

Profile

Which Boards would you like to apply for?

Alcoholic Beverage Control Board: Submitted

Please select your first Board preference: \*

☒ Alcoholic Beverage Control Board

Please select your second Board preference: \*

☒ WakeMed Hospital Board of Directors

Please select your third Board preference: \*

☒ Wake Technical Community College Board of Trustees

Please select your fourth Board preference: \*

☒ Greater Raleigh Convention and Visitors Bureau

Please select your fifth Board preference: \*

☒ Capital Area Workforce Development Board

Please select your sixth Board preference: \*

☒ Centennial Authority

Jessica		Holmes
First Name	Middle Initial	Last Name

423 Diversity Way		
Street Address	Suite or Apt	
Raleigh	NC	27610
City	State	Postal Code

What district do you live in?

None Selected

Mobile: (910) 554-6967	Home: (919) 659-5944
Primary Phone	Alternate Phone

jessicaholmesnc@gmail.com
Email Address

New North State Consulting	CEO
Employer	Job Title

If you live in an Extraterritorial Jurisdiction Area, select Yes:

☐ Yes ☒ No

In order to assure countywide representation, please indicate your place of residence:

None Selected

Interests & Experiences

Why are you interested in serving on a Board or Commission?

My personal and professional experiences demonstrate a commitment to public service and shared values with the goals and values of Wake County Government. As a former Commissioner, it would be an honor to continue to serve the people of Wake County through a board or commission.

Work Experience

Attorney with extensive experience in labor and employment law, voting rights, education law, government administration, and nonprofit governance.

Volunteer Experience

NC Foundation for Public School Children (past Secretary and Chair) | Former Boards: Wake Smart Start, Interact of Wake County, A Helping Hand, Inc., Social Action Chair of Alpha Kappa Alpha Sorority Inc., Mid-Atlantic Region

Education

UNC at Chapel Hill - BA, UNC at Chapel Hill, JD

Comments

[NAACP Resume 2025 PDF.pdf](#)

Upload a Resume

If you have another document you would like to attach to your application, you may upload it below:

Please upload a file

Demographics

Date of Birth

**Gender \***

☒ Female

**Ethnicity \***

☒ African American

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**Other**

**How did you become aware of Wake County volunteer opportunities?**

☒ County Website

**If you selected "Other" above, how?**

Please upload a file

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## **ETHICS GUIDELINES FOR COUNTY ADVISORY BOARDS AND COMMISSIONS**

By submitting this electronic application, if appointed, I pledge by my signature below that I have read and will comply with the ethics guidelines for advisory boards and commissions as adopted by the Wake County Board of Commissioners, found [here](#).

# JESSICA N. HOLMES

Raleigh, NC 27610 | JessicaHolmesNC@gmail.com | (910) 554-6967

**EDUCATION** University of North Carolina, Chapel Hill, NC B.A., Political Science, 2006  
UNC School of Law, Chapel Hill, NC J.D., 2009

**PROFESSIONAL SUMMARY** A dynamic attorney with extensive experience in labor and employment law, voting rights, education law, government administration, and nonprofit governance. Proven success leading large-scale organizations and advancing progressive public policies through coalition building, legislation, and litigation. Adept at conveying complex legal concepts through persuasive writing and public speaking.

**WORK HISTORY** **NORTH CAROLINA STATE AUDITOR** 12/16/23 – 12/31/24  
*Office of the State Auditor, Raleigh, NC*

The first woman of color to serve on North Carolina's Council of State. Led a state agency with over 160 employees across five offices and a \$25 million budget, resulting in improved operational methodologies, workplace culture, and overall efficiency. Managed divisions including Legal, Human Resources, Finance, and Information Technology. Directed financial audits for UNC system colleges institution and conducted performance and investigative audits of state agencies, enhancing government transparency and accountability.

**DEPUTY COMMISSIONER** 08/2021 – 12/2023

*North Carolina Industrial Commission, Raleigh, NC*

Presided over full evidentiary hearings as an administrative law judge resolving workplace injury disputes and claims according to the North Carolina Workers' Compensation Act and Tort Claims Act. Facilitated conflict resolution, evaluated settlement agreements, and issued legally sound motions and briefs.

**COUNTY COMMISSIONER** 12/2014 – 12/2020

*Wake County Government, Raleigh, NC*

Represented over one million constituents while overseeing a \$1.1 billion budget and an organization of more than 4,000 employees. Served as Vice-Chair and two terms as Chair, successfully securing \$548 million for Wake County Public School System and \$349 million for Wake Technical Community College through a voter-approved bond referendum- achieved in collaboration with education, business, and community stakeholders. As Chair of the Education Committee, led efforts to increase budget allocations, resulting in the state's highest teacher supplement and expanded technology access for students. Initiated a historic and ongoing funding partnership between Wake County Government and Smart Start to strengthen and expand access to early childhood education.

