

# MEMORANDUM

Agenda Item No. 11(A)(2)

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**TO:** Honorable Chairman Anthony Rodriguez  
and Members, Board of County Commissioners

**DATE:** March 3, 2026

**FROM:** Geri Bonzon-Keenan  
County Attorney

**SUBJECT:** Resolution approving the Miami-Dade Economic Advocacy Trust's Nominating Council's recommendations related to the appointment of members of the Miami-Dade Economic Advocacy Trust board of trustees; and appointing Dantrail Felton Sr., Raychelle Tasher, Esq., Roy Modkins, Herman W. Dorsett II., Regina M. Grace and Ryan R. Hawkins as members of the board of trustees

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The accompanying resolution was prepared and placed on the agenda at the request of Prime Sponsor Commissioner Oliver G. Gilbert, III.

  
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Geri Bonzon-Keenan  
County Attorney

GBK/uw

MDC001



**MEMORANDUM**  
(Revised)

**TO:** Honorable Chairman Anthony Rodriguez  
and Members, Board of County Commissioners

**DATE:** March 3, 2026

**FROM:**   
Gen Bonzon-Keenan  
County Attorney

**SUBJECT:** Agenda Item No. 11(A)(2)

Please note any items checked.

- \_\_\_\_\_ **“3-Day Rule” for committees applicable if raised**
- \_\_\_\_\_ **6 weeks required between first reading and public hearing**
- \_\_\_\_\_ **4 weeks notification to municipal officials required prior to public hearing**
- \_\_\_\_\_ **Decreases revenues or increases expenditures without balancing budget**
- \_\_\_\_\_ **Budget required**
- \_\_\_\_\_ **Statement of fiscal impact required**
- \_\_\_\_\_ **Statement of social equity required**
- \_\_\_\_\_ **Ordinance creating a new board requires detailed County Mayor’s report for public hearing**
- \_\_\_\_\_ **No committee review**
- \_\_\_\_\_ **Applicable legislation requires more than a majority vote (i.e., 2/3’s present \_\_\_\_, 2/3 membership \_\_\_\_, 3/5’s \_\_\_\_, unanimous \_\_\_\_, majority plus one \_\_\_\_, CDMP 7 vote requirement per 2-116.1(3)(h) or (4)(c) \_\_\_\_, CDMP 2/3 vote requirement per 2-116.1(3) (h) or (4)(c) \_\_\_\_, CDMP 9 vote requirement per 2-116.1(4)(c) (2) \_\_\_\_)** to approve
- \_\_\_\_\_ **Current information regarding funding source, index code and available balance, and available capacity (if debt is contemplated) required**

Approved \_\_\_\_\_ Mayor  
Veto \_\_\_\_\_  
Override \_\_\_\_\_

Agenda Item No. 11(A)(2)  
3-3-26

RESOLUTION NO. \_\_\_\_\_

RESOLUTION APPROVING THE MIAMI-DADE ECONOMIC ADVOCACY TRUST'S NOMINATING COUNCIL'S RECOMMENDATIONS RELATED TO THE APPOINTMENT OF MEMBERS OF THE MIAMI-DADE ECONOMIC ADVOCACY TRUST BOARD OF TRUSTEES; AND APPOINTING DANTRAIL FELTON SR., RAYCHELLE TASHER, ESQ., ROY MODKINS, HERMAN W. DORSETT II., REGINA M. GRACE AND RYAN R. HAWKINS AS MEMBERS OF THE BOARD OF TRUSTEES

**WHEREAS**, this Board established the Miami-Dade Economic Advocacy Trust (the "Trust") to ensure for the equitable participation of Blacks in Miami-Dade County's economic growth through advocacy and monitoring of economic conditions and economic development initiatives in Miami-Dade County; and

**WHEREAS**, the Trust has a board of trustees, which is comprised of 15 voting members; and

**WHEREAS**, this Board established a nominating council (the "Nominating Council") for the Trust, which is comprised of the chairperson of the Trust, the chairperson of the Board's committee with jurisdiction over economic development and three members appointed by the Board's chairperson; and

**WHEREAS**, pursuant to section 2-503 of the Code of Miami-Dade County, Florida ("Code") and the Nominating Council's procedures, which this Board approved upon the adoption of Resolution No. R-1419-08, the Nominating Council solicited, screened and interviewed prospective applicants; and

**WHEREAS**, section 2-503(b) of the Code states that the voting membership shall include, representatives from the following areas of professional expertise, among others: (1) economic and business development; (2) criminal justice; (3) community based organizations; (4) educational organizations; (5) banking and finance; and (6) health organizations; and

**WHEREAS**, on November 14, 2025, the Nominating Council convened a meeting, interviewed applicants, and voted unanimously to recommend to this Board the appointment of six candidates whose resumes are attached hereto as Exhibit “A” and incorporated herein by reference, for this Board’s consideration; and

**WHEREAS**, the Nominating Council recommends the following candidates for approval by this Board: (a) Dantrail Felton, Sr., whose professional expertise is in economic and business development; (b) Raychelle Tasher, Esq., whose professional expertise is in law; (c) Roy Modkins, whose professional expertise is in economic and business development; (d) Herman W. Dorsett, II, whose professional expertise is in health; (e) Regina M. Grace, whose professional expertise is in community based organizations; and (f) Ryan R. Hawkins, whose professional expertise is in health organizations; and

**WHEREAS**, the Nominating Council has determined that each of the candidates meet and/or exceed the minimum qualifications set forth in section 2-503(b) and (c), and section 2-11.38 of the Code; and

**WHEREAS**, this Board has reviewed the resumes of each of the candidates and is satisfied that they all meet and/or exceed the minimum qualifications to serve as trustees; and

**WHEREAS**, this Board desires to approve the Nominating Council’s recommendations, and appoint the before-mentioned candidates who shall each serve terms of three years,

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA, that:**

**Section 1.** The matters contained in the foregoing recitals are incorporated in this resolution by reference.

**Section 2.** This Board approves the Miami-Dade Economic Advocacy Trust's ("Trust") Nominating Council's recommendations related to the appointment of those candidates set forth in section 3 below as members the Trust's board of trustees.

