Corrections, technical assistance project on Intermediate Sanctions for Women in Hampden County. Ludlow, Ma.: Hampden County Correctional Center.

DeCou, K. (2001) Incarcerated women and self harm: Security or sanity. In Landsberg, G., Smiley, A. (Eds.) *Forensic Mental Health: Working with Offenders with Mental Illness*. Kingston, N.J.: Civic Research Institute. Chapter 36.

DeCou, K. and Van Wright, S. (2002) A gender-specific intervention model for incarcerated women: Womens' V.O.I.C.E.S.. In Landsberg, G., Rock, M., Berg, L.K. (Eds.) *Serving Mentally Ill Offenders and their Victims: Challenges and Opportunities for Social Workers and Other Mental Health Professionals*. New York, N.Y.: Springer Publishing Co. 172-190.

DeCou, K. (2002) A gender-wise prison? Opportunities for, and limits to reform. In Carlen, P. (Ed.) *Women and Punishment: The Struggle for Justice*. Devon, England: Willan Publishing Co. 97-109.

DeCou, K. & Pfister, M. (2005) Incarcerated women and interpersonal violence: an innovative

Model for assessment and safety planning for women offenders. The State of Corrections: 2004 Proceedings ACA Annual Conferences. Lanham, MD.: American Correctional Association. 197-206.

EXTRA CURRICULAR ACTIVITIES AND HONORS

- 2006 -Received Letter of Honor from Hampden County Correctional Center for outstanding service in corrections.
- 2006- Received "Social Work Supervisor of the Year 2005/6"; Springfield College School of Social Work.
- 2005 October: elected chairperson of Advisory Board for Elms College School of Social Work.
- 2005- February: Member of Ma. Department of Corrections Commissioner-appointed Female Offender Review Panel to review recommendations of Governor's Crime Commission as applied to female population.
- 2003-present Advisory Board – Springfield College Graduate School of Social Work.
- 2001-present Advisory Board – Elms College School of Social Work.
- 1995-present Executive Planning Committee for Women In Criminal Justice Annual conference. Attendance 350-500. Currently creating a journal through this WICJ organization.
- 1983 Board of Directors - Cheshire Foundation, Wash. D.C.
- 1976-1979 Co-Founder and Board of Directors - Boston Self Help Center, Brookline, MA.
- 1978 Co-Chairperson of statewide 504 conference. Conference in Boston with 350 attendees.
- 1978-1979; 2006 Listed in "Outstanding Women of the Year".
- 1978 Received distinguished service award from Mass. Assoc. of Paraplegics.
- 1975-present Active member and certified teacher – Siddha Yoga Meditation Center; part of SYDA Foundation; S. Fallsburg, N.Y.

PROFESSIONAL ORGANIZATION MEMBERSHIP and LICENSURE

- 2011 to present: NPI # 1164731048
- Licensed Social Worker: Massachusetts # 106515
- NASW - Active member.
- CSWE – Council on Social Work Education – 2007 - 2011.
- American Correctional Association - Past member 18 years.
- ICCA International Community Corrections. Past member.

Lance Fout
44160 Mayhaw Ln.
Callahan, FL 904-219-0303
Fouty93@bellsouth.net

Executive Summary

I am currently the Business Manager of the Sheet, Metal Air, Rail and Transportation Local #435 in Jacksonville, Florida. As BM my job is to oversee the day to day operations of the local union and represent over 370 members in the North Florida area. I also help to secure work for our signatory contractors. I am also the current North Florida Building and Construction Trades Council President, where I work hand in hand with the other local building trade locals. With over 25 years of experience in the Sheet Metal and HVAC trade, I have worked as an Apprentice, Journeyman, Foreman and Superintendent on many types of jobs. As a Foreman and Superintendent I was in charge of many jobs from hospitals, military bases, schools, multi-story office buildings to residential housing. I'm very knowledgeable in codes, standards, and regulations. I have always tried to improve my skills with as much training as possible and to pass that training down to my peers.

Experience

Sheet Metal Workers Local #435

Business Manager and FST, Nov, 2014 – Current

Sheet Metal Workers Local #435 JATC Apprenticeship

Instructor 2005 – Current

Trained apprentices in the sheet metal trade from installing and fabricating duct work, local and national codes, welding and fire life safety training.