**ADJUNCT PROFESSOR** 08/2017 – 12/2019

***NCSU College of Humanities and Social Sciences, Raleigh, NC***

Developed and delivered course materials and lectures for a graduate-level course, *Legal Aspects of Social Work*, exploring the intersection of the law, politics, and social work. Equipped students with actionable knowledge regarding leveraging legal frameworks to advance legislation to benefit marginalized communities.

**ADVOCACY CENTER ATTORNEY**

*08/2012 – 04/2018*

***North Carolina Association of Educators, Raleigh, NC***

Advised the board of directors on fiduciary duties, organizational governance, and legal compliance. Represented school employees on labor and employment matters. Led advocacy and public education campaigns by developing legislative and media strategies, drafting policy materials and bills, and mobilizing constituents to engage their representatives at local, state, and national levels of government. Contributed to an amicus brief in support of *Leandro* funding and the interests of students statewide.

**ORGANIZING FELLOW**

*8/2011 – 08/2012*

***Obama for America, New York, NY***

Organized and led voter registration drives and canvassing activities to educate voters and increase civic participation through strategic grassroots efforts.

**VOTING RIGHTS COALITION FELLOWSHIP**

*02/11 – 08/11*

***Southern Coalition for Social Justice, Durham, NC***

Led the Alliance for Fair Redistricting and Minority Voting Rights, a statewide coalition advocating for fair election policies. Organized and facilitated coalition events, constituent engagement efforts, developed advocacy materials, and engaged policymakers to promote voting rights protections.

**FULL-TIME STAFF SEMESTER EXTERNSHIP**

***U.S. Department of Justice, Civil Rights Division, Voting Section***

*Fall 2008*

Researched and drafted memorandums on election laws in various states. Evaluated Section 2 violations of the VRA and reviewed Section 5 submissions. Monitored poll locations for compliance during the 2008 Presidential Election.

**AFFILIATIONS**

NC State Bar | New York State Bar | NC Foundation for Public School Children (past Secretary and Chair) | German Marshall Memorial Fellow | Alpha Kappa Alpha Sorority, Inc. Social Action Chair | NAACP Lifetime Member | Former Board of Directors: NC Association of County Commissioners | Wake County Smart Start | Interact of Wake County | Raleigh Chamber of Commerce

**NOTABLE  
AWARDS**

Triangle Business Journal 40 Under 40 | Distinguished Alumni, UNC General Alumni Association | Outstanding Recent Graduate, UNC School of Law | Earl Warren Scholar, NAACP Legal Defense & Educational Fund, Inc. | NC APRI Trailblazer Award AKA Mid-Atlantic Regional Conference Marguerite Adams Political Action Award | Lillian's List Jan Allen Courage Award

Profile

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☒ WakeMed Hospital Board of Directors

Please select your second Board preference: \*

☒ Wake Technical Community College Board of Trustees

Please select your third Board preference: \*

☒ None Selected

Please select your fourth Board preference: \*

☒ None Selected

Please select your fifth Board preference: \*

☒ None Selected

Please select your sixth Board preference: \*

☒ None Selected

Sonia

M

Barnes

First Name

Middle Initial

Last Name

138 White Deer Trail

138 White Deer Trail

Suite or Apt

Garner

Garner

NC

27529

City

State

Postal Code

What district do you live in?

☒ District 4

Home: (919) 696-5907

Home: (919) 836-0949

Primary Phone

Alternate Phone

soniarbarnes1@gmail.com

Email Address

Self Employment

Consultant

Employer

Job Title

**If you live in an Extraterritorial Jurisdiction Area, select Yes:**

☐ Yes ☒ No

**In order to assure countywide representation, please indicate your place of residence:**

☒ Garner

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## Interests & Experiences

**Why are you interested in serving on a Board or Commission?**

I have served on the WakeMed Board of Directors since 2017. I continue to be a great advocate and asset to this outstanding healthcare system. I strongly believe that can continue to be an asset to this organization and the residents that we serve.