**Section 3.** This Board appoints Dantrail Felton, Sr., Raychelle Tasher, Esq., Roy Modkins, Herman W. Dorsett, II, Regina M. Grace and Ryan R. Hawkins to serve as members of the Trust's board of trustees. Each of the foregoing trustees shall serve a term of three years.

The Prime Sponsor of the foregoing resolution is Commissioner Oliver G. Gilbert, III. It was offered by Commissioner \_\_\_\_\_, who moved its adoption. The motion was seconded by Commissioner \_\_\_\_\_ and upon being put to a vote, the vote was as follows:

Anthony Rodriguez, Chairman	
Kionne L. McGhee, Vice Chairman	
Marleine Bastien	Juan Carlos Bermudez
Sen. René García	Oliver G. Gilbert, III
Roberto J. Gonzalez	Keon Hardemon
Danielle Cohen Higgins	Vicki L. Lopez
Natalie Milian Orbis	Raquel A. Regalado
Micky Steinberg	

The Chairperson thereupon declared this resolution duly passed and adopted this 3<sup>rd</sup> day of March, 2026. This resolution shall become effective upon the earlier of (1) 10 days after the date of its adoption unless vetoed by the County Mayor, and if vetoed, shall become effective only upon an override by this Board, or (2) approval by the County Mayor of this resolution and the filing of this approval with the Clerk of the Board.

MIAMI-DADE COUNTY, FLORIDA  
BY ITS BOARD OF  
COUNTY COMMISSIONERS

JUAN FERNANDEZ-BARQUIN, CLERK

By: \_\_\_\_\_  
Deputy Clerk

Approved by County Attorney as  
to form and legal sufficiency.



Terrence A. Smith

## DANTRAIL FELTON

Miami, FL 33036 | (786)770-4177 | dantrail.feltonSr5@gmail.com | <https://www.linkedin.com/in/dantrailfelton>

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### PROFESSIONAL SUMMARY:

Award-winning leader with over 20 years of experience in energy, telecommunications, construction, and workforce development. Proven ability to design and manage complex infrastructure projects, advocate for underserved communities, and create training pipelines that expand economic opportunity. Recognized for building partnerships across government, education, and industry to strengthen equity and innovation in Miami-Dade County.

### SKILLS:

- Economic & Community Advocacy
- Public Policy & Governance
- Workforce Development & Education
- Infrastructure & Energy Systems
- Leadership & Organizational Management
- Strategic Partnerships & Stakeholder Engagement
- Technical Presentations
- Compliance and Regulation
- Team Management
- Program Growth and Innovation
- Effective Communicator

### CERTIFICATIONS/CERTIFICATES

- **Master Electrician** Awarded by Miami-Dade County
- **Electric Industry Operations and Markets** Awarded by Duke University
- **Construction Project Management** Awarded by Columbia University
- **Six Sigma Yellow Belt Certification** Awarded by NextEra Energy 2015
- **Artificial Intelligence Awareness Certificate** Awarded by Miami Dade College
- **Business Specialist Certificate** Awarded by Miami Dade College

### EDUCATION & LEADERSHIP EXPERIENCE:

#### Miami Dade College

Associate of Arts Economics

Miami, FL

**Exp. Graduation 6/2025**

#### Florida International University

Bachelor of Arts Economics/ Public Policy

Miami, FL

**Exp. Graduation 6/2027**

**President, Blacks in Technology – Miami Chapter**

**2023 – 2025**

- Advocated for inclusion and representation of Black professionals in technology industries.
- Developed programs, hackathons, and partnerships with schools and industry leaders to upskill young adults and expand access to technology careers.
- Represented the chapter at national and local events, serving as a community ambassador.

**Union Steward / Interim Vice Chairperson, IBEW Local 359**

**2015 – 2019**

- Represented over 400 members in contract negotiations and labor-management issues.
- Implemented new safety and training systems that reduced injuries and improved efficiency.
- Oversaw elections and voting processes to ensure transparency and fairness.

**WORK EXPERIENCE:**

**City of Miami Gardens, Miami, FL**

**August 2024-Present**

Engineering Inspector

- Responsible for delivering construction and infrastructure projects to ensure compliance with engineering standards, local regulations, and safety protocols.
- Coordinates and leads contractors, project managers, and city officials to resolve issues and ensure timely project completion.
- Ensures that quality control and safety measures are adhered to throughout the project lifecycle, contributing to the successful delivery of projects and the development of community infrastructure.

**360 Electrical Services, Miami, FL**

**April 2024-July 2024**

Operations Coordinator

- Coordinated daily operations and ensured efficient workflow across various departments.
- Implemented and monitored processes to optimize resource allocation and productivity.
- Managed communication between teams, facilitating smooth collaboration and problem resolution.
- Analyzed performance metrics and prepared reports to support strategic decision-making.

**Miami Dade College, Miami, FL**

**August 2022- Present**

Adjunct technology/trade Specialist

- Worked as a subject matter expert in the development of the Mastec Telecom Line worker program
- Organized technical workshops and hackathons for partners in the technology industry, focused on getting students and community members upskilled.
- Delivered presentations to shareholders and educated students and staff members on how to apply web3/blockchain technologies to existing businesses in multiple industries.

Florida Power & Light, Miami, FL  
Power Distribution Technician

June 2007-February 2022

- 20 years of hands-on experience in new construction, maintenance, and restoration of power delivery systems from the substation level down to residential wiring
- Directed crews and materials management handling pre- and post-storm logistics, while coordinating with key stakeholders and the public.
- Identified as the 2017 winning team member of the "Brilliance Award," the 2016 winning team member of "Most Creative Safety Display," and the 2015 winning team member of "Most Innovative Safety Idea."

