

EMPLOYMENT APPLICATION

COUNTY OF VOLUSIA
 230 North Woodland Blvd Suite 262
 DeLand, Florida 32720
 386-736-5951
<http://www.volusia.org/personnel>

Received: 10/23/13
 10:15 AM
For Official Use Only:
 QUAL: _____
 DNO: _____
 Experience
 Training
 Other: _____



Flowers, Mark A
 13-00475 CORRECTIONS ASSISTANT DIRECTOR

PERSONAL INFORMATION

POSITION TITLE: CORRECTIONS ASSISTANT DIRECTOR		EXAM ID#: 13-00475
NAME: (Last, First, Middle) Flowers, Mark A		SOCIAL SECURITY NUMBER: N/A
ADDRESS: (Street, City, State, Zip Code) [REDACTED]		
HOME PHONE: [REDACTED]	ALTERNATE PHONE: [REDACTED]	EMAIL ADDRESS: [REDACTED]
DRIVER'S LICENSE: <input type="checkbox"/> Yes <input type="checkbox"/> No	DRIVER'S LICENSE: State: VA	LEGAL RIGHT TO WORK IN THE UNITED STATES? <input type="checkbox"/> Yes <input type="checkbox"/> No

PREFERENCES

PREFERRED SALARY: \$95,000.00 per year	ARE YOU WILLING TO RELOCATE? <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Maybe
WHAT TYPE OF JOB ARE YOU LOOKING FOR? Regular	
TYPES OF WORK YOU WILL ACCEPT: Full Time	
SHIFTS YOU WILL ACCEPT: Day, Evening, Night, Rotating, Weekends, On Call (as needed)	
OBJECTIVE: Seeking an Executive Level position in a correctional system where I can use the knowledge, skills and abilities I have obtained over my 31 year career in corrections.	

EDUCATION

DATES: From: 10/2000 To: 5/2003 LOCATION:(City, State) St. Louis, Missouri	SCHOOL NAME: Webster University DID YOU GRADUATE? <input type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: Master's UNITS COMPLETED: 36 - Semester
MAJOR: Human Resources Development	DATES: From: 12/1996 To: 8/2000 LOCATION:(City, State) Plainview, Texas	SCHOOL NAME: Wayland Baptist University DID YOU GRADUATE? <input type="checkbox"/> Yes <input type="checkbox"/> No
MAJOR: Human Services/Criminal Justice	DATES: From: To: LOCATION:(City, State) Minneapolis, Minnesota	DEGREE RECEIVED: Bachelor's UNITS COMPLETED: 120 - Semester
MAJOR: Ph.D Public Safety/Criminal Justice	SCHOOL NAME: Capella University DID YOU GRADUATE? <input type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: No Degree UNITS COMPLETED: 40 - Semester

WORK EXPERIENCE

DATES: From: 5/2013 To: 8/2013 ADDRESS: (Street, City, State, Zip Code) 2862 S. Circle Drive, Colorado Springs, Colorado 80906	EMPLOYER: Colorado Department of Corrections	POSITION TITLE: Director of Prisons COMPANY URL:
PHONE NUMBER:	SUPERVISOR: Rick Raemisch - Executive Director	MAY WE CONTACT THIS EMPLOYER? <input type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 50	SALARY: \$11,156.00/month	# OF EMPLOYEES SUPERVISED: 4300
DUTIES: Certified Corrections Executive who performed duties equivalent to Deputy Executive Director. Responsible for the day to day		

operations, Education, Re-Entry, Programming, Laundry, Food Services, Clinical Services, Offender Services, Time and Release, Classification, Faith & Citizens Groups; Programming, Emergency Management and Transportation for 19 state and five private prisons housing more than 20,000 offenders and employing more the 4,900 staff members; Provided executive level management to (2) Deputy Directors, (12) Wardens, (8) Associate Directors and over 4,300 correctional officers; Developed strategic organizational structure and direction, budgets, goals, directives and numerous policies; Ensured compliance with all applicable laws, legal actions, regulations, American Correctional Association (ACA) and Prison Rape Elimination Act (PREA) standards; Maintained relationships with Federal, State and local authorities as well as offender advocacy groups and local constituent groups; Provided direct oversight of emergency evacuation of over 900 offenders during the Royal Gorge wild fire in June 2013, which was the first evacuation in Colorado's history.