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## Work Experience

Case Analyst Triangle Correctional Center Chief Behavioral and Emotionally Handicap  
Consultant for the NC Department of Public Instruction Special Assistant to the Governor  
Michael F. Easley District Representative for Congressman Etheridge Director of Civic  
Engagement Congressman David Price

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## Volunteer Experience

Board Member Wake County Salvation Army Former Board Member Garner Road YMCA  
Former Board member Garner Poole YMCA NC State Human Relations Commission Current  
and Past President Raleigh Wake Citizens Association Former Member Raleigh Area  
Development Authority Former Board Member Haven House Founder/President NC Black  
Women Empowerment Network Former Member of the City of Raleigh Fair Housing Hearing  
Board Former Member of the Southeast Raleigh Assembly Board Member Advance Carolina

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## Education

Shaw University BS Public Administration/Criminal Justice NC State Univ. M.ED Public  
Administration/Agency Counseling

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## Comments

I sincerely hope that I am given an opportunity to continue working to ensure that every  
patient within our service areas continue to receive quality and compassionate care for all.

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Upload a Resume

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If you have another document you would like to  
attach to your application, you may upload it  
below:

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Please upload a file

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## Demographics

Sonia M Barnes

Date of Birth

**Gender \***

☒ Female

**Ethnicity \***

☒ African American

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**Other**

**How did you become aware of Wake County volunteer opportunities?**

☒ Current Wake County Volunteer

**If you selected "Other" above, how?**

Please upload a file

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**ETHICS GUIDELINES FOR COUNTY ADVISORY BOARDS AND COMMISSIONS**

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Profile

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☒ Alcoholic Beverage Control Board

Please select your second Board preference: \*

☒ None Selected

Please select your third Board preference: \*

☒ None Selected

Please select your fourth Board preference: \*

☒ None Selected

Please select your fifth Board preference: \*

☒ None Selected

Please select your sixth Board preference: \*

☒ None Selected

Joel  
First Name

L.  
Middle Initial

Keith  
Last Name

1616 Forestville Road  
Street Address

Suite or Apt

Wake Forest  
City

NC  
State

27587  
Postal Code

What district do you live in?

☒ District 1

Home: (919) 556-3149  
Primary Phone

Home: (919) 741-3625  
Alternate Phone

joelkeith1616@gmail.com  
Email Address

Retired  
Employer

Job Title

**If you live in an Extraterritorial Jurisdiction Area, select Yes:**

☒ Yes ☐ No

**In order to assure countywide representation, please indicate your place of residence:**

☒ Wake Forest

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## Interests & Experiences

**Why are you interested in serving on a Board or Commission?**

I've spent most of my adult life serving in various capacities in the ABC system. I understand how important the ABC System is to Wake County and the many organizations that depend on the ABC Board for funding. Wake County ABC is recognized by its peers across the State for its service and profits achieved through proper management and oversight. I would like to continue contributing to their success by utilizing my experience serving on the Board.

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## Work Experience

I grew up working on the family farm, where I still reside. My career started in 1974 as a cadet with the Raleigh Police Department. I graduated from the Raleigh Police Academy in 1976 and have served as a sworn officer in various capacities until retiring at the end of April 2019. I've served as Chief of Police for the Wake County ABC, Wake Forest Police Department and the N.C. Dept of Agriculture. I've served on the Wake County ABC Board, State ABC Commission and as President of the N.C. ABC Board Association. I also own and manage several residential rental homes in my spare time.

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## Volunteer Experience

I've served on the Wake Forest and Rolesville Fire Boards, Wake County Housing Authority, Wake County ABC Board, Past President of the NC Association of ABC Boards, Wake Forest Optimist Club, various church committees and homeowners associations.

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## Education

AA Criminal Justice BS Criminal Justice

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## Comments

I enjoy making a contribution to my community and work well with others to find consensus when serving on a committee. I was recently appointed to serve on the NC Spiritous Liquor Advisory Committee. This committee was created by the legislature to provide advice concerning the modernization and efficiency of the the N.C. ABC System.

[resume\\_revised\\_5460\\_.rtf](#)

Upload a Resume

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If you have another document you would like to attach to your application, you may upload it below:

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Please upload a file

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## Demographics

Date of Birth

### Gender \*

☒ Male

### Ethnicity \*

☒ Caucasian

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## Other

### How did you become aware of Wake County volunteer opportunities?

☒ County Website

### If you selected "Other" above, how?

Please upload a file

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## ETHICS GUIDELINES FOR COUNTY ADVISORY BOARDS AND COMMISSIONS

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## RESUME

Joel L. Keith

1616 Forestville Road

919-556-3149 (Home)  
919-741-3625 (Cell)

Wake Forest, N.C. 27587

### Education

Graduate of the 34th Raleigh Police Academy, 1976

Associate of Applied Science in Criminal Justice from Nash Technical College  
Graduated on Deans list, 1982

Bachelor of Science Degree in Criminal Justice from Saint Augustines College  
Graduated " Summa Cum Laude" 1988

Graduate Institute of Government, Police Executive Development Program, 1991

### Experience

November 2015-May 2019

General Manager, Wake County ABC

September 2006-October 2015

Chief of Police, N.C. Department of Agriculture

April 2004- Present

Wake County A.B.C Aux Agent

June 2005- 2007

DRC Certified Superior Court Mediator

January 1976- Present

Own and manage residential rental property

March 1993-March 2004

Employed as Investigator, promoted to  
Assistant Chief ,1996. Promoted to Chief  
January 1, 1999. Retired April 1,2004

Wake County Board of Alcoholic Control  
1212 Wicker Drive, Raleigh N.C. 27604

September 1988-March 1993

Employed as Major and promoted to Chief  
1990.