**RAYCHELLE TASHER, ESQ.**

Miami, Florida 33145 · (407) 409-9282 · raychelletasher@gmail.com · (Admitted to practice law in New York & Florida)

**EXPERIENCE**

**United States Attorney's Office for the Southern District of Florida  
Assistant United States Attorney – Bankruptcy & Civil Litigation**

January 2020-Present  
Miami, Florida

- Defend the United States in civil litigation, bankruptcy cases, and tax controversies.
- Present and argue hundreds of contested motions in bankruptcy court on behalf of the United States.
- Propound and respond to discovery requests and take and defend depositions in connection with contested bankruptcy matters and adversary proceedings.
- Negotiate multi-million-dollar settlements and financial carve-outs with various interested parties.
- Research and draft motions for summary judgment and motions to dismiss adversary proceedings.
- Manage client-agency relationships and work with client-agencies to formulate and execute successful litigation strategies.
- First chair dozens of bench trials and evidentiary hearings in bankruptcy court.
- Successfully lead government civil fraud and tax investigations

**Kirkland & Ellis LLP  
Restructuring Associate**

December 2017-January 2020  
New York, New York

- Represent multi-million-dollar corporate clients in connection with complex chapter 11 corporate bankruptcy cases, liquidations, and out of court financial workouts. Significant representations include: Things Remembered, Inc., VER Technologies, HoldCo., LLC., EV Energy Partners, L.P., Vanguard Natural Resources, Inc., and Gastar Exploration, Inc. (ranging from \$300 million to \$850 million in debt).
- Advise general counsels, corporate boards of directors, and senior management of distressed companies regarding their fiduciary duties, labor and employment liability issues and general corporate governance strategy through the bankruptcy process.
- Draft chapter 11 first-day bankruptcy motions and prepare case team for bankruptcy court hearings.
- Conduct legal research and prepare legal memorandums on nuanced chapter 11 bankruptcy issues and strategies under significant time constraints in fast-paced professional environment across multiple offices.
- Represent pro bono clients through the U.S. citizenship naturalization and asylum process, and represent a non-profit organization through reorganization of corporate governance structure (over 200+ pro bono hours recorded).

**U.S. Bankruptcy Court for the Eastern District of Missouri  
Law Clerk to the Hon. Chief Bankruptcy Judge Kathy A. Surratt-States**

October 2015-October 2017  
St. Louis, Missouri

- Research complex bankruptcy issues for chambers and draft bench memoranda.
- Review court docket daily and advise the court on the disposition of bankruptcy cases and adversary proceeding issues.
- Research, analyze, and assist in drafting over 15 published judicial decisions on matters such as valuation of property, proof of claim disputes, dischargeability on certain debts, cash collateral issues, and assumption or rejection of executory contracts.
- Select disclosed cases while working in chambers include the chapter 11 corporate reorganizations of Payless Shoes Holdings LLC, Abengoa Bioenergy US Holdings LLC, and Patriot Coal Corporation.

**Inspired Review, LLC  
E-Discovery Attorney**

May 2015-September 2015  
Sunrise, Florida

- Working knowledge and use of eDiscovery platforms such as Relativity, Ringtail, Rationale Review, ViewPoint.
- Analyze and review documents and discovery responses prepared during litigation for financial regulation matters and complex business cases.

**Robertson, Anschutz, & Schneid, P.L.  
Bankruptcy Litigation Attorney**

April 2014-May 2015  
Boca Raton, Florida

- Represent global financial institutions and global mortgage servicer clients in bankruptcy cases.
- Research and draft motions for relief from the automatic stay, motions to dismiss, and objections to confirmation, prepare and defend proofs of claim, and respond to motions to value real property.
- Prepare and present oral arguments in bankruptcy court on contested matters.

- Negotiate favorable results for clients in federal court-ordered mediations under the court's loan modification mediation program.

## EDUCATION

### **Florida A&M University College of Law**

August 2010-May 2013  
Orlando, Florida

#### Juris Doctor

- National Vice Chair, ABA Law Student Division (2012-2013)
- Member, FAMU Moot Court & Advocacy Board (Winner: ABA 2012 Client Counseling Competition Region 5)
- 3L Judicial Clerkship: Law Clerk, Judge Lisa T. Munyon, Florida Ninth Judicial Circuit Complex Business Court
- 2L Summer Internship: Law Clerk, Community Legal Services of Mid-Florida (Consumer Rights)
- 1L Summer Internship: Law Clerk, Florida Attorney's General Office (Statewide Prosecution Division)

### **Florida A&M University**

August 2005-May 2009  
Tallahassee, Florida

#### Bachelor of Science, Major: Political Science Minor: Economics, *magna cum laude*

- President, FAMU Senior Class, (2008-2009)
- Senior Year Internship: Central Intelligence Agency (Eurasian Affairs Analyst- Ukraine, Uzbekistan and Azerbaijan)

## PROFESSIONAL HONORS AND AWARDS

- "Excellence in Government Award," Miami-Dade Bar Association (2024)
- The Blackshear Presidential Fellowship Recipient, National Conference of Bankruptcy Judges (2024)
- Recipient of the United States Attorney's Office's for the Southern District of Florida's Karen Cross/Beranton Whisenant Award (this award recognizes an AUSA who has demonstrated outstanding legal acumen, work ethic, *esprit de corps*, and exceptional performance during the first four years of service in the office) (2023)
- NextGen Recipient, National Conference of Bankruptcy Judges (2022)
- Rising Lawyer List, National Association of Women Lawyers, (2021)
- "Outstanding Pro Bono Service" Award, Kirkland & Ellis LLP, (2018)
- "Future Leader" Award Winner, Chambers & Partners USA Diversity & Inclusion Awards, (2018)
- "Nations Best Advocate: 40 Lawyers Under 40" Award, National Bar Association, (2016)

## PROFESSIONAL LEADERSHIP

- At-Large Director, Bankruptcy Bar Association of the Southern District of Florida (2024-Present)
- Board Member, Funding Florida Legal Aid (FFLA) (2024-Present)
- Member, U.S. Bankruptcy Court for the Southern District of Florida, Access & Engagement Committee (2023-Present)
- Immediate Past Chair and Member, U.S Bankruptcy Court for the Southern District of Florida, Lawyers Advisory Committee (2022-Present)
- Vice Chair, The Florida Bar, Federal Court Practice Committee (2021-Present)
- Director, Wilkie D. Ferguson, Jr. Bar Association (2023-Present)
- Co-Chair, Membership and Marketing Committee, ABA Business Bankruptcy Committee (2020-present)
- Founding Co-Chair, National Association of Women Lawyers Bankruptcy & Restructuring Group (2016-2023)
- Chair, ABA Young Lawyers Division Bankruptcy Law Committee (2016-2017)

