

David Paloff

Spring Hill, FL

Master's in Administrative Science

Bachelor's in Public Administration – did not include proof

Meets minimum Senior Level Management Experience

Experience as CEO of Humane Society for Pinellas County

Experience as Director of Operations for Human Society for Pinellas County

Experience as Project Manager for Hillsborough County Fire Rescue

- Budget Experience
- Strategic planning and operations
- Employee Management

David Paloff
Spring Hill, FL

David M Paloff

18345 Edgewood Drive

Spring Hill, Florida 34610

December 28, 2023

Dear Hiring Manager,

I am writing to express my interest in becoming the City Manager for the City of Lake City, Florida where I can successfully implement my experience, extensive training, and education with the same dedication and commitment as I have shown throughout my career. My resume is attached for your review. As you will note, I have over twenty five years' experience in the public safety, public administration, and non-profit management field with a proven record of accomplishments and professional growth. In this capacity, I have worked for various communities and organizations (some simultaneously) which enhances my overall background to be a positive contributing member of your team.

I am a highly motivated, community oriented individual with excellent communication and decision-making abilities. I manage planning, coordination, operations, administration, grant management, budgeting, strategic planning, and process improvement independently and as a team member, and welcome new challenges and responsibilities. My strong focus has always been on the quality of my performance with expediency, and accuracy. My experience includes that as a Supervisor, acting crew chief, Chief Emergency Medical Services Coordinator, Firefighter/EMT/Hazmat Technician, Emergency Management Coordinator, Assistant Director, Senior Program Coordinator, Project Manager, Director of Operations, and Chief Executive Officer with different organizations and government agencies where I gained experience in operations management, strategic planning and implementation, facilities management, personnel training, management and development, preparedness and planning, budgeting and budget oversight.

Joining the City of Lake City team greatly interests me. My diversified background provides me with the qualifications to meet the requirements of demanding situations. Given the opportunity for a personal interview, I will discuss further my capabilities and how I can be an asset to the organization, its team members, and the members and visitors of the community. I can be reached by telephone, or email. Thank you for your consideration.

Very truly yours,

David M. Paloff

Published on *City of Lake City, FL* (<https://www.lcfla.com>)

[Home](#) > [Application for General Employment](#) > [Webform results](#) > Application for General Employment

Submission information

Form: [Employment Application](#) [1]
Submitted by Visitor (not verified)
Thu, 12/28/2023 - 8:48pm
173.170.198.63

Today's Date Thu, 12/28/2023

Are you applying for a position within the Police Department? No

Which position are you applying for? City Manager

Are you over the age of 18? Yes

Are you eligible to work in the United States? Yes

Have you read the full job postings for the position in which you are applying? Yes

Are there any duties you are unable to perform? No

Are there any days or hours you are unable to work? No

Are you able to travel, if required? Yes

Expected Salary (annual): \$ 140,000

Have you ever been employed by the City of Lake City or Lake City Police Department? No

Do you have any relatives currently employed by the City of Lake City or Lake City Police Department? No

Why are you interested in working for the City of Lake City? The City of Lake City has a rich history, one where the history of the state cannot be told without Lake City having its place in it. Most importantly, Lake City will continue to play a major role not only locally, but statewide as the gateway to Florida. For many years I have have spent time camping in and around the Lake City area. It is an area that I keep coming back to, drawn to for all of its history, and for its sense of community. This is what drives me to want to become a permanent part of the community and its history.

Applicant Information + Driver's History

Applicant Information

Full Name:
David Paloff

Social Security Number

Current Address

18345 Edgewood Drive

City, State Zipcode

Spring Hill

Home phone number

727-534-0416

Cell phone number

Email address

paloffdavid80@gmail.com

Driver's History

Can you operate a motor vehicle? Yes

Do you possess a valid Florida driver's license? Yes

Have you ever possessed a driver's license or CDL of any kind from any other state? No

Have you ever had your driver's license SUSPENDED or REVOKED? No

List all traffic citations and crashes in the last five (5) years: I received a moving violation in September of 2023.

