


Hillsborough County Community Violence Prevention Collaborative

Leadership Council Organizational Meeting #2

AGENDA

August 1, 2013

- I. Welcome and Introductions, Chair
- II. Approve Minutes of 6/11/13 5 mins.
- III. Preventing Violence: A Public Health Approach, Prevention Institute 45 mins.
 - a. Data Driven: Best practices for integrating data and strategy
 - b. Input on September 12th kick-off
- IV. Discussion: The Nature and Goals of a Collaborative Effort, Herb Marlowe 45 mins.
 - a. General discussion
 - b. Determining risk/resiliency factors – geographic, population, jurisdictional
 - c. Identification of Data Committee, product timeline (see handout)
 - d. Council decision making model
 - e. County map overview: potential meeting sites, hosting/designated staff
- V. Communications:  Collaborative Website, Lori Hudson 5 mins.
- VI. Housekeeping: 5 mins.
 - a. Update on committee appointments, Bob Sheehan
 - b. Polling for Jan-Jun 2014 – Doodle overview, Holly East
- VII. Questions and Closing Comments 15 mins.
- VIII. Adjourn



**Hillsborough County Community Violence Prevention Collaborative
Tuesday, June 11, 2013
26th Floor, Conference Room A & B**

Leadership Council Members Present

Kevin Beckner, BOCC
Bob Buckhorn, City of Tampa
Frank Chillura, Temple Terrace
Karen Stanley, State Attorney's Office
Julianne Holt, Public Defender
Manuel Menendez, Chief Judge
Mary Thomas, Plant City
Donna Lusczynski, HCSO
April Griffin, School Board

Alternates Present

Mike Bridenback, Court Administrator
Cindy Stuart, School Board
Jerry Sieber, Temple Terrace
Bill McDaniel, Plant City

Absent

None

Staff Present

Holly East, Commissioner's Aide
Herb Marlowe, Project Facilitator
Bob Sheehan, Project Manager

Others Present

Lori Hudson, HC Communications Director
Brandon Wagner, Hillsborough County
Annie Lyles, Prevention Institute (videoconference)
Benita Tsao, Prevention Institute (videoconference)

Meeting called to order at approximately 2:10 PM. Commissioner Beckner led Pledge of Allegiance. Commissioner Beckner welcomed attendees to the first meeting of the Leadership Council. The Commissioner provided a short history of the origins of the Collaborative as a response to the Sandy Hook tragedy. The initial response addressed gun control but research indicated that more root causes needed to be addressed from a Public Health perspective. Commissioner Beckner pointed out that violence could not be completely eliminated, but the public health approach would supplement the successes of law enforcement. Commissioner Beckner praised the great work of community partners and discussed needs of assessment and coordination of community partners.

Commissioner Beckner indicated the Leadership Council members were chosen because they represent the components of the system that deals with violence. The Council is challenged to engage the community. The process does not involve criticism of past efforts, but a shared responsibility for the process, active participation, staffing needs, solutions, and funding sources, if needed.

Commissioner Beckner introduced the Prevention Institute (PI) representatives to the Leadership Council and Leadership Council members introduced themselves to the Prevention Institute representatives. Annie Lyles provided an overview of the Prevention Institute. She indicated that PI will assist the Leadership Council in the process. PI will share information obtained about violence prevention through their interaction with the CDC and the White House Initiative. PI will analyze evidence based data and partner with the Violence Collaborative with the Violence Collaborative serving

as the expert on violence in Hillsborough County. PI will share plans developed in other cities, but the Hillsborough County strategic plan will be tailored to Hillsborough County issues as defined by the Leadership Council. It was stressed that the most successful projects have not been the ones that had the biggest plans or those that spent the most funds. PI's experience is that those communities that are the most coordinated enjoy the lowest levels of violence.