## PROFESSIONAL SPEAKING ENGAGEMENTS

- "Bad Boys of Bankruptcy – Bankruptcy Crimes," ABA Business Law Section Podcast, Speaker (2024)
- "Student Loan Dischargeability in Bankruptcy," National Consumer Law Center, Speaker (2024)
- "Hope or Hype: The New Agency Guidance," National Conference of Bankruptcy Judges, Speaker (2023)
- "How to Stop Worrying and Love Tax Issues in Bankruptcy," ABA Business Law Section, Speaker, (2020)
- "Bankruptcy Basics Series" ABA Business Law Section, Consumer Law Committee, Speaker, (2017)
- "Student Loan Dischargeability and Trends in Bankruptcy Law," ABA YLD Bankruptcy Committee, Speaker, (2016)
- "Government Powers in Bankruptcy Cases," ABA Business Law Section Spring Meeting, Speaker, (2016)
- "Municipal Bankruptcy: The Detroit Chapter 9 Bankruptcy Case" ABA YLD Detroit Fall Meeting, Moderator, (2016)
- "Everything a Business Lawyer Should Know About Bankruptcy" ABA Business Law Section, Panelist, (2016)

## Roy Modkins

9435 SW 226<sup>th</sup> Terrace, Cutler Bay, FL 33190 • 305.710.9604 • modkins@yahoo.com

Visionary leader with proven expertise in creative content, multicultural campaign development fostering collaborations with elevated brand visibility and community impact

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### PROFESSIONAL EXPERIENCE

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#### Hip Rock Star - Miami

Co-Founder

June 2007 - Present

Hip Rock Star thrives in producing forward thinking campaigns for advertisement, branding, communications, and marketing needs. Innovative summarizes the creative, intuitive, and genius minds at Hip Rock Star.

Witty thought leaders develop from concept to creation memorable integrated marketing communication campaigns for brand development, print creative, interactive media, events + promotions, public relations, and fundraising.

- 2024 Small Business of the Year / Miami Dade Chamber of Commerce
- 2022 Culture & Lifestyle Award of the Year / Telly
- 2022 Virtual Events & Experience Award of the Year / Telly
- 2024 Social Impact TV Programming of the Year / AIVA
- 2021 Award of Excellence, Branded Entertainment Category - Social Impact Award for The Culture
- 2021 Award of Distinction, Integrated Campaign Category - B2C Award for the National Football League Play Family Festival
- 2021 Award of Distinction, Marketing Effectiveness Category- Integrated
- 2019 Small Business of the Year Nominee for Miami-Dade County Chamber of Commerce
- 2018 Marketing Firm of the Year from Black Owned Media Alliance
- 2017 Key to Miami from Mayor Carlos Gimenez & the Beacon Council
- 2017 Marketing Firm of the Year from Black Owned Media Alliance
- 23rd Annual Communicator Award for Integrated Campaign Distinction from the Academy of Interactive & Visual Arts
- 2016 Power PR Professional from Legacy Magazine
- South Florida Black Journalist 2016 Outstanding Media Honoree
- South Florida's 50 Most Powerful & Influential Black Professionals in Business and Industry from Legacy Magazine

#### Chen Medical – Miami

April 2016 – October 2019

Clinical Recruiting Specialist

Full life cycle recruiting for clinical roles in Markets: Florida, Philadelphia, Illinois, Georgia, Louisiana, Kentucky, Virginia and Ohio.

Responsible for the proactive and strategic sourcing of high-quality staff throughout an assigned geographical area utilizing a variety of mediums including recruitment websites, job boards, and social media.

Screens, interviews, and recommends candidates to hiring managers. Collaborates with recruiters, operations staff and people services staff to ensure a smooth sourcing and hiring process and identify the right candidates. Develop innovative, creative, and proactive recruitment / sourcing strategies to develop high quality active and passive candidate pipelines. Partners with the

hiring manager to create the salary offer and manages all candidate correspondence. Maintains compliance with federal and state regulations concerning employment. Reviews and sends candidate applications to the on-boarding team. Researches, coordinates and participates in various offsite recruitment strategies such as career fairs and college recruitment programs to educate the public about job opportunities as well as attract talent

Focused roles included: Care Promoter/MA, Care Supervisor, Care Coordinator, Housekeeper, Driver, Front Desk, RN Case Manager, Acute Case Manager, Ultrasound Technician, Care Facilitator, Driver Center Manager, Medical Economic Manager, Director/Manager Finance, Compliance Manager, Marketing Manager, Clinical Operations, Market Sales Manager and Market Growth Consultants.

Selected accomplishments:

- Instrumental in the Workday build and Workday 32 upgrade
- Instrumental in new market expansion (Philadelphia, Lakeland, Palm Beach, Tampa, Bradenton and Columbus)
- Help build/recruit recruiting coordinator and sourcing team
- Reduced the numbers of agency usage
- 142 hires in 2018
- 90%+ client satisfaction score from randomly chosen internal clients.
- Took the Case Management group from a vacancy rate of upwards 20-25%
- Partnered with the implementation and testing of the Talent Plus initiative

Baptist Hospital South Florida – Miami, FL

April 2015 – April 2016

Sr. Recruiter III

Full life cycle recruiting for the Baptist Health Medical Groups (BHMG) which includes Miami Beach Specialty, Sports Medicine & Orthopedics, Thoracic, General Surgery, Spine & Neurosurgery including Primary Care and MCI. Successfully use LinkedIn, Twitter, Pinterest, Facebook, Smart Recruiter, YouTube, Indeed, Skype and Meetup, Boolean Search and niche social media sites to recruit and place external talent.

