

October 20, 2020

The Honorable Ron DeSantis
PL – 05, The Capitol
400 South Monroe Street
Tallahassee, Florida 32399-0001

RE: Executive Director, Florida Department of Veterans' Affairs

Dear Governor DeSantis,

As a senior executive with over 20 years experience in the Florida Department of Military Affairs, 36 years in the U.S. Army (32 in the Florida National Guard), and a combat wounded Veteran myself, it is with great passion and confidence that I apply for the position of Executive Director of the Florida Department of Veterans' Affairs.

My groundbreaking career spans local, state, and federal levels. In my current role as the Florida Department of Military Affairs State Quartermaster I am statutorily charged with managing all state military resources including funds and property. Hard work, long hours, high-pressure, and fast paced situations do not deter me. However; I believe smart professional teamwork enabled by competent and compassionate leadership results in sustainable life-work balance.

I have personally been a recipient of VA care for many years and have nothing but the utmost respect for the professionals that have cared for me and the institutions in which they work. It would be my honor to be able to give back to the "family" that has supported me for so long.

Governor, I look forward to working with you, the team at FDVA, and all state agencies and partners to best serve our valued 1.5 million Florida Veterans while keeping Florida the envy of the Nation as the premier Veteran friendly state. My professional background teamed with my military experience and passion for serving our great state and nation make me the ideal candidate for this important role. Enclosed is my resume for your review and consideration.

With great respect,

Michael "Tad" Warfel

Michael Tad Warfel

Operations Management - Business Strategy - Human Capital Relations

Focused on outcomes not the processes. Highly accomplished and adept at new innovative positions. Leader that is a skillful and faithful follower. Ability to lead and energize organizations. Great capable communicator and listener. Ability to successfully collaborate diverse teams, organizations, and philosophies. State of Florida employee for 20+ years. Experience at local, state, national level from ground floor to executive level.

Professional Experience

Florida Department of Military Affairs (DMA) **2000-present**

State Quartermaster **2018- present**

Appointed by the Adjutant General and statutorily charged with managing all state military resources. Receive, preserve, repair, issue, distribute, and account for all DMA property, including approximately 74,000 acres and 62 armories statewide. Construct, maintain, improve, and repair all facilities pertaining to the DMA. Responsible for approximately \$72 million budget, 453 employees, and \$500 million in state assets. Performs duties as recorder of the Armory Board. Perform all other duties required by the Adjutant General (St. Augustine, FL).

Policy Officer Joint Force Headquarters **2018-present**

Principal staff officer and primary advisor to the Adjutant General and the Chief of Staff providing leadership, oversight, information, analysis, guidance and recommendations on all matters pertaining to manpower and human resource management for 10,000 Army Guard Soldiers. Provides strategic plans, documents, studies, and recommendations on current and future manpower strategies, execution of National Guard positions, oversight of human resources planning, and enhancements of National Guard joint force development (Florida National Guard, St. Augustine, FL).

Director of State Programs / Commanders Action Group **2012-2018**

Provided overall leadership, command and control, and oversight of all statutorily required programs of the Florida Department of Military Affairs. This included 6 programs. Four of these programs focused on improving the well-being of Florida's Youth by fostering academics, leadership, development, personal growth, self-esteem and physical fitness. These programs accounted for approximately \$11 million annual funding and 110 employees with over 3 million in assets. Programs included Florida Youth Challenge Academy and Educational Dollars for Duty programs. As a member of Commander's Action Group provided strategic guidance and planning to Florida National Guard and Department of Military Affairs Command team (Groundbreaking position, St. Augustine, FL).

Executive Director (Commander) 211th Regional Training Institute **2016-2019**

Provide overall leadership, command and control, and oversight of a US Army Educational Institution. Responsible for education, training and accreditation of air defense, infantry, maintenance, logistics, medical, and other training to diverse array of military and civilian students in 20 different courses. Responsibilities included instruction, subsistence, and lodging that consisted of a 45 acre campus, 12 buildings, (6 lodging buildings 500 beds, 300 rooms) in a state of the art training and education environment in accordance with military standards. Managed and administered Headquarters Department of the Army Emergency Management Training program to all Department of Defense components worldwide. Accountable for \$38M in

equipment and \$82M in facilities. Provided trained and ready liaison officers to the State of Florida for immediate disaster response operations. (Florida National Guard, Camp Blanding Joint Training Center, Starke, FL)

Special Assistant to the Administrator of the FEMA **2009-2012**

Supported Administrator in command, control, and coordination of overall Federal Emergency Management Agency (FEMA) operations. Worked in joint environment with Department of Homeland Security components, Department of Defense, other federal, state and local governments and agencies. Custodian for classified information (TS/SCI clearance) and plans for the Office of the Administrator. Plan and exercise Continuity of Operations and Continuity of Government and related programs for the Administrator and FEMA. Have personally responded to over 50 disasters during career (Groundbreaking position, US Army active duty, Washington, DC).

Military Liaison to Florida Division of Emergency Management (FDEM) **2002-2009**

Provided daily recommendations to the Director of FDEM on all military issues. Member of FDEM senior leadership team. Coordinated all military assets and personnel during exercises and emergency response operations. Provided guidance to the state of Florida, federal agencies and local governments in planning for, responding to, recovering from and mitigating against disasters throughout the state of Florida. Provided subject matter expertise to other states during disaster operations (Groundbreaking position, Tallahassee. FL).

Aide-de-Camp **2000-2002**

Served as personal assistant to two Adjutant Generals (TAG) one Army, one Air Force both Major Generals (2 stars). TAG position is appointed by Governor and serves as the leader of the Florida National Guard and the Agency Head for Florida Department of Military Affairs. During this assignment I was personally responsible for the everyday schedule, meetings, and well-being of the TAG (St. Augustine, FL).

Education

- Bachelors Degree, Business Administration, Florida State University
- Masters Degree, Management of Integrated Logistics, Embry Riddle Aeronautical University
- Masters Degree, Strategic Studies, US Army War College
- Graduate of the Harvard Kennedy School's Leadership in Homeland Security Course
- Numerous executive level courses and schools focused on leadership, policy, operations, and strategy

Military Career

- Enlisted Active Duty 1984-1988
- Enlisted Florida National Guard 1989-1992
- Commissioned Officer Florida National Guard 1992-present (Colonel)
- Mobilized in support of Operation Iraqi Freedom and Operation Enduring Freedom
- Combat wounded Veteran, Purple Heart Recipient
- TS/SCI security clearance