

JOSHUA MCLEMORE

📍 6251 CORNERSTONE DRIVE, LAKE LAND, FLORIDA 33813 📞 863.232.2750 📧 JRMCMORE1@GMAIL.COM

QUALIFICATIONS PROFILE

Motivated and innovative Urban Planner and Army Veteran with a solid background in operational planning, adept at analyzing development proposals and initiatives encouraging effective urban growth management practices. Experienced at reviewing and evaluating engineered site plans for compliance to the Land Development Code and specified conditions of approval as well as identifying and resolving potential compatibility issues with surrounding land uses. Well-versed and experienced in conducting research in determining vested rights for legal nonconforming uses. Talented at building relationships and collaborating with coworkers and developers to provide outstanding customer service. Able to remain calm and collective during stressful high demanding situations. Serves as a deputy Planning Chief within the Polk County Emergency Management Division during Emergency Operation activations. Technically proficient with Accela, ESRI ArcGIS, ESRI Field Maps, ESRI Arcade coding, ADA compliance, Microsoft Office Suite (PowerPoint, Excel, and Word) and Adobe.

AREAS OF EXPERTISE

Project Management
Standard Operating Procedures Improvement
School Concurrency Determination
Capital Improvements Program
Growth Management
Florida Inventory of School Houses (FISH)

Data Research and Analysis
School Siting
Real Estate Management
Emergency Management Response
Emergency Program Development

PROFESSIONAL EXPERIENCE

POLK COUNTY SCHOOL BOARD BARTOW, FL		
Director		October 2023–Present
<ul style="list-style-type: none">Reviews applications, conducts analysis and makes recommendations for joint use agreements between non-governmental / governmental agencies and the School DistrictServes as the District's Geospatial Information Systems manager responsible for tabular based data, which has resulted in geocoding all 109,731 students.Conducts research, prepared written reports, and presented attendance boundary change recommendations to the Attendance Boundary Committee.Administers, directs and coordinates required Department of Education submittals pertaining to educational facilities, capital outlay planning to include the Educational Plant Survey, Florida Inventory of School Houses (FISH), and the district 5-Year Capital Plan.Serves as the Districts intergovernmental liaison with Polk County's 16 municipalities and the Board of County Commissioners to review proposed growth and potential impacts of student enrollment and projecting future school needs.Conducts Real Estate analysis in conjunction with population growth trends to identify future beneficial school sites by coordinating School Site Selection Committees between the District and Polk County's 16 municipalities to include the Board of County Commissioners.Serves as the District lead in analyzing student attendance information related to school attendance boundaries, re-districting, student enrollment projections.Develops the Educational Specification requirements for future schools to provide the framework for designing and construction.Designs and maintains the Preventative Maintenance Plan of all District facilities and provides recommendations on budget allocations to the Associate Superintendent of Facilities & Operations and the District's Chief Financial Officer.		
POLK COUNTY SCHOOL BOARD BARTOW, FL		
Senior Coordinator		January 2022–October 2023
<ul style="list-style-type: none">Serves as the District's Geospatial Information Systems manager responsible for tabular based data, which has resulted in geocoding all 109,731 Polk County School enrolled students.Created a GIS mobile based, software application to map the location and facilities annual inspections for over 850 portables within the Polk County School District.Created a GIS mobile based, software application to conduct post hurricane damage assessments following Hurricane Ian that adhered to FEMA requirements which resulted in 272 assessments.Lead the Facilities Planning team to undertake the first ever comprehensive District wide rezoning of all Schools.Conducted research, prepared written reports, and presented attendance boundary change recommendations to the Attendance Boundary Committee that resulted in seventeen recommended High, 1 Middle, and 6 Elementary School Attendance Boundary Changes.Spearheaded the Districts response in identifying in collaboration with the Polk County Board of County Commissioners, two projects to improve student pedestrian safety.Responsible in securing a \$1,600,000.00 grant from the Florida Division of Emergency Management to improve three school campuses that serve as hurricane shelters.Created a balanced 5-year Capital Plan based on financial projections that included thirty-one projects that sought to add additional student capacity or campus modernizations which total \$891,352,052.00.During times of Emergency serves as the Deputy Planning Chief for Polk County Emergency Management.		

POLK COUNTY BOARD OF COUNTY COMMISSIONERS BARTOW, FL		
Planner III		November 2020–December 2021
<ul style="list-style-type: none">Analyzed, developed, and presented recommendations on complex planning zoning, and development proposals; provide technical expertise in the formulation of recommendations and review of development applications.		