Focused roles included: ARNP, Coders, Physician Assistants, Athletic Trainers, Physician Practice Patient Representatives, Medical Assistants, Research, Schedulers, Physician Practice Supervisors, Educators, Payroll, Human Resource, and Director. Generates leads and creates candidate pipelines through cold calling, networking, and social media. Researches and develops new and alternatives strategic recruitment plans and initiatives to ensure the organization builds sustainable competitive advantage. Trains and mentors Talent Acquisition team according to current sourcing initiatives and best practices

Partners with HR departments and Recruitment leadership to create ongoing branding efforts. Coordinates and leads scoping sessions for difficult to fill positions and creates job specifications for marketing purposes. Understands the business and actively seeks industry knowledge to continue to remain educated on industry standards and competition. Follows through with the employment process as defined by policy. May assumes leadership role in the department and needed.

Selected accomplishments:

Recruit and placed:

- Average days to fills requisitions are 35
- Manage a load of 47 requisitions up to 84
- Average fills per month are 15

Auto Trader, Elsevier, Mount Sinai Medical Center – Atlanta/Miami

March 2014 – April 2015

Sr. Recruiter Consultant

Effectively works across Businesses Units to develop, manage, market, customize and deliver human resource, recruiting & staffing solutions that meet and surpass the initiating business' requirements.

Performs full life cycle, mid to senior-level recruitment, with a focus on hiring Information Technology, Patient Reps, Medical Assistants, Collectors, Business Intelligence Analysts, Recycle Analysts, Interface Analysts, Lawson Analysts, Physicians, Nurses, Pharmacists, Medical Editor, Product Managers, Marketing Directors, Sales and Content Specialists. Effectively locate, screen, develop and deliver a pipeline of new talent to the businesses support within North America.

Leverages progressive methods, tools, & technology, such as: "social-media" sourcing, digital & mobile recruitment to build and expand pipeline of talent for all key-roles.

Collaborate with the HRBPs, HR Directors and Hiring Managers to drive the process proactively and identify short and long term resource staffing needs. Applies industry/marketplace subject-matter expertise, and knowledge of the business' requirements to ensure that each/every assigned requirements or search, receives the proper level of attention and effort.

### **The Weather Channel - Atlanta, GA**

April 2013 – March 2014

Sr. Recruiter

Full life cycle recruiting (International and Domestic) for the Professional Services, WSI and The Weather Company. Successfully used LinkedIn, Twitter, Google+, Yahoo, Pinterest, Facebook, Smart Recruiter, YouTube, Indeed, Skype and Meetup, Boolean Search and niche social media sites to recruit and place external talent in the United States, United Kingdom, Hong Kong, China and Latin America. Manage a team of 4 recruiters and a recruiting coordinator.

Focused roles included: Recruited and placed: Software Developers (ASP, C#, C++, DCOM, Java, Java EE/J2EE, .Net, PHP, VB and Web Services), Architects, QA, Release Engineers, Program Manager, Product Manager, Project Manager, Data Analyst, Networking(System Administrators, Linux/Unix, and Windows) , Sr. Architect , Production (Editor, Producer, Executive Producer and Predator), HR (Talent Management, Recruiting Coordinator, benefits analysis compensation, Accounting & Finance) -(VP of F&A, Manager of FP&A, Financial Analyst, Sr. Accountant – GL, Tax Analyst and Payroll).

#### **Selected accomplishments:**

- Average days to fills reqs were 35
- Saved over \$300,000 in agency fees for WSI using social media sourcing/recruitment.
- Filled 121 positions

### **CNN/Turner Broadcasting, Inc. (Time Warner) – Atlanta, GA**

March 2010 - April 2013

Sr. Recruiter – Team Lead

Full life cycle Sr. Talent Acquisition Consultant - Team Lead in the placement of digital and technical professionals for NBA, PGA, NASCAR, CNN, Cartoon Network, SI, Adult Swim and TV Everywhere.

#### **Selected accomplishments:**

- Recruiter and placed: Solution Architect, Lead Application Engineers, Java developers, iOS mobile developers, Software QA Engineer, System Administration, QA, Project Manager, Director of IT, Drupal developer, marketing and production.
- Team Lead and responsible for the success of two Technical Recruiters. Review, screen, and edit candidates for submission. Counsel Recruiters on sourcing, recruitment best practices, candidate screening, technical screening, and presenting passive and diverse candidates.
- Average 42 days to fill reqs
- Work directly with the technical programs to establish and implement recruiting strategies to build Turner Broadcasting's technology brand.

- University liaison creating a relationship strategy, targeted universities, managed relationships with career services, student organizations, professors, and students in technology
- Partnered with College Recruitment team in talent acquisition for entry level positions
- Presented daily talent data analysis, reviewing current requisitions, best practices, consultants on assignment, forecasting future needs, and pipelining passive candidates for placement.
- Recognized for filling 100 positions in 100 days.
- Launch of NCAA digital

**Modkins, James & Roy – Atlanta, GA**

October 2008 – March 2010

Human Resource and Recruiting Consultant

Hired as a full life cycle recruiter and Human resource consultant for all levels of positions including Information Technology, Accounting/Finance, Merchandising, Inventory/Planning, Logistics, Buyers, Creative, Writers and Marketing

Responsible for maintaining a close working relationship with hiring managers/clients in order to begin the recruiting process as soon as a vacancy is approved.

Conduct kick-off meetings at the beginning of every search to further clarify the skills and experience required and define a search strategy for the opening.

Manage open requisitions daily; reviewing current candidate pool, search the applicant tracking system and external job boards to identify potential candidates that align to the job specifications based on experience and skill requirements. Conduct phone screens and determine the most qualified candidates for each opening; present the candidate slates to the hiring manager and provide an overview of skills, experiences, interview notes and qualifications on why the candidate should move to the face-to-face interview stage.

Partner with HR Coordination team to ensure scheduling of candidate(s) with hiring manager(s) in a timely fashion; gather feedback from the Hiring Manager, Interview Teams to determine the best fit for each position. Formulate an acceptable offer then extend and/or negotiate the entire offer package to the final selected candidate.

Selected accomplishments:

- Implemented hiring process and procedures
- Reduced average days-to-fill by 50%.
- Increased retention by 40% and matched top-notch candidates with award winning clients.

