

JOSEPH CONRAD SAVIAK

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EDUCATION

- Ph.D. in Public Affairs (Public Policy/Public Administration), University of Central Florida,
- Master of Science in Criminal Justice, Department of Criminal Justice and Legal Studies, University of Central Florida.
- Juris Doctor, Florida State University College of Law.
- Master of Arts in Political Science, Department of Political Science, University of Florida.
- Bachelor of Arts in Political Science, College of Liberal Arts and Sciences, University of Florida.

PROFESSIONAL EXPERIENCE

EXECUTIVE DIRECTOR, SHERIFF'S LEADERSHIP INSTITUTE DIVISION, Flagler County Sheriff's Office, 2018-2021

Serve on the senior leadership team of the Flagler County Sheriff's Office responsible for an agency serving 110,000 residents with 320 employees and a \$32 million budget. Leading this division, responsibilities include Human Resources, Training, Accreditation, and Research and Development.

ASSISTANT DIRECTOR/ASSOCIATE PROFESSOR, Public Administration Program, Flagler College, 2013-2018, **ASSISTANT PROFESSOR**, Public Administration Program, Flagler College, 2012-2006

Responsible for a wide range of administrative functions and 18 part time faculty for this academic program which served up to 180 students annually who were executives and working professionals from over fifty different government agencies, companies, and non-profit organizations across seven counties. Taught over a dozen different courses in leadership, management, and public policy instructing over 600 working professionals and executives many of whom are now in senior and middle management of local governments across the region. Brought over \$2 million in new and unexpected revenue due to successful recruitment and the popularity of the program.

PROGRAM MANAGER, Public Safety Technology Center, University of Central Florida, 2006-2004

While a doctoral student, assisted in the development and management of partnerships between UCF and over 120 Florida law enforcement agencies such as the Florida Integrated Network for Data Exchange and Retrieval (FINDER). FINDER is an award winning and nationally recognized statewide electronic information sharing network. FINDER received strong support from the U.S. Congress, the National Institute of Justice, and the Florida Legislature. The Center is a problem-solving partnership between Florida's sheriffs and police chiefs, the University of Central Florida, and federal, state, and local government devoted to producing science-based solutions to public safety and homeland security challenges.

DIRECTOR OF GOVERNMENTAL AFFAIRS AND COMMUNICATIONS, Central Florida Regional Transportation Authority, 2004-2002

Served as a member of a senior leadership team of a tri-county transit agency responsible for 930

employees and a \$124 million annual budget. This team was assembled to transform the agency at a time of significant financial problems. By ensuring the agency's success as an effective and well-run public-sector organization, the confidence of elected officials and funding partners was restored. Involved in a wide range of agency issues including budgeting, administration, operations, and improving ridership. Managed government relations, marketing, business relations, and media relations of this agency. Directed the successful and nationally recognized "LYNX Works" campaign to educate Central Florida about the economic impact of transit which won national and state awards.

EXECUTIVE VICE PRESIDENT, RHPA, 2002-2001

Managed business development and governmental affairs for a civil engineering firm serving public and private sector clients across Florida.

CHIEF OF STAFF/ASSISTANT TO THE SHERIFF, Orange County Sheriff's Office, 2001-1999, 1993

Assisted the Sheriff in the daily management of the 4th largest local law enforcement agency in the State of Florida with 2,000 employees and a \$100 million dollar budget. Assisted in the preparation of the budget, development of agency priorities and policies, and program evaluation. Responsible for this agency's governmental relations with Orange County Government, the Florida Legislature, and state and federal government. Helped draft and successfully advocated for the passage of a dozen laws which aided in reform of Florida's criminal justice system. Helped obtain \$1.8 million in state funding for the agency's Juvenile Arrest and Monitor Unit. Lead legislative strategist in the historic \$1.6 billion dollar restoration of full special risk retirement for all deputy sheriffs, firefighters, and corrections officers in the State of Florida passed by the Florida Legislature in the 2000 and 2001 sessions. Served as the Sheriff's Assistant in 1993 during the first critical year of his new administration and continued to advise him during his four terms in office.

