

## Education

- » Master of Science, Organizational Leadership, Regis University
- » Bachelor of Science, Public Administration, Regis University

## Relevant Highlights

- » 20 years of experience in project management – designing, implementing, and evaluating grant projects including domestic violence unit, youth build, and rental assistance programs
- » Public Assistance (Category B) Project Manager for Marion County Emergency Management for Hurricanes Charley, Frances, Jeanne, Katrina; and Tropical Storms Ivan, Harvey, and Irene
- » Served as Community Development Grant Administrator for Marion County – directly responsible for CDBG grant
- » Provided comprehensive organizational assessments based upon the Malcolm Baldrige National Quality Award criteria at the state level as a Senior Examiner for the Governor’s Council on Performance Excellence
- » Coordinated layered local, state, and federal funding to construct an Emergency Operations Center
- » Lean/Six Sigma Green Belt

## Professional Bio

Ms. Lisa Rice has more than 20 years of experience as a project management professional developing, implementing, enhancing, and expanding projects that improve quality of life, health, and public safety. She has a proven track record of successfully building relationships and collaborating with federal, state, regional, and local governmental agencies and partners, and fostering engagement from private sector, nonprofit, and volunteer partners to positively advance community projects forward. She has been recognized for her ability to design solutions that improve processes, remove bottlenecks, and help meet program goals.

Ms. Rice’s professional career has primarily centered around community development and emergency management funding, focusing on program planning and implementation at the local level. She was the project lead for FEMA – PA (Category B) for many declared events directly impacting the county, as well as for mutual aid provided to others inside and outside of the State. She developed and administered a FEMA-funded project to construct an Emergency Operations Center. She has also supported the development of more than a dozen Hazard Mitigation Grant Program (HMGP) and Building Resilient Infrastructure and Communities sub-applications. She was responsible for Marion County’s Community Development Block Grant (CDBG) program – including CDBG Disaster Recovery - and provided program support to other U.S. Department of Housing and Urban Development (HUD) programs including their Emergency Solutions Grant (ESG), HOME Investment Partnerships Program (HOME), Neighborhood Stabilization Program (NSP), and Homelessness Prevention and Rapid Re-Housing Program (HPRP). She developed and oversaw implementation of public infrastructure projects layering local, state, and federal funding. In addition to managing all the subrecipient agreements (private, nonprofit, and government grantees), she directly administered the Emergency Home Repairs, Mobility Ramp Installation, and Public Facility construction programs. Ms. Rice served on Marion County’s allocation committees to review, score, and allocate funding for eligible projects under the CARES Act and American Rescue Plan Act of 2021 (ARPA).

Ms. Rice also served as a member of senior management with the Marion County Sheriff’s Office, the lead agency responsible for emergency management services in Marion County (Florida’s fifth largest county). With a reputation for being a problem-solver, coupled with her ability to garner engagement and cooperation, Ms. Rice was able to drive progress across the law enforcement, corrections, emergency management, and administration bureaus of the

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organization. She represented Emergency Management as a member of the Local Mitigation Strategy workgroup and in that role scored and ranked projects for the local mitigation plan. Ms. Rice designed, developed, and implemented projects ranging from establishment of a domestic violence unit, planning and implementation of court diversion programs, and launched several technology projects.

Ms. Rice has experience achieving environmental and historic preservation compliance with National Environmental Policy Act (NEPA) and has overseen projects requiring State Historic Preservation Office review and approval.

## Relevant Professional Experience

### **Mitigation Consultant | California Governor's Office of Emergency Services, Surge Capacity Staffing | Hagerty Consulting, Inc. | 2021 to Present**

- » Developed materials to support local implementation of home hardening initiative, including outreach materials, eligibility checklists, and tracking tools.
- » Contributed to the design of a streamlined environmental and historic preservation clearance process, including creating a site-specific checklist to screen properties for environmental and historic preservation compliance, statement of work language to support procurement of professionals, and completing broad reviews of project areas.
- » Trained local project staff on outreach and homeowner engagement.
- » Provided technical support to local communities and completed quality reviews of Hazard Mitigation Grant Program sub-applications.
- » Provided input into the framework parameters to establish the home hardening initiative, including developing guidance around eligibility criteria, screening process, application review, and file documentation.
- » Facilitated weekly planning meetings and provided technical assistance to local communities implementing the home hardening initiative.
- » Provided support maintaining project management tools, including issue logs, work breakdown structure, and communication logs.
- » Facilitated community listening sessions to collect feedback and input from the state's city, county, and special district partners to incorporate into the State Hazard Mitigation Plan and developed actionable feedback report.
- » Co-facilitated six Lean/Six Sigma process improvement projects to streamline process and yield better business results
- » Developed a strategy roadmap to outline the strategic direction of the Recovery Division.

### **Continuum of Care (COC) Manager | Marion County Board of Commissioners | 2020 to 2021**

- » Established framework for coordinated system of housing programs and services for homeless families and individuals.
- » Leveraged public and private partnerships and relationships to improve system performance.
- » Identified and adapted best practices, developed plans, steered policy, and deployed creative approaches to enhance system coordination, and positive outcomes.
- » Collaborated with local, state, and federal partners to address mutual goals and advance progress towards common missions and project management plans.
- » Represented the Continuum on local and state policy groups and committees, and advocated for resources and partnerships to meet system needs, while balancing regulatory requirements and ensuring compliance with funding mechanisms.

