

Michael A. Hardee

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PROFESSIONAL EXPERIENCE

Federal Bureau of Investigation National Academy Associates [FBINAA]

Appointed to the FBINAA National Board for a 4-year term beginning July 2021.

Covert Investigations Group, [C.I.G.] 2020 to present

Operations Manager,

Responsible for the operations, case management and deployment of personnel to long-term private investigations of corporate espionage, estate fraud, and embezzlement, and extortion type investigations. C.I.G. is a Florida based licensed private investigations agency that specializes in undercover and hidden camera surveillance operations for private investigations.

Institute for Intergovernmental Research - December 2017 to December 2020

Senior Research Associate,

Responsible for curriculum development and classroom delivery of the Bureau of Justice Administration (BJA) VALOR Officer Safety and Wellness initiative, and the Officer Safety and Terrorism Training to law enforcement agencies throughout the United States. Developed and managed all on-site and web based Technical Assistance (TA) training and reporting to (BJA) for the VALOR program.

Kripalu Center-Stockbridge Massachusetts - March 2017-October 2017

RISE Program-Law Enforcement Consultant for Interagency Development,

Responsible for developing law enforcement curriculum and marketing strategies for the RISE program, into the law enforcement sector nationally.

Over 40 years of law enforcement experience in operations and administration.

Clay County Sheriff's Office

January 2004-December 2016

- MAJOR, ADMINISTRATION BUREAU COMMANDER [October 2010-present

Responsible for overseeing all personnel, buildings and programs, and budget oversight of: Training Section, Planning and Research Section, Records Unit, Communications Section, Building & Maintenance, Fleet Management Unit, Civil Section, IT Section, Evidence and Accreditation Unit.

ACCOMPLISHMENTS:

Designed and developed the Field Training Officer Master Deputy Program

Supervised the CFA Accreditation process, which obtained an error-free audit for the past five inspections

Established public record request protocol, case management review procedures, and modified records retention schedules and mandates.

Reorganized and developed the Career Development Review process for personnel evaluations

Reorganized the Crime Scene Tech's job description and training curricula

Recommended and helped implement consolidation of Human Resources under a new Finance Bureau

Submitted research paper for Intelligence-Lead Policing re-organization and community policing initiatives

- CAPTAIN, CHIEF OF PATROL [2008-2010]

Responsible for the leadership and management of all patrol functions, which included budget and personnel management, including COPS, Traffic, & Field Force units

MAJOR ACCOMPLISHMENTS:

- Developed and implemented Operation Safe Streets (OSS)
- Initiated and implemented COM-STAT analytical review of crime reporting
- Initiated the "Like It Lock It" program (automobile and residential anti-theft initiative)
- Initiated multiagency effort to reorganize the Field Force Unit through advanced training and deployment exercises (JSO, SJCSO, & CCSO)

- **CAPTAIN, CHIEF OF INVESTIGATIONS [2004-2008]**

- Responsible for the leadership and management of all investigations: Robbery/Homicide, Special Victims, White Collar, General Crimes, Crime Analysis Unit, and Evidence Unit.

MAJOR ACCOMPLISHMENTS:

- Created Crime Analysis Unit.
- Established Command Center and supervised the first responders for the Somer Thompson homicide investigation.

State Attorney's Office Fourth Judicial Circuit - 1994-2003

- **INVESTIGATOR, SPECIAL PROSECUTION DIVISION**

Investigations included white collar, cold case homicide, murder-for-hire, drugs, organized crime and arson.

- **MAJOR ACCOMPLISHMENTS:**

- Established the Fourth Judicial Circuit Environmental Crimes Prosecution Unit and multiagency task forces with NCIS, FBI, & DEA, along with state and local regulatory agencies. Supervised high profile under-cover investigations: Operation Crystal Clean and Operation River Rat. Both investigations aired on ABC news.

Florida Game and Fish Commission - 1976-1994

- **LIEUTENANT, STATEWIDE ENVIRONMENTAL CRIMES UNIT [1989-1994]**

Governor's assignment. Initiated, developed and ran high profile environmental crimes investigations and special operations in cooperation with state and federal law enforcement agencies.

- LIEUTENANT, REGIONAL WATCH COMMANDER OCALA NATIONAL FOREST [1985-1989]

Responsible for the enforcement and management of all patrol and investigation functions in Marion, Lake, Putnam and Lake County.

- LIEUTENANT, REGIONAL TRAINING OFFICER AND WILDLIFE RESERVE COORDINATOR [1980-1985]

Responsible for all training and development of in-service training for State Wildlife Officers throughout Northeast Florida.

Participated in the quick response team effort for the 1980 Miami Riots--responsible for line security and riot control. Assigned to the Homestead reception headquarters for the 1980 Mariel boatlift; responsible for security and control of thousands of immigrants arriving from Cuba.

- WILDLIFE OFFICER [1976-1980]

Assigned to Levy and Dixie Counties, responsible for wildlife resource enforcement of all game and non-game species and freshwater fish regulations. Participated and supervised quick response and recovery personnel during the Hurricane Andrew recovery efforts. Also provided security in remote locations requiring specialized equipment.

Green Cove Springs Police Department - 1973-1976

- Patrolman; promoted to the rank of Patrolman First Class in 1975

PROFESSIONAL DEVELOPMENT

FBI NATIONAL ACADEMY, Quantico, VA [2008]

Graduated Session 232

FEDERAL LAW ENFORCEMENT INSTRUCTOR CERTIFICATION [1996]

Trained agents for EPA/CID at FLETC, Glencoe, GA until 2003

IN-SERVICE LAW ENFORCEMENT TRAINING -- Over 3,000 hours of law enforcement training and certifications, from tactical operations to mid- and senior-level management and personnel development. A complete list of advanced and executive training certifications can be provided upon request.

AFFILIATIONS/MEMBERSHIPS

- Appointed to the FBINAA National Board July [2021]
- Operations Manager Covert Investigations Group LLC [2021]
- Member of the Florida Association of Licensed Investigators [2021]
- FBINAA Florida Chapter President [2020]
- Elected to the 2017 Florida FBI National Academy Association Board as Third Vice President [2016-present]
- Chairman, Florida FBINAA Re-trainer Conference [2016]
- FBINAA Area Rep for eight years; responsible for coordination, networking and continuing education training for FBINAA alumni
- FBINAA Snowden Scholarship committee member, [2014-2016, 2021]
- FBINAA Youth Leadership Committee, [2014-2016, 2021]
- Goddard College Board of Trustees, appointed [2012]
- Florida Sheriff's Association [2004 - present]
- Chair of the 4th Judicial Circuit Environmental Crimes Task Force [1996]
- Past member, F&AM Brown Lodge #51 [since 1977]
- Past member, Scottish Rite Temple, Tallahassee, FL [since 1980]
- Past member, Morocco Temple Shriner, Jacksonville, FL [since 1981]

EDUCATION

B.A., GODDARD COLLEGE, Plainsfield VT - [2012]

**MA candidate, AMERICAN MILITARY UNIVERSITY, Charlestown, WV
[2016-present] Intelligence Studies**