FOUNDER & VICE PRESIDENT, The Florida Group, 1998-1991

Founded a public affairs consulting firm managing over two dozen campaigns for local, state, and constitutional offices, including the passage and defeat of ballot initiatives.

ADMINISTRATIVE ACCOMPLISHMENTS, Flagler County Sheriff's Office

- FCSO chosen for the Top 10 Employers for the DNJ's Best Places To Work in 2019 and 2020
- Designed and implemented a highly successful recruiting program for the FCSO – career webpage redesigned, recruiting flyers updated, weekly FB posts in the community, strong partnerships with area colleges and National Guard, drawing good applicants from FCSO youth programs, team of instructors at both academies assisting us, and team of employees acting as mentors/recruiters of new applicants
- Risk Management Program – designed and implemented a new risk management program which reduced costs and improved outcomes in 2019 (e.g. Q1 2019 WC claim costs reduced by 50%)
- Major improvements in the hiring process - enhanced Interview Boards – added more reviews by more FCSO personnel to gain greater understanding – process changes to speed it up
- Helped coordinate insurance program – obtained cyber-insurance – obtained superior coverage at 80% less cost than alternatives to protect against \$1 million in exposure – obtained LPR coverage at best rate - helped manage a successful competitive Workers Compensation (WC) insurance procurement process which saved the FCSO \$450,000.
- Hired 102 sworn and civilian personnel

- Designed and implemented a successful nationwide executive search process with the significant involvement of the Sheriff on the design of this process resulting in the hiring of a new Chief of Detention and Court Services
- Designed and implemented specialty pay program at the direction of the Sheriff
- Promoted FCSO tuition reimbursement program for employees – revised GO to best practices
- Helped design a new Deputy First Class program implemented at the direction of the Sheriff – 55 applicants – 30 selected by Sheriff. Helped designed a new Master Deputy program.
- Provided career and education advising to over 50 employees - 4 employees have either graduated or are completing the Flagler County Leadership Academy which I co-founded and co-teach - over 20 copies of *It's Your Ship* given to supervisors as well as numerous brief articles and videos on leadership throughout the year
- Revised employee evaluation to make it more meaningful – provided training - ensured successful completion - year two now being implemented
- CISM enhanced – secure stakeholder support, revise the GO
- System for real time tracking of all vacant positions developed
- Enhanced employee onboarding program
- Initiated agency mentoring program of new hires
- Implemented a transfer/promotion training program
- Introduced metrics and evaluation of HR performance
- Restarted new college internship program attracting several college students – two have been hired for deputy sheriff positions
- Wrote draft position advertisements for numerous executive and professional positions – HR advertised in key associations/publications/sources seen by high quality applicants
- Advised/directed hiring processes for sworn and civilian professional and executive vacancies – made positive improvements to secure quality new hires
- Oversaw a significant increase in both the quality and quantity of agency training – the FCSO training program is now viewed as a leader
- Oversaw successful accreditation function for three types of agency accreditation
- Introduced use of key performance metrics for all functions within the division
- Oversaw selection of a university research team and management of the FCSO's first manpower study which enabled the agency and local county and city funding partners to empirically validate manpower needs for planning, service levels, and funding decisions
- Helped identify and contribute to several federal grant applications
- Aided in enhancing the community, governmental, and media relations functions of the agency

PUBLIC MANAGEMENT/PUBLIC POLICY EXPERIENCE AND CONTRIBUTIONS

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| 2020 | A co-founder of the Flagler County Leadership Academy, a new executive education program created with the Flagler County Administrator |
| 2020 | Taught leadership course to members of the Flagler County Tax Collector's Office. |
| 2019 | Transition Team Member, St. Johns County Government, County Administrator Hunter Conrad |
| 2016 | Transition Team Member, Flagler County Sheriff's Office, Sheriff Rick Staly |
| 2016 | Provided research and recommendations to aid the Florida Transportation Commission in optimizing its ability to fulfill its specific statutory responsibilities – identification of best practices and lessons learned for the implementation of FTC's statutory functions. |

