

BRIAN A. COGSWELL

ABOUT ME

Dynamic and strategic leader with 24+ years of advancing responsibility in county government. Recognized for driving innovations, strengthening teams, empowering subordinates and improving operational efficiency while upholding the highest standards of safety, professionalism, and environmental and financial stewardship.

SKILLS

- Strategic and Operational Leadership
 - Financial & Contract Management
 - Budgeting and Long Range Planning
 - Strategic alliances with state regulators
 - Emergency Response and Preparation
 - Regulatory and Environmental Compliance
 - Personnel and Staff Development
 - Collaborative partnerships with stakeholders and relevant agencies
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WORK EXPERIENCE

Polk County Board of County Commissioners | 2019 - current

Site Manager - Polk County Solid Waste Division (2023-current)

- Responsible for administrative, managerial, and supervisory work directing the personnel of the Solid Waste Division's landfill and residential collections operations in strict adherence of Federal, State, local ordinance and State Statutes.
 - North Central Landfill - receiving ~3,200tn/day Class 1: municipal solid waste including all incorporated and unincorporated Polk County (850,000+ residents)
 - Polk County Solid Waste Collections - waste collection of 13,000+ residences.
- Plan, direct, coordinate and supervise a staff of 45 employees to include:
 - Deliver industry-leading environmental safety and operational performance.
 - Oversight of personnel needs: interview selection, coaching, training/evaluation, discipline, and implementation of Succession Management (including promotions).
- Active monitoring of ongoing permitting and site compliance for regulatory inspections.
 - Participates in regulatory inspections and prepares correspondence for regulatory partners. Maintains functional/critical relationship between PCSW and FDEP.
- Reduced operational costs by optimizing workflows and staffing levels.
- In depth understanding and application of federal, state, and local regulations including FDEP, OSHA, EPA, and DOT requirements.
- Implemented new technology (Carlson) to actively monitor equipment usage and landfill compaction (currently 1800 lbs/cy) to support the 150-year development plan for landfill site operations.

- Project Management/Coordination of multi-million dollar CIP projects including:
 - North Central Landfill “Phase VI” landfill cell construction - increasing landfill capacity approximately 7.5 years valued at \$24 million (2022)
 - North Central Landfill “Constructed Wetland Leachate Treatment System” construction - estimated operational cost savings ~\$2 million per year (2025)
 - North Central Landfill “Polk County RNG” partnership with Opal Fuels - estimated revenue of ~\$500,000 per year (2025)
 - North Central Landfill “Phase IV” landfill cell construction - increasing landfill capacity approximately 16 years (construction to begin in 2026 at \$113 million)

Finance & Customer Service Manager - Polk County Solid Waste Division (2019-2023)

- Responsible for administrative, managerial, and supervisory work directing the personnel of the Solid Waste Division’s Finance, Customer Service, Scale House, and Administrative sections.
- Planned, directed, coordinated and supervised a staff of 25 employees to include:
 - Ensuring the highest standards of customer service.
 - Reduced employee turnover and elevated employee morale
- \$200 million fund management including \$45 million operational budget.
- Completed comprehensive audits with Polk County Clerk of Courts- Inspector General.
- Developed and implemented fiscal/cash management controls and processes.
- Represent the Division in various workshops/meetings/and to the Board of County Commissioners.
- Manage contracted residential curbside collection haulers in the collection of 160,000+ residential parcels.
 - Critical role in the restoration of residential collections services during COVID-19 including the deployment of supplementary collection haulers.
- Collaboration with multi-discipline RFP committee to draft the five-year Residential Collection contract valued over \$200 million (FY24/25).
- Instrumental in the implementation of the pilot project that lead into the County’s active residential solid waste collection services (FY24/25).
 - Including: Pro forma and budget forecast/analysis with future growth projections.
- Assisted in the County’s debris management and restoration efforts resulting from Hurricane Ian & Milton, in collaboration with partner divisions and FEMA.

Business Process Analyst - Polk County Solid Waste Division (2019)

- Ensured environmental, health, safety and security standards are compliant with governmental regulations
 - Created and implemented the “Code Red” Safety Response Guide and trained staff for emergency response and effective radio communications.
 - Redesigned the Safety Program implementing daily tailgate safety briefings, monthly safety presentations, and regular debriefings on incidents/near-misses.
- Liaison for Solid Waste building partnerships with support divisions and their directors.

Polk County Sheriff's Office, Polk County FL | 2002-Current (Reserve)

Detective/Deputy Sheriff

20 years of dedicated public service. Sworn Law Enforcement Officer with extensive experience in high-profile investigations, legal compliance, and multi-agency operations. Known for precision, professionalism, and strong leadership. Led teams of up to 35 detectives, produced legally scrutinized investigative reports and warrants, and served as liaison to the State Attorney's Office and DHS with expert witness testimony.

EDUCATION

Masters of Science

University of South Florida (Tampa, FL) | 2016
College of Engineering - Cybersecurity

Bachelors of Science

Polk State College (Winter Haven, FL) | 2014
College of Public Safety - Criminal Justice

ACHIEVEMENTS

Trained and proficient in FEMA disaster guidelines and Incident Command System to include: IS-700 NIMS National Incident Management, ICS-100/ICS-200/ICS-300 Incident Command, Department of Homeland Security

Subject Matter Expert (SME)- Cybercrimes/Cybersecurity, 10th Judicial District Court, Florida
Solid Waste Landfill Operator, University of Florida (TREEO)

Mid-Management, Polk State College

Succession Management Program, Polk County Board of County Commissioners

Certified Public Manager (CPM), Florida State University (Graduation in July 2026)

MEMBERSHIPS | COMMUNITY SERVICE

Board Chairman, Berkley Accelerated Middle School and Advanced Studies (BAMS)

- Current strategic planning - design/build two additional school campus' in response to local growth and demand for high-performing public educational institutions.

American Heart Association, Heart Walk Team Leader

United Way, Solid Waste Division Coordinator

First Missionary Baptist Church, Audio/Video Technician & Youth Leader