

## Gibson, Crystal

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**From:** Penserga, Ty  
**Sent:** Tuesday, April 26, 2022 12:03 PM  
**To:** Gibson, Crystal; Matos, Kathryn  
**Subject:** Fwd: Request for Interim City Manager Consideration  
**Attachments:** JoeDeGiulio-Resume .docx



Ty Penserga  
City Mayor  
City Commission  
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Please be advised that Florida has a broad public records law and all correspondence to me via email may be subject to disclosure. Under Florida records law, email addresses are public records. Therefore, your e-mail communication and your e-mail address may be subject to public disclosure.

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**From:** DeGiulio, Joseph <DeGiulioJ@bbfl.us>  
**Sent:** Tuesday, April 26, 2022 10:49:12 AM  
**To:** Penserga, Ty <PensergaT@bbfl.us>  
**Subject:** Request for Interim City Manager Consideration

Good Morning Mayor,

I would like to be considered for the Interim City Manager position. The experience, expertise and aptitudes required to successfully thrive as the Interim City Manager for the City of Boynton Beach directly correlate with my professional experience and educational background. With more than twenty-five years of certified law enforcement experience, including ten years of command staff leadership within the Boynton Beach Police Department, as well as, a Master's degree in Leadership and Organizational Management, I am committed to making an immediate impact upon stepping into this position.

Within the last twenty-one years of my professional career with the City of Boynton Beach, I have obtained a successful track record for leading and managing police personnel to achieve law enforcement objectives in an innovative and effective manner to better serve the community of Boynton Beach. I have spearheaded programs and lead special response teams to proactively solve and deter crime within the community. For instance, as a Police Sergeant with the Community Redevelopment Agency (CRA) Policing Unit, I designed the Community Teen Police Academy and organized a narcotics investigation that targeted the influx of oxycodone impacting our community, called Operation Boynton Blues. As a Police Captain, I affected a wide range of changes in the departmental protocols, policies, and procedures in regard to topics of mental health, implicit bias, and de-escalation that better equip officers to handle today's challenges in law enforcement. As an Assistant Police Chief, in response to the needs of the community, a problem oriented policing unit that

proactively responds to the concerns of the community was implemented under my guidance. I also developed and implemented the Body-Worn Camera Program; thus, exponentially increasing transparency and fostering trust within the community. Throughout my years of service to the Boynton Beach community, my goal has always been to improve the relationships with the community and police department with effective leadership and innovation.

Instrumentally, I value the positive influence of building relationships within the community and the department in order to achieve a synergistic environment. The sanctity of public trust is achieved via teamwork, when both city initiatives and the community align. In order to attain strategic objectives, a leader must possess the ability to leverage internal relationships to receive buy-in from the members of the organization. Throughout my tenure in the Boynton Beach Police Department, I have prioritized the importance of establishing rapport and openly communicating with internal and external stakeholders. As such, many of the collaborative initiatives that have been undertaken under my direction, have proven successful for the community and the department.

With exceptional organizational management, leadership and communication skills, and the ability to effectively serve the community, I am positioned to exceed your expectations in the role of Interim City Manager. I welcome an opportunity to meet with you and the rest of the City Commission to discuss my qualifications and candidacy in further detail. Thank you in advance for your time and consideration.



**Assistant Chief Joe  
DeGiulio**

Uniform Services Division  
Commander  
Boynton Beach Police Department

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# JOSEPH DEGIULIO

Boynton Beach, FL 33435

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## PROFILE

Top performing Assistant Police Chief with 20 years of progressive law enforcement experience. Track record of leading and managing police personnel to achieve law enforcement objectives in an effective manner to better serve the community.

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## EDUCATION

### Masters of Science in Leadership

MacArthur School of Leadership at Palm Beach Atlantic University, West Palm Beach, FL

*Honors: Recipient of the 2015 Leadership Award.*

### Bachelors of Science in Police Studies

School of Criminal Justice at John Jay College, New York, NY

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## LAW ENFORCEMENT LEADERSHIP

- ▲ FBI-LEEDA Trilogy: Executive-Command-Supervisor Leadership Training
    - ▲ FPCA Future Chiefs
  - ▲ Police Executive Leadership Graduate Certificate- APUS
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## COMPETENCIES

- ▲ The ability to lead and manage in public governance
  - ▲ The ability to participate in and contribute to policy process
  - ▲ The ability to analyze, synthesize, think critically, solve problems and make decision
  - ▲ The ability to articulate and apply a public service perspective
  - ▲ The ability to communicate and interact productively with a diverse and changing workforce and citizenry
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## PROFESSIONAL EXPERIENCE

City of Boynton Beach | Boynton Beach, FL

2/2018 - present

### ■ Assistant Police Chief – Uniform Services Section

- Oversee the Uniform Services Division that includes Road Patrol, Special Operations, Community Services, K9, Hostage Negotiation Team and SWAT.
- Manage a 19-million-dollar operations budget for the Police Uniform Services Section.
- Member of the Design Team for the New Police Headquarters Building Project.
- Ensure that all staff members in the Police Department understand the impact and effects of responsibilities, while creating objectives that further the department's mission and vision.
- Serve as Acting Police Chief when appropriately necessary.