Ferber Sheet Metal Jacksonville, FL

Superintendent Feb, 2007 – 2017

- Mayo Clinic expansion
- UF North Hospital
- VA Out Patient Surgical Center
- NAS P-8 Simulator Project
- NAS Hospital New and Old Building Expansion
- NAS Hanger 1000 Renovation

National Sheet Metal Jacksonville, FL

Superintendent March 2006 to Feb 2007

- Oakleaf Junior High School
- Orange Park Medical Center OR Expansion

Lee's Sheet Metal East Palatka, FL**Superintendent** Sept 2000 to March 2006

- PHH Mortgage Office Building
- Arlington Middle School
- University of North Florida Library
- Charles Bennett Federal Building
- Orange Park Medical Center 3rd and 4th Floor Buildup Expansion

Bill Williams Jacksonville, FL**Foreman** April 1999 to Sept 2000**State Air System Springfield, Ohio****Foreman** June 1994 to April 1999**Education**

Sheet Metal Workers Local #435 Apprentice Program – 2000 -2002

ITT Technical Institute Dayton, Ohio - 1993 to 1994

OSHA outreach trainer

CPR certified

References

Greg Johnson 904-219-3167

Jesse Green 904-424-0851

James Hunt 904-742-4402

17 JAN 30 AM 10:12

MIKE HAGEL
86133 Montauk Drive
Fernandina Beach, FL 32034
(904) 415-6039
mikehagel@aol.com

SUMMARY OF QUALIFICATIONS

- * 17 years of experience in new and existing home sales.
- * Extensive sales training by Myers Barnes and Jeff Shore among others.
- * Consistently recognized as a Top Producer with numerous awards for sales volume.
- * Extensive cross-training with multiple departments including mortgage lending, construction project management, marketing, accounting, design, budget, and vendor relations.
- * Effective working alone or as a cooperative team member.
- * Four years of military training and experience.
- * Always Professional in appearance and presentation.

RELEVANT SKILLS

- * Extensive knowledge of Software Systems such as Buzzsaw, Appwright, Aspect, Sales Force, Word, Excel, Power Point, and Outlook.
- * Sales Training and mentoring new agents has been a rewarding and ongoing assignment for me for a number of years.
- * Though obviously more comfortable being in sales, has often been asked to step-up and shift gears to manage a team during transition periods with new home builders.
- * Attitude is Everything! If you have the desire, anything is possible. It may not be a skill, but possessing a natural positive attitude combined with the learned skill of setting and exceeding goals has lead me farther than I thought possible.

EMPLOYMENT HISTORY

August 2011 to Present
Coldwell Banker The Amelia Group
Realtor/Broker-Associate
Claudia Watts Team Member (her and I only members).

#1 Selling Team for 2015 and 2013 in the County, #2 Selling Team for 2012 and top 3 in 2014, 2016. **Lead 2015 by a wide margin with a team effort of \$34.6M in YTD sales, \$29.3M in 2016.** Assist buyers and sellers with residential and investment property purchases and sales. Prospecting for new clients and generating leads is main responsibility. This position is 100% commission.

December 2007 to August 2011
MDC Corporation/Richmond American Homes
Assistant Sales Manager/Lead Sales Associate/Sales Representative

Responsible for sales and marketing of builder products and services in assigned communities. Responsible for operating a store-business and being in charge of its sales, marketing, and profitability in each assigned area. A task achieved by developing and maintaining business relationships with Realtors, prospecting for new customers, and being involved in community and professional organizations. Later, was also tasked with the sales training of the entire sales force in our division. This position was 100% commission.

January 1997 to December 2007
SEDA Construction Company
Sales Manager/Sales Associate

Identical to responsibilities listed above at MDC Corp, with the added role of sales manager during the 2005-2006 timeframe. Stepped in to management role during a time of crisis for this local company and switched gears completely to perform functions of personnel management, training, and HR as well as head of the marketing department. Upon the healthy return of founder, relinquished this role and went back to working strictly sales. This position was 100% commission except during the management period.

January 1991 to January 1995
U.S. Navy
Yeoman, E-5

Duties included but not limited to general administrative activities such as correspondence, record keeping, customer service, personnel reports, and planning. Additionally trained along with all personnel aboard ship to combat fires, perform CPR, fire weapons, stand watch, and maintain military bearing.