Wake Forest Police Department  
401 East Elm Street  
Wake Forest, N.C. 27587

April 1978- September 1988

Employed as Investigator  
Wake County Board of Alcoholic Control  
1212 Wicker Drive, Raleigh N.C. 27604

August 1974- April 1978

Employed as Cadet and promoted to Patrol  
Officer January, 1977.

Raleigh Police Department  
110 S McDowell Street  
Raleigh, N.C.

## Resume

### Professional Associations

Former Member North Carolina A.B.C. Officers Association

Former Board Member North Carolina Association of A.B.C. Boards

Past President of the North Carolina ABC Board Association

Former Co- Chair of the Legislative Committee for the Association of ABC Boards

Former Commissioner State ABC Commission

### Church and Civic Affiliations

Former Deacon, Rolesville Baptist Church

Former Director, Rolesville Fire Department

Former Board Member Wake County Housing Authority

Former Board Member, Wake County Board of Alcoholic Control

Member N.C. Spiritous Liquor Advisory Committee

### Hobbies

Farming, Horseback riding



Profile

Which Boards would you like to apply for?

Alcoholic Beverage Control Board: Submitted

Please select your first Board preference: \*

☒ Planning Board

Please select your second Board preference: \*

☒ City of Raleigh Planning Commission

Please select your third Board preference: \*

☒ Historic Preservation Commission

Please select your fourth Board preference: \*

☒ City of Raleigh Board of Adjustment

Please select your fifth Board preference: \*

☒ Alcoholic Beverage Control Board

Please select your sixth Board preference: \*

☒ Board of Adjustment

Ben  
First Name

M  
Middle Initial

Mathis  
Last Name

3704 Shadybrook  
Street Address

Suite or Apt

Raleigh  
City

NC  
State

27609  
Postal Code

What district do you live in?

None Selected

Home: (919) 422-4767  
Primary Phone

Home: (919) 422-4767  
Alternate Phone

benmathis89@gmail.com  
Email Address

Employer

Job Title

**If you live in an Extraterritorial Jurisdiction Area, select Yes:**

☐ Yes ☒ No

**In order to assure countywide representation, please indicate your place of residence:**

☒ Raleigh

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## Interests & Experiences

**Why are you interested in serving on a Board or Commission?**

My companies focus mostly on real estate and development, so I think it's important to be involved in the formation of the guiding principles for those areas of business throughout the county.

## Work Experience

## Volunteer Experience

## Education

## Comments

[Resume\\_2\\_.pdf](#)

Upload a Resume

If you have another document you would like to attach to your application, you may upload it below:

Please upload a file

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## Demographics

Date of Birth

**Gender \***

☒ Male



**Ethnicity \***

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- ☒ Caucasian
- ☒ Native American

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**Other**

**How did you become aware of Wake County volunteer opportunities?**

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- ☒ County Website

**If you selected "Other" above, how?**

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Please upload a file

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**ETHICS GUIDELINES FOR COUNTY ADVISORY BOARDS AND COMMISSIONS**

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# Ben Mathis

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919.422.4767  
benmathis89@gmail.com

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## Skills

### Gray Wolf Homes

- Restructured and created Standard Operating Procedures for Land, Sales, Marketing, Purchasing, and Construction
- Oversaw the implementation of the company ERP system to streamline Purchase Orders, Scheduling, and Option Selection for clients and vendors.
- Oversaw land acquisition on variety of projects and created runway of 1000+ future lots
- Helped the company grow revenues from \$12 Million in fiscal year 2020 to \$45 Million in fiscal year 2022.
- Hired and trained company from 11 team members in 2021 to 32 team members currently.
- Monitored budget reports, P+L, balance sheets, and cash flow
- Implemented Traction Model EOS for meetings, goals, and key metrics.
- Created and oversaw the creation of Division and Corporate structure in preparation of regional growth

### Homestate Residential

- Launched independent brokerage in January 2019
- Oversaw recruiting, staffing, training, coaching, and mentoring of agents from 3 personnel to 10+ agents and admin
- Ran budget and expense analysis - P+L/Balance Sheet
- Compiled marketing and monthly sales reports
- Forecasted trends in the real estate market each quarter/year

