

# R. Michael Bond

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## Professional Experience

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### Lake Technical College – Institute of Public Safety

#### Adjunct Instructor

2010 - 2018

Part time instructor teaching various subjects to Law Enforcement, Corrections and Cross-over recruit candidates. Responsibilities included preparing lesson plans, exam preparation and scheduling field trips. Subjects taught include general recruit curriculum and high liability areas such as Firearms, Defensive Tactics, Vehicle Operations and First Aid. Lead Instructor for FDLE Law Enforcement First Aid class and CPR certification. Selected four times by the recruit classes to speak at their graduation as the instructor speaker.

### Lake County Sheriff's Office

2005 – Present

#### Captain, Training Bureau Commander

#### Director, Criminal Justice Academy (Contract with Sheriff's Office and Lake Technical College)

Responsible for all day-to-day operations of the training bureau which includes managing all training staff employees. In partnership with Lake Technical College, oversee and coordinate all Criminal Justice Academy classes to including Law Enforcement, Corrections, PST-911 and all Advanced/Specialized classes. Manage Council on Occupational Education accreditation standards and Florida Department of Education Curriculum Framework requirements. Direct, oversee, and manage all class instructors for compliance and teachability. Oversee day to day operations while being fiscally responsible within budget guidelines. Duties include managing resources, class scheduling, financial budgeting, and other administrative tasks in running the bureau. Additional duties include:

- Responsible for all training programs assigned to the Sheriff's Office.
- Financial responsibility for the Training Bureau.
- Manage contract with Lake Technical College to effectively operate Law Enforcement Academy Classes.
- Create agency policy as needed for compliance with FDLE standards.
- Design, develop and implement training programs as designated by command staff.
- Monitoring of all legal compliance for certified sworn staff and training requirements.
- Responsible for high liability training and state compliance.
- Manage special assignments as directed by the Sheriff.
- Coordinate Advanced/Specialized classes for all local police departments in our region.
- Daily monitoring of current academy classes to include both law enforcement and corrections.
- Daily interaction and problem resolution of over 50 academy recruits.
- SME for FDLE in Firearms, First Aid and General curriculum for Basic Law Enforcement Academy.
- Participated in the rewrite of CJSTC Basic First Aid this past year.

#### Lieutenant, Training Bureau

Responsible for managing training staff and Criminal Justice Academy training coordinators. Assist in coordination of Specialized class for local law enforcement. Direct and oversee both academy classes and advanced/specialized classes that are currently in progress on the school campus. Duties include managing resources, Day Law Enforcement class scheduling, financial budgeting, and other administrative tasks in running the division. Additional duties include:

- Responsible for coordinating resources and managing weapons inventory.
- Design, develop and implement training programs as designated by command staff.
- Lead instructor for in-house leadership and line supervision classes.
- Coordinate advanced/specialized classes for Sheriff's Office employees.
- Responsibility for coordinating Day Law Enforcement Academy classes.

### **Sergeant, Minneola District**

Responsible for all day-to-day operations in running the Minneola District Office which include the supervision and management of ten (10) patrol deputies. Duties include resource scheduling, financial budgeting, and expense management, bi-weekly payroll, weekly and monthly status reporting, problem resolution and completing appropriate paperwork as required by our department. Additional duties and accomplishments include:

- Identified problem traffic areas and shift traffic patrols to those areas on a weekly basis.
- Increased surveillance patrols for problem areas.
- Maintain open communications with Minneola City leaders and establish goals that fit within the City charter.
- Completed annual performance evaluations for all staff assigned.
- Motivate and train patrol personnel on current acceptable law enforcement tactics.
- Enforce discipline as required with full required documentation.
- Ensure that department policy is practiced and followed.
- Completed advanced Combat Medic training and was assigned a Medic Team Lead for the SWAT team.

### **Sergeant, Uniform Patrol Alpha Shift**

Responsible for the daily operations of my assigned shift to include management and supervision of 5 (five) assigned deputies and (1) Corporal. Geographically, the assigned sector was 400 square miles to include urban and rural areas as well as several cities that had their own police department. Additional duties included:

- Perform annual evaluations for assigned deputies.
- Assist/train new Corporal(s) in proper management of personnel.
- Ensure that department policy was followed.
- Motivate and train patrol personnel on current acceptable law enforcement tactics.
- Attended a Combat Medic training class for SWAT and completed instructor requirements for that training course.
- Taught several instructional blocks for Lake County Sheriff's Office SWAT School.