Rear ended in December of 2021

Criminal History

Criminal History

Have you ever been convicted of, or pled guilty, no contest, or nolo contendere to a crime?
No

Have you ever been a defendant in a civil action for intentional tort (e.g. assault, battery, intentional infliction of emotional distress), or an unlawful employment practice (e.g. sexual or racial harassment)? No

Have you ever been charged with a crime and either placed on court-ordered probation, had adjudication withheld, entered a pre-trial intervention program, or have any criminal charges pending now? No

If you answered YES to any of the above, please fully explain below:

N/A

Education

Education

Depending on the position sought, you may be required to provide a copy of your high school or college transcripts, degrees, and/or professional registration.

Do you currently have a high school diploma? Yes

High School Information

Name of School

Pinelands Regional Adult HS

City and State

Tuckerton, NJ

Date Graduated

07/1999

College or Technical School 1

Name of School

Fairleigh Dickinson University

City and State

Teaneck, NJ

Years attended

2

Major

Public Administration

Degree obtained

Bachelor

College or Technical School 2

Name of School

Fairleigh Dickinson University

City and State

Teaneck, NJ

Years attended

2

Major

Administrative Science

Degree obtained

Master

Certificates or additional training completed:

Executive Leadership in Animal Services from Southern Utah University

New Jersey State Firefighter I&II

New Jersey Emergency Medical Technician

Hazmat Technician

Incident Command Instructor

State of Florida Animal Control Officer

Work History

Work History

Please give the complete name and address of all employers, including military employment. Please describe the major duties performed. A resume may be attached as a supplement; however, you must complete all information requested on the application. Begin with your most recent employer and list all previous employers in chronological order. Include a minimum of 5 years of employment. Please contact HR if you need to add additional employers to your application.

Employer 1 (Current or most recent)

Name of Company

Humane Society of Pinellas

Street Address

3040 SR 590

City, State, Zip

Clearwater, FL 33759

Phone Number

727-797-7722

Dates Employed

January 2023-Present

Supervisor's Name

Helen Henwood, Board Chair

Pay Rate

\$100,000/annually plus performance bonus

Brief Description of Duties

Oversee the administration and overall strategic direction of the organization in alignment with the direction set forth by the Board of Directors. Supervise a staff of 34 and more than 150 active volunteers with 4 direct reports. Lead fundraiser for the organization in conjunction with the Director of Development. Ensures that the mission and vision of the organization are at the forefront of all activities and decision making processes.

- Budget development and implementation ensuring financial stability.
- Strategic plan development for the organization in conjunction with the board of directors
- In conjunction with the Board of Directors development of organizational policy, development of procedure, and ensure that all organizational programs are implemented in alignment with the organizations mission and based on community needs.
- Lead for capital campaign with a five million dollar goal securing a single seven figure gift and multiple six figure gifts.
- Ensure compliance with all laws and regulations governing animal welfare and nonprofit organizations.
- Develop and foster relationships with donors and supporters of the organization along with other key stakeholders.
- Oversight and management of all contractual fulfillment obligations.
- Oversight of the multi-million dollar new construction and capital improvement project.
- Cultivate and maintain a positive and inclusive culture amongst all team members.

Reason for Leaving

Growth in the public sector

Employer 2

Name of Company

Humane Society of Pinellas

Street Address

3040 SR 590

City, State, Zip

Clearwater, FL 33759

Phone Number

727-797-7722

Dates Employed

June 2020-January 2023

Supervisor's Name

Helen Henwood, Board Chair

Pay Rate

\$80,000/annually plus performance bonus

Brief Description of Duties

Oversee all the operations and administration of Humane Society of Pinellas programs. Supervise a staff of 25 with a total of 6 direct reports. Assist in the development of donors and donor programs and participate in donor events. Assist in the operations of the veterinary clinic.

- Responsible for the hiring, supervising, coaching, disciplining and training of animal welfare workers, providing regular, on-going feedback and timely evaluations. Executes promotion and termination processes.
- Monitors safety compliance for the organization, staff and volunteers in conjunction with the Human Resources representative.
- Assist in maintaining shelter records and statistics that include but are not limited to: animal population, adoption, euthanasia, and spay/neuter.
- Oversee the ordering and inventory of shelter supplies and equipment and ensures that appropriate quantities of all supplies are available at all times. Regularly research new products, equipment and pricing.
- Enforcing all policies and protocols to protect the health and well-being of the animals in HSP's care.
- Lead staff discussions regarding placement decisions, behavior plans, and other animal-related concerns.
- Develop long-range programs and regularly review policies and procedures.
- Prepare the annual budget and closely monitors income and expense throughout the year and manages all capital improvement projects.