REASON FOR LEAVING:

A newly appointed Executive Director assumed duties in July and said our management styles were not compatible. He stated that he was going to let me go, so he could build his own team. I resigned immediately. I worked for Mr. Raemisch for less than a month.

DATES: From: 6/2012 To: 4/2013	EMPLOYER: Virginia Department of Corrections	POSITION TITLE: Associate Warden
ADDRESS: (Street, City, State, Zip Code) 901 Corrections Way, Jarratt, Virginia 23870		COMPANY URL: http://www.vdoc.state.va.us/
PHONE NUMBER: (434) 535-7079	SUPERVISOR: Benjamin Wright - Lead Warden	MAY WE CONTACT THIS EMPLOYER? <input type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	SALARY: \$5,333.00/month	# OF EMPLOYEES SUPERVISED: 51

DUTIES:

Certified Corrections Executive responsible for the housing, programming, safety, welfare, and overall behavior for six housing units totaling over 2,000 offenders; Supervised (6) Housing Unit Manager's and over 100 correctional staff members while directing daily housing unit operations to ensure compliance with Departmental and Institutional operating policies, procedures, laws, regulations and national standards; Responsible for all budgetary, security, case management, and classification goals; Provided advanced Re-Entry services to offenders by managing Virginia's Integrated Model for Re-Entry focusing on reducing recidivism rates; Provided oversight of offender work assignments and vocational assignments, counseling services and programming services provided by Evidence Based Practices; Ensured cell compatibility assessments were conducted prior to cell assignments; Directed offender classification, including offender housing assignments, annual reviews, work and program assignments, segregation assignments and transfer requests; Conducted weekly rounds and inspections of housing units to ensure sanitation, safety, and security of housing units; Interacted with offenders to address problems and concerns; Served as an Administrative Duty Officer, managing all institutional operations; Assisted in the development, preparation, compliance, review and revision of ACA standards folders and treatment policies and procedures; Directed, trained and supervised staff to implement the Departmental Strategic Plan; Responded to employee and offender concerns relating to problems or concerns relating to facility matters; Performed employee disciplinary hearings as appropriate.

REASON FOR LEAVING:

Promotional Opportunities

DATES: From: 12/2009 To: 3/2012	EMPLOYER: Immigration Centers of America (ALDF)	POSITION TITLE: Director of Detention
ADDRESS: (Street, City, State, Zip Code) 508 Waterworks Rd., Farmville, Virginia 23901		COMPANY URL:
PHONE NUMBER:	SUPERVISOR: Russell Harper - Board Member	MAY WE CONTACT THIS EMPLOYER? <input type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	SALARY: \$17,083.00/month	# OF EMPLOYEES SUPERVISED: 249

DUTIES:

Certified Corrections Executive (CCE) who served as the Director of Detention responsible for constructing and operating ICE's only Civil Adult Local Detention Facility in Virginia which was built to house over 1000 illegal aliens; Wrote and introduced all policies, procedures and emergency plans as a start up facility; Developed and maintained relationships with high ranking Government officials, local authorities and advocacy groups; Configured a training program from scratch, which certified over 250 newly assigned staff members; Obtained an initial ACA Accreditation in only 12 months; Initiated long and short term plans to ensure continued compliance with national standards; Successfully passed ten third party audits/inspections in a 18 month time frame, with the last one resulting in one minor discrepancy; Responsible for all facets of a detention facility to include: Day to day operations, Investigations, Physical Security, Medical Care, Food Service, Processing, Detainee Housing Units, Access and Egress, Appointments, Transportation, Escorts, Special Housing Unit, Escorts and over 260 staff members on a daily basis; Responsible for staffing three remote ICE processing centers located throughout Virginia; Responsible for 36 Armed Transportation Officers responsible for transporting illegal aliens throughout Virginia and other bordering states; Considered a Subject Matter Expert on The Performance Based National Detention standards, ACA standards as well as PREA standards.

