

OKALