

**ROD POWELL, SHRM-SCP, SPHR, PPP, AND QPC
HR CONSULTING AND TRAINING (GEORGIA & FLORIDA)**

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Pensacola, FL 32507

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EMPLOYMENT

**HR CONSULTANT, ESCAMBIA COUNTY BOCC AND ECHFA,
PENSACOLA, FL 2013-PRES**

Served at Senior HR consultant for transfer of function of County jail system from Sheriff to BOCC; Developed extensive review of management practices at BOCC Animal Shelter and implemented new SOPs to control quality and reliability of procedures; Developed and implemented fully updated Personnel Policy System, PPO plan, and classification system for Escambia County Housing Finance Authority.

HR DIRECTOR, CONSOLIDATED AUGUSTA-RICHMOND CO, GA 2009-12

Served at SES Level II position level reporting directly as executive staff member with Finance, IT and Deputy to the Administrator. Full responsibility for all aspects of HR. Successfully re-wrote the old administrative guidelines from the original Charter of Consolidation (15 years out of date) into a new and full legally and regulatorily compliant Policy Manual for HR, IT, Finance, and Risk management. Modernized HR Benefits and Timekeeping systems with implementation of ADP partnership. Received award from University of Georgia Vincent Institute of Government for Leadership and Transformation of the Augusta HR system to "Best in HR - Georgia Local Government in 2010". New Personnel Ordinance has been approved including Charter issues associated with the Authority of the Administrator vis-à-vis City Commissioners. **Retained as HR Consultant to address pay issues and conduct pay study for Airport until Sept. 2012.**

**STRATEGIC PLANNING & PROCESS IMPROVEMENT OFFICER,
ESCAMBIA COUNTY, FL 4/08-11/09**

Senior Executive Service (SES) level position on executive staff of new County Administrator: I was directly responsible for developing and leading all Strategic Planning and Process Improvement (SPPI) initiatives designed to meet the Board of County Commissioners' new objectives for organizational excellence. The goal is to be the #1 rated County in the state, based on the "Governor's Sterling Award" (Baldrige) criteria, within the next 3-5 years. Develops and implements new county-wide initiatives to improve customer service, reduce costs, improve effectiveness and efficiency of government services thru implementation of process improvements at all levels of County government. Implemented Countywide (6/08) performance measurement and automated balanced scorecard system to monitor and measure accountability of senior and mid-level managers in attaining organizational goals. I served as an internal consultant/expert in planning, organizational development, performance measurement, and process improvement both within and outside the organization.

DIRECTOR HUMAN RESOURCES, ESCAMBIA COUNTY, FL 2003-2008

Responsible for leadership, management, and operations of all aspects of HR and Risk Mgmt, including HR policies/practices, LR, ER, EEO, Training, Compensation, Classification, Recruitment/Employment, Benefits, IA, Wellness, and Quality Improvement education. Also serve as the (first) Ethics Officer, Privacy Officer, Labor Relations Officer and HIPAA Officer. Principle executive responsible for dissolution of the Escambia Co Civil Service Board and creation of a more "pay for performance"

oriented compensation, classification, and successfully automated the employment and staffing system (using an automated applicant supply file system i.e. NEOGOV).

DIRECTOR, HUMAN RESOURCE MANAGEMENT, GWINNETT COUNTY, GA 2000-2003

Senior HR management responsibility for local government policy and operations in Co. of 640,000 pop, \$1.4 billion budget and 3,800+ employees. Extensive involvement in non-union employee employment system; implemented very effective grievance-mediation process, led compensation/benefits for complete system overhaul for police, fire, judicial system, Water and Wastewater Utility system, and all other county employees, successfully dev new police and firefighter promotion testing system, and Ethics programs.