### Mathis Real Estate Group

- Created branding and marketing for real estate team as well as sequential marketing of residential resale listings and land development/new construction subdivisions
- Trained and mentored agents on a full cycle sales process with focus on customer service and client retention.
- Grew residential resale team from \$4-6 Million in annual volume to \$40+ Million in annual volume

### Middleton Elite Coaching

- Created/trained/mentored agents on digital marketing program to produce consistent results online
- Coached/mentored agents/teams across the country for accountability, building of systems, and hiring key team members
- Consulted with variety of businesses in overhaul of internal operations to improve processes and efficiencies

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## Experience

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### Chief Operating Officer - Gray Wolf Homes

JUL 2021 - Present

### VP of Sales and Land Acquisition - Gray Wolf Homes

JAN 2021- JUL 2021

### Homestate Residential - Independent Brokerage

JAN 2019- DEC 2020

### Middleton Elite Coaching

NOV 2018 - DEC 2020

### Mathis Real Estate Group - Keller Williams

JUN 2014 - JAN 2019

### Mathis Real Estate Group - Fonville Morisey

JAN 2010 - JUN 2014

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## Education

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### NC State

BA - History

MA - History

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## Awards

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NC Real Estate License - Broker

Broker in Charge

Profile

Which Boards would you like to apply for?

Alcoholic Beverage Control Board: Submitted

Please select your first Board preference: \*

☒ Fire Commission

Please select your second Board preference: \*

☒ Alcoholic Beverage Control Board

Please select your third Board preference: \*

☒ Board of Adjustment

Please select your fourth Board preference: \*

☒ Juvenile Crime Prevention Council

Please select your fifth Board preference: \*

☒ Criminal Justice Partnership Advisory Board

Please select your sixth Board preference: \*

☒ Triangle J Emergency Medical Services Advisory Council

Robert	H	Stagg
First Name	Middle Initial	Last Name

4901 Grinnell Drive		
Street Address	Suite or Apt	
Raleigh	NC	27612
City	State	Postal Code

What district do you live in?

☒ District 7

Mobile: (919) 368-0850	Home: (919) 368-0850
Primary Phone	Alternate Phone

rhstagg@bellsouth.net
Email Address

Wake Technical Community College	Assistant Professor, Public Safety Administration
Employer	Job Title

**If you live in an Extraterritorial Jurisdiction Area, select Yes:**

☐ Yes ☒ No

**In order to assure countywide representation, please indicate your place of residence:**

☒ Raleigh

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## Interests & Experiences

**Why are you interested in serving on a Board or Commission?**

Give back to the community that I have spent the vast majority of my life as a resident. I think that I have the knowledge, skills and abilities to be an asset to the county/citizens in this area.

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## Work Experience

Over 50 years in the various fields of public safety, including law enforcement, emergency medical, fire training/education, security, emergency management.

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## Volunteer Experience

Member: Wake County Fire Commission - 2008-present - Chair: Administration Committees, Sponsor of the Leadership Award for Outstanding Fire Academy Recruit; Member: National Fire Protection Association Technical Committee on Loss Prevention Practices - 1991 - present (Standards for Industrial Fire Departments and Security Services in Fire Loss Prevention). Member: National Fire Protection Association Technical Committee on Premises Security - 2012 - present; (Guidelines for Premises Security and Standard on Electronic Premises Security) Member - Education Security/Safety Task Force Member: Durham Co. (NC) Terrorism Task Force 2009 - 2016 Member: Wake Co. (NC) Safer Schools Task Force 2013 Disaster/Emergency Response Drill Evaluator for state and federal government with emphasis in public health situations and emergency response. Wake County Community Drug Overdose Prevention Coalition 2016 Wake County Local Emergency Planning Committee 2023-present

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## Education

BS (P) - East Carolina University MS - Virginia Commonwealth University Post-Graduate Certificate - School of Public Health UNC-Chapel Hill (Community Preparedness and Disaster Management)

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## Comments

Honored to be part of the commission and would like to continue to serve. Have started a lot of projects to improve the delivery of fire and first responder services to the citizens of Wake County. Would like to continue working on these projects to further protect the citizens of Wake County.

