

Sandy Soapbox Questionnaire

Your email address: tim@votetimguerrette.com

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Your age: 57

Today's date: July 1, 2024

What year did you move to Collier County, and where were you living previously?

1990, Homestead Air Force Base, Florida

Where did you go to high school, and if you received any post-secondary education, what degree(s), what year(s), and from where?

Bangor High School - 1985 (Maine)

AS Criminal Justice - 2006 Edson State College

BS Business - Hodges University - 2007 - Magna Cum Laude

MA Administration 2013 - Barry University

Graduate FBI National Academy 2013 - Quantico, Virginia

Please summarize your work experience, including employers and dates.

Real Estate Agent/ Broker/ Broker Associate - 2002 - Present (Compass)

Collier County Sheriff's Office 1993-2021 (Retired Chief of Operations)

Florida Marine Patrol 1990-1993 - Patrol Officer

United States Air Force 1986-1990 - Sergeant

After serving four years in the United States Air Force, I started my law enforcement career in 1990 as an officer with the Florida Marine Patrol.

I started with the Collier County Sheriff's Office in 1993 and worked my way to the rank of Chief of Operations. I retired in 2021, after 31 years of service to my community. As the Chief of Operations, I was responsible for managing over 700+ employees, including assisting with the recruitment of new agency members and providing training and career development opportunities. I retired with the honorary rank of Undersheriff.

During my career, I managed several special units within the agency, to include the Patrol Division, Youth Relations, Gangs, SWAT, Aviation, K9, and Marine units developing policies and standard operation procedures specific to these units. I am a graduate of the FBI National Academy #254, and I hold degrees in Criminal Justice, Business, and a Master's Degree in Administration. I feel I possess strong leadership

skills and often served as the Sheriff's representative at public events and in media interviews. I am proficient in managing and supervising agency staff, ensuring compliance with laws and regulations, government budgeting and financial management, developing and implementing policies, procedures, and state laws. I am a certified instructor and owner of Tactical Edge Law Enforcement training, a nationwide consultant company focused on safety and security.

What professional certifications and designations have you received related/relevant to the position you seek? Please include the name of the institution, city and state, and in what year each was completed.

Incident and Command Course, De-Co.US - Naples, Florida 2015

MGT Security Planning - Eastern Kentucky University - Naples, Florida 2013

Supervisor and Leadership Instructor Certificate - Lee County Schools - Fort Myers, Florida 2008

Instructor Certification - FDLE - Tallahassee, Florida 2007

National Incident Management IS-00500 and IS-00700 - FEMA - Naples, Florida 2005 & 2006

Florida Sgt. Leadership Academy - Florida Criminal Justice Institute - Tallahassee, Florida 2003

Instructor Techniques - Southwest Florida Criminal Justice Academy - Fort Myers, Florida 2001

Human Diversity - Southwest Florida Criminal Justice Academy - Fort Myers, Florida 2001

Line Supervision - FDLE - Fort Myers, Florida 1995

Advanced Training Human Relations - FDLE - Fort Myers, Florida 1993

What professional organizations or groups are you currently a member of, and how have you benefitted professionally from that involvement?

Since arriving in Collier County in 1990, I have been involved in several professional organizations and groups. This involvement has greatly benefited me professionally and socially. These organizations provide a platform for networking and connecting

with like-minded professionals. Through these connections, I have been able to expand my professional network, gain valuable insights and knowledge, and stay updated on the latest issues and developments impacting our county. Overall, my involvement in professional organizations and groups in Collier County has helped me grow both personally and professionally, opening up new opportunities and contributing to my professional success.

Big Brothers Big Sisters of the Sun Coast - Board Member and Big Brother
America's Military and 1st Responders Museum - Board Member
NYPD 10-13 Club (Retired Officers) - Board Member
Naples Area Board of Realtors® - Member (Task Force Chairman)
Collier County 100 Club - Member
Chamber of Commerce - Member Leadership Collier Graduate 2008
Collier County Republican Executive Committee - Member
Republican Men's Club of Collier County - Member
Naples Republican Club Member - Member
The Right Club of South Collier County - Member
Women's Republican Club of Naples Federated - Associate Member

What are the three most important functions of the Supervisor of Elections Office? For each, how would you rate the current operation (D = failing, A = exceeding expectations), and why?

The three most important functions of a Florida Supervisor of Elections are:

- 1. Administering Elections:** Currently the Supervisor of Elections office receives a grade of a C-. The Supervisor of Elections Office is merely maintaining the status quo with respect to the administering of elections. The citizens of Collier County deserve a higher level of service. In my conversations with citizens, elected officials, and current and past staff members, the Supervisor of Elections Office, under the current management, is poorly managed with a high turnover rate and extremely poor morale. Citizens and former employees have often conveyed that if current election policy and procedures are in any way questioned, they have been lashed out at by the SOE. This minimizes transparency and confidence in the election process, and stifles any attempt to improve how things are done.
- 2. Provide Safe and Secure Elections for staff and citizens in Collier County:** Currently the Supervisor of Elections office receives a grade of a D. Again, the current Supervisor of Elections is very complacent and naive about the potential threats that exist against our poll workers and SOE staff, as well as the county's election process itself (fraud, cybersecurity, voter registration, etc.).
- 3. Election Compliance:** Currently the Supervisor of Elections office receives a grade of a C. In my opinion, the current management lacks the knowledge and leadership to accurately interpret

election law and communicate the laws, policies and procedures to candidates and citizens of Collier County.