REASON FOR LEAVING:

Contract Dispute/Breach

DATES: From: 6/2006 To: 12/2009	EMPLOYER: American Correctional Association	POSITION TITLE: Director of Standards and Accreditation
ADDRESS: (Street, City, State, Zip Code) 206 N. Washington Street, Alexandria, Virginia 22314		COMPANY URL: http://aca.org/
PHONE NUMBER: (703) 224-0103	SUPERVISOR: James Gondles - Executive Director	MAY WE CONTACT THIS EMPLOYER? <input type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK:	SALARY:	# OF EMPLOYEES SUPERVISED:

40	\$8,000.00/month	11
DUTIES: Certified as a Certified Corrections Executive (CCE); Directed a staff of 11 and managed over 850 Correctional Consultants; Directly responsible for ACA's Standards and Accreditation process; Responsible for the development and implementation of ACA standards for all aspects and disciplines of Corrections; Considered the Subject Matter Expert on ACA, Immigration and Customs Enforcement (ICE), and PREA Standards; Anticipated future needs to ensure ACA standards remained current, practical, based on proven correctional practices and relevant to current case law; Developed short and long range goals and objectives for the Standards and Accreditation Department; Responsible for the training, certification, professional development and audit assignments for over 850 Correctional Consultants; Planned ACA conference activities for the Commission on Accreditation for Corrections and ACA Standards Committee; Negotiated accreditation contracts; Visited facilities and offered guidance and assistance as they prepared for ACA's initial accreditation audit; Planned work to be accomplished by subordinates; Established department priorities and schedules for completion of work; Reviewed resumes, interviewed and selected employees for employment; Conducted annual Analysis and Statistical Reports on department efficiency and developed ways to ensure excellence in department staff and products; Responded to correspondence submitted by Inmates, Corrections Professionals, Government Officials and Media regarding correctional issues; Resolved complaints and concerns from employees; Identified developmental and training needs of staff; Commissioners and other attendees; Possessed strong verbal and written communication skills; Extremely knowledgeable on all aspects of Military, Federal, State and Local Correctional systems; Provided expert advice on all facets of Corrections and provided an analysis and recommendations to the ACA Standards Committee and the Commission on Accreditation for Corrections; Possessed a broad network of professional contacts among Private, Military and Public Correctional Officials; Reviewed and approved proposed changes to ACA Standards; Developed and implemented new auditing information systems that improved audit scheduling and efficiency by 100%; Demonstrated excellent problem solving and conflict resolution skills; Promoted Standards and Accreditation to Senior Governmental and Correctional Officials at Local, State and Federal levels; Offered advanced Correctional knowledge and interacted with Agency Directors at more than 1,500 facilities regarding ACA standards and Correctional issues; Designated by the National Sheriff's Association to Serve on their Standards and Ethics and their Education and Training Committees.		
REASON FOR LEAVING: Promotional Opportunity		
DATES: From: 7/2005 To: 6/2006	EMPLOYER: United States Army Disciplinary Barracks	POSITION TITLE: Operations Sergeant Major
ADDRESS: (Street, City, State, Zip Code) 1301 N. Warehouse Road, Ft. Leavenworth, Kansas 66027		COMPANY URL:
PHONE NUMBER: (913) 684-3004	SUPERVISOR: Paul Bezek - Colonel	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	SALARY: \$6,083.00/month	# OF EMPLOYEES SUPERVISED: 108
DUTIES: Responsible for day to day operations of the only Maximum Custody Prison in the Department of Defense to include Military Police Investigations, Physical Security, Control Center, Inmate Housing Units, Access and Egress, Appointments, Transportation, Escorts, Special Housing Unit, Death Row Inmates, Special Reaction/Extraction Teams, and over 100 Correctional Officers on a daily basis; Viewed as the expert authority by the Director of Operations on the Army Corrections System and routinely asked to handle volatile and sensitive issues; Provided executive oversight of ACA files to ensure compliance with ACA standards; Reviewed Criminal Cases and implemented new procedures to close investigations sooner; Reviewed, edited and approved reports and other official documents on a daily basis; Developed and implemented Emergency Action Plans; Chosen to serve as a Certified Security Auditor by the National Institute of Corrections and conducted security assessments, ACA preparatory audits, and technical assistance inspections on civilian as well as other Department of Defense Correctional Facilities; Hand selected by the USDB Commandant to deploy to Iraq and conduct operational and security assessments on Enemy Combatant (EC), Enemy Prisoners of War (EPW), and Civilian Internee (CI) Camps and programs; Served as the Primary Corrections Advisor on Administrative and International Law and Treaties to include the Geneva Hague Conventions in relation to Enemy Combatants, Enemy Prisoners of War and Civilian Internees.		
REASON FOR LEAVING: Retired from the Army		
DATES: From: 8/2004 To: 6/2005	EMPLOYER: Regional Corrections Facility (ALDF)	POSITION TITLE: Facility Sergeant Major
ADDRESS: (Street, City, State, Zip Code) Rt. Lewis, Washington 98433		COMPANY URL:
PHONE NUMBER:	SUPERVISOR: Stephanie Beavers - Colonel	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	SALARY: \$6,083.00/month	# OF EMPLOYEES SUPERVISED: 175
DUTIES: Responsible for duties equivalent to Chief Deputy; Provided executive oversight of a large diverse Adult Local Detention Facility; Managed the administrative oversight and provided long-term incarceration for military inmates; Directed the planning and operational support on all aspects of Army Corrections to the Office of the Provost Marshal General; Selected to review installation contracts and perform visits of local correctional facilities to ensure the conditions of confinement would meet Army regulations and other nationally recognized standards for U.S. Military prisoners; Recognized routinely for ability to communicate effectively with others both orally and in writing; Supervised three Department Directors and provided Executive oversight on all Institutional Programs including Reception, Classification, Operations, Re-Entry, Victim/Witness notifications, Sex Offender registration and Sentence Computation; Performed duties as a member of the Army's Technical Assistance Team, which conducted Security Assessments and ACA Preparatory Audits on other Department of Defense Correctional Facilities; Prepared military correspondence and responded to correspondence submitted by Inmates, Corrections Professionals, Government Officials and the Media regarding		