Commissioner Beckner introduced the Project Facilitator Herb Marlowe. Facilitator Marlowe discussed organizational structure and data driven evidence. He then engaged the Leadership Council to state their initial thought on the Collaborative's goals. Members discussed issues including:

- Identifying types and number of violent crimes
- Identifying locations of violence
- Identifying both victims and perpetrators
- Identify underlying causes
- Assessment and coordination of current efforts
- Analytics, trends, resource allocation
- Current funding allocations
- Evaluation of service providers
- Analysis of case flows
- Examine jurisdictional roadblocks
- Determine what works

The Leadership Council adopted the structure proposed by Facilitator Marlowe. There was discussion about the subcommittee nomination form and a revised form was adopted.

Having adopted the proposed organizational structure, Mayor Buckhorn nominated Commissioner Beckner to be Leadership Council Chairman and Commissioner Beckner was elected by acclamation. Judge Menendez nominated Mayor Buckhorn to be Leadership Council Vice Chair and Mayor Buckhorn was elected by acclamation. Chairman Beckner pointed out the possibility of potential conflicts of organizations serving on subcommittees and then offering services as part of a strategic plan. After discussion it was agreed that potential conflicts must be disclosed. The Leadership Council adopted a June 30th deadline for submission of subcommittee nomination forms.

Chairman Beckner introduced Bob Sheehan, Project Manager. The Project Manager discussed scheduling goals and communications. He will serve as the point of contact for the Collaborative. The Leadership Council adopted August 1, 2013, 2:30 – 4:30 PM, site TBD, as the date for the 2nd Leadership Council Meeting.

Chairman Beckner introduced his Legislative Aide Holly East as a second point of contact. Chairman Beckner explained that these meetings are publicly noticed and decisions made by the Leadership Council will be adopted in the Sunshine. However, the members are not precluded from discussion of violence issues in their professional/private communications because those issues are integral to their daily activities. Chairman Beckner explained his desire to appoint Hillsborough County Communications Director Lori Hudson as the Chairman of the Collaborative Communications Committee Chairperson. The appointment was accepted by acclamation.

The meeting was adjourned at approx. 3:50 PM.

Preventing Violence: A summary of the public health approach

Prepared for Hillsborough County
Violence Prevention Initiative

September 2013

Violence is among the most serious health threats in the nation today, jeopardizing the health and safety of the public. It is a leading cause of injury, disability, and premature death. It produces a significant disparity, disproportionately affecting young people and people of color, and it increases the risk of other poor health outcomes. In addition, the social impacts of violence — diminished academic achievement, employment productivity, and the deterioration of families and communities — are devastating.

Violence is Preventable

Mayors and police chiefs are increasingly asserting that we cannot arrest our way out of this problem. As a result, the U.S. Conference of Mayors adopted a resolution calling youth violence a public health crisis and urged local governments to recognize youth violence as a public health epidemic requiring a sustained multi-faceted approach focused on prevention. Violence is a learned behavior that can be unlearned or not learned in the first place; it is preventable. Prevention programs and strategies have a demonstrated track record in reducing violence. For example:

- Minneapolis has documented a 40% drop in juvenile crime in focus neighborhoods in 2 years since implementing its 4 point, public health based Violence Prevention Blueprint for Action.
- Oakland’s City-County Neighborhood Initiative engages residents from Sobrante Park in community-strengthening efforts such as neighbor-to-neighbor bartering and youth economic development programs. Evaluation data from 2007 shows a more than 40% reduction in Sobrante Park’s violent crime since the initiative began in 2004, even while overall rates of violent crime in Oakland increased.
- The Cure Violence model has demonstrated 41-73% drops in shootings and killings and 100% drops in retaliation murders.
- Schools can reduce violence by 15% in as little as 6 months through universal school-based violence prevention efforts.

Understanding violence as a public health issue acknowledges that it can be prevented. It maximizes limited resources and moves from treating the effects of violence after the fact to stopping it from happening in the first place. It also calls us to understand that effective prevention cannot be directed to individuals, but must include a comprehensive community focus. Understanding the root causes of a disease, injury or behavior can better inform effective prevention strategies. “Moving upstream” — taking action before a problem arises in order to avoid it entirely, rather than treating or alleviating its consequences, is called **primary prevention**.