[Stagg\\_vitae.docx](#)

Upload a Resume

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If you have another document you would like to attach to your application, you may upload it below:

Robert H Stagg

Please upload a file

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## Demographics

Date of Birth

### Gender \*

☒ Male

### Ethnicity \*

☒ Caucasian

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## Other

### How did you become aware of Wake County volunteer opportunities?

☒ Other

### If you selected "Other" above, how?

Direct contact with County Commissioner

Please upload a file

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## ETHICS GUIDELINES FOR COUNTY ADVISORY BOARDS AND COMMISSIONS

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# Curriculum Vitae

## Robert H. Stagg

### Education

University of North Carolina at Chapel Hill, Chapel Hill, NC  
Graduate Certificate, Community Preparedness and Disaster Management, 2004

Virginia Commonwealth University, Richmond, VA  
Master of Science, Administration of Justice, May 1981

East Carolina University, Greenville, NC  
Bachelor of Science, Correctional Services with Minor in Law Enforcement, March 1976  
Student Government Attorney General 1975

University of North Carolina at Chapel Hill, Institute of Government  
Police Executive Development 1990

North Carolina State University, Raleigh, NC  
North Carolina Community College Instructional Administrators' Leadership Institute 1986

### Relevant Experience

- 2017 - Present     **Wake Technical Community College, Raleigh, NC**  
**Lead Instructor - Fire Protection Technology, Public Safety Administration**
- Manage program activities of the 64-semester hour associate degree program at the largest college/university in North Carolina.
  - Design course delivery shells to assure continuity in course delivery.
  - Develop and design instructional content.
  - Instruct fire and emergency management degree courses using Blackboard as the delivery platform.
  - Track trends in the fire service and emergency management to integrate into assigned programs.
  - Maintain program deadlines.
  - Develop and maintain relationships with external partners to assure program viability.
  - Market degree program via various means including social media.
  - Design course instructional shells applicable to the Public Safety Administration program
- 2016 – 2018     **Veterans' Affairs Medical Center, Durham, NC**  
**Volunteer, Emergency Management and Infection Control**
- Assist the Emergency Manager of a 271bed tertiary care medical center, outpatient clinics and health care center in a 26-county area of central and eastern North Carolina.
  - Participate, evaluate and complete after action reports involving HSEEP compliant emergency exercises.
  - Participate in various hospital committees.
  - Participate in emergency management presentations to employees, visitors.
  - Evaluate and propose revisions for hospital policies, including all medical center and related healthcare delivery locations continuity of operation plan.
  - Serve in incident command assisting area emergency manager in emergency situations.
  - Develop online safety presentation for healthcare professionals dealing with needlestick and sharps injury prevention.

- 2016 - Present     **East Carolina University, Greenville, NC**  
**School of Criminal Justice**
- Adjunct Instructor focusing in security studies.
- 1985 - 2008     **North Carolina Central University, Durham, NC**  
**School of Criminal Justice**
- Adjunct Instructor in criminal justice, with a focus in management and supervision.
- 1990 – 2015     **Guardsmark, LLC, Raleigh, NC**  
**Manager, Internal Auditor**
- Responsible for development and administration of initial and monthly training for exempt and non-exempt employees.
  - Develop training programs in response to perceived operational problems, performance shortfalls and service delivery failures based upon root cause and trend analysis to increase organizational compliance and improve internal and external customer service, including leadership development, homeland security awareness, some awarding university credit.
  - Develop and revise various organizational policies, including crisis/emergency management and response, for external and internal clients.
  - Assisted in designing and evaluating client business continuity exercises.
  - Designed first branch office business continuity plan, serving as a model for other branch offices.
  - Subject matter expert on emergency management, security policy development, workplace violence and domestic activist groups posing threats to businesses.
  - Operational responsibilities for over 7000 hour per week national security company branch office, including oversight of selection, training, compliance, customer service, employee integrity (discipline/coaching) and sales assistance.
  - Conduct complex security/safety audits/risk analysis of practices at various companies/industries and sports venues both nationally and internationally providing detailed, solid, reasonable recommendations for improvements.
  - Developed quality assurance program to validate adherence to contractual obligations, training, and identified processes.
  - Participated in the company expansion into Europe, developing policies and conducting risk assessments for various companies.
  - First company-based ISO 9001-2008 internal auditor, responsible for validating internal compliance through complex reviews of operational procedures, developing corrective action plans for identified deficiencies, evaluating the implementation of corrective action plans, assuring continual improvement concerning company policies/standards at 80 offices including the company headquarters, mentoring new managers in the total quality processes, resulting in cost savings in excess of \$1 million within first three years of assuming the position.
  - Extrapolated data derived from internal audits as part of company-wide trend analysis, providing reports to executive management for process improvement and/or areas of concern.
- 1984 - 1990     **Durham Technical Community College, Durham, NC**  
Program Director: Criminal Justice and Fire Protection Technology,
- Manage department and program activities
  - Instruct fire and criminal justice degree courses at multiple locations in a multi-county service area.
  - Prepare and administer program budgets.
  - Track trends in public safety to integrate into the two degree programs.
  - Supervise and evaluate program faculty.
  - Develop, design and review instructional content and curriculum development.
  - Maintain program deadlines.
  - Market programs.



