

Selection Committee:

My name is Frederick “Rick” Stang. I am a veteran law enforcement officer, with over twenty years of service, including over 10 years as a supervisor or administrator. Currently, I am enrolled in the doctorate (PhD) program for public administration at Florida Atlantic University, and I recently earned my Master’s degree in Public Administration. During my graduate studies, I completed numerous courses related to public policy, budgeting, ethics, and leadership. My undergraduate studies were in public safety administration with an emphasis on disaster management. In addition to my college education, I have received training and certifications for leadership, supervision and management, investigations, instructor/trainer, policy creation and accreditation, field training officer, and many others throughout my career in law enforcement.

During my time in administration of the Ocean Ridge Police Department, I oversaw the entire agency of 20-25 sworn and civilian employees. I conducted budget management and preparation, managed our fleet of vehicles, participated in IT system upgrades and implementation, supervised daily operations, and was responsible for a re-write of the organization’s entire policy and procedure manual, based on industry best practices and Florida law enforcement accreditation standards. Additionally, I managed scheduling, conducted background investigations, and organized the recruitment, hiring, and onboarding process. I also assisted other Town divisions as needed – conducting clerical tasks for Town Hall and assisting public works with field projects.

I have a bold and outgoing personality, and I strive to form professional teams that can reach new heights and achieve new goals through collaborative efforts and changes to improve the organization, services provided, and benefits to the community. My greatest values are my ethics and integrity – I still believe in the adage, “My word is my bond.” I am not a ‘yes man,’ instead I possess the courage to support the leadership, assume responsibility for the organization’s mission, participate in organizational transformation, and challenge unethical behavior in a constructive way to prevent abuse. I can manage multiple projects simultaneously; meet deadlines and I hold myself and others accountable for good and bad outcomes.

My greatest passion is mentoring and coaching others to grow and develop so they can reach their full potential. I accomplish this through strong relationships built on trust and respect. I lead with a transformational/change management behavior that supports and encourages initiative, creativity, and the ability to adapt to an ever-changing environment. I believe in encouraging and developing staff in ways that will lead to employee retention and succession planning. When the commission/board, staff, and the community see us as truly motivated to make improvements, they will be more inclined to trust the work our team puts forth.

I fully support and recognize the impacts and attributes of technological advancements, which can provide helpful resources to assist with risk management, program development, and organizational planning. I have created online training programs, organized and led in-person multi-agency training exercises, and have been an adjunct instructor at the local police academy. I led and trained cross-functional teams, as a project coordinator in the development of a hurricane readiness strategic plan for the Town of Ocean Ridge. Additionally, I created and implemented operational hurricane plans for at least three deployment events.

I am a good fit for your organization and can be a dynamic partner for innovation and progress. I am driven to put the knowledge and experience of all staff members to work with the goal of increasing organizational efficiencies and outcomes for the communities served and the organization.

*Frederick Stang*