What specific changes would you make to get each of those functions to an A?

Administering Elections: To improve the administration of elections from a grade of C- to A, I would implement the following strategies:

1. Currently the Supervisor of Elections is operating in Status Quo mode. As your Supervisor of Elections, I will enhance voter education through community outreach, improve on the voter registration process and insure accurate voter rolls, enhance training for staff and poll workers, foster transparency by collaborating with the community and organizations to seek feedback and evaluation.
2. To promote transparency, as Supervisor of Elections I will implement a Supervisor of Elections Citizens Academy (Ambassador Program). This program will offer community members the opportunity to attend a 4-week (12- hour) course explaining and showing attendees the complete election process. Unlike simple tours of the Supervisor of Elections Office, this program will provide community members a first-hand, deep-dive into the election process. Directors of the individual divisions within the SOE will outline their duties and show attendees how each process works. This academy will foster close relationships with the community while providing an understanding of the election process. After completion of the academy, attendees will receive a certificate of completion and become designated Supervisor of Elections Ambassadors. This will also assist in recruiting election and poll workers.

Provide Safe and Secure Elections: To improve the administration of elections from a grade of D to A, I would implement the following strategies:

1. Election Safety, I will implement updated protocols to protect voters and election workers from potential threats, and create contingency plans to address any emergency situations that may arise throughout the year and during the electoral process. My goal is to create an atmosphere where individuals (staff and citizens) feel safe and confident in participating in the voting process.
2. As our Supervisor of Elections, I will insure elections are safeguarded to maintain the integrity of the election by protecting against hacking, tampering and interference. I will implement additional audits and advocate for opportunities to hand-count ballots, bringing confidence back, fostering fairness and accuracy in our elections.
3. Voter Fraud - As a Constitutional Officer, I will always advocate for laws that will eliminate voter fraud, and that will prioritize voter roll maintenance, citizenship

verification, and the identification and elimination of anything that would facilitate fraudulent voting practices.

Election Compliance: To improve election compliance from a grade of C to A, I would implement the following strategies:

1. Enhance Voter Education: Increase public awareness and understanding of election laws through voter education campaigns, public forums, and informative materials. This will assist our vulnerable voters, the elderly, military members and others at risk for voter fraud.
2. Strengthen Training and Education for candidates seeking election: Provide comprehensive training programs for candidates seeking election. This will ensure they have a thorough understanding of election laws and procedures. This includes ongoing training to keep candidates and elected officials up to date with any changes in legislation.
3. Strengthen Compliance Monitoring and Enforcement: Implement an in-house Election Fraud Investigative Unit to monitor compliance with election laws and to document and report violations or suspicious activity to local, state and federal law enforcement officials. By actively monitoring elections and taking swift and appropriate action against any violations, our office will deter potential misconduct and ensure that election laws are respected and followed.

Implementing these three measures will contribute to improving election law compliance in the state of Florida, fostering fair and transparent elections for all residents.

All the candidates agree on the importance of secure and accurate elections.

What is the most important specific change you would make that is not currently underway? Roughly how much will it cost? How long will it take? How will you pay for it? - I would immediately implement an Election Fraud Investigative Unit (Task Force) within the Supervisor of Elections office. This unit would be directly supervised by me. With over 30 years of law enforcement and investigative experience, I will spearhead this unit to insure all potential election fraud is properly documented and conveyed to local, state and federal law enforcement.

This unit would not require additional funding above and beyond the budget. I will work with current staff and select volunteers to operate the Investigative Unit (Task Force).

What changes, if any, would you like to make to the Supervisor of Elections Office policies and/or procedures?

I would like to make several positive changes to the Supervisor of Elections Office through updated policies and procedure. I would immediately review ALL current policies and procedures and implement changes that will dramatically improve staff morale and comply with Florida law. For example, I will ensure that our policies and procedures require a thorough background investigation of all candidates seeking a staff position, and that anyone with a criminal background will not be hired to work in our office. I will also ensure that our procedures require that all employees are provided an equal opportunity to grow and advance, and all are treated with fairness and respect, so that we can stop the recent employee lawsuits/complaints brought by employees of the SOE Office.

Roughly how much is the Supervisor of Elections Office budget? How big is the staff? Are either of them too high, too low, or just right, and what do you base your answer on?

Currently the Supervisor of Elections office is operating on a 6.1 million dollar budget with a staff of 24 members.

Budget review - As our elected Supervisor of Elections, as I did for many years at the Collier County Sheriff's Office, I will carefully review the budget line by line to determine if changes need to be made. I will always be fiscally responsible, and ensure taxpayer money is properly utilized.