### **Corporal, Uniform Patrol Bravo Shift**

Responsible for assisting sector sergeant with his daily management duties. Became acting supervisor when the sector sergeant was absent. Duties included responding for calls of service, report writing, quality assurance for other deputies reports and assisted my supervisor with report approvals. Additional duties and recognitions are as follows:

- Selected as Deputy Sheriff of the Year - 2009
- Attended Lake Technical Institute and was certified as an Emergency Medical Technician.
- Completed over 200 hours of Advanced/Specialized training.
- Selected by senior staff as Deputy Sheriff of the Quarter.
- Completed an advanced Explosive Breacher class for the SWAT team.

### **Deputy Sheriff, Field Training Officer**

Responsible for all daily duties associated with being a law enforcement officer. Assigned new deputy sheriff trainees and instructed them in proper procedures and policy as defined by our agency. Duties included daily evaluations, instruction in proper report writing, officer safety and general law enforcement knowledge. At the end of each phase, trainees were evaluated on their knowledge, and it was my responsibility to determine if they successfully completed that phase. Additional responsibilities and duties are as follows:

- Became a member of the Lake County Sheriff's Office SWAT Team. Certified as a Tactical Medic, Explosive Breacher and Technical Surveillance operator.
- Created a new Traffic Complaint Database to assign complaints from the public to Traffic Deputies.
- Created new processes, software and procedures for the on-call paging notification system utilizing existing in-house software thereby eliminating all alphanumeric pagers department wide.
- Designed and configured new FTO Software to create a paperless FTO Program.

## **CompuCom Systems, Inc.**

2004

### **District Services Manager**

Responsible for all functions of personnel management through activities that include position determination, financial impact, interviewing, hiring process, training, career planning for staff, performance evaluations and termination. Additional responsibilities for the structure, schedule and staffing requirements with an emphasis on management and coordination of tasks. Provided executives, customers and project managers with necessary leadership, assistance, guidance, and advice to ensure best practices in standard methodologies and processes.

- Responsible for managing and overseeing a staff of 45 individuals ranging from administrative to highly skilled engineers and additional contracted resources in the state of Florida.
- Responsible for \$ 10 M in revenues and expense budget of \$ 3.5 M with profitable results.
- Responsible for interviewing and hiring consultants through business partners as large as 30+ per project.
- Responsible for all facets of personnel management to include new hire process, staffing plans, bonus processes and performance evaluations, performance process improvement plans, training, career development and all employee communications.

## **Genesis10**

2002 - 2004

### **Consulting Manager**

Responsible for all delivery and recruiting services for the Southeast United States. Duties included consultant recruiting, resource staffing, presales support, RFP development, consultant reviews and engagement management. Assisted in formulating marketing strategy and implementation as well as new business development. Completed many IT Projects ranging from Business continuity planning to desktop migrations.

- Responsible for managing and overseeing consultants in the Southeast US as well as additional resources in Texas, Arkansas, Pennsylvania, and Utah.
- Principle member in the start-up operations of the Southeast Division office for Genesis10.
- Responsible for interviewing and hiring consultants for client project as needed. Staffed projects as large as 60 + consultants.
- Created and implemented 100% client satisfaction program.
- Worked with existing clients to understand business needs and create changes to our business model to ensure client needs were met.

## **Aquent, LLC (formerly Renaissance Worldwide, Inc.)**

1997 – 2002

### **Sr. Manager, Solutions Consulting Practice**

Responsible for resource staffing, client engagements, IT projects, technical architecture reviews, application development, requirements gathering/analysis and operational aspects of the solutions consulting business in the North, Central and West Florida area. Demonstrated competency in strategic thinking and leadership with strong abilities in relationship management. Acquired project management skills as well as experience in organizing, planning, and executing medium/large projects from analysis through implementation, involving internal personnel, contractors, and vendors. Able to analyze project needs and determine resources needed to meet objectives. Responsible for all SOW and proposal responses including development, research and defining solutions. Created and developed new consulting line of business and increased revenues by over 1 million dollars in the first 6 months of solutions practice.

### **Manager, Technical Operations**

Responsible for technical and business operations of our Staff Consultants in the professional services business unit for the North, Central and West Florida areas. Worked with management to create staff programs and increase business revenues. Provided overall direction for the consulting program.