Sensitive Correctional issues; Hand selected to be the Primary Advisor to the Washington State National Guard during the construction of a Mock Facility site layout and training plan, which was used to train deploying soldiers on Enemy Combatants, Enemy Prisoners of War, and Civilian Internees.

REASON FOR LEAVING:

Military Transfer

DATES: From: 8/2002 To: 7/2004	EMPLOYER: Eighth Army Correctional Facility (ALDF)	POSITION TITLE: Provost Sergeant Major
ADDRESS: (Street, City, State, Zip Code) Unit 15149, Camp Humphreys, International 96271		COMPANY URL:
PHONE NUMBER:	SUPERVISOR: Gary Spivey - Commander	MAY WE CONTACT THIS EMPLOYER? ■ Yes □ No
HOURS PER WEEK: 40	SALARY: \$7,033.00/month	# OF EMPLOYEES SUPERVISED: 125

DUTIES:

Responsible for the duties of a Jail Administrator for the only Adult Local Detention Facility in Korea; Provided oversight to Institutional Programming, Day to Day Operations, Inmate Housing Units, Special Housing Unit, Sentence Computation, Victim/Witness notifications and Disciplinary Board reviews; Managed military police corrections assets in Korea; Provided logistical support to American soldiers incarcerated in South Korean Correctional facilities; Managed and solved problems and conflicts on a daily basis; Led the organization to be only the second overseas correctional facility to become accredited by the American Correctional Association; Routinely briefed General Officers, VIPs, Civilian Leaders and Media on confinement operations; Selected to serve as the Primary Advisor on the construction and operation of EC/EPW/CI field sites for the Military Police throughout South Korea; Established a joint training opportunity with Korean Corrections Officers and trained them in "Use of Force"; Instructed Criminal Justice courses as an Adjunct Criminal Justice Professor for Central Texas College for 16 months.

REASON FOR LEAVING:

Military Transfer

DATES: From: 9/2001 To: 5/2002	EMPLOYER: Headquarters and Headquarters Company	POSITION TITLE: First Sergeant
ADDRESS: (Street, City, State, Zip Code) Combined Arms Center, Ft. Leavenworth, Kansas 66027		COMPANY URL:
PHONE NUMBER: (000) 000-0000	SUPERVISOR: Doug Willis - Commander	MAY WE CONTACT THIS EMPLOYER? ■ Yes □ No
HOURS PER WEEK: 40	SALARY: \$5,083.00/month	# OF EMPLOYEES SUPERVISED: 405

DUTIES:

Performed the duties of a Senior Level Executive, responsible for the health, welfare, safety, training and discipline for 350 enlisted and 2,200 military officers, who were assigned to the second largest unit in the Army and the Command and General Staff College; Reviewed performance evaluations, training schedules, work schedules and personnel requests; Received the Bronze Marechaussee award from the Military Police Regimental Association, which is awarded as a result of significant contributions to the Military Police Corps and professional accomplishments in Military Police operations, functions and responsibilities.