This brief shares steps to follow when using a public health approach to prevent violence as well as provides examples and useful frameworks for reference when creating comprehensive plans to prevent violence.

Moving Upstream

While walking along the banks of a river, a passerby notices that someone in the water is drowning. After pulling the person ashore, the rescuer notices another person in the river in need of help. Before long, the river is filled with drowning people, and more rescuers are required to assist the initial rescuer. Unfortunately, some people are not saved, and some victims fall back into the river after they have been pulled ashore. At this time, one of the rescuers starts walking upstream. “Where are you going?” the other rescuers ask, disconcerted. The upstream rescuer replies, “I’m going upstream to see why so many people keep falling into the river.” As it turns out, the bridge leading across the river upstream has a hole through which people are falling. The upstream rescuer realizes that fixing the hole in the bridge will prevent many people from ever falling into the river in the first place.

The Three Keys to Preventing Violence

The Three Keys to Preventing Violence are the core elements in successful efforts to prevent violence. This comprehensive framework includes and relies on successful collaboration with public health, local government, law enforcement, social services and educational organizations.

Key 1 — Violence requires a comprehensive approach

The causes of violence are multiple, complex and interrelated. A successful strategy must involve community collaboration and include activities in every level of the Spectrum of Prevention. Developed by Larry Cohen, executive director of the Prevention Institute, the Spectrum of Prevention identifies six levels, or basic steps, necessary to develop a sustainable prevention program:

Spectrum of Prevention		
Level of Spectrum	Definition of Level	Examples
Influencing Policy and Legislation	Developing strategies to change laws and policies to influence outcomes	Establish joint-use policies between schools, CBO's, and others to increase after-school programming and opportunities for youth
Changing Organizational Practices	Adopting regulations and shaping norms to improve health and safety	Intentionally increasing meaningful youth employment opportunities in the community
Fostering Coalitions and Networks	Bringing together groups and individuals for broader goals and greater impact	Engage grassroots, community-based organizations and sectors of government
Educating Providers	Informing providers who will transmit skills and knowledge to others	Train teachers to build skills to interrupt inappropriate comments and promote behaviors that foster nonviolence
Promoting Community Education	Reaching groups of people with information and resources to promote health and safety	Stage community performances that reinforce positive cultural norms and change the existing culture of violence
Strengthening Individual Knowledge and Skills	Enhancing an individual's capacity to prevent injury and promote safety	Train youth and provide them with important job skills

For a more detailed list of effective violence prevention strategies please see *Appendix A: Prevention Strategies Prioritized at the Local Level*.

Key 2 — Risk and resilience factors must be addressed

Successful violence prevention requires the strengthening of factors that protect and support individuals, families and communities, as well as the reduction of factors that threaten their well-being. Research demonstrates the interrelationship between risk and resilience — the ability of resiliency to mitigate the effects of some risks, and the importance of focusing on both sets of factors. The adjoining table delineates violence risk and resilience factors that are grounded in research and have been used in multiple planning processes and initiatives to prevent violence.