Reason for Leaving

Promoted

Employer 3

Name of Company

Hillsborough County Fire Rescue-Office of Emergency Management

Street Address

9450 E. Columbus Dr

City, State, Zip

Tampa, FL 33619

Phone Number

813-272-6600

Dates Employed

September 2018-May 2020

Supervisor's Name

Michael Ryan

Pay Rate

\$69,000/annually

Brief Description of Duties

- Program development and management of the training and exercise program for over 4,000 county employees as it related to emergency preparedness and management.
- Operations Section Chief or Deputy EOC Command during EOC activations.
- Member of the Region 4/6 Type III AHIMT
- Collaborate with community partners and agencies.
- Member of RDSTF

Reason for Leaving

Growth opportunity

Neighborhood Survey.

Please list three (3) of your closest neighbors where you now reside, preferably ones on each side of you and behind you. If for some reason this is not practical, such as you live in a rural area or don't have close neighbors, list the nearest ones and list and explanation below.

Neighbor 1

Full Name**Nickname****Address****City, State Zip****Home Phone****Cell Phone****Occupation****Business Address****Business Phone**

Neighbor 2

Full Name

Nickname

Address

City, State Zip

Home Phone

Cell Phone

Occupation

Business Address

Business Phone

Neighbor 3

Full Name

Nickname

Address

City, State Zip

Home Phone

Cell Phone

Occupation

Business Address

Business Phone

Additional Comments

Personal References

Reference 1

Full Name

Nickname

Address

City, State Zip

Home Phone

Cell Phone

Business Address

Occupation

Business Phone

Reference 2

Full Name

Nickname

Address

City, State Zip

Home Phone

Cell Phone

Occupation

Business Address

Business Phone

Reference 3

Full Name

Nickname

Address

City, State Zip

Home Phone

Cell Phone

Business Address

Business Phone

Occupation

Veteran Information

Have you ever served in the Armed Forces?

No

FRS Information

Florida Retirement System (FRS) - Certification form

This form is not an offer of employment or an enrollment form. If hired, a Retirement Choice kit may be mailed to your home with enrollment instructions

Have you ever been a member of a State of Florida administered retirement plan?

Yes

If you are not retired and earned FRS service after certain periods in 2002 (depending on your employer), you must rejoin the FRS retirement plan you were enrolled in when you terminated FRS-covered employment. You may have a one-time 2nd Election to switch FRS retirement plans. Also, alternative retirement programs are available to certain employees. Contact your employer for deadline and other information.

I was or currently am a member of the following State of Florida administered plan:

Section II

FRS Retirement Plan (incl. DROP)

Agency Name

Hillsborough County

Current or Former FRS Employer

Hillsborough County

Signature (By typing your name here you are electronically signing this form.)

David Paloff

Are you retired as defined in the statement above?

No

Section III

I am NOT retired from any State of Florida administered retirement plan. I understand that if it is later determined that I was a retiree and was reemployed during the first 6 calendar months after I retired or after my DROP termination date, or at any time during the 7th through the 12th months after I retired or after my DROP termination date, I must repay all unauthorized benefits received (see Section IV for details), or, if in the Investment Plan, terminate my employment. My employer may also be liable for repaying any unauthorized benefits I received.

Signature (By typing your name here you are electronically signing this form.)

David Paloff

Documents

Document upload

Please upload any documents here. Documents must be submitted as either .rtf, .doc, .docx, or .pdf. Items noted with a * are required.

Resume

[paloff_resume.docx](#) [2]

High School Diploma**Driver's License****Birth Certificate**

College Degrees/Transcripts
unofficial_transcript.pdf [3]

Other Certificates

DD214

EEO

EEO Self-Identification Form

Federal Laws and regulations require that the City incorporate a procedure for obtaining information necessary to conduct an applicant flow and selection analysis to determine the number of persons protected under those laws and whether or not the present selection system has an adverse effect on any protected group.