REASON FOR LEAVING:

Military Transfer

DATES: From: 4/1999 To: 8/2001	EMPLOYER: U.S. Army, B Company, 705th MP Battalion	POSITION TITLE: First Sergeant
ADDRESS: (Street, City, State, Zip Code) Ft Leavenworth, Kansas 66027		COMPANY URL:
PHONE NUMBER: (000) 000-0000	SUPERVISOR: Andrew Schell - Commander	MAY WE CONTACT THIS EMPLOYER? ■ Yes □ No
HOURS PER WEEK: 40	SALARY: \$73,000.00/month	# OF EMPLOYEES SUPERVISED: 185

DUTIES:

Performed the duties of a Senior Level Executive, responsible for the health, welfare, training, housing and development of over 185 Corrections soldiers; Led the unit to be recognized as the first and only Military Police Corrections Company to ever receive the General Stem award, which is awarded to the Best Military Police Company in TRADOC and the second best Military Police Company in the entire Army in 2001; Identified problems and developed courses of actions to correct the problems; Performed duties as the Battalion Command Sergeant's Major in his absence; Reviewed and approved daily work schedules and training plans for over 180 soldiers; Developed and implemented a work schedule, which became the Battalion standard; Planned, Trained over 180 soldiers to perform their Correctional security and support missions in support of the United States Disciplinary Barracks; Implemented new ways to perform assigned tasks in order to improve efficiency.

REASON FOR LEAVING:

Military Transfer

CERTIFICATES AND LICENSES

TYPE: Certified Corrections Executive (Re-Certified in 2013)	ISSUING AGENCY:
LINE NUMBER:	

SKILLS

Nothing Entered For This Section

ADDITIONAL INFORMATION

Personal

ACA Certified Corrections Executive, Virginia Department of Criminal Justice Service's (DCJS), Armed Security Officers Course, March 2012; Served on the National Gang Task Force, Joint Terrorism Task Force, Gang Intelligence Task Force; Serves on the Adult Corrections Committee and the Staff Safety Committee for the American Correctional Association; Prisoner Execution Training/Protocols by the Federal Bureau of Prisons, October 2005; Security Auditor Training by the National Institute of Corrections, September 2005; Senior Level Leadership Training by the National Institute of Corrections, August 2005; U.S. Army Sergeant's Major Academy, June 2003; Training and Development courses, 2002-2003; U.S. Army First Sergeant Course, November 1999; Certified Police Instructor, February 1997; Train the Trainer Instructor Certification Course, January 1997; Special Operations Reaction Team Leader, November 1994.

Military Service

I served as a Correctional Officer in the U. S. Army for 23 years in a variety of positions. I began as an entry level line officer in 1983 and worked my way through the ranks at nine different facilities ultimately serving as a Deputy Warden or Warden at three facilities to include two tours at Leavenworth, Kansas. I received numerous awards and retired in 2006 after received a Legion of Merit.

REFERENCES

REFERENCE TYPE: Personal	NAME: Robert Garvey	POSITION: Sheriff
ADDRESS: (Street, City, State, Zip Code) [REDACTED]		
EMAIL ADDRESS: [REDACTED]		PHONE NUMBER: [REDACTED]
REFERENCE TYPE: Personal	NAME: Kathleen Dennehy	POSITION: Commissioner, Massachusetts Department of Corrections (Retired)
ADDRESS: (Street, City, State, Zip Code) PO Box 95, Wrentham, Massachusetts 02093		
EMAIL ADDRESS: kaydennehy@comcast.net		PHONE NUMBER: (508) 509-6699
REFERENCE TYPE: Professional	NAME: Chuck Kehoe	POSITION: Correctional Consultant
ADDRESS: (Street, City, State, Zip Code) PO Box 1265, Midlothian, Virginia 23113		
EMAIL ADDRESS: charleskehoe@msn.com		PHONE NUMBER: (804) 873-4949