Risk Factors	Resilience Factors
<p data-bbox="186 249 797 380">The social, societal, physical and mental challenges that contribute negatively to the health of a person, interpersonal relationships, communities and society as a whole.</p> <p data-bbox="186 426 558 453">Societal and Community Levels</p> <ul data-bbox="207 464 748 1094" style="list-style-type: none"> ▪ Norms that support aggression toward others ▪ Societal inequities ▪ Weak health, educational, economic and social policies and laws ▪ Neighborhood poverty ▪ Diminished economic opportunities; high unemployment rates ▪ High alcohol outlet density ▪ Poor neighborhood support and lack of cohesion ▪ Community deterioration ▪ Academic failure and failure of the school system ▪ Residential segregation ▪ Incarceration and re-entry ▪ Media violence ▪ Weapons <p data-bbox="186 1140 513 1167">Relationship and Individual</p> <ul data-bbox="207 1178 756 1482" style="list-style-type: none"> ▪ Poor parent-child relationships; family conflict ▪ Low educational achievement ▪ Lack of non-violent social problem-solving skills; impulsiveness and poor behavioral control ▪ Experiencing and witnessing violence ▪ Mental health problems; alcohol and substance use 	<p data-bbox="826 249 1406 344">The positive social, environmental, physical and mental factors that build immunity to the risk factors.</p> <p data-bbox="826 426 1192 453">Societal and Community Levels</p> <ul data-bbox="847 464 1425 989" style="list-style-type: none"> ▪ Norms that support non-violence and alternatives to violence ▪ Employment and economic opportunities ▪ Access to mental health and substance abuse services ▪ Community support and connectedness ▪ Strong social networks ▪ Coordination of resources and services among community agencies ▪ Collective efficacy; willingness to act for the common good ▪ Community design that promotes safety ▪ Quality schools ▪ Opportunities for artistic and cultural expression <p data-bbox="826 1035 1146 1062">Relationship and Individual</p> <ul data-bbox="847 1073 1393 1272" style="list-style-type: none"> ▪ Connection to a caring adult; positive relationships and attachments ▪ Opportunities for meaningful participation ▪ High expectations ▪ Skills in solving problems non-violently ▪ Connection and commitment to school

Key 3 — Preventing violence requires an integrated strategy for action

Successful efforts to prevent violence require an understanding of the complex issues, policies, and systems that affect individuals, families and communities. That understanding must be integrated into an action plan that strategically coordinates, supports and strengthens multiple efforts across all levels of the Spectrum of Prevention. For ideas on what to include in an integrated strategy for action please see *Appendix B: The UNITY RoadMap, A Framework for Outcomes*.

Appendix A: Prevention Strategies Prioritized at the Local Level

UNITY (Urban Networks to Increase Thriving Youth through Violence Prevention) asked young people and representatives from cities across the country to prioritize strategies to prevent violence before it occurs. The identified strategies span the prevention continuum and were reframed by Philadelphia youth as Upfront, In the Thick, and Aftermath, respectively. These labels were adopted by participating cities and young people at the UNITY City Representatives Meeting. Although efforts to prevent violence at each point on the continuum are important, city representatives and young people purposely prioritized more upfront strategies. They asserted that these are the strategies that can support positive attitudes and behaviors before the threat or onset of violence, and are the kinds of strategies that cities typically have the least resources to put in place and bring to scale. These prevention strategies are meant to complement existing intervention and enforcement/suppression strategies and can be put in place alongside them. To maximize success, the following strategies should be reflected in programs, organizational practices, and policies.

- a. **UPFRONT: *Strategies everyone needs to be safe and thrive***
 1. **POSITIVE EARLY CARE AND EDUCATION** Foster age-appropriate social, emotional, and cognitive skill development within the context of strong attachments and relationships.
 2. **POSITIVE SOCIAL AND EMOTIONAL DEVELOPMENT** Support a process of growing self-awareness and self-regulation, often measured by an ability to pay attention, make transitions from one activity to another, control impulses, and cooperate with others.
 3. **PARENTING SKILLS** Train parents and other caregivers on developmental milestones and culturally appropriate, effective parenting practices to support a nurturing, safe, structured environment.
 4. **QUALITY AFTER-SCHOOL PROGRAMMING** Provide safe and enriching activities with structure and supervision during non-school hours.
 5. **YOUTH LEADERSHIP** Support and engage young people in decision making and give them age-appropriate authority.
 6. **QUALITY EDUCATION** (including universal, school-based violence prevention strategies) Foster a positive and safe school climate in which young people learn violence prevention skills (e.g., conflict resolution, impulse control, anger management, problem solving, empathy, bystander, and anti-bullying)—all in support of improved academic achievement.
 7. **SOCIAL CONNECTIONS IN NEIGHBORHOODS** Strengthen ties (characterized by trust, concern for one another, willingness to take collective action for the community good, and increased social sanctions against violent behaviors) among neighbors and community members.
 8. **ECONOMIC DEVELOPMENT** Improve economic conditions and viable noncriminal economic opportunities with training and support for communities, families, and youth most at risk for violence.