DIRECTOR, HUMAN RESOURCES AND SAFETY DEPT, ROCKDALE COUNTY, GA 1998-2000

Responsible for all County HR, Safety, and Risk management operations for 600+ employees in non-union environment. Developed new pay for performance system, reengineered benefits/retirement package to improve recruitment/retention, implemented PTO and state of the art HRIS/Payroll. Point person for start-up of extensive quality management/customer service/ and supervisory development program for Water Resources Department to prep for ISO Certification. Managed grievance and appeal system.

Director, Human Resources and Support Operations (private sector) 1997-1998
AMERICAN RED CROSS BLOOD SERVICES, SOUTHERN REGION ATLANTA, GA

Director of all Human Resources operations for collection and biomedical manufacturing organization of 600+ employees in a highly conflict oriented labor-management environment.

Director, Human Resources Management Office 1991-1997
NATIONAL CENTERS FOR DISEASE CONTROL (THE CDC) / NATIONAL ATLANTA, GA
INSTITUTE FOR OCCUPATIONAL SAFETY AND HEALTH (NIOSH)

Leadership responsible for est. 200 HR employees, \$11.5m operating budget and full scope policy/practice of HR, TQM, Labor Relations (5 unions), and Learning Resource Center for work force of 8,000+ stationed worldwide. Led first Implementation in HHS of very successful Labor-Management partnership agreement (recognized by Georgia Labor-Management Assn); Est. Learning Center/Satellite Down-Link, HR "one stop staffing processes", reduced ULP/arbitrations by 95%; established innovative HR Performance Measurement-QI process, developed extensive HR automation system, key in developing Diversity/ADR-grievance mediation systems for labor relations/partnership, and organized successful negotiations with unions of downsizing/streamlining initiatives to reduce overhead and labor costs.

Director, Human Resources Office 1983-91
U.S. NAVAL COASTAL SYSTEM CENTER PANAMA CITY, FLORIDA

Responsible for managing staff of 35 HR Generalists, \$2.5m budget, and all HR/LR policies, plans, and Collective bargaining with 2 unions for 1,500+ civilian employees engaged in R & D and prototype manufacturing, testing, and delivery.

Labor Relations Officer, Staffing and Compensation Specialist 1977-1983
DOD (100+ UNIONS NATIONWIDE) ATLANTA/SAVANNAH, GEORGIA

Industrial Relations Specialist (private sector) 1976-1977
UNION CAMP PAPER CORPORATION (12 BARGAINING UNITS) SAVANNAH, GEORGIA

Assistant Personnel Director / Chief of Employment Division (private sector) 1973-1976
GEORGIA PORTS AUTHORITY (HEAVY WAREHOUSING AND SHIPPING) SAVANNAH, GEORGIA

EDUCATION

Master of Arts (Honors) 1976
GEORGIA SOUTHERN UNIVERSITY

STATESBORO, GA

Major: Psychology – Industrial/Personnel (4.0 GPA, Honors)

Activities: Statistics, measurement, testing, personnel evaluation systems, organizational analysis

Graduate Teaching Fellowship – Psychology

Bachelor of Arts (Honors -Cum Laude) 1972

Armstrong State University

Savannah, GA

Major: Experimental Psychology, Personnel Management

Activities: Personnel testing, surveys, statistical analysis, personnel management

