

ELIZABETH M. MCELROY, MPA

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PROFESSIONAL PROFILE

Proven leadership • Professional planning services
Policy and gap analysis • Intergovernmental coordination
Excellent written and oral communication skills

EXPERIENCE

Leadership and Management. Director of Emergency Management and Safety and Emergency Operations Center (EOC) Director for the South Florida Water Management District overseeing 16 counties as well as the statutorily required Emergency Coordinating Officer; Supervised professional planning staff including review of work product, employee mentoring, evaluations, and discipline; managed the Domestic Security Section for the Palm Beach County Department of Public Safety; Functioned as the Emergency Operations Center Planning Section Manager during disaster activations; Planning Section Chief for 2004 Presidential Election Security Task Force; Chairperson for the Emergency Management Workgroup of the Southeast Regional Domestic Security Task Force (SERDSTF); SERDSTF emergency management representative on the State Working Group for Domestic Security; State Emergency Response Team Liaison to Hardee County EOC for Hurricane Charley; Situation Unit and Documentation Unit Leader on Incident Management Team in Lake County for the Groundhog Day Tornadoes; Lead committee member for the Post Disaster Redevelopment Workshop which resulted in a nationally recognized Post Disaster Redevelopment Plan for Palm Beach County; FEMA certified All-Hazard Incident Management Planning Section Chief and Liaison Officer; Conducted conflict resolution and employee grievance handling.

Professional Planning. Developed Emergency Operations Plans, Post Disaster Redevelopment Plans, Continuity of Operations Plans, standard operating procedures, and strategic plans; organized stakeholder engagement meetings; Developed and delivered full scale EOC exercises to test staff and agency capabilities; established executive leadership buy-in; meeting facilitation; technical writing; policy evaluation and development; conducted comprehensive plan reviews; programmatic capacity analysis; developed and organized workshops promoting countywide cooperation for homeland security initiatives; provided technical assistance and facilitate coordination among partner agencies; developed and implemented educational programs to increase awareness in public and private sectors to reduce vulnerability to terrorist attacks; prepared and presented briefings on terrorism to various audiences.

Project Management. Developed requests for proposals and proposal responses resulting in approximately \$500,000 in business contracts; developed methodologies for technical approaches to projects; budget management and contract monitoring; developed timelines and deliverable schedules; prepared grant submissions and secured applicable grant funding; managed over \$1.5 million in homeland security grants.

Research and Investigation. Conducted Law Enforcement background and EEOC investigations of historical data, records requests, field investigations, and personnel interviewing in compliance with federal, state, and agency regulations; conducted legal research and interviews regarding allegations of civil rights and ADA violations; supported agency legal counsel by summarizing and presenting responses to the Criminal Justice Standards and Training (CJSTC), EEOC and Florida Commission on Human Relations; successfully defended all agency actions; prepared investigative reports on behalf of legal counsel; invited speaker to the American Society for Public Administration for presentation of research; exceptional ability to prepare descriptive and interpretive analysis of statistical data.

EDUCATION

M.P.A., College of Architecture, Urban & Public Affairs, Florida Atlantic University, 2000, with honors (Concentration on Justice Policy & Management)

B.S., Psychology, University of Florida, 1992

Leadership Palm Beach County, West Palm Beach, FL

PAST CERTIFICATIONS

Certified Emergency Manager (CEM®) by the International Association of Emergency Managers

PRESENTER

Governor's Hurricane Conference

Florida Emergency Preparedness Association

AWARDS

Phi Kappa Phi Honor Society

Pi Alpha Alpha Honor Society

National Society of Collegiate Scholars

Palm Beach County Golden Palm Award for Post Disaster Redevelopment Plan

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Data Management and Analysis. Responsible for data collection and statistical analysis in support of internal programmatic analysis as well as federal reporting requirements for an agency of 3,000 employees; developed surveys which incorporated principles of validity and reliability; performed advanced statistical analyses using methods such as univariate and multivariate distributions, data modeling using regression, analysis of variance, and the generalized linear model with SPSS (Statistical Package for Social Sciences); interpreted results to make program recommendations and prepare analysis for Federal reporting requirements; developed computerized relational database to track investigations and produce statistical reports analyzing efficiency; developed database to organize and track federal Family Medical Leave Act usage to ensure compliance with federal FMLA and FLSA regulations, EEOC/ADA compliance, and other descriptive statistical reports.

Key Accomplishments

- Developed the Comprehensive Emergency Management Plan for the South Florida Water Management District, which included the 16-county region from Orlando south through the Florida Keys of over 8 million people. Developed and delivered the annual hurricane exercise & conducted all staff training.
- Project lead for the Multijurisdictional Hazard Mitigation Plan for the Atlanta-Fulton County area in compliance with federal regulation (44 CFR 206).
- Project lead in the development of multiple countywide post-disaster redevelopment plans utilizing a comprehensive, holistic approach for long-term redevelopment following widespread catastrophic disaster events
- Project lead in the development of the East Central Florida Post-Disaster Economic Redevelopment Plan for the Orlando and surrounding area
- Developed multiple jurisdiction-wide continuity of operations plans for critical government functions
- Developed countywide homeland security strategic plan and countywide homeland security program for county of over 1 million residents resulting in the receipt of \$1.5 million dollars of homeland security funds
- Developed computerized relational database to enhance and streamline homeland security strategy and funding mechanisms

Research Highlights

- Education and Officer Discipline: A Study of the Relationship Between Education Level and Disciplinary Action on Certified Officers in the State of Florida using Multiple Linear Regression Analysis
- Sexual Harassment Law and Policy in Selected Florida Law Enforcement Organizations: A Review of Legal and Policy Issues
- Programmatic Assessment of the Palm Beach County Sheriff's Office Crime Analysis Methods and Use as a Management Tool

Work History

Director, Emergency Management and Safety, South Florida Water Management District (2012-2021)

Senior Emergency Management Planner, Calvin, Giordano & Associates (02/08 – 2012)

Supervisory coordination of all hazards emergency management planning, training and exercise development for governmental organizations.

Terrorism Response Planner, Palm Beach County Emergency Management (02/04 – 02/08)

Management of countywide Homeland Security program. Professional work in strategizing, implementing and updating domestic security procedures for Palm Beach County.

Investigator; analyst. Palm Beach County Sheriff's Office (09/86 – 02/04)

Conducted background investigations and made recommendations on findings for law enforcement applicants in accordance with State Statutes, Florida Administrative Code, and agency policies, responsible for statistical reporting. Coordinated EEO and Affirmative Action programs; conducted investigations and assisted legal counsel regarding allegations of discrimination, responsible for statistical reporting.