- 1989            **Duke University, Durham, NC**  
Assistant to Director of Public Safety (Sabbatical)
- Special event security preparation.
  - Hospital security review and revisions.
- 1981 - 1984    **Virginia Department of Alcoholic Beverage Control**  
Special Agent, Regulatory Division
- 1978 - 1981    **Virginia Commonwealth University Police Department**  
Patrol Officer/Officer in Charge
- Awarded Meritorious Service Medal.

**Professional Certifications:**

- Certified Protection Professional, American Society for Industrial Security – Lifetime Designation
- RABQSA Certified ISO 9001 Internal Auditor, QMI-SAI Global
- Professional Continuity Practitioner – Federal Emergency Management Agency, Emergency Management Institute
- EPIC Online Teaching Certification, Wake Technical Community College

**Professional Organizations:**

- National Fire Protection Association
- American Society for Industrial Security
- North Carolina Criminal Justice Association
- North Carolina Society of Fire Rescue Instructors Association
- National Volunteer Fire Council
- North Carolina Emergency Management Association

**Honors Organizations:**

- Alpha Phi Sigma, National Honorary Society for Criminal Justice
- Servire Society, East Carolina University

**Relevant Volunteer Contributions:**

- Gubernatorial Appointee, Community Resource Council, Durham Correctional Unit: 1985-1990
- Board Member, National Kidney Foundation of North Carolina: 1989-1990
- National Fire Protection Association: 1988 - present
  - o Member - Technical Committee - Loss Prevention Procedures and Practices, 1991-present
    - Responsible for revisions/rewrites:
      - NFPA 600 Facility Fire Brigades,
      - NFPA 601 Security Services in Fire Loss Prevention
  - o Member – Technical Committee - Premises Security, 2012 – present
    - Responsible for revisions/rewrites:
      - NFPA 730 Premises Security,
      - NFPA 731 Selection of Electronic Premises Security Systems
- Advisory Board, Community Preparedness and Disaster Management, School of Public Health, University of North Carolina at Chapel Hill 2004-2006
- Wake County (NC) Fire Commission: 2008 – present
  - o Member: Training and Administration Committees.
    - Committee Chair: Determine Future of Suburban and Rural Fire Protection in Wake County 2019-2020
  - o Sponsor “Outstanding Fire Recruit” award for each academy

- Durham County (NC) Terrorism Task Force: 2009 – present
- Program Advisory Committee: ITT Technical Institute 2013 – 2015
- Member, Wake County (NC) Board of Education: Safer Schools Task Force 2013
- Member, Community Drug Overdose Prevention Coalition of Wake County (NC) 2016 – present
- North Carolina Emergency Management Association, 2018-present
  - o Member: Institutions of Higher Education Caucus
- Evaluator, Five Year Review, Criminal Justice Program, East Carolina University 2020

#### **Disaster Exercises Evaluated:**

- 2015 Charlotte Douglas International Airport Triannual Emergency Preparedness Exercise
- 2015 Raleigh Durham International Airport Triannual Emergency Preparedness Exercise
- 2017 Department of Veterans' Affairs National Disaster Medical System Exercise, Durham, NC
- 2017 Department of Veterans' Affairs National Disaster Medical System Exercise, Charlotte, NC
- 2018 University of North Carolina Greensboro Active Assailant Full-scale Exercise, Greensboro, NC

#### **Publications:**

- “*Linguistic Barriers to Effective Communication*,” National Report, National Crisis Prevention Institute, vol. 10, #4, pp. 18-20.
- “*Incivility, Aggression and Violence Directed Toward Nurses Outside the Hospital Emergency Department*,” Tar Heel Nurse, Sept. - Oct. 1998, with E.G. Stagg

#### **Presentations/Forums:**

- 1995 International Facilities Management Association presentation “Workplace Violence.”
- 1996 “Incivility/Aggression/Violence,” University of North Carolina at Chapel Hill, School of Business
- 2004 “*Chemical Terrorism*,” Public Health Training and Information Network, North Carolina Center for Public Health Preparedness, (Televised lecture aired throughout NC).
- 2018 “Active Shooter Response for EMS Students,” Wake Technical Community College, Emergency Medical Science program.