****Completion of this form is strictly voluntary****

Do you wish to self identify?

Yes

Race/National Origin: (Definitions from EEOC Form 221)

White (not Hispanic origin): All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.

Sex

Male

Individual with Disabilities?

No

Special Disabled Veteran?

No

Vietnam Era Veteran?

No

Other Eligible Veteran?

No

How did you learn of the job opening?

LCFLA.COM

According to 41 CFR 60-41.42, there are only two circumstances when an employer may ask a disabled applicant to self-identify on a pre-offer basis:

(1) The invitation is made when the contractor actually is undertaking affirmative action for individuals with disabilities at the pre-offer stage; or (2) The invitation is made pursuant to a Federal, state or local law requiring affirmative action for individuals with disabilities.

According to 41 CFR 60-250.42, there are only two circumstances under which an employer may ask applicants who are Special Disabled Veterans to self-identify on a pre-offer basis:

(1) The invitation is made when the contractor actually is undertaking affirmative action for special disabled veterans at the pre-offer stage; or (2) The invitation is made pursuant to a Federal, state or

local law requiring affirmative action for special disabled veterans.

Individual with disabilities: Defined as a person who (1) has a physical or mental impairment which substantially limits one or more of his or her major life activity(s), (2) has a record of such impairment(s), or (3) is regarded as having such impairment(s). For purposes of this definition, an individual with disability(s) is substantially limited if he or she is likely to experience difficulty in securing, retaining, or advancing in employment because of disability(s).

Special Disabled Veteran: Defined as a veteran who is entitled to disability compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Veterans Administration for a disability (i) rated at 30% or more, or (ii) rated at 10% or 20% in the case of a veteran who has been determined under Section 1506 to have a serious employment disability, or a person who was discharged from active duty because of a service-connected disability.

Veteran of the Vietnam Era: Defined as a veteran who (a) served on active duty in the Republic of Vietnam between February 28, 1961 and May 7, 1975, or (b) served on active duty for a period of more than 180 days, any part of which occurred between August 5, 1964 and May 7, 1975, and was discharged or released from there with other than a dishonorable discharge, or (c) was discharged or released from active duty for a service-connected disability if any part of his or her active duty was performed between August 5, 1964 and May 7, 1975.

Other Eligible Veteran: Defined as any veteran who served in a "war" declared by Congress, in a campaign or on an expedition for which a campaign badge, or service medal, or an expeditionary medal has been awarded.

Record Check

Record Check Authorization

Please Read Carefully Before Signing.

1. I HEREBY AUTHORIZE that all the facts and information on this employment application are true and complete. I understand that any false, incomplete or misleading information given by me on this application is sufficient cause for rejection of this application. I also understand and agree that any such false, incomplete, or misleading information discovered on this application at any time after I am employed may result in my dismissal.

2. I HEREBY AUTHORIZE the City to investigate all statements contained in this application, to interview the references and previous employers listed in this application, and to obtain a report from a consumer reporting agency to be used for employment purposes in accordance with Fair Credit Reporting Act, to conduct a record check on my background to include but not be limited to the following: criminal and driving check, employment and performance record and educational records. I authorize the references, previous employers, and school or other education institution, credit bureau, lending institution, consumer reporting agency or public agency listed to give the City all the facts, opinions and evaluations concerning my previous employment and any other information they may have, personal or otherwise, and I HEREBY RELEASE and save harmless the addressee, its officers, agents, servants or employees from and against any and all liability, claims, demands, damages, expenses, fees, fines, penalties, suits, proceedings, actions and costs of actions, including attorney's fees of any kind and nature arising or growing out of or in any way connected with the disclosure of requested information.

3. If I am offered employment, I understand that such an offer will be conditioned upon satisfactory results of a background investigation and/or City medical examination or inquiry, including a drug screening test. If then employed, I understand that I will be required to serve a probationary period. I further understand that my employment and compensation can be terminated, with or without cause or notice, at any time, regardless of the successful completion of my probationary period, at the option of either the City or myself. I understand that no supervisor or other representative of the City other than the City Manager has any authority to enter into any agreement for employment for any specified period of time, or to make any agreement contrary to the foregoing. I further authorize on going procurement of the above mentioned reports at any time during my employment.