- b. **IN THE THICK: *Strategies designed for those who may be at increased risk for violence***
 1. **MENTORING** Provide supportive, non-judgmental role models who can form a strong and enduring bond with young people who are at risk.
 2. **MENTAL HEALTH SERVICES** Ensure early identification and provision of quality, affordable, therapy and support to address trauma and anxiety and to enhance coping skills.
 3. **FAMILY SUPPORT SERVICES** Provide integrated family services (e.g., therapy, case management, home visiting, income support, employment services and support) to families in need so that they are able to achieve self-sufficiency and foster nurturing and trusting relationships within the family.

4. **CONFLICT INTERRUPTION/STREET OUTREACH** Reduce violence, injury, and lethality through detection, interruption and de-escalation with street outreach workers in highly impacted neighborhoods and change the thinking and behaviors of the highest risk persons.
- c. *AFTERMATH: Strategies to help individuals, families, and communities heal from violence and move forward in positive ways*
1. **MENTAL HEALTH SERVICES** Ensure provision of quality, affordable mental health and substance abuse treatment (including individual, group, and/or family therapy) and ongoing support for young people who have already demonstrated violent or seriously delinquent behavior to reduce the risk of future violence and crime.
 2. **SUCCESSFUL REENTRY** Support a successful transition from incarceration/detention to the community and reduce recidivism with services during incarceration (e.g., GED attainment, job training, substance abuse treatment, mental health services) and extend to post-release (e.g., housing assistance, job placement and support, education support, case management, income support, restorative justice, family support, substance abuse and mental health services, tattoo removal).

DRAFT

Appendix B: The *UNITY Roadmap*, A Framework for Outcomes

The *UNITY RoadMap* is a framework for mapping out solutions to effectively and sustainably prevent violence. It was developed after the UNITY City Assessment --conducted with mayors, police chiefs, public health directors, and school superintendents-- revealed that although youth violence is a serious concern, cities generally characterize their responses as inadequate.

The *UNITY RoadMap* highlights key components of an urban approach to effectively and sustainably prevent violence before it occurs. These elements are reflected in the UNITY Urban Agenda and in the work of members of the UNITY City Network. Organized by Partnerships, Prevention, and Strategy, there are nine *RoadMap* elements, each selected for its importance in affecting and sustaining efforts to prevent violence before it occurs.

WHO? Partnerships

- HIGH-LEVEL LEADERSHIP: The mayor and other local leaders insist that the violence stops, provide necessary supports and resources, and hold people accountable.
- COLLABORATION & STAFFING: There is a formal structure for multidisciplinary collaboration to coordinate priorities and actions across multiple jurisdictions and there is dedicated staffing in place to support collaboration and implement priorities.
- COMMUNITY ENGAGEMENT: Members of the community—youth and adults, community based organizations, the faith community, the business sector, and survivors—are actively engaged in setting priorities and ongoing activities.

WHAT? Prevention

- PROGRAMS, ORGANIZATIONAL PRACTICES, & POLICIES: There are effective and far reaching efforts in place to prevent violence, particularly in highly-impacted neighborhoods.
- TRAINING & CAPACITY BUILDING: Participants, practitioners, and policy makers have the skills and capacities necessary to work across multiple disciplines and in partnership with community to implement effective prevention programs, policies, and practices.
- COMMUNICATION: The case has been made for preventing violence before it occurs and people are aware of what's being done to prevent it.