#### **Higher Education Semester Courses Taught**

##### North Carolina Central University

- CRJU 4150 Police Management Theory

##### Wake Technical Community College

- FIP 120 Introduction to Fire Protection
- FIP 124 Fire Prevention and Public Education
- FIP 128 Detection and Investigation
- FIP 132 Building Construction
- FIP 136 Inspections and Codes
- FIP 152 Fire Law
- FIP 162 Firefighter Safety and Wellness
- FIP 164 OSHA Standards
- FIP 176 Hazard Material Operations
- FIP 220 Fire Fighting Strategies
- FIP 229 Fire Dynamics and Combustion
- FIP 240 Fire Service Supervision
- FIP 244 Fire Protection Project
- FIP 256 Municipal Public Relations
- FIP 260 Fire Protection Planning
- FIP 278 Managing Fire Services

- EPT 140 Emergency Management

East Carolina University

- JUST 3006 Security Systems

Profile

Which Boards would you like to apply for?

Alcoholic Beverage Control Board: Submitted

Please select your first Board preference: \*

☒ Alcoholic Beverage Control Board

Please select your second Board preference: \*

☒ Wake County Steering Committee on Affordable Housing

Please select your third Board preference: \*

☒ None Selected

Please select your fourth Board preference: \*

☒ None Selected

Please select your fifth Board preference: \*

☒ None Selected

Please select your sixth Board preference: \*

☒ None Selected

Thomas

First Name

Gulisano

Last Name

Middle  
Initial

3709 Beaver Lodge Ct

Street Address

Suite or Apt

Raleigh

City

NC

State

27604

Postal Code

What district do you live in?

None Selected

Business: (919) 954-0008

Primary Phone

Mobile: (919) 601-4322

Alternate Phone

rduhomes@gmail.com

Email Address

Retired

Employer

Job Title

**If you live in an Extraterritorial Jurisdiction Area, select Yes:**

☒ Yes ☐ No

**In order to assure countywide representation, please indicate your place of residence:**

☒ Unincorporated Wake County

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## Interests & Experiences

**Why are you interested in serving on a Board or Commission?**

I have lived in Wake County for over 30 years, and feel I am in the position to give back to the county utilizing my experience, and education

## Work Experience

Please see the attached resume

## Volunteer Experience

Chair, Board of Commissioners, Housing Authority, County of Wake

## Education

Please see resume

## Comments

[Resume.pdf](#)

Upload a Resume

If you have another document you would like to attach to your application, you may upload it below:

Please upload a file

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## Demographics

Date of Birth

**Gender \***

☒ Male

**Ethnicity \***

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☒ Caucasian

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**Other**

**How did you become aware of Wake County volunteer opportunities?**

---

☒ County Website

**If you selected "Other" above, how?**

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Please upload a file

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**ETHICS GUIDELINES FOR COUNTY ADVISORY BOARDS AND COMMISSIONS**

By submitting this electronic application, if appointed, I pledge by my signature below that I have read and will comply with the ethics guidelines for advisory boards and commissions as adopted by the Wake County Board of Commissioners, found [here](#).

**Thomas J. Gulisano**  
3709 Beaver Lodge Court  
Raleigh NC 27604  
Cell: 919.601.4322, Fax: 919.573.0398  
[rduhomes@bellsouth.net](mailto:rduhomes@bellsouth.net)  
[rduhomes@att.blackberry.net](mailto:rduhomes@att.blackberry.net)

### **Professional Objective**

My objective will be to utilize my combined education and experience in sales, marketing and management to enhance my relationship and effectiveness with my clients, customers and affiliate companies in a manner that meets or exceeds their expectations, quality and integrity.

### **Education**

Associate in Arts – Westchester Community College, Liberal Arts

Bachelor of Science – New York University, Business Management

MBA Courses – New York University, Financial Management

### **Professional Experience**

1991 to Present – Owner/Broker of American Beauty Homes, Inc., Raleigh NC

Responsible for the day to day operation of a residential real estate business which specializes in the evaluation and marketing of bank foreclosures. Since 1991, I have marketed and sold over \$100 Million in property in the Raleigh, Charlotte, Greensboro areas.

1998 to 2003 – Vice-President, NC Operations, Yourigloo.com, an Internet listing and Marketing service; listing homes throughout the major cities of North Carolina.

1989 to 1991 - Broker Associate, York Properties, Raleigh NC

Listed and marketed single family homes in the local area while developing marketing plans and client follow-up.

Previous experience

1981 to 1987 – Owner of a convenience store grossing \$2.5 Million per year, Port Chester NY

1978 to 1981 – Department Director for NY City Health & Hospitals Corp, New York, NY

1974 to 1978 – Associate Director of Jamaica Hospital Center, Jamaica, NY

1969 to 1974 – Assistant Personnel Director, B. Altman & Co., New York, NY

### **Professional Memberships**

Member: National Association of Realtors  
North Carolina Association of Realtors  
Raleigh/Wake Association of Realtors  
Triangle Multiple Listing Service  
National REO Brokers Association  
REOMAC