EDUCATION

University of Phoenix, Jacksonville, FL, B.S. Degree in Marketing, 2004
University of North Florida, Business School, 2002
Florida Community College at Jacksonville, A.A. Degree, 1997
Florida Real Estate Broker's Licensing and Continuing Education
Yeoman "A" School, Naval Air Station, Meridian, MS
White Bear Lake High School Diploma, White Bear Lake, MN

COMMUNITY AFFILIATIONS

Program Director/Coach, Amelia Island Jeff Galloway Marathon Training Program
President, Amelia Island Runners
Member, Amelia Island Nassau County Association of Realtors
Member, Northeast Florida Builders Association
Member, Sales and Marketing Council
Honorably Discharged from United States Navy

FINAL THOUGHT


I'm proud to have only worked for 3 organizations in the past 17 years. In an industry where turnover is frequent, having the right skills and attitude is key to a successful career.

FW: Per Our Discussion on 8/21/14

Ted Selby

Fri 8/22/2014 10:11 AM

To: Sabrina Robertson <srobertson@nassaucountyfl.com>;

 2 attachments

.Scan0027.pdf; Sue Jarzyna's Resume_Banking.doc;

FYI

Ted Selby
Nassau County Manager
96135 Nassau Place, Suite 1
Yulee, FL 32097
Phone (904) 530-6010
Fax (904) 321-5784

-----Original Message-----

From: bhollo@windstream.net [<mailto:bhollo@windstream.net>]
Sent: Friday, August 22, 2014 10:10 AM
To: Ted Selby
Subject: Fwd: Per Our Discussion on 8/21/14

Ted,

Please ad Sue to our file on citizens who wish to serve. I've worked with Sue before on the CUVB.

Thanks,

--

Barry V Holloway

From: "Sue Gottesmann-Jarzyna" <srgconsulting@bellsouth.net>
To: <bhollo@windstream.net>
Subject: Per Our Discussion on 8/21/14
Date: Fri, 22 Aug 2014 10:01:59 -0400

Barry,

It was wonderful to see you yesterday the Barnabas/Chamber event. Per our discussion, I am attaching my resume for you to pass on to the powers that be, along with my interest in being part of the Planning and Zoning Board. Alternatively, I would also have an interest in the Conditional Use and Variance Board. As you know I have

considerable experience and knowledge of our Land Use/Zoning Laws. What my resume does not show is that I retired from the Bank in September of last year and opened up SRG Consulting. I have attached my business card for your information.

I specialize in providing advice and counsel to small and medium organizations/companies who might have a "people"/HR issue or might need someone on a longer term retainer basis to be available to deal with ongoing HR issues. I would appreciate it if you could forward my interest along with your recommendation, so that if and when an opening occurs I would be a prime candidate.

Regards

Sue Gottesmann-Jarzyna, Esq.

SUSAN R. GOTTESMANN-JARZYNA

4 Juniper Court
Amelia Island, FL 32034

(904) 321-2626
srgconsulting@bellsouth.net

A results-oriented Human Resources Executive with extensive experience in the financial services industry. Major strengths in developing innovative programs and policies, starting up companies, negotiating and building strong business partnerships. A detail-oriented leader and effective team builder with an energetic management style and a proven success record in creatively solving complex problems.

AREAS OF EXPERTISE

Strategic Human Resources Planning and Implementation ~ Leading Effective Teams

PROFESSIONAL EXPERIENCE

Coastal Banking Co., Inc., Fernandina Beach, FL

2008 – Present

Senior Vice President, Human Resources and Legal

Lead the human resources functions for branches located in three states. Responsible for all recruiting, retention, management training, compensation, benefits, employee relations, performance appraisals and disciplinary actions. Work closely with the Executive Management Team and the Board of Directors to make recommendations on HR policies, procedures and strategic direction. Provide in-house counsel advice on a myriad of legal issues, including but not limited to, employment/employee agreements, contracts, and leases. Manage and work with outside Counsel on pending litigation issues, as well as on meeting the requirements of the TARP Executive Compensation Regulations.

- Grew the bank holding company to 300 employees within three years through strategic recruiting and retention practices.
- Ensure the bank complies with all regulatory requirements by serving as the chief advisor to the Board of Directors on executive compensation.