- 2016 Worked with Paul Seago to provide an empirical analysis of a proposal to bring casino gambling to St. Johns County advising three county commissioners, county staff, and community leaders on the issue. Our work was cited as a major reason why the county commission rejected the proposal.
- 2014 Moderated the Mayor's Crime Awareness and Prevention Summit for the City of Cocoa which gathered elected officials, public managers, community organizations, and citizens to evaluate progress on public safety and identify priorities and solutions as part of the city's strategic planning process.
- 2014 - 2013 Served as a key member of an international research team led by Dr. Wendell Lawther and Dr. Lawrence Martin at the University of Central Florida which conducted a comprehensive study on best practices for public-private partnerships in transportation infrastructure for the Florida Department of Transportation. The study is "Flexible and Rapid Decision Making Related to P3 Funding Models in Transportation". Responsible for report on enhancing private sector roles and responsibilities in the use of P3s for transportation infrastructure.
- 2012 Worked with nationally known Mason-Dixon Polling and Research to design and analyze the results of one of the first statewide surveys of Florida voters about the issues of contracting and public-private partnerships.
- 2007 Policy Advisor, Florida's Foundation for Tax and Economic Reform, a statewide organization of governmental and business leaders engaged in research and development of public policy alternatives to promote economic growth.
- 2007 Advised St. Johns County Government on the design and implementation of a complete countywide integrated system of physical and mental/behavioral healthcare services to the uninsured.
- 2006 Conducted policy analysis of the proposed Neighborhood Bill of Rights county ordinance for St. Johns County.
- 2006-2004 Advised federal, state, and local elected officials and their staffs on the development and implementation of an effective statewide system for electronic information sharing within Florida law enforcement.
- 2006-2004 Assisted in obtaining over \$1 million in federal and state funding for information integration in Florida law enforcement.
- 2004-2002 Helped obtain several million dollars in federal funding for mass transit in Central Florida.
- 2001-2000 Served as lead legislative strategist with Florida Sheriffs Association Legislative Chairman Sheriff Kevin Beary for the successful passage of a historic \$1.6 billion restoration of full Special Risk Retirement for all active-duty and retired deputy sheriffs, firefighters and corrections officers in the state of Florida (2000 and 2001 legislative sessions). This bill had previously failed for twenty-two legislative sessions in a row before our lobbying team took the lead in advocating for its passage in 2000 and 2001.
- 2001-1999 Worked with the Florida Legislature to obtain \$1.8 million in state funding for the OCSO JAM Unit (Juvenile Arrest & Monitor Unit).

- 2001 Helped to draft and pass a ban on Racial Profiling—this law bans any police agency from engaging in racial profiling and requires diversity training for all officers. Florida became the first state in the nation to enact this legislation.
- 2001 Helped to draft and pass “Club Drug” Law---targets club owners who intentionally aid and abet drug dealing and toughened penalties on those who sell dangerous designer drugs such as Ecstasy.
- 2001 Helped to write and pass Two-Way Radio law---makes it a felony for criminals to use telecommunications devices to commit armed robberies or engage in drug dealing.
- 2001 Helped draft and pass a counterfeit-checks law---makes it a felony to possess counterfeit checks with intent to defraud businesses.
- 2000 Successfully advocated for beneficial amendments to dramatically improve the original “Kayla McKean” Child Protection Law.
- 2000 Helped pass a law which significantly increased disability compensation to law enforcement officers who are permanently disabled in the line of duty.
- 1999 Helped to draft and pass law enabling law enforcement officers to utilize less lethal weapons such as Taser guns to reduce use of deadly force and save lives.
- 1999 Helped to amend 3-Strikes Law to include mandatory minimum sentences for criminals who commit battery on law enforcement officers.

PUBLICATIONS

- 2018 “The National Infrastructure Plan – How Can Florida Meet Its Infrastructure Needs?” with Dr. Lawrence Martin James Madison Journal
- 2016 “Ask An Expert – Best Run Cities in America.” Interview with WalletHub - a national multi-service consumer website in partnership with The Wall Street Journal, Forbes, CNBC, Yahoo, and USA Today.
- 2015 Lawther, W., Martin, L., Hodge, G., Greve C., Beitsch, O. & Saviak J. Private Financing of Public Transportation Infrastructure: Utilizing Public-Private Partnerships. This college textbook illuminates best practices and lessons learned and examines case studies in the successful selection, design, implementation, and evaluation of P3s for transportation infrastructure.
- 2014 Martin, L. and Saviak, J. Contracting, and Public-Private Partnerships: A Guide for State and Local Government Officials. This guide explains how elected officials and administrators can successfully employ contracting and public-private partnerships. It is distributed free of charge to all public officials.
- 2013 Saviak, J. and Martin, L. “Public-Private Partnerships Keep Florida On The Move”. *The Journal of the James Madison Institute*, 53, 49-55.
- 2007 Saviak, J. and Marathe, S.S. “Can A Florida County Serve As A Health Care Model?”. *The Journal Of The James Madison Institute*, 39, 36-41.