Agency-Wide Questions

1. Florida Retirement System (FRS) Certification: Have you ever been a member of a State of Florida administered retirement plan?
No
Are you retired from any State of Florida administered retirement plan? NOTE: You are considered retired if: (1) you have received any benefits under the FRS Pension Plan (including DROP) or (2) You have taken any distribution (including a rollover) from the FRS Investment Plan or alternative retirement programs offered by state universities (SUSORP), state community colleges (SCCORP), state government for senior managers (SMSOAP), or local governments for senior managers.
No
2. If you answered "yes" to the above question, enter your retirement or distribution effective date.
3. Have you ever been employed by Volusia County Government?
No
4. If yes to the above question, please explain where and when.
5. Are you a current County of Volusia employee?
No
6. If you answered yes to the above question, please list the Department/Division that you are currently working for.
7. Do you have any relatives that work at Volusia County Government?
No
8. If you answered yes to the previous question, please give relative name and position.
9. Have you ever been convicted by court-martial?
No
10. If yes to the above question, please explain what happened, where, and when.
Have you been convicted or plead guilty or Nolo Contendere (no contest) to a misdemeanor or felony (including a criminal traffic violation)? A "Yes" answer will not necessarily bar you from employment. The nature, severity, and date of the offense in relation to the position for which you are applying will be considered. If you are not sure or do not remember what happened in a criminal case (s), contact the appropriate county, state, or federal agency so that you can report accurate information on your criminal history. Failure to accurately report this information may result in disqualification or discharge at any time.
No
11. If you answered "Yes" to the above question, please give details.
12. Minimum salary you will accept:
95,000
13. Have you ever resigned/quit after being informed that your employer intended to discharge/fire you?
Yes
14. Have you ever been discharged/fired from employment?
No
15. If yes to either question (above), please give the following information. Employer, address, date, and explanation of details.
I was hired as the Director of Prisons for the Colorado Department of Corrections in May 2013. Our new Executive Director assumed duties in late July 2013 and informed me after one month that he was letting me go because our management styles were not compatible. I resigned in lieu on being terminated.
16. Where did you first receive job information on employment with the County of Volusia?
Other
17. If "other", "website", or "newspaper advertisement", please indicate the source.
American Correctional Association's web site
18. If currently employed, what is your current annual salary? If not currently employed, what was your last annual salary?
137,000

Job Specific Supplemental Questions

1. Do you possess a Bachelor's degree in Criminal Justice, Business Administration, Public Administration or related field, and at least five (5) years of progressively responsible work in a large correctional department or facility? OR Do you possess at least nine (9) years of progressively responsible experience in a large correctional department?
Yes
2. Do you possess a valid Florida driver's license?
No
3. If you answered no to question 2, will you be able to obtain a Florida driver's license within thirty (30) days of hire? If you answered yes to question 2, please indicate N/A.
Yes
4. Are you a FDLE-certified Correctional Officer?
No
5. If you answered no to question 4, will you be able to become a FDLE-certified Corrections Officer within one (1) year of hire? If you answered yes to question 4, please indicate N/A.
Yes
6. Do you possess a Master's Degree?
Yes
7. If you answered yes to question 6, please indicate what your Master's degree is in. If you answered no to question 6, please indicate N/A.
8. Are you familiar with budgeting, research and data, inmate population management, and inmate programming issues?
Yes
9. If you answered yes to question 8, please indicate the number of years of experience, in what capacity and the name of the agency/organization(s). If you answered no, please indicate N/A.

I have over 30 years in corrections including experience as a Warden and Associate Warden numerous times. I have managed budgets for approximately 10-15 years and have been directly responsible for inmate programming to include Re-Entry programming in several positions. In my most recent position as the Director of Prisons in the state of Colorado, I was responsible for 19 state prisons and 5 private prisons.

The following terms were accepted by the applicant upon submitting the online application:

REMEMBER! Make sure your application describes, in detail, the duties of each of the jobs you list. Begin with your present or most recent job and work backwards consecutively to reflect at least 10 consecutive years of experience. Count each promotion as a separate job. Be sure to include all relevant details regarding the job(s) you've worked.