**The Weather Channel – Atlanta, GA**

March 2006 – October 2008

Sr. Recruiter

Full life cycle recruiting for the Cable Network

Selected accomplishments:

- Recruited for roles including Software Developers, Producers, Marketing Managers, Radio personalities, Producers, Writers, Projects Managers, Business Analyst, Financial Analyst, AR/AP, campaign specialists and HR.
- Identify cost savings and financial risks regarding relocation, candidate salaries, hiring manager budgets and the financial impact on the team when hiring.
- Created and implemented a 12 week internship program for The Weather Channel dot com and network team. University liaison creating a relationship strategy, targeted universities, managed relationships with career services, student organizations, professors, and students in technology.

- Partner with the HR Directors, hiring managers and compensation to develop, revise and validate position requisitions. Consult talent and internal employees regarding TalentED, benefits, bonuses and merit increases. Partner with compensation to coordinate candidate offers.
- Train managers on all aspects of human resources including compliance, interviewing, diversity and the hiring process. Attend off-site hiring events, career fairs and conferences.
- Alignment with HR and management in process improvement, streamlining and implementing effective recruiting processes and policies throughout the organization.

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#### EDUCATION & CREDENTIALS

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University of San Francisco, Bachelor of Business Administration

Chairman, Miami Dade Chamber Commerce – South 2021-Present  
 Co- Chairman, Historic Society Cofounder 2014-Present  
 SBCDC Board Member 2021-Present  
 Omega Youth Program Board Member 2023- Present  
 Director Community Outreach – Fellowship Sports Inc. 2005-2014  
 4-year letterman – USF Men’s Basketball  
 Northern California Basketball Hall of Fame  
 Wheatland High School Basketball Hall of Fame

- ✓ Certifications: AIRS Certified Professional Recruiter (CPR), Advanced Certified Internet Recruiter (ACIR)
- ✓ Additional Courses: LinkedIn Jobs Network, LinkedIn Advanced Search Techniques, LinkedIn Inmail Best Practices
- ✓ Social Media: LinkedIn, TikTok, IG, YouTube, Facebook
- ✓ Computer Skills: Microsoft Office Suite (Outlook, Word, Excel, PowerPoint), Copper and Salesforce
- ✓ Applicant Tracking Systems: Taleo, Workday PeopleSoft, UltiPro

**Herman W. Dorsett, II, RPSGT, RST, CCSH**  
**(305) 298-2680**

***EXPERIENCE***

**February 2024 to present: Polysomnographic Technologist, Mt. Sinai Medical Center, Miami Beach, FL.** Responsibilities include reestablishment and development of state-of-the-art sleep disorders center, performance of overnight sleep studies, performance of home sleep apnea tests, analysis of both overnight and home tests following established protocols, conduct CPAP clinic for patients already prescribed therapies;

**March 2024 to present: Sleep Consultant for Polysomnographic Technology, Holtz Children's Hospital at University of Miami/Jackson Memorial Hospital.** Responsibilities include performance of the most sensitive pediatric sleep studies and scoring of all sleep studies performed at the center, using pediatric standards. Advises manager and medical director on clinical and technical aspects of the sleep lab management and development.

**June 2024 to present: Clinical Research Coordinator, Flourish Clinical Research.** Responsibilities include design, mock trials, and performance of all sleep studies following established clinical trial protocols and AASM standards;

**June 2023 to December 2023: Licensed Polysomnographic Technologist, Children's Hospital of the King's Daughters, Norfolk, VA.** Responsibilities include performance of overnight sleep studies at assigned sleep centers; on-the-fly scoring of sleep studies using AASM pediatric standards;

**February 2023 to June 2023: Polysomnographic Technologist, Aya Healthcare.** Responsibilities include performance of overnight sleep studies at assigned sleep centers and labs; scoring of sleep studies using AASM standards; supervision of non-registered polysomnographic techs and their recorded sleep studies;

**January 2022 to present: Managing Partner, DFL, LLC.** Responsibilities include management of family-owned real estate holding company.

**January 2017 to January 2024: Technical Director/Polysomnographic Technologist, United Sleep Diagnostics.** Responsibilities include supervision and management of timely and accurate scoring and reporting of all sleep studies in all labs throughout Miami-Dade, Broward and Palm Beach County markets, review of studies with interpreting physicians, performance of quality assurance; management of all sleep disorders Center staff; performance of overnight and daytime sleep studies at all labs as needed; maintenance of Policy and Procedure manuals; management and expansion of durable medical equipment (DME) professional services agreement, supervision of customer service with patients and interpreting and referring physicians; Responsible for compliance with Accreditation Commission for Health Care (National) and Agency for Healthcare Administration (State of Florida) standards; credentialing and re-credentialing of interpreting physicians and technologists;

**July 2014 to December 2016: Manager/Polysomnographic Technologist,** Sunrise Sleep Diagnostics. Responsibilities included management of existing 4-bed sleep lab for Sunrise Medical Group (SMG), as well as development of 2-bed fee-for-service contract lab for Florida Medical Center; performance of overnight and daytime sleep studies as well as EEG studies as needed; development of SMG sleep durable medical equipment program, development of home sleep testing program and preparation of the lab for American Academy of Sleep Medicine accreditation.

**February 2014 to December 2016: Director/Polysomnographic Technologist,** Sleep Disorders Center at Coral Gables MRI. Responsibilities included development and management of 4-bedroom sleep diagnostic center; performance of overnight sleep studies, completion and maintenance of Joint Commission accreditation, management of interpreting physicians' credentials, assist in securing managed care contracts, streamline DME feeder pattern to home health division (MedCare).

**January, 2006 to January, 2014: Clinical Instructor,** The Institute of Sleep Learning. Responsibilities included credentialing of perspective interpreting physicians, instruction and tutoring of physicians to qualify for reading privileges for interpretation of polysomnography records.

**May 2003 to January 2014: Technical/Clinical Director/ Polysomnographic Technologist,** Sleep Care Solutions, LLC. Responsibilities included building of sleep labs and performance of timely and accurate scoring and reporting of all sleep studies in all labs throughout Nashville, TN, Orlando, FL and Miami, FL markets; performance of sleep studies review of studies with interpreting physicians, performance of quality assurance; management of all sleep disorders Center staff; maintenance of Policy and Procedure manual; management and expansion of durable medical equipment (DME) arm of the company, supervision of customer service with patients and interpreting and referring physicians; Responsible for compliance with Joint Commission (National), Agency for Healthcare Administration (State of Florida) standards; credentialing and re-credentialing of interpreting physicians and technologists; marketing for perspective referring physicians, hospitals, HMOs and other perspective referral sources.