PROFESSIONAL PRESENTATIONS

- 2018 "Optimizing Business Opportunities in 2018" to the Juno Beach Civic Association
- 2018 "The National Infrastructure Plan and Florida's Success with Public-Private Partnerships" to the Rotary Club of St. Augustine
- 2018 Elections Analyst, WFOY 102.1 FM Morning Show
- 2018 Moderator, Flagler County Sheriff's Addressing Crime Together Community Meeting
- 2018 "Optimizing Your Business Opportunities in 2018" to the St. Johns County Networking Group
- 2017 "Morale and Organizational Performance" to several dozen executives in the Leadership Academy for St. Johns County Government.
- 2017 "Leadership and Management" to the statewide conference of the Florida Association of Pre-Trial Professionals
- 2017 "Best Practices in P3s" to the 2017 Annual Conference of the Florida Council of Public-Private Partnerships in Tampa.
- 2017 "Organizational Culture" to the Northeast Florida Chapter of the Florida Government Finance Officers Association
- 2017 "Analysis of the 2018 Elections" to the St. Johns County Young Republicans
- 2017 "Program Evaluation" to the United Way of St. Johns County
- 2016 "Reinventing Government in the 21st Century" to local elected officials, senior administrators in local government, and community leaders as part of the Flagler College Community Lecture Series.
- 2016 "Reinventing Local Government for the 21st Century" to several dozen executives in the Leadership Academy for St. Johns County Government.
- 2016 "Puerto Rico's Public-Private Partnership Program". Southern Political Science Association 2016 Annual Meeting, San Juan, Puerto Rico, January.
- 2015 "Creating a Culture of Ethical Responsibility". Florida State Supervisors of Elections Annual Mid-Winter Conference, Ponte Vedra Beach, FL, December.
- 2015 "Leading Change". Executive Development Program of the St. Johns County Sheriff's Office Corrections Division, St. Augustine, FL, October.
- 2015 "Success with Public-Private Partnerships". Florida Government Finance Officers Association 2015 Annual Conference, Hollywood, FL, June.
- 2015 "Leadership and Organizational Culture". Florida Association of Rural Emergency Medical Services Providers, Palatka, FL, June.

- 2015 “Successfully Communicating, Media Relations, Governmental Relations, & Crisis Management”. Florida Association of Rural Emergency Medical Services Providers, Bell, FL, May.
- 2015 “Fiscal Administration”. Florida Association of Rural Emergency Medical Services Providers, Starke, FL, April.
- 2015 “Public-Private Partnerships for Transportation Infrastructure Challenges for State & Local Government Public Procurement in the United States”. Florida Political Science Association, Orlando, FL, March.
- 2015 “Success in Grant Writing and Administration”. Florida Association of Rural Emergency Medical Services Providers, Bronson, FL, March.
- 2015 “Human Resources Management”. Florida Association of Rural Emergency Medical Services Providers, Palatka, FL, February.
- 2014 “Excellence in Leadership and Management”. St. Johns County Chamber of Commerce Retreat for the Leadership St. Johns Class of 2015, St. Augustine, FL, November.
- 2014 “The 2014 Election in Florida”. Fall Quarterly of the Florida Federation of Young Republicans. Bunnell: October.
- 2014 “Success with Public-Private Partnerships”. Fall Workshop of the North Florida Procurement Association. Bunnell: October.
- 2014 “Strategies for Success in the New Normal”. Continuing education for the Government Finance Officers Association of Volusia and Flagler Counties. Daytona Beach: September.
- 2014 “Public-Private Partnerships for Transportation Infrastructure: Challenges for State & Local Government Public Procurement in the United States” with Dr. Lawrence Martin and Dr. Wendell Lawther. International Public Procurement Conference. Dublin, Ireland, August.
- 2014 “Successfully Communicating about Contracting and P3s” with Dr. Lawrence Martin and Dr. Wendell Lawther. Florida Political Science Association 2014 Annual Conference. St. Augustine, FL, March.
- 2013 “Excellence in Leadership and Management”. St. Johns County Chamber of Commerce Retreat for the Leadership St. Johns Class of 2014, St. Augustine, FL, November.
- 2013 “Redefining Local Government in the 21st Century: Strategies for Success in the New Normal”. Last Friday Lecture Series at Flagler College, St. Augustine, FL, October.
- 2013 “Excellence In Management”. Training workshop for managers at Flagler College, St. Augustine, FL, October.
- 2013 “Strategies for Success in the New Normal” with Gary Christiansen. Statewide workshop for the Florida Preindustrial Treatment Association, St. Augustine, Florida, April.