Applications that state only a job title and/or "See Resume" or similar wording in the "Duties" section will be considered incomplete and will not be reviewed for the minimum requirements for the applicant's position of interest. An attached resume is not a substitute for the required information on the application.

By clicking on the Accept button, I agree to comply with all its orders, rules and regulations if I am employed by the County of Volusia. I authorize the County of Volusia to make investigations as to my character, employment record, criminal record, credit history (pursuant to the Fair Credit Reporting Act), or matters as may be deemed necessary in arriving at an employment decision. I hereby authorize former employers, law enforcement agencies, and other agencies and institutions to release employment, financial, criminal, and other types of background information to the County of Volusia and release these parties from all liability for any damage whatsoever that may ensue from furnishing such information.

I am aware that this application is subject to the provision of Florida Statute Chapter 119 and upon submission, becomes public record and can be requested or subjected to inspection at any time.

I understand that any offer of employment is conditional upon my taking and passing a pre-employment physical examination, which includes a drug screening test. I understand that if I should become an employee, that upon termination of employment, I will return all property assigned to me by the County of Volusia.

I hereby acknowledge that I have completely and accurately listed on this application all of my employment for the past 10 consecutive years. I certify that each answer to any question/statement herein and all other information otherwise furnished is true and correct. I further certify that all such answers and information constitute full and complete disclosure of my knowledge with respect to the questions or subject matter. I understand that any incorrect, incomplete, or false statements or information furnished by me may subject me to disqualification or to discharge at any time. I understand that I must notify the Personnel Division of any changes in my name, address, or phone number in a timely manner.

This application was submitted by Mark A Flowers on 10/23/13 10:15 AM

Signature _____



Date _____

5-19-14

Name MARK A. FLOWERS
(Please Print)

Volusia County Drug-Free Workplace Policies and Procedures

- (1) The Anti-Drug Abuse Act of 1988 covers all employers using Federal grants or contracts in excess of \$25,000 which includes the Volusia County Government.
- (2) The Act prohibits County employees from engaging in the unlawful manufacture, sale, distribution, possession, or use of controlled substances including alcohol in the workplace.
- (3) Compliance is a condition of employment and violations of related Merit System Rules and Regulations and County policy regarding alcohol and controlled substances in the workplace (including a work-related confirmed drug test result) are cause for disciplinary action up to and including termination. Employees who receive a positive confirmed drug test result may explain or contest the result to the County within five (5) working days after written notification.
- (4) As a condition of employment, employees must notify the Volusia County Government of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) days after such conviction.
- (5) The County may refer the following persons for mandatory drug testing:
 - (a) any job applicant offered employment;
 - (b) any employee suspected of being involved with drugs;
 - (c) any employee involved in a work-related accident/post accident/return-to-duty/follow-up;
 - (d) any employee in an employee assistance program for drug-related problems or rehabilitation as a periodic follow-up after entering such a program.
- (6) The County may refer any employee (on a mandatory basis) to the Employee Assistance Program (EAP) for consultation and evaluation services including possible drug testing, who manifest abnormal conduct or erratic behavior while at work or who has a significant deterioration in work performance due to undetermined causes.
- (7) Employees must inform the testing laboratory of any administrative or civil actions brought pursuant to drug-free workplace testing procedures and have the right to consult the medical review officer for technical and confidential information regarding prescription and non-prescription medications.
- (8) Any employee injured while working or while operating County vehicles or equipment who refuse to take any required drug test or who (in the course and scope of his or her employment) tests positive in a confirmation drug test forfeits eligibility for all medical and indemnity benefits under the Workers' Compensation Act and may be terminated or otherwise disciplined.
- (9) Employees may be terminated if they refuse to take a work-related drug test or if they fail to participate satisfactorily in any required drug rehabilitation program.