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- Reviewed residential and non-residential engineered site plans for consistency with Polk County's Land Development Code and diligently assisted outside engineers and developers to resolve deficiencies.
- Conducted research and prepared written reports for determinations regarding vested uses and properties.
- Reviewed, analyzed, presented, coordinated, and assigned variance applications to the Polk County Land Use Hearing Officer.
- Served as the Planning liaison and training officer for the Polk County Code Enforcement division.
- Performs site visits to gather data relevant to development proposals to ensure consistency with relevant development standards.
- Conducts research and prepares input on transportation corridor planning.
- During times of Emergency serve as the Deputy Planning Chief for the Polk County Emergency Management.

POLK COUNTY BOARD OF COUNTY COMMISSIONERS | BARTOW, FL

Planner II

September 2018–November 2020

- Reviewed ninety-one residential and non-residential engineered site plans for new developments to ensure adherence to the County's Land Development Code and diligently assisted outside engineers and developers to resolve deficiencies.
- Prepared eighty-six written staff reports for the Polk County Planning Commission and the Board of County Commissioners providing analysis of requested planned developments, conditional uses, and text amendments to the Polk County Land Development Code.
- Rendered 108 Land Use Verification letters to applicants concerning land use designations, permitted and conditional uses along with various development requirements upon request.
- Meticulously assessed and provided recommendations for sixty-four variance requests from residences seeking relief from the strict application of the Land Development Code.
- Conducted seven training sessions for the Polk County Code Enforcement division providing an overview of the Land Development Code.
- Provided technical GIS support to the Long-Range Planning division in preparation for the 2020 census.
- Conducted three software beta tests for updates to Accela and the E-permit hub to further refine the programs prior to their official launch.
- Served as Documentation and Situation team leader during four Emergency Operation Center Activations in response to pending hurricane impacts.

OAKLEY TRANSPORT | LAKE WALES, FL

Operations and Lead Transportation Dispatcher

April 2017–July 2018

- Provided keen oversight to multiple projects, while planning and managing daily delivery operations of eighteen vehicles as well as forecasting fuel consumption for clients.
- Developed and lead the purchase of new fleet vehicles while working within strict budget guidelines.
- Revamped the employee onboarding process as well as the hiring, training, and termination of new and existing drivers.

Selected Highlights:

- ✓ **Served as the driving force in developing and enforcing new standard operating procedures (SOPs) that obtained 35% reduction in transportation cost and 40% increase in daily net profit.**
- ✓ **Optimized onboarding process and improved overall work productivity by creating successful training protocols for new employees.**
- ✓

UNITED STATES ARMY, CHEMICAL CORPS | VARIOUS LOCATIONS

Operations and Logistics Officer - Aberdeen Proving Grounds, MD

November 2015–November 2016

- Routinely collaborated with multiple federal, state, and local emergency response agencies for the execution of joint training exercises that maximized pooled logistical recourses which resulted in improving the overall caliber of training.
- Refined and enhanced the process of transiting multiple state DOT jurisdictions and international treaty conventions during emergency response scenarios.
- Contributed to the revision of the US Army's mission of defense support of civil authorities (DSCA) doctrine to ensure that it nested with the National Incident Management System in times of declared emergencies on use of Title 10 forces.
- Performed various official incident investigations to track root causes of incidents and provide recommendations for changes to maximize safety in the workplace.
- Spearheaded the purchase of updated equipment systems by collaborating with lead development scientists, navigating congressional budget proposal processes for funding, and managing the distribution of the purchased systems.

Team Leader, Chemical, Biological, Radiological, Nuclear, and Explosive (CBRNE) Response

Aberdeen Proving Grounds, MD

November 2012–October 2015

- Designed over one hundred composite safety risk management worksheets to reduce potential safety hazards for high-risk training events.
- Meticulously developed and trained my team in search and rescue operations, medical mass casualty scenarios, post CBRNE attack events in addition to their traditional training as Warfighters.
- Diligently executed over one hundred hazardous response operations while overseeing the health, safety, development, and welfare of 14 Soldiers.
- Responsible for equipment totaling more than \$3M, which included highly technical radiological, biological, chemical analysis and explosive neutralizing systems while operating within a prescribed budget to fund training and equipment readiness.
- Directed and cultivated a high-performance CBRNE Response Team with a worldwide no-notice on call mission to track, sample, render safe, mitigate, package, and provide technical assistance of chemical and biological (C/B) materials supporting the United States Special Operations Command (USSOCOM).
- Executed crisis and consequence management of C/B incidents for host nation, federal, state, local agencies, Special Operations Command, and theater combatant commanders.