- 2013 “Should Local Governments in Florida Adopt Participatory Budgeting?” with Michael Wanchick. The 7th Annual Public Administration Research Conference, Orlando, Florida, April.
- 2013 “Understanding a Community’s Disaster Resilience Quotient” with Chip Patterson and Nancy Freeman. The 2013 National Hurricane Conference, New Orleans, Louisiana, March.
- 2013 “Public-Private Partnerships” with Dr. Lawrence Martin. The 2013 Annual Meeting of the Florida Political Science Association, Miami, Florida, March.
- 2013 “Internationally Recommended Best Practices in Transportation Financing Public-Private Partnerships” with Dr. Lawrence Martin, Dr. Wendell Lawther, Dr. Graeme Hodge, and Dr. Carsten Greve. The 2013 Annual Conference of the American Society for Public Administration, New Orleans, March.
- 2013 “Effectively Communicating in Emergency Management”. The Clay County Government Disaster Preparedness EOC Exercise, Green Cove Springs, March.
- 2013 “Strategic Planning”. The 2013 Annual Meeting and Work Session of the Florida Emergency Preparedness Association, Orlando, Florida, January.
- 2013 “Public-Private Partnerships” with Dr. Lawrence Martin. The 2013 Annual Meeting of the Southern Political Science Association, Orlando, Florida, January.
- 2012 “Effectively Communicating in Emergency Management”. The 2012 St. Johns County Disaster Preparedness Exercise, St. Augustine, July.
- 2012 “Public-Private Partnerships” with Dr. Lawrence Martin. 6th Annual Public Administration Research Conference, University of Central Florida, Orlando, Florida, March.
- 2011 “Managing Change”. 63rd Annual Fire Prevention Conference hosted by the Florida Fire Marshals and Inspectors Association. St. Augustine, Florida, October.
- 2011 “The Privatization Process”. The 2011 Florida Privatization Conference hosted by the Government Services Privatization Institute. Fort Lauderdale, Florida, June.
- 2011 Addressed the North Florida Procurement Association 2011 Expo to inform procurement professionals across the region about the value of the Public Administration Program to local government and effective public management.
- 2010 Addressed the Kiwanis Club of the City of Palatka to inform business and civic leaders about the contributions of the Public Administration Program to local government and effective public management.
- 2009 Presented a paper with Dr. Don Berglund entitled “Should Local Governments in Florida Adopt Participatory Budgeting?” at the 2009 Florida Conference for the American Society of Public Administration at Stetson University.
- 2009 Addressed the Green Cove Springs Rotary Club of area business and governmental leaders about the value of the Public Administration Program at Flagler

College to the public sector professionals who serve the citizens of Clay County.