- Responsible for managing and overseeing 26 staff consultants in the Orlando, Jacksonville, and Tampa offices of Renaissance Worldwide, Inc.
- Created and implemented Managing Consulting Program. Created a career path for consultants and increased revenues 1.2 million in 1-1/2 years. Created management bonus incentive plans (MIBP) and decreased consultant costs by \$15, 000 per year.

- Responsible for hiring full time staff employee's, performing annual reviews, implementing salary/staffing levels and process staffing models for the area.

**Darden Restaurants, Inc.**

**1991 – 1997**

**Programmer/Analyst - Restaurant Information Systems**

Responsible for requirements gathering, system analysis, technical design, and development of custom operational and financial software. Worked with many different departments including Accounts Payable, Payroll, Investment Analysis, Purchasing & Procurement, and Corporate Finance. Project lead and developer for several custom financial software projects. Managed, designed, developed, and implemented the Internal Financial Reporting System, Return on Capital Reporting, Payroll Management System, and Electronic Billing subsystem. Development encompassed several different operating platforms and languages.

**Price Waterhouse**

**1989 –1991**

**Sr. Consultant, Management Consulting Services**

Worked exclusively for several large Fortune 1000 clients. I managed a team of developers for one and was responsible for developing a batch reporting system for the other. All involved using a variety of platforms including mainframe and client/server.

- Project leader for a team of developers in creating the on-line menus. Responsible for coordinating user views and business requirements into system specifications and design requirements.
- Project Lead and developer for large batch reporting sub-system. Responsible for work plans, implementation schedules, and four staff members. Additionally responsible for project plan development for senior management's approval & review, all deliverables and final product presentation.

**Education**

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Master's Degree, Criminal Justice (Honors)	University of Louisville
Administrative Officers Class Graduate Certificate	Southern Police Institute
Bachelor's Degree, Economics	Principia College
Law Enforcement Basic Recruit Class	Lake Technical College - IPS
Emergency Medical Technician Class	Lake Technical Institute
Management Information Consultant Training Program (MICT)	Price Waterhouse

**Certifications**

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CJSTC General Instructor	State of Florida
CJSTC Firearms Instructor	State of Florida
CJSTC Defensive Tactics Instructor	State of Florida
CJSTC First Aid Instructor	State of Florida
CJSTC Driving Instructor	State of Florida
Instructor Trainer (CPR/First Aid)	ASHI
National/State Certified EMT	State of Florida – DOH
Glock Certified Armorer	Glock, Inc.
State Certified Law Enforcement Officer (2004)	State of Florida – CJSTC
Project Management Professional Candidate	Project Management Institute
Certified Software Test Engineer (CSTE)	Quality Assurance Institute
Concealed Weapon License	Florida Department of Agriculture
Certified Basic SCUBA Diver	Professional Association of Diving Instructors - PADI

**Awards**

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Exceptional Duty Award, 2016	Lake County Sheriff's Office
Director's Award (Highest GPA), 2015	Southern Police Institute (SPI), University of Louisville

Lifesaving Award, 2011  
Deputy Sheriff of the Year, 2009  
Deputy Sheriff of the Quarter, 2009  
Outstanding Service Award, 2009  
Top Academic Student, EMT Program  
Top Defensive Tactics Recruit  
1<sup>st</sup> Runner Up – Academic Achievement  
Perfect Attendance – Police Academy  
Outstanding Service Award, 2004  
PMI Service Award, 2001  
Excellence Award, Southeast Region, January 1998  
Excellence Award, Southeast Region, May 1998

Lake County Sheriff's Office  
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Clermont Youth Football, Inc.  
Lake Technical Institute  
Lake Technical College - IPS  
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Clermont Youth Football, Inc.  
PMI, Central Florida  
Renaissance Worldwide, Inc  
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### **Associations/Boards**

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Member, Training Center Directors Association

Florida Training Center Directors Association

Member, ILEETA

International Law Enforcement Educators and Trainers Association

Member, IALEFI

International Association of Law Enforcement Firearms Instructors

Member, Tau Sigma Honor Society

Tau Sigma Honor Society

Member, Golden Key Honor Society

Golden Key Honor Society

Board Member

Minneola Elementary Charter School

Board Member/ Executive Vice-President

Clermont Youth Football & Cheerleading Association

Board Member/Vice-President, Finance

Knight Time Sports, Inc.