HOW? Strategy

- STRATEGIC PLAN: There is a plan in place that prioritizes prevention, is well-known, and informs priorities and actions for multiple departments, agencies, jurisdictions, and community groups.
- DATA & EVALUATION: Efforts are informed by data and continuously improved through ongoing evaluation.
- FUNDING: Adequate resources support collaboration and staffing; community engagement; the implementation of programs, policies, and practices; skills development and capacity building; communications; strategic planning; and data and evaluation.

Appendix A: Prevention Strategies Prioritized at the Local Level and Appendix B: The UNITY Roadmap, A Framework for Outcomes were excerpted from UNITY materials.

UNITY (Urban Networks to Increase Thriving Youth through Violence Prevention) builds support for effective, sustainable efforts to prevent violence before it occurs so urban youth can thrive in safe environments with supportive relationships and opportunities for success. Funded by the Centers for Disease Control and Prevention, UNITY has information and tools on advancing a public health approach, available at: www.preventioninstitute.org/unity

The Community Safety Scorecard

What Does It Tell Us?

The Community Safety Scorecard provides a snapshot comparison of communities throughout the region. It provides a useful tool for stakeholders seeking to understand the diverse neighborhood based needs in communities across Los Angeles and therefore the strategies needed. **Importantly, the Community Safety Scorecard shows in no uncertain terms the kind of disparity that exists in Los Angeles.** By mining multiple data points based on Urban Peace’s findings from over 16 comprehensive needs assessments, the Scorecard helps identify pressing solutions to community violence by lifting up the most urgent indicators in each of those areas.

The citywide map on page 4 (and on back cover) provides a general view of the regional state of community safety. It is evident that the communities that are least safe are not spread out across the City, but are geographically concentrated, indicating these communities are lacking public safety in isolation from the rest of the City. The region’s least safe areas are located in the south-eastern parts of the City, while the safest areas are those in the north and western parts of the City.

Individual Community Safety Scorecards provide greater detail as to what issues pose barriers to increasing safety in high violence neighborhoods. The Scorecards **contain an index of a number of indicators in safety, school conditions, risk and protective factors by ZIP code. Each ZIP code is then given a community grade from A to F, based on its relation to other ZIP codes in the region. The Scorecard ranking translates, for example, into “most safe” to “least safe”.**

Grades are obtained using an aggregate of several socio-economic categories and indicators, outlined on the right.

In the following pages you will find samples of the Community Safety Scorecards with the ZIP codes that scored the highest and the lowest rankings in all the categories. This underscores the disparity that exists between Los Angeles neighborhoods.³

³ See Appendix A for a look at more of the “best” and “worst” Community Safety Scorecards and see Appendix B for a complete look at the Ranks & Grades of all ZIP codes.

Data Indicators

Safety

- Gang Related Crime
- Violent Crime
- Child Abuse

School

- High School Academic Performance Index (API)
- High School Truancy
- Middle School API
- Middle School Truancy
- High School Graduation Rate