- 2007 “Medicaid Privatization in Florida – To What Extent Will It Work?” with Karen Marathe, Sam Marathe, Thomas Wan, and Jackie Zhang. 4th Annual Health and Public Affairs Research Conference, University of Central Florida, Orlando, Florida, October.
- 2007 “Can Florida Counties Create A Partnership Model To Expand Access, Deliver Quality, and Contain Costs for Florida's Uninsured Population?” with Dr. S.S. Marathe. 3rd Annual "Partnerships for a Healthier Polk" Summit, Polk County Government, Winter Haven, Florida, September.
- 2006 “The Efficacy of Juvenile Bootcamps: A Meta-Analytic Review” with Mike Campbell and Sam Marathe. 3rd Annual Health and Public Affairs Research Conference, University of Central Florida, Orlando, Florida, October.
- 2006 “Education and Care Management Program to Reduce Infant Mortality in the African-American Population of Hastings and West Augustine in St. Johns County, Florida” with Karen Marathe, Sam Marathe, Thomas Wan, and Jackie Zhang. 3rd Annual Health and Public Affairs Research Conference, University of Central Florida, Orlando, Florida, October.
- 2005 “Building A Statewide Consortium of Local Government Agencies to Optimize Organizational Performance: Best Practices and Lessons Learned from the Florida Law Enforcement Data Sharing Consortium” Statewide Meeting of the Florida Benchmarking Consortium, Orlando, Florida, December 16th.

PROFESSIONAL COMMENTARY

- 2012 Quoted in “Clay Today” discussing the importance of ethics in public service and how our Bachelor’s degree program and faculty aid students in ethical decision-making during their careers (12/6/2012)
- 2007 Quoted as a subject matter expert on the optimal model of a healthcare service delivery system for the uninsured in a front page Florida Times-Union story “Does Hastings Have An Answer to Soaring Costs of Healthcare: Clinic Helps Poor, Takes Costly Strain Off ER” (1/22/07)
- 2007 Quoted as a subject matter expert on anti-waste and anti-fraud measures within the public sector in a Ponte Vedra Recorder story “County Fraud Hotline Expected by Mid-March” (2/02/07)
- 2006-2004 Quoted in several national and state publications as a subject matter expert on electronic information sharing networks within public safety – publications included Federal Computer Week, Information Week, and the Orlando Sentinel.

COMMUNITY SERVICE

- 2020 Member, Board of Directors, Flagler Tiger Bay Club – Chairman of Speakers Committee aiding in securing over 20 public policy speakers known nationally or statewide

- 2020 – 2006 Regularly volunteer my expertise and time to advise local governments to help them with different important public policy and administrative challenges.
- 2015 Board of Directors, No Casinos, a four-decade old organization originally formed by Governor Reubin Askew along with business and civic leaders to educate Floridians on how legalized casino gambling would harm the state's economy and quality of life.
- 2013 - 2017 Member, Key Communicators Group for St. Johns County School Superintendent Dr. Joseph Joyner and the St. Johns County Schools.
- 2012 Evaluator for the promotional process of the Putnam County Sheriff's Office.
- 2012 Graduate, Leadership St. Johns, Class of 2012
- 2011 Member, Duval County Public Schools Non-Instructional Personnel Professional Development Advisory Council
- 2014-2011 Member, Board of Directors, St. Augustine Y.M.C.A. Board leader for the 2012 and 2013 Silent Auctions for the St. Augustine Y.M.C.A.
- 2010 Featured instructor in a management training video entitled "Leadership and Influence." This educational video was produced by the St. Johns County Fire Rescue Department and will be viewed by over sixty members of their management team in a special course on leadership.
- 2010 Asked to review and evaluate a grant proposal for the St. Johns County Sheriff's Office Cold Case Initiative: Solving Cold Cases with DNA to the United States Department of Justice for \$218,395.23. Made a series of recommendations which were adopted prior to submission of the grant proposal to the United States Department of Justice. The proposal was accepted on its second submission and the SJCSO won the grant.
- 2009 Served as an editor for a paper presented by Chief Mike Patterson to a January 2009 meeting of the Florida State Emergency Medical Services Advisory Council. The paper was entitled "Best Practices and New Strategies for EMS Unit Hospital Wait Time Delays in Emergency Departments".
- 2008-2006 Member, Board of Directors, Patient-Centered Health Network of St. Johns County – a countywide non-profit organization which operates and oversees community-based healthcare clinics to serve historically-underserved communities such as the Hastings Medical Clinic.
- 2006-2003 Member, Orange County Nuisance Abatement Board
- 2006-2003 Member, Board of Directors, Hughes Supply Boys and Girls Club