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- » Developed, managed, and evaluated performance of funding agreements to direct service providers.
- » Directed all aspects of daily operations and ensure that services meet HUD standards and comply with regulations and industry best practices.
- » Identified capacity needs for the system of care and advance community-wide collaborations to create better coordination and more effective service delivery.
- » Launched initiatives that increased participation in COC key programs, bridged gaps, re-engaged disenfranchised partners, and created a focus on system-level quality and performance.
- » Completed analysis of Health Management Information System (HMIS), identifying issues affecting performance reporting and program management and planning for course correction.
- » Secured maximum grant award for area and recaptured dollars, allowing for the development of new projects.

## **Director of Human Resources | Marion County Sheriff's Office | 2016 to 2020**

- » Led recruitment, screening, selection, hiring and onboarding, and system of workforce care for employees for 800+ employee and 750+ volunteers.
- » Advised senior leaders on strategic staffing and career progression plans, training and development, discipline policies, and other policies and practices related to ensuring a qualified workforce.
- » Administered compensations, benefits, wellness, and safety programs.
- » Represented the organization in collective bargaining matters and legal matters.
- » Prepared and delivered presentations to community groups and public, served as liaison to the Sheriff's Foundation, and represented the Sheriff on industry groups and committees at the local and state level.

## **Community Development Grant Administrator | Marion County Board of Commissioners | 2010 to 2013**

- » Oversaw all aspects of the CDBG program, including analysis and needs assessment, citizen participation, preparation of the Consolidated Plan, development of the annual action plan, selection of public facility and service projects, and annual CAPER reporting.
- » Developed project timelines, budgets, contracts, reporting, monitoring, and evaluation tools in compliance with HUD regulations and organizational standards.
- » Oversaw daily operations and administered Emergency Home Repairs, Mobility Ramp Installation, and Rental Assistance programs for vulnerable populations.
- » Delivered presentations and reports to Board of County Commissioners, HUD, community-based organizations, and public.
- » Completed tiered environmental clearances and ensured compliance, navigated special approvals needed from partner organizations such as Water Management Districts, Historic Preservation, and local policy.

## **Grants Coordinator | Marion County Sheriff's Office | 2004 to 2010**

- » Researched and developed projects, drafted grant applications, and implemented grant contracts and agreements.
- » Oversaw all aspects of projects to ensure timely accomplishment of milestones and ensuring compliance with applicable regulations while achieving project goals
- » Prepared monthly, quarterly, and annual financial and programmatic reports.
- » Performed evaluations as part of grant close-out and final reporting.
- » Prepared all FEMA and mutual aid reimbursements.

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- » Approved all purchases made with grant funding or reimbursement programs, adhering to all special conditions.
- » Served on various committees and workgroups, including state advocacy groups related to emergency management.
- » Accelerated grants awarded by more than 400% demonstrating exceptional project management and contract expertise.
- » Recovered more than \$4M in FEMA and mutual aid reimbursements through thorough administration and documentation.
- » Developed projects and worked with state and federal legislators to secure appropriations designated for special projects to support the construction of an Emergency Operations Center and to acquire cutting edge technology for field use in law enforcement operations and to upgrade the technology system in the EOC.
- » Served on the Oversight Committee and played key role in securing organization's receipt of the Governor's Sterling Award for Performance Excellence.

## Other Relevant Experience

### Senior Examiner | Governor's Council for Performance Excellence | 2007 to 2014

- » Served as a Senior Examiner with the Governor's Council for Performance Excellence, assessing organizations from an array of industries (government, education, hospitality, manufacturing, healthcare, insurance, etc.) using the Malcolm Baldrige National Quality Award Criteria to identify role model, best-in-class organizations.
- » Assessment process included independent analysis of applicant organization's key approaches in the areas of Leadership, Strategic Planning, Customer and Market, Data, Workforce, Process Management and Performance Results, followed by team consensus of preliminary finding, and, ultimately, onsite team assessment consisting of interviews, document reviews, and observations.
- » The strategy culminates in an outbrief to applicant organization and formal written report detailing key strengths and opportunities for improvement in each areas of assessment to drive breakthrough performance and identify role model, best-in-class organizations.
- » Recognized as Rookie of the Year (2007) and High-Quality Feedback Award winner (2009). After being promoted to Senior Examiner (2010), trained and mentored new Examiners and was a member of a small team selected to pilot a new best-in-class designation to recertify past award recipients.

## Employment History

Hagerty Consulting, Inc., Response Professional, 2021 to Present

Marion County Board of Commissioners, Continuum of Care Manager, 2020 to 2021

Marion County Sheriff's Office, Director of Human Resources, 2016 to 2020

Marion County Board of Commissioners, Community Development Grant Administrator, 2010 to 2013

Marion County Sheriff's Office, Grants Coordinator, 2004 to 2010

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