By typing your name here you are electronically signing that you fully understand and voluntarily agree with the above items.

David Paloff

Today's Date

Thu, 12/28/2023

Certificate of Applicant

Certificate of Applicant

I hereby certify that all information given on this application is true and correct to the best of my knowledge and I understand that any false information given on this application shall constitute cause to withdraw the application from consideration for any position with the City of Lake City or termination of employment with the City of Lake City. Inquiry as to past employment of any on the job performance may be conducted and all past and current employers will be contacted. I release the City of Lake City and any past or current employers and other individuals contacted from any liability for release of information regarding my employment.

Applications of municipalities are considered public documents according to Florida Statues and are open to public inspection upon request. Applications will remain active until position applied for is filled.

By typing your name here you are electronically signing this application:

David Paloff

Today's Date

Thu, 12/28/2023

Source URL:<https://www.lcfla.com/node/6533/submission/16823>

Links

[1] <https://www.lcfla.com/hr/webform/employment-application> [2]
https://www.lcfla.com/system/files/webform/paloff_resume.docx [3]
https://www.lcfla.com/system/files/webform/unofficial_transcript.pdf

DAVID M. PALOFF

CHIEF EXECUTIVE OFFICER

18345 Edgewood Drive, Spring Hill, FL 34610 | 727 534 0416 | paloffdavid80@gmail.com |
linkedin.com/in/davidpaloff

PROFILE

I have over 25 years of successful and diversified experience in the public safety, public services administration, and nonprofit field involving daily operations management, budget preparation and management, catastrophic planning, strategic planning, training, development, program management, and ordinance enforcement. My capabilities include – administration, oversight of day-to-day operations, incident management, personnel development, strategic evaluation, decision making, problem solving, accuracy & expediency, excellent customer service and leadership.

EXPERIENCE

CHIEF EXECUTIVE OFFICER

Humane Society of Pinellas | Clearwater, FL | 2023-Present

Oversee the administration and overall strategic direction of the organization in alignment with the direction set forth by the Board of Directors. Supervise a staff of 34 and more than 150 active volunteers with 4 direct reports. Lead fundraiser for the organization in conjunction with the Director of Development. Ensures that the mission and vision of the organization are at the forefront of all activities and decision making processes.

- Budget development and implementation ensuring financial stability.
- Strategic plan development for the organization in conjunction with the board of directors
- In conjunction with the Board of Directors development of organizational policy, development of procedure, and ensure that all organizational programs are implemented in alignment with the organizations mission and based on community needs.
- Lead for capital campaign with a five million dollar goal securing a single seven figure gift and multiple six figure gifts.
- Ensure compliance with all laws and regulations governing animal welfare and nonprofit organizations.
- Develop and foster relationships with donors and supporters of the organization along with other key stakeholders.
- Oversight and management of all contractual fulfillment obligations.
- Oversight of the multi-million dollar new construction and capital improvement project.
- Cultivate and maintain a positive and inclusive culture amongst all team members.

DIRECTOR OF OPERATIONS

Humane Society of Pinellas | Clearwater, FL | 2020-2023

Oversee all the operations and administration of Humane Society of Pinellas programs. Supervise a staff of 25 with a total of 6 direct reports. Assist in the development of donors and donor programs and participate in donor events. Assist in the operations of the veterinary clinic.

- Responsible for the hiring, supervising, coaching, disciplining and training of animal welfare workers, providing regular, on-going feedback and timely evaluations. Executes promotion and termination processes.
- Monitors safety compliance for the organization, staff and volunteers in conjunction with the Human Resources representative.
- Assist in maintaining shelter records and statistics that include but are not limited to: animal population, adoption, euthanasia, and spay/neuter.
- Oversee the ordering and inventory of shelter supplies and equipment and ensures that appropriate quantities of all supplies are available at all times. Regularly research new products, equipment and pricing.
- Enforcing all policies and protocols to protect the health and well-being of the animals in HSP's care.
- Lead staff discussions regarding placement decisions, behavior plans, and other animal-related concerns.
- Develop long-range programs and regularly review policies and procedures.
- Prepare the annual budget and closely monitors income and expense throughout the year and manages all capital improvement projects.