CERTIFICATIONS/TRAINING

- **Certified Total Quality Management Instructor** (Planning Education / Implementation / SPC / Team Building) Crosby Quality College, Winter Park, Florida, 1989
- **Dr. Deming's Quality, Productivity and Improvement/Implementation Seminar**, Nashville, Tennessee, 1990 and Advanced course
- **Stephen Covey's "Principle Centered Leadership Institute" (Instructor)**, Provo, Utah, 1994
- **Alternative Dispute Resolution (ADR)**, Atlanta Law Center, Atlanta, Georgia, 1994
- **Collective Bargaining, Arbitration, Mutual-Gains Negotiations**, Cornell University, NY
- **Certified Mediator** training program, HHS Labor Law Division, Department HHS, Washington, DC, 1995
- **American Management Association (AMA) Management and Finance certification** program, CDC, Atlanta, Georgia, 1996
- **Certified Quality Performance Consultant (QPC)**, US Coast Guard Leadership Inst. 1996
- **Facilitator Certification**, Stephen Covey's 7 Habits of Highly Effective People, Atlanta, Georgia, 1997
- **Facilitator Certification**, Stephen Covey's Principle Centered Leadership, Atlanta, Georgia, 1997
- **Facilitator Certification**, Stephen Covey's First Things First, Atlanta, GA 1997
- **Adjunct Faculty, Florida State University**, Panama City, FL 1989-91
Quality Improvement seminars for local governments and private sector
- **Adjunct Faculty in HR**, Carl Vinson Institute of Government, Association of County Commissioners of Georgia (ACCG), University of Georgia, 2001-2006, Athens, Ga
- **Board of Directors- State HR Certification** program, Georgia Local Government Personnel Assn, Vinson Institute, University of Georgia, Athens, Ga.
- **Certified Risk Management training 2005**
- **Certified Senior Professional in Human Resources (SPHR)**, Nat'l exam, SHRM, 1996-2014
- **Certified Public Personnel Professional (PPP)**, FL Public Personnel Assn, 2007
- **Certified trainer in Studer Group's Leader Evaluation System (LEM-Balanced Scorecard)** to manage and deploy a county-wide balanced scorecard system, 2008.
- **Developed** (created from scratch) **and implemented training modules (1-8)** covering basic process improvement, teamwork, strategic planning, and balanced scorecard for managers and selected leaders (2008)
- **Certified by SHRM as "Senior Certified Professional in HR" (SHRM-SCP) in 2015-Present**

PROFESSIONAL AFFILIATIONS

- Society for Human Resource Management (SHRM), Pensacola, FL
- Society for Human Resource Management (SHRM), National Member
- Georgia State University - HR Executive Roundtable (Charter member), Atlanta, Georgia
- Atlanta Quality Resource Center (AQRC), Atlanta, Georgia
- Florida Panhandle Personnel Association, past president, Panama City, FL
- International Personnel Management Association (IPMA), National Member
- Georgia Local Government Personnel Assn (GLGPA), former Board Director, U. Georgia
- President Elect, Perdido Key Rotary, Pensacola, FL (2018)
- Received Rotary International "Paul Harris Fellow" award for community volunteer work in 2007-08
- Florida Public Personnel Assn (2008)
- Pensacola United Way Cabinet (2008)
- Pensacola Navy League
- Commanding Officer (2015-16), Pensacola Sail and Power Squadron
- Reserve Officers Assn (ROA) of the USA
- Perdido Key Volksmarch Club, President (2012-Present)

MILITARY BACKGROUND

- Communications Intelligence (CRYPTOLOGY) Analyst, U.S. Navy (Honorable Discharge), **Top Secret CRYPTO Security Clearance**, Cory Station, Pensacola, Florida and Bremerhaven, Germany
- Captain (O-6), US Coast Guard Reserve (retired) 1976-2000
 - Certified "Quality Performance Consultant" for Seventh CG District, Miami, FL
 - Qualified Military Readiness Planner
 - Port Security, Marine Environment Protection, Oil and Chemical Pollution
 - Counter terrorism training and Incident Command Structure, Emergency/Disaster Incident Command Structure(ICS) training (for 1996 US Olympics at Savannah, GA)- Federal Law Enforcement Training Center (FLETC)
 - Training Officer, Executive Officer, and Commanding Officer USCG Units from 1980-2001.

Personal Information

- Married to Paula Powell, three sons Warren, Jonathan, and Matthew
- Hobbies- Antique clocks (Horology), model railroading, amateur radio operator, running, volksmarching, boating, and auto racing
- Active in Church Men's Club - Volunteer for Charity Projects