**July 1997 to August 2004: Manager, Sleep Disorders Center at Palmetto General Hospital, Miami, FL;**  
**August 1996 to December 1997: Manager, South Florida Sleep Diagnostic Center, Miami, FL;**  
**February 1993 to August 1996: Senior Polysomnographic Technologist/Manager, St. Francis Medical Center, Trenton, New Jersey;**  
**June 1992 to May 1993: Polysomnographic Technician, Children's Hospital of Philadelphia, Philadelphia, PA;**  
**October 1992 to October 1995: Chief Technologist, Portable Sleep Diagnostics, Broomall, PA;**  
**October 1991 to June 1993: Senior Technologist, Delaware Valley Lung Center.**

***DEGREES/CERTIFICATIONS/LICENSES***

**Bachelor of Arts, Psychology, Hampton University, 1991**  
**RPSGT (#6047), Board of Registered Polysomnographic Technologists (BRPT)**  
**RST (#5988), American Board of Sleep Medicine (ABSM)**  
**Clinical Sleep Educator, (2012 Charter class) BRPT**  
**CCSH (#659), Board of Registered Polysomnographic Technologists (BRPT)**  
**License, Virginia Board of Medicine, #0135000669**

***ORGANIZATIONS AND MEMBERSHIPS***

**Miami-Dade County Community Zoning Appeals Board**  
**Association of Clinical Research Professionals**  
**Omega Psi Phi Fraternity, Inc.**  
**100 Black Men of America, Inc.**  
**Brownsville Community and Neighborhood Association**  
**Omega Life Membership Foundation**  
**National Hampton Alumni Association**

***REFERENCES AVAILABLE UPON REQUEST***

# **REGINA M. GRACE**

**11250 Washington Blvd. Miami, FL 33176 Phone (305)282-6485 [deltagrace@att.net](mailto:deltagrace@att.net)**

- **Retired County Government Executive**
- **Community Advocate, Mentor**
- **Pro Bono Executive Director, The Anvil Community Development Corporation**

## **Summary of Skills**

- Significant managerial and administrative experiences in social services programming
- Extensive program development and implementation skills, quality assurance
- Excellent oral and written communication skills
- Knowledge of social and economic resources in Miami-Dade County
- Proven ability to build coalitions and partnerships

## **Professional Experience**

- Consistent professional advancement in responsibilities in County government
- 40+ years of diverse, high-level experiences in public sector management and administration
- Extensive volunteer experiences with community-based organizations, public sector boards, international public service fraternal organizations, and interfaith groups

## **Community Involvement**

- Delta Sigma Theta Sorority, Inc. (Miami Alumnae Chapter)
- The Friends Group
- The Anvil Community Development Corporation
- Miami Dade County CAHSD Board
- Miami Dade County Nuisance Abatement Board
- Martin Memorial AME Church (The Purple Church)

## **Educational Background/Certifications**

- National Certified Results Oriented Management and Accountability (ROMA) Peer to Peer Trainer and Peer Reviewer (Community Action Partnership)
- Master of Science, Human Resource Management (St. Thomas University)
- Bachelor of Science, Sociology, (Tuskegee University)

# RYAN R. HAWKINS

Email: Ryan@RyanRHawkins.com | Cell: (786) 382-6082

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## Operations Management • Healthcare Management • Organizational Leadership • Strategic Planning • Communications • Government Affairs

Accomplished Senior Executive with 10+ years of progressive organizational leadership, strategic planning, and operational management in the not-for-profit healthcare and governmental sector. Recognized as a transformational and adaptive leader with demonstrated success in large, cross-functional, project-driven environments. Strong multi-tasker and project manager. Natural relationship builder and team leader who thrives in working with diverse stakeholders to improve operational efficiency, patient satisfaction and drive critical organizational projects and initiatives forward with success.

### Core Competencies

- Effective Communicator and Public Speaker
- Issue Analysis and Resolution
- Change and Growth Management
- Operational Efficiency and Effectiveness
- Employee Engagement and Motivation
- Strategic Planning and Execution
- Process Improvement
- Analytical and Critical Thinker
- Cross-Functional Collaboration
- Fiscal Accountability

### Professional Experience

#### *Jessie Trice Community Health System*

*February 2024 – Present  
Miami, FL*

Jessie Trice Community Health System, Inc (JTCHS) is one of Miami-Dade County's preeminent federally qualified community healthcare centers (FQHC). Established in 1967, JTCHS is the 1st FQHC in the state of Florida and 5th in the nation. JTCHS owns and operates eleven comprehensive primary care centers, a women's substance abuse residential center, two university based health care centers and manages forty four school-based health suites. The system offers a variety of healthcare services including, but not limited to, Family Practice, Pediatrics, OB/GYN, Dentistry, Chronic Diseases management (HIV/AIDS), Pharmacy and Health and Wellness

#### *President and CEO*

*February 2024 - Present*

Provides leadership and strategic direction for the organization and provides effective administrative management that supports the overall mission and vision. Responsible for ensuring the provision of high-quality patient care in the most cost-effective manner.

#### *Jackson Health System*

*August 2015 – February 2024  
Miami, FL*

#### *Jackson North Medical Center, Miami, FL*

Jackson North Medical Center is a 382 licensed bed acute care hospital serving the residents of north Miami-Dade and south Broward counties through our affiliation with the world-class Jackson Health System. Jackson North Medical Center is recognized for excellence in Stroke, STEMI, Women's Services, Rehabilitation and Bariatric care.

*Dimensions: \$148M in net revenue, \$15M EBITDA, 1,236 FTEs*

*Chief Operating Officer/AVP of Operations*

*May 2017 – February 2024*

Provide executive leadership for the operations division of the facility as the overall second in command. The division of operations is comprised of clinical and ancillary departments including emergency room, pathology, laboratory, radiology, interventional radiology, clinical engineering, cath lab, transportation, engineering, environmental services, food and nutrition services and specialty care ambulatory center, with shared oversight of pharmacy and security services.