PROJECT MANAGER

Hillsborough County Fire Rescue, Office of Emergency Mgmt. | Tampa, FL | 2018-2020

- Program development and management of the training and exercise program for over 4,000 county employees as it related to emergency preparedness and management.
- Operations Section Chief or Deputy EOC Command during EOC activations.
- Member of the Region 4/6 Type III AHIMT
- Collaborate with community partners and agencies.
- Member of RDSTF

SENIOR PROGRAM COORDINATOR

Hillsborough County Fire Rescue, Office of Emergency Mgmt. | Tampa, FL | 2018

Support all programs within the Office of Emergency Management utilizing an All-Hazards and Whole Community approach.

Primary oversight of the healthcare program, THIRA and alternate EOC facility readiness.

- Healthcare CEMP review for over 360 facilities throughout Hillsborough County.
- Assist in facilitation and liaison to the ESF-8 (Healthcare) coalition within Hillsborough County.
- THIRA updates for Hillsborough County
- Alternate EOC facility readiness
- Function as the Operations Section Chief during activations of the Emergency Operations Center.
- Member of the Preparedness Committee for the Florida Health Care Association
- Assist, plan and participate in the yearly planning for the Hillsborough County Mass Casualty Exercise

ASSISTANT DIRECTOR

Pasco County Animal Services | Land O Lakes, FL | 2015-2018

Assist in the oversight of the countywide programs of animal control and enforcement of county ordinances and state laws regarding animals, humane education, operations and management of the county animal shelter. Direct a diverse staff of 39 employees and over 400 volunteers including medical, enforcement, administrative, customer service and animal care personnel.

- Direct planning, management and development of an over four million dollar annual budget, coordination, administration, marketing, operations, supervision and fiscal accountability for the Animal Services department.
- Participate in strategic planning, business review, leadership and process improvement
- Perform employee evaluations, direction, leadership and mentoring.
- Budget development and management, capitol planning.
- Policy and protocol development and management.
- Active participant of Animal Services Advisory Board and other support organizations.
- Presentation development and delivery.

EMERGENCY MANAGEMENT COORDINATOR

Pasco County Office of Emergency Mgmt. | New Port Richey, FL | 2014-2015

Support all hazards preparedness and response activities within Pasco County to include the health care community and other public safety disciplines in a community of approximately 485,000 residents.

- Facilitate Emergency Support Function 8 (ESF-8), Health and Medical monthly preparedness meetings.
- Assist in training and exercise for the Office of Emergency Management as well as additional departments within Pasco County related to public safety.
- Function in a leadership role with the county hazardous materials team based on need.
- Disaster Plan review for health and medical facilities within the county.
- During a declared disaster or EOC activation function within the command staff structure functioning as a Planning Section Chief or EOC Coordinator (EOC Command) within the Emergency Operations Center based on need.
- Inspect and conduct analysis related to SARA Title III Extremely Hazardous Substance facilities and manage contract with the State of Florida meeting all reporting requirements.
- Development and execution of the Multi Year Training and Exercise Plan (MYTEP) and countywide training and Exercise Program.

CHIEF COUNTY EMERGENCY MEDICAL SERVICES COORDINATOR / HAZMAT TECHNICIAN

Atlantic County Department of Public Safety-Office of Emergency Mgmt. | Egg Harbor Twp., NJ | 2007-2013

Support all hazards planning and response services in Atlantic County, with a population of 285 thousand and a summer population over 1 million. Atlantic County's unique demographics allow for a wide breadth of experiences outlined below.