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Selected Highlight:

- ✓ **Successfully created and implemented new CBRNE responses SOPs and methods that improved overall performance and efficiency of operations resulting in a 33% reduction in required time for tasks. Was identified as the top CBRNE response team leader among peers.**

Assistant Operations and Battalion Chemical Officer – Fort Carson, CO

April 2012–October 2012

- Executed nineteen investigations focused on safety related incidents which resulted in the implementation of new policies and procedures for the protection of Soldiers prior to their training.
- Orchestrated the redeployment of Mechanized Combined Arms Battalion which involved two infantry companies, two armor tank companies, a field service company, and headquarters (total of 1100 soldiers and equipment over \$450M) from Kandahar, Afghanistan to Colorado Springs, Colorado.
- Facilitated the preparation of the training plan to retrain more than nine hundred soldiers in their duties as traditional mechanized infantry soldiers and tanker crew.

Selected Highlight:

- ✓ **Improved the Battalion's training resource management SOP that enabled Commanders immediate and easier access to materials and resources for their units' respective training.**

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✓

Battalion Chemical and Weapons Technical Intelligence Officer

Fort Carson, CO, USA; Kandahar, Afghanistan

December 2010–May 2012

- Conducted over 70-time sensitive missions alongside US Special Operation units to capture and detain known terrorists and persons of interest.
- Oversaw the coordinated effort of multiple units' public information operations that forged support of US Coalition Forces and in the new Afghanistan military.
- Worked alongside US State Department and US Agency for International Development on the establishment of the new Afghan Government as well as planning and overseeing the construction of municipal infrastructure for Kandahar City.
- Assumed various roles, including task force S7 (Public relations officer), task force assistant S9 (Government regulatory affairs), and weapons intelligence team leader and tactical operations center officer in charge.
- Diligently employed the use of a Psychological Warfare (PSYOP) Team to assist in the rebuilding of public support and trust for the newly established local Afghanistan government.

Platoon Leader, Mounted CBRNE Reconnaissance Platoon – Fort Carson, CO

May 2009–Nov 2010

- Served as the company safety officer in charge of the safety and mitigation program for the assigned unit; including coordination with other safety officers for safety stand down training events and determined and recorded all safety-related accidents.
- Took charge of administering and maintaining equipment valued more than \$7M without any loss of equipment.
- Established the Brigades Weapons Technical Intelligence Teams responsible for executing battlefield forensics on improvised explosive devices, post blast events and narcotics.
- Oversaw the reconnaissance and clearance of CBRNE threats for Brigade Combat Teams' Tactical Operations Center

Selected Highlight:

- ✓ **Organized and initiated operations in preparation of sixteen soldiers' deployment to Afghanistan to support OEF in 2011-2012**

EDUCATION

Master of Arts in Emergency and Disaster Management and Homeland Security | American Military University |
Estimated completion Summer of 2022

Master of Arts International Relations | University of South Florida | Tampa, FL | 2009

Bachelor of Arts in Political Science w/Minor Leadership Studies | University of South Florida | Tampa, FL | 2007

PROFESSIONAL DEVELOPMENT

Department of Education	<ul style="list-style-type: none">• State Requirements of Educational Facilities Certification
Geospatial Information Systems	<ul style="list-style-type: none">• Intro to Geospatial Information Systems (GIS) 40hr Cert: USF• Intermediate Geospatial Information Systems (GIS) 40hr Cert: USF• Advance Geospatial Information Systems (GIS) 40hr Cert: USF• Intro to ArcGIS Pro 40hr Cert: USF• Intermediate ArcGIS Pro 40hr Cert: USF
Federal Emergency Management Agency (FEMA)	National Incident Management Training Courses: <ul style="list-style-type: none">○ IS-700 – National Incident Management System○ IS-800 – National Response Framework○ ICS-100 – Introduction to the Incident Command System○ ICS-200 – ICS for Single Resources and Initial Action Incidents FEMA Basic Professional Development certified. FEMA Advanced Professional Development certified.
Others	<ul style="list-style-type: none">• Medical Management of Chemical, Biological, Radiological, and Nuclear Casualties: Centers for De• Field Management of Chemical, Biological, Radiological, and Nuclear Casualties• Tactical Combat Casualty Care• Member of the Central Florida American Planners Association• Small Group Leader with Highland Park church