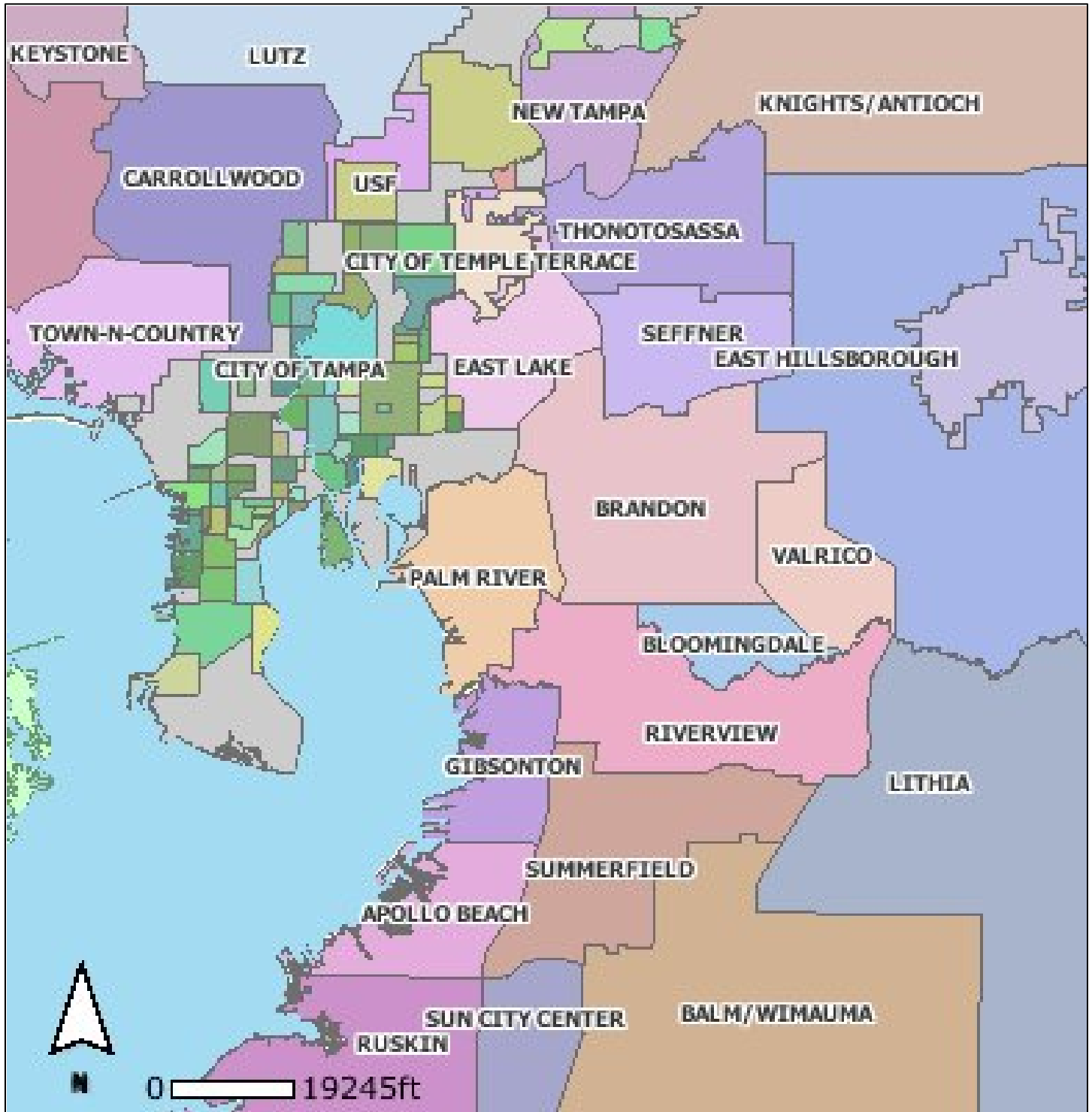
Risk Factors

- Percent Families in Poverty
- Percent Unemployment
- Percent Single Parent Families
- Percent High School Students Scoring Below Basic in English
- Percent Middle School Students Scoring Below Basic in English

Protective Factors

- Violence Prevention Services Rate
- Youth Violence Prevention Nonprofit Revenue per Capita
- Percent High School Teachers with Full Credentials
- Percent Middle School Teachers with Full Credentials
- Percent Active Voting Population

Hillsborough County



POTENTIAL DATA SOURCES

Agency:

Responsible LC Member:

Children’s Board of Hillsborough County

13th Judicial Circuit Court

School Board of Hillsborough County

Plant City Police Department

Tampa Police Department

Temple Terrace Police Department

Hillsborough County Health Department

Department of Juvenile Justice

Department of Children and Families

Others:

Seniors Data?

Substance Abuse Data?

Domestic Violence Data?

Mental Health Data?

Physical Health Data?

USF/FMHI?