- Manage Operations Desk (Operations Section Chief) in Emergency Operations Center (EOC) during activations, supporting all Emergency Support Function's (ESFs) with primary oversight and management of ESF-8B, Emergency Medical Services.
- Hurricane Irene 2011– Chief EMS Coordinator, coordinated evacuations of bed-bound residents, managed strike teams for EMS response to affected areas; Coordinate physician and additional staff support in medical needs sheltering, including asset and pharmaceutical resource acquisition.
- Derecho/June 30th Storm 2012 – Chief EMS Coordinator, supported affected communities by aiding in reestablishing emergency communications, providing mutual aid EMS resources to communities with excessive calls for EMS pending; assisted in setting up Point of Distribution (POD) sites for water and ice in well/septic-reliant communities; supported community shelters with resource acquisition.
- Superstorm Sandy 2012 – Chief EMS Coordinator, coordinated evacuations of bed-bound residents, managed EMAC strike teams from Indiana and Pennsylvania; Coordinate physician support in medical needs sheltering, along with organizing nursing schedules and pharmaceutical resourcing; Coordinated physician and public health department support to general population sheltering, facilitated the delivery of mobile methadone services and arranged physician visits to shelters to assess high risk populations. Assisted in establishing and providing safety and security to evacuation and shelter sites.
- Continually collaborate with community partners including government partners, at local, state and federal levels and non-governmental organizations.
- Act as lead in initial HAZMAT response/incident assessment and hazard recognition, providing guidance and direction on initial evacuation/safety decisions.
- Appointed by the County Board of Chosen Freeholders to the Atlantic County Highway Traffic Safety Task Force and the County Emergency Management Advisory Board.
- Appointed by the County Director of Public Safety to the Central Dispatch Committee on Policy Development.
- Oversight of HSGP for EMS and Technical Rescue investments to include the writing of yearly investment justifications.

EMERGENCY MEDICAL TECHNICIAN/LIEUTENANT

Township of Hamilton Rescue | Mays Landing, NJ | 1999-2013

Responsible for daily operations of department responding to over 3,000 calls annually for EMS/Rescue services in the largest municipality in the State of New Jersey.

- Utilize Hurst Rescue Equipment to conduct vehicle extrication, also provide in house training on Hurst Rescue Equipment.
- Manage, direct and coordinate daily activities of the department.
- Supervise, train, and provide support to the department with a focus on quality assurance.
- Utilize Firehouse Software and Blue Moose Management Software.

EMERGENCY MEDICAL TECHNICIAN/FIREFIGHTER

Absecon Emergency Services | Absecon, NJ | 2005-2013

Basic emergency medical technician and firefighter duties with management responsibilities in service area receiving approximately 1800+ calls annually.

- Assisted in writing contracts for service while serving as full time Operations Captain in 2006.
- Participated in the development of new vehicle specifications.
- Assist as a member in the special operations team (Surface Water and Rope Rescue).
- Interface with volunteers within the organization.
- Handle payroll and new hire orientation.

EMERGENCY MEDICAL TECHNICIAN/SUPERVISOR

Egg Harbor Township EMS | Egg Harbor TWP, NJ | 2006-2010

Responsible for supervision and direction of daily operations responding to emergency calls in a large township area receiving over 4,000 911 emergency calls annually.

- Perform patient/victim assessment.
- Assist in training of personnel.
- Supervision of personnel on shift.
- Administrative duties that include quality assurance through patient care report review.

EDUCATION

Master of Administrative Science	Fairleigh Dickinson University Teaneck, NJ 2023
Certificate in Executive Leadership in Animal Services	Southern Utah University Cedar City, Utah 2022
Bachelor of Arts, Public Administration	Fairleigh Dickinson University Teaneck, NJ 2014
Firefighter II	Atlantic County Fire Academy Egg Harbor Township, NJ 2005
Firefighter I	Ocean County Fire & EMS Academy Waretown, NJ 1999
Emergency Medical Technician - Basic (EMT-B) course	Ocean County Fire & EMS Academy Waretown, NJ 1998

TRAINING & CERTIFICATIONS

Homeland Security Exercise and Evaluation Program HAZMAT ID 360	NJ State Police Hazmat On-Scene Incident Commander 06015 NJ State Police Hazmat Emergency Medical Operations 06013
EOC Management and Operations (G775) Emergency Planning (G235) Introduction to Exercises (IS-0120.A) Active Shooter: What Can You Do (IS-0907) NJ State Police HAZMAT Technician 06011 NFA All-Hazards Incident Commander (L-950) HAZMAT Operations Vehicle Extrication Technician-Instructor Ice Water Rescue Operations FEMA IS-800 Emergency Incident Rehabilitation FEMA All-Hazards Incident Commander ICS/EOC Interface (G191) FEMA All Hazards Division/Group Supervisor L449 Incident Command Instructor	CBRNE Awareness 2006 EPA HAZWOPER – 40hr Pre-Hospital Trauma Life Support ICS 100, 200, 300, 400 EMS Response to Large Scale Incidents-Instructor FAST Team Awareness Drill-Ground Instructor Thermal Imaging Modern Vehicles Extrication Hazards FEMA All-Hazards Planning Section Chief Ambulance Strike Team Leader Healthcare Evacuation: From Start to Finish Emergency Medical Operations for CBRNE Incidents FEMA All Hazards Incident Management Team Type III State of Florida Animal Control Officer