Nassau County, Florida, County Attorney's Office, Yulee, FL

2001 – 2007

Assistant County Attorney

Provided legal advice and services to elected officials, the county administrator and department directors in a wide range of legal matters, including drafting, negotiating and monitoring major contracts and leases and handling all day-to-day human resource issues (not including litigation).

- Negotiated a new multi-million dollar emergency communication system for the police and fire departments.
- Reviewed, drafted and monitored all contracts and leases resulting from the public procurement processes.
- Negotiated agreements to resolve land use and real estate issues by working closely with land owners, developers, outside counsel, engineers, title companies, financial staff, Florida Department of Community Affairs, Florida Department of Transportation, Florida Department of Environmental Protection, and interested citizens.
- Monitored all relevant federal and state legislation and trained staff and elected officials on implications for their operations. Ensured compliance in all policies and processes.
- Trained hundreds of staff members on Public Records and Government-in-the Sunshine Laws.
- Managed outside litigation counsel which resolved all outstanding employment cases prior to litigation, minimizing financial exposure.
- Served as legal counsel to quasi-judicial citizen boards by providing education on their authority under state and local ordinances and regulations and reviewed staff reports prior to presentation.

Law Clerk, Jacksonville and Yulee, FL

1998 – 2000

Nassau County Attorney's Office / The Cramer Firm /

Brant, Moore, MacDonald & Wells, P.A. / Berg and Associates, P.A.

Performed research and analysis on major legal issues in the following areas: employment discrimination, worker's compensation, commercial real estate, corporate law and elder law.

Sue Gottesmann and Associates, Amelia Island, FL

1996 – 2001

President

Provided human resource consulting in organizational design, policy development, compensation, succession planning and recruitment and selection. Served as an expert witness for law firms.

Ideon Group, Inc., Jacksonville, FL

1994 – 1996

Senior Vice President, Human Resources

Selected to hire the executive team and HR staff members who were responsible for providing strategic direction to start up and grow the company.

- Consulted with the Board of Directors and executives in all subsidiaries on HR policies and issues.
- Worked closely with executive management team on business decisions and strategies for new acquisitions and joint ventures.
- Developed and implemented corporate-wide innovative programs, such as selection processes, variable pay programs, values deployment and human resource information systems.

American Express Centurion Services Corporation, Jacksonville, FL

1988 – 1994

Vice President, Human Resources / Public Affairs

Chosen as a member of the Executive Team responsible for providing the full range of human resource services and support, including compensation, benefits, recruiting and staffing employee relations, EEO, management development, training and health services. Acted as the company spokesperson for all community, media, governmental relations and employee communications.

- Developed and implemented new human resource systems, policies and programs when the company grew from 250 to 1,800 employees.
- Implemented a participative work environment that improved organizational effectiveness.
- Established innovative programs, such as work/family, business/education partnerships, and workforce preparation that served as models for other company entities and the community.
- Enhanced company exposure in the community through employee volunteerism, philanthropic programs, non-profit board positions and innovative educational sponsorships.

AT&T American Transtech, Inc., Jacksonville, FL

1983 – 1988

Director, Human Resources

Responsible for managing 32 staff members and a \$7million budget for all corporate human resource functions, including organizational design, staffing, benefits and training.

- Developed and implemented new human resource systems, policies and programs when the company grew from 250 to 3,000 employees.
- Created and implemented innovative programs, such as compensation and incentive programs, corrective action, employee relations, selection, assistance and wellness that served as models for other AT&T entities and national companies.

EDUCATION

J.D., With Highest Honors, Florida Coastal School of Law, Jacksonville, FL

2000

- Dean's Scholar
- Staff Editor for Law Review

M.A. (ABD towards Ph.D.), Adult Development and Education, Columbia University, New York, NY

M.S., Organizational Behavior, School of Industrial and Labor Relations, Cornell University, Ithaca, NY

B.A., European History, William Smith College, Geneva, NY

- Magna Cum Laude and Phi Beta Kappa

MEMBERSHIPS

- Florida Bar
- American Bar Association
- Nassau County Bar
- Jacksonville Women Lawyers' Association
- Society for Human Resource Management

COMMUNITY LEADERSHIP

- Board Member, Barnabas
- Member, Rotary Club of Fernandina Beach
- Member, Jacksonville Women's Network
- Member, Leadership Jacksonville