Violence Prevention Collaborative

Subcommittee Nominations

Public Safety/Judiciary

Nominator	Nominee	Phone	Email		
Chief Judge City of Plant City	Judge Lisa Campbell	813-272-6874	campbeld@fjud13.org	13th Jud. Cir.	X
City of Tampa City of Temple Terrace HCSO	Marvin Knight Ret. Capt. Tracy Mishler Capt. Scott Wellinger	813-453-5690 813-985-2726 813-247-8607	mrnkng@aol.com temishler@verizon.net swelling@hcsso.tampa.fl.us	TECO Ret. TTPD HCSO	X X
Hillsborough County Public Defender School Board	Joan Boles	813-232-1222 x144	jboles@bals.org	Bay Area Legal	X
State Attorney Court Administrator	Douglas Covington Patricia Waterman	813-274-1640 813-272-7180	covington_d@sao13th.com watermpl@fjud13.org	SAO Child. Justice Center	X X

Faith Community

Nominator	Nominee	Phone	Email	Organization	Form
Chief Judge	Rabbi Richard Birnholz	813-876-2377	rbirnholz@zedek.org mbrewer@zedek.org	Cong. Schawai Zedek	X
City of Plant City City of Tampa City of Temple Terrace HCSO	Antonio Hawkins Pastor Ted Fielland Major Curtis Flowers	813-280-9861 813-787-8172 813-247-0200	pastorahawkins@yahoo.com fielland@hotmail.com cflowers@hcsso.tampa.fl.us	Faith Alive Church TTCommunity Church HCSO	X X
Hillsborough County Public Defender School Board	Robert Blount	813-247-3285	Robert.Blount@abebrown.org	Abe Brown Ministries	X
State Attorney Court Administrator	Rita Peters Tonya Salahu-din	813-274-1424 813-272-6330	peters_r@sao13th.com muhamts@fjud13.org	Court Administration	X

Health Care

Nominator	Nominee	Phone	Email		
Chief Judge City of Plant City City of Tampa	Judge Jack Espinosa	813-272-5610	espinosi@fjud13.org	13th Jud. Cir.	X
City of Temple Terrace HCSO	DeeWyn Cox Dr. Beth Weaver	813-615-1110 813-247-8320	dcoxcmsp@verizon.net bweaver@hcsso.tampa.fl.us	Case Manager HCSO	X
Hillsborough County Public Defender School Board	Dr. David Kershaw	352-597-8287x4122	david.kershaw2@va.gov	Veterans Admin.	X
State Attorney Court Administrator	Lorie Cura Joan Montagno	813-274-1580 813-276-2337	cura_i@sao13th.com montagje@fjud13.org	SAO Magistrate	X X

Education

Nominator	Nominee	Phone	Email		
Chief Judge City of Plant City City of Tampa	Ronald Cacciatore	813-223-4831	cacciatore@aol.com	Attorney	X
City of Temple Terrace HCSO	Carol Dell Sgt. Laura Regan	813-247-8076	chrtd@aol.com lregan@hcsso.tampa.fl.us	HCSO	X
Hillsborough County Public Defender School Board	Dr. Kathleen Heide			USF	
State Attorney Court Administrator	Yvette Boatwright	813-307-4478	boatwryle@fjud13.org	Court Administration	X

Community Based Organizations

Nominator	Nominee	Phone	Email		
Chief Judge City of Plant City City of Tampa	Susan Johnson-Velez	813-254-4150	susan@sjvlawfirm.com	Attorney	X
City of Temple Terrace HCSO	Ronald Govin Major Sank Montoute	813-247-8289	rgovin@mmstamp.com smontout@hcsso.tampa.fl.us	Consultant HCSO	X
Hillsborough County Public Defender School Board	David Braughton	813-964-1964	dbraughton@crisiscenter.com	Crisis Center	X
State Attorney Court Administrator	Margaret Lainsing Andrea Layne Bridenback	813-274-1311 813-254-1734	Laing_m@sao13th.com andrea.layne@gmail.com	Victim Assistance Junior League	X X