PROFESSIONAL DEVELOPMENT

Operations Chief	AHIMT State of Florida Division of Emergency Management Florida 2017-2020
Member, Board of Directors	West Pasco Girls Fast Pitch Softball Association New Port Richey, FL 2014-2015
Valor Award Recipient	Atlantic County Firefighters Association Atlantic County, NJ 2009
Member and Agency Representative	Atlantic County Firefighters Association Atlantic County, NJ 2005-2013
Firefighter/EMT	Mays Landing Fire Department Mays Landing, NJ 2007-2014
Volunteer Firefighter	Weymouth Volunteer Fire Company Weymouth, NJ 2005-2006
EMT Crew Chief	Great Bay Regional Volunteer EMS Little Egg Harbor, NJ 1999 - 2004
Volunteer Firefighter	Tuckerton Fire Department Tuckerton, NJ 1998-2001

Mr. David Paloff
 18345 Edgewood Drive
 Spring Hill FL 34610

DATE: 12/22/23
 Current Level...:
 Current Major...: Administrative Science
 Current Minor...:

Current Special.:

Id Number....: 1596696

Course	Title	Grd R	Crs Att	Crs Cmpt	Grade Points	
MADS 6600	Theory & Practice Administrati	A	3.00	3.00	12.0000	
MADS 6603	Law & Administrative Practice	B+	3.00	3.00	9.9900	
Term 21/FA		Totals:	6.00	6.00	21.99	GPA = 3.67
UNOFFICIAL TRANSCRIPT		Cumulative Totals:	6.00	6.00	21.99	GPA = 3.67
MADS 6602	Personnel Administration	A	3.00	3.00	12.0000	
MADS 6608	Organiz Commun/Conflict Res	A	3.00	3.00	12.0000	
Term 22/SP		Totals:	6.00	6.00	24.00	GPA = 4.00
UNOFFICIAL TRANSCRIPT		Cumulative Totals:	12.00	12.00	45.99	GPA = 3.83
MADS 6661	Managing Organizational Change	A-	3.00	3.00	11.0100	
Term 22/SU		Totals:	3.00	3.00	11.01	GPA = 3.67
UNOFFICIAL TRANSCRIPT		Cumulative Totals:	15.00	15.00	57.00	GPA = 3.80
MADS 6604	Ethics & Public Values	A	3.00	3.00	12.0000	
MADS 6606	Admin Leadership Complex Organ	A-	3.00	3.00	11.0100	
Term 22/FA		Totals:	6.00	6.00	23.01	GPA = 3.84
UNOFFICIAL TRANSCRIPT		Cumulative Totals:	21.00	21.00	80.01	GPA = 3.81
MADS 6610	Organizational Decision Making	A	0.00	3.00	0.0000	SOUTHERN UTAH UNIVERSITY
Term 23/SP		Totals:	0.00	3.00	0.00	GPA = 0.00
UNOFFICIAL TRANSCRIPT		Cumulative Totals:	21.00	24.00	80.01	GPA = 3.81
MADS 6609	Productivity/Human Performance	A	3.00	3.00	12.0000	
MADS 6612	Seminar Strategic Management	B+	3.00	3.00	9.9900	
Term 23/FA		Totals:	6.00	6.00	21.99	GPA = 3.67
UNOFFICIAL TRANSCRIPT		Cumulative Totals:	27.00	30.00	102.00	GPA = 3.78
TOTALS: CRED.ATT = 27.00 CRED.CPT = 30.00 GRADE.PTS = 102.00 GPA = 3.78						