City of Boynton Beach | Boynton Beach, FL

5/2017 – 2/2018

### ■ Assistant Police Chief – Administrative Services Section

Promoted into this position from Police Captain. Key functions in the position include:

- Manage the multi-million dollar operations budget for the Police Administrative Services Section.
- Implemented a structured Wellness Program for members of the Police Department.
- Oversee and actively participate in the department wide training program, as well as, designing and implementing innovative training programs such as Fair and Impartial Policing and De-escalation training for all sworn members of the department.
- Analyze departmental training needs according to current trends and accreditation requirements, as well as, schedule trainings for all members of the Police Department according to current needs and statutory requirements.
- Ensure the integrity and objectivity of the Professional Standards Unit is upheld during all aspects of operations, including but not limited to accreditation and internal investigations.
- Develop, implement and update department wide policies and procedures to ensure that the department is operating at optimal levels and complying with current trends and regulations.

City of Boynton Beach | Boynton Beach, FL

7/2015 – 5/2017

### ■ Police Captain – Training and Professional Standards

Promoted into this position from Police Lieutenant. Key functions in the position include:

- Chairman for the Body Camera Committee that researched, tested, selected and procured body cameras, to include policy development and training.
- Oversaw the Excelsior Accreditation for the department through the Commission for Florida Law Enforcement Accreditation (CFA).
- Developed the Active Shooter Training and Assessment Program for city staff, local businesses, and religious institutions.
- Conduct all recruitment and selection functions for the Police Department, ultimately ensuring that the Police Department is fully staffed with competent and diverse individuals.
- Developed and implemented department wide tactical fitness program.
- Ensure the integrity and objectivity of the Professional Standards Unit is upheld.
- Managed the internal affairs, policy development, and background investigatory functions for the department.
- Determine nominees for departmental awards as the Chairman of the Awards Committee.
- Ensured that all public records request assigned to the department were effectively and efficiently fulfilled.

**City of Boynton Beach | Boynton Beach, FL**

**8/2012 – 7/2015**

■ **Police Lieutenant**

Promoted into this position from Police Sergeant. Key functions in the position include:

- Oversaw the administrative operations for the traffic unit, as the Traffic Unit Commander.
- Managed the daily operations of the assigned shift as the Patrol Commander.
- Ensured that assigned shift was operating according to department directives and in accordance with relevant collective bargaining agreements and community standards.
- Represented the Lieutenants rank as a Union representative for the Palm Beach County Police Benevolent Association (PBA).
- Monitored the performance of the pension plan as the Pension Trustee for the Police Department.

**City of Boynton Beach | Boynton Beach, FL**

**10/2006 - 8/2012**

■ **Police Sergeant**

Promoted into this position from Police Officer. Key functions in the position include:

- Supervised, directed, and evaluated assigned staff, processing employee concerns and problems, directed work, counseling, discipline and completing employee performance appraisals.
- Instructed and directed subordinates regarding proper procedures and protocol of the department.
- Oversaw Community Redevelopment Agency Problem-Oriented Policing Unit.
- Designed and implemented the Teen Police Academy, Summer camp program for kids ages 7-14 based off the concept of the Citizen's Police Academy.
- Supervised the Community Action Team and Marine Unit.
- Deputized by the U.S Marshals for Operation Smoking Gun II.
- Served as the department trainer for vehicle operations.

**City of Boynton Beach | Boynton Beach, FL**

**8/2001 - 10/2006**

■ **Police Officer**

- Enforced all City and state codes, ordinances, laws, and regulations in order to protect life and property and to prevent crime and promote security, in accordance with the City's mission, vision, and standards.
- Patrolled areas of city pursuant directive from supervisor and remained alert of all activities in order to act accordingly.
- Engage in community relations with business owners and residents to properly assess situations in order to create and implement resolutions.
- Respond to calls and followed standard operating procedures when taking action, as well as, obtain statements from parties involved in calls and properly documented all information and evidence gathered.
- Determined probable cause to search and/or reasonable suspicion to detain suspects, obtain warrants and perform various operations.
- Completed reports and documented all activities performed throughout each shift.
- Member of the Traffic Unit as a Motor Officer and Traffic Homicide Investigator.
- Served as a member of the Honor Guard for the department.
- Received the Palm Beach Post Hurricane Hero Award.

**Palm Beach State College | Lake Worth, FL**

**5/2007 - Present**

■ **Adjunct Instructor**

Key functions in position include the following:

- Coordinate and implement training in various high liability functional areas such as, defensive tactics and vehicle operations within the Criminal Justice program/Police Academy.
- Conducted training for over 800 classes in a wide range of areas within the realm of law enforcement.
- Implemented training that followed Florida Department of Law Enforcement (FDLE) standards and requirements.

- Maintain an active Florida Department of Law Enforcement (FDLE) general studies and high liabilities certification.

**City of New York | New York City, NY**

**8/1998 - 8/2001**

■ **Police Officer**

- Protect and uplift peace and order of the areas of jurisdiction, which included the 5<sup>th</sup> precinct (Chinatown and Little Italy) and the 75<sup>th</sup> precinct (East New York, Brooklyn).
  - Enforced laws pursuant the U.S and state constitutions as well local ordinances and codes.
  - Communicated with residents, fellow officers, sergeants, and command staff level members in order to strategize on how to better serve the community according to their needs and current trends.
  - Analyzed crime trends and implement strategies to curtail crime while patrolling assigned areas.
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**PROFESSIONAL AFFILIATIONS**

- ▲ Fraternal Oder of Police
- ▲ Florida Police Chief's Association
- ▲ International Association of Chiefs of Police
- ▲ FBI Law Enforcement Executive Development Association
- ▲ Palm Beach County Association of Chiefs of Police