- (10) Employees in bargaining units are encouraged to become familiar with the provisions of any appropriate labor-management agreement which relates to, and may modify, County drug-free workplace procedures and practices.
- (11) Appropriate confidentiality related to drug testing and related EAP consultation, evaluation and rehabilitation services shall be maintained pursuant to the referenced statute.
- (12) For voluntary and confidential counseling related to alcohol or other drug dependency and information regarding available rehabilitation services, employees are encouraged to contact the Employee Assistance Program (EAP) Provider, Horizon Health at 1-800-272-7252 or www.horizoncarelink.com.
- (13) Reasonable suspicion testing has been expanded to include a report of drug use provided by a reliable and credible source which does not necessarily need to be independently corroborated.
- (14) The County may conduct random drug tests of employees occupying safety sensitive or special-risk positions. Safety-sensitive positions are those in which a drug impairment constitutes an immediate and direct threat to the public health or safety, including positions that require an employee to carry a firearm, perform life-threatening procedures, work with confidential information or documents pertaining to criminal investigations, or work with controlled substances. Safety-sensitive positions also include those in which a momentary lapse in attention could result in injury or death to another person. The County shall conduct random tests only in accordance with established case law.
- (15) Special-risk and safety sensitive position employees may be discharged by the public employer for the first positive confirmed illicit drug test result.
- (16) Pursuant to the Omnibus Transportation Employee Testing Act of 1991, effective January 1, 1995 the County must randomly test employees who are required by their job to hold a commercial driver's license.

I am required to have a CDL for my job.] Yes No CORRECTIONS ASSISTANT Director
Position Title

I certify that I have read and understand the Volusia County Government Drug-Free Workplace Policy and am aware of the related confidential services available through the EAP Program and the consequences for violations thereof and certify that I have received a copy of this information document.


Signature

5-19-14
Date



EQUAL EMPLOYER OPPORTUNITY SUPPLEMENTAL SHEET

The County of Volusia is an Equal Opportunity Employer. As required by federal and state law, the County of Volusia is required to collect and submit statistical data to show applicant flow hire rates, and promotional patterns by race and sex as well as comply with the provision of the American with Disabilities Act. Your responses will be kept confidential and will not be used to make employment decisions.

NAME: MARK A. FLOWERS

DATE: 5-19-14 POSITION HIRED FOR: CORRECTIONS ASST. DIRECTOR

PLEASE CHECK THE APPLICABLE BOX FOR EACH SECTION BELOW

1. RACE:

AMERICAN INDIAN OR ALASKA NATIVE

BLACK OR AFRICAN AMERICAN

ASIAN OR PACIFIC ISLANDER

HISPANIC OR LATINO

WHITE

2. SEX: FEMALE MALE



**County of Volusia
Personnel Action Form**

Effective Date 05/17/2014
Employee ID 0000022575
Employee Name FLOWERS, MARK A.
Original Appointment Date 05/17/2014

Previous

Personnel Action

New

	Personnel Action Code	NEWEM
	Personnel Action Code Description	NEW EMPLOYEE
	Personnel Action Reason Code	
	Personnel Action Reason Description	
	Employment Status Code	A
	Employment Status Description	FULL TIME SALARY EMPLOYEE
/ /	Fund/Department/Unit	001 / 520 / 1500
	Home Department Description	Corrections
	Home Unit Description	Branch Jail
/	Pay Location/Work Location	107000 / 107001
	Position Number	0000893
	EEO Full-Time	Y
	Union Affiliation	NONE
	Probation Start Date	
	Probation End Date	
	Pay Progression Start Date	05/17/2014
	Benefits Progression Start Date	05/17/2014
	Leave Progression Start Date	05/17/2014
	Pay Class	BEP8
	Pay Class Description	BI-WEEKLY EXCEPTION 8 HOURS
	Civil Service Status	
	Civil Service Status Description	
	Time Class	40
/	Title Code/Title Description	03441 / CORRECTIONS ASSISTANT DIRECTOR
	Assignment Type	PERMANENT
	Override Leave Policy	
	Pay Type/Pay Rate/% of Change	00P: \$3538.4616 (\$0.0000) 37P: \$20.0000 (\$0.0000)

Comments

[2 comment(s)] 1. Assistant Director starting at \$92,000.00 annually, \$3,538.4616 bi-weekly, Acct. #00152001001201. [spage 03/28/2014] 2. New hire. Approved.
MCF [mcford 03/31/2014]

Recent ESMTs

Approvals

03/31/2014 HR App Correctio mcford
03/31/2014 HR App PPOC gracktenwald
04/02/2014 HR Class - Corp danner
05/19/2014 HR Employment notes
05/20/2014 HR Payroll 1 creed

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