*Key Accomplishments:*

- Executive oversight for the management of \$30 million-dollar operational budget and 350 FTEs
- Lead organization efforts and facility oversight of \$120 million capital renovation including modernization of the surgical suite, emergency room expansion, addition of 34 private post-surgical suites and interior/exterior cosmetic renovations
- Guided operational efforts to improve quality, safety, and patient experience results e.g., decreased HAI, improved Leapfrog grade, and improved overall HCAPHS ranking.
- Successfully completed multiple Joint Commission, College of American Pathologists and Commission on Accreditation of Rehabilitation Facilities surveys
- Lead departmental efforts to improve Employee Engagement resulting in a 17% improvement based upon a 92% participation rate
- Achieved a 99% leader engagement score in multiple Employee Engagement survey
- Organized multiple large scale multi-organizational community outreach and engagement activities
- Served as Chairman of the Jackson Health System Chief Operating Officer Council

*Jackson Health System, Miami, FL*

Jackson Health System is a nonprofit academic medical 2,200 bed system offering world-class care through an integrated healthcare delivery system. Governed by the Public Health Trust, a team of citizen volunteers acting on behalf of the Miami-Dade Board of County Commissioners, Jackson Health System ensures that all residents of Miami-Dade County receive a single high standard of care regardless of their ability to pay.

*Director of Corporate Initiatives*

*April 2016 – May 2017*

Chief of Staff to the Executive VP and Chief Operating Officer for the third largest public health system in the nation with a \$2.3B budget, 7 acute care hospitals and a \$1.2B capital program; primary liaison to Executive Leadership team.

*Key Accomplishments:*

- Collaborated with executive leadership teams to drive critical organizational initiatives forward, advise on highly sensitive matters and provide recommendations for policy development
- Advised on budgetary requests over \$500k submitted to COO through the hospital's ERP platform
- Responsible for the execution of physician agreements and service contracts
- Coordinated monthly Senior Performance Improvement and Senior Administrative meetings to include 50+ executives
- Directed recruitment, placement, and professional development and training of 30 interns across

- various hospital sites
- Supported President and CEO on healthcare issues coming before the Miami-Dade County Commissioners
- Oversaw Jackson's General Obligation Bond Citizen Advisory Committee, advising on the use of taxpayer bond dollars and providing recommendations to the Board of Trustees, County Commission, and Mayor

*Associate Director of Government Affairs*

*September 2015 – April 2016*

*Key Accomplishments:*

- Supported the President and CEO in the representation of the Jackson Health System and PHT Board on health care issues before the Miami-Dade Board of County Commissioners and other local governments.
- Managed dialogue with local policymakers and legislators concerning the goals and objectives of the PHT while tracking progress of specific legislation, rules, and regulations related to JHS.
- Responsible for securing sponsorship of resolutions and policies approved by PHT from the Board of County Commissioners.
- Lobbied the Board of County Commissioners for the passage of 16 legislative items critical to organizations improvement
- Acted as Hospital brand ambassador in the facilitation of tours for elected officials and foreign dignitaries

*The Office of Commissioner Barbara J. Jordan  
Miami Dade County Board of County Commissioners*

*August 2008 – September 2015  
Miami, FL*

*Deputy Chief of Staff*

*August 2014 – September 2015*

- Responsible for the supervision of all functions of the legislative agenda for the commissioner
- Instituted weekly review of legislative items with staff to accurately track progression through the legislative process achieving timely processing and placement before the Board of County Commissioners
- Assumed management of the downtown and district offices in the absence of chief of staff
- Performed additional duties assigned by the commissioner and chief of staff

*Sr. Legislative Analyst  
Legislative Analyst*

*January 2011 – August 2014  
August 2008 – January 2011*

- Served as the liaison to the Board of County Commissioners, Office of the Chair, commission staff, county attorneys, and department directors
- Responsible for meeting with individuals/groups on their legislative priorities in addition to vetting legislative requests for potential impact
- Resolved critical problems, and assisted in the development of creative financial approaches for use by program officials which resulted in new opportunities for the Head Start program
- Responsible for the timely review and assessment of congressional and state of Florida legislation and determining possible fiscal impacts
- Analyzed and tracked proposed County legislation to determine potential impacts to District 1
- Reviewed all documents and correspondences related to proposed legislation at the local, state and federal levels
- Analyzed the annual county budget and prepared reports highlighting potential savings and proffered budget amendments to address the commissioners programmatic interests

Ryan R. Hawkins | 3

*The Office of Senator Larcenia J. Bullard*

*July 2006 – August 2008  
Miami, FL*

*Senior Legislative Assistant III*

*July 2006 – August 2008*

- Analyzed management practices for application to agency programs and operations in line with the Senators objectives and proposed recommendations, which lead to improved communications between the two offices
- Responsible for analyzing all Senate and committee agendas and preparing briefing materials to review with the Senator prior to sessions
- Served as chief policy advisor to the Senator and established and implemented procedures to support front-office staff
- Prepared briefings on policy and operational decisions in coordination with the appropriate offices
- Represented the Senator in meetings with Florida Senate Majority offices, Minority offices and constituents
- Managed district and capitol offices, prioritizing incoming requests and reviewing all outgoing correspondences
- Planned and coordinated district events, post session community briefings, community health fairs and community budget request workshops

#### **EDUCATION**

**Master of Business Administration; Concentration in Healthcare**

*University of Miami, Coral Gables, FL,*

**Master of Public Administration**

*Florida State University, Tallahassee, FL,*

**Master of Social Work**

*Florida State University, Tallahassee, FL,*

**Bachelors of Science in Social Work**

*Florida Agricultural and Mechanical University, Tallahassee, FL,*

#### **MEMBERSHIPS/AWARDS**

- American College of Healthcare Executives
- National Association of Health Services Executives
- American Society for Public Administration
- National Forum for Black Public Administrators
- Phi Beta Sigma National Fraternity, Inc.
- Miami's Top 40 Under 40 Black Business Leaders
- South Florida's Top 40 Under 40 Black Healthcare Leaders