



PROFESSIONAL EXPERIENCE

Manager, Auditor Roles, Inc., Boca Raton, Florida

2016-Present

Conducts compliance, operational, and performance audits for government clients. Also conducts e-learning and on-site performance measurement/performance management training. Training courses developed and delivered under the Auditor Roles in Government Performance Measurement project for the purpose of increasing auditor involvement in measuring and improving public sector performance.

Senior Auditor, Cross Country Healthcare, Inc. Boca Raton, FL

2015-2016

Performed accounting and financial audit control testing related to Sarbanes-Oxley Section 404. Completed over 40 tests of key accounting/finance related application controls. Responsible for planning and conducting audit reviews for assigned business units. Audits evaluated risk levels, business processes, and management controls that resulted in numerous practical recommendations that were implemented by management.

Government Management Consultant

2010-2015

- **Clifton Larson Allen, LLP, Tampa, Florida**

Served as Subject Matter Expert for accounting firm's government performance audits. Conducted full-scope performance audits of Hillsborough County Florida's Departments including Departments of Community Improvement, Purchasing, Public Works, Social Services, Aging Services, Children's Services, Budget and Debt Management and the Human Services Group.

- **Intellect Government Systems, LLC, Boca Raton, Florida**

Responsible for conducting operational and performance audits for government agencies including a bench marking study for the Delray Beach Florida Community Redevelopment Agency. Also conducted operational reviews of building department, code enforcement, and inspection services.

- **Office of Budget and Performance Improvement, City of Miami Beach, Florida**

Performed operational reviews of City departments and managed the City's Performance Measurement/Performance Management System. Conducted an operational review of the City's Risk Management Division. The objective of the review was to identify opportunities to mitigate risk and reduce loss exposure to the City. The review resulted in 24 recommendations to reduce excessive workers' compensation, police and vehicle liability claims.

**Senior Auditor, Division of Inspector General, Clerk and Comptroller's Office,
Palm Beach County, Florida**

2007-2010

Responsible for conducting operational and compliance audits and investigations of Clerk and Comptroller operations in the areas of purchasing and contracts, assessments and distributions of revenues, pre-audit of County payments, guardianship and propane and natural gas remittances. As a result of the propane and natural gas audit the County began collecting an additional \$2,100 monthly from one vendor and identified total unrealized revenue opportunities of \$115K. Conducted a Supervisors of Elections review that focused on vendor payments, payroll documentation, controls over customer receipts, purchasing procedures and related controls, and the use of unexpended funds.

Numerous recommendations were developed for all audits to strengthen management controls and improve efficiency and cost effectiveness of operations. Was also responsible for strengthening of audit office operations, including development of policy and procedures and an annual organization-wide risk assessment.

Audit Supervisor, Office of the County Auditor, Broward County, Florida

2004-2006

Responsible for supervising and conducting performance and operational audits and reviews of County programs including water/wastewater, fleet maintenance, and the County's performance measurement system. Conducted contract compliance audits of construction projects at Fort Lauderdale International Airport. Lead weekly and bi-weekly update and milestone meetings and provided support and guidance to staff auditors. Developed recommendations for improving the audit work process.

**Audit Supervisor, Office of the City Auditor and Corporate Internal Audit Office
City of Austin, Texas**

1999-2004

Responsible for supervising and conducting compliance, operational, and performance audits and certifying performance measures of City departments. Conducted a performance audit of the City's safety program resulting in 37 recommendations that were accepted by management and the subsequent establishment of a Citywide Safety Office. This resulted in an award for its City-wide impact. As Audit Supervisor provided day-to-day supervision of audit staff for all aspects of audit planning, data collection, data analysis, report writing, and quality assurance.

Conducted audits of fleet maintenance, parks maintenance, the City towing contract, and vehicle rental sales tax remittance. The purpose of these audits was to determine the accuracy of remittance to the City of local sales tax payments. Developed and conducted a performance measures and self-assessment audit certification process for City program managers. Provided audit consulting services to the Austin International Airport and the Austin Convention Center.

Consultant, National Center for Public Performance, Newark, New Jersey

1997-1999

Served as Project Manager for an organizational effectiveness study of the New Jersey Department of Health and Senior Services. The study resulted in 39 recommendations covering the areas of organizational structure, operational processes, technology and communications. Assisted the City of Montclair, New Jersey in the development of citizen-driven performance measures.

Senior Consultant, KPMG, Tampa, Florida

1995-1997

Performed operational, compliance and performance audits and reviews for public sector clients including Health and Social Services Department, School Districts, Port Authority, Corrections, Finance and Tax

Administration, Utilities, Facilities, and Parking and Garage Operations. Responsible for project planning, data collection and analysis, developing recommendations and drafting of final report.

Reviews and audits included numerous recommendations leading to cost savings and improvement in the efficiency of operations, and adherence to internal control standards in accordance with Generally Accepted Government Auditing Standards (GAGAS).

EDUCATION and CERTIFICATIONS

Masters of Business Administration	Suffolk University, Boston, Massachusetts
Masters of Public Administration	Baruch College, City University of New York

Certified Internal Auditor
Certified Fraud Examiner
Certified Inspector General Auditor
Certified Government Auditing Professional

Certificate in Business Analytics - Florida Atlantic University (in progress).

TRAINING

Developed and conducted numerous performance and productivity related training courses including “Auditing the Reliability and Relevance of Performance Data” and “Auditing of Performance Management Systems”.

Trainees have included members of the Institute of Internal Auditors; Association of Government Accountants; employees of the states of Vermont and Rhode Island; Federal Inspector Generals; the Environmental Protection Agency; the Pension Benefit Guaranty Board; the United Nations; and cities including Sacramento and Los Angeles, California; and Tallahassee, Florida.

APPLICATION KNOWLEDGE

Outlook, Word, Excel, PowerPoint, Visio, ACL, and TeamMate audit software.

LEADERSHIP

Institute of Internal Auditors
Past President and current membership chair—Palm Beach County Florida Chapter
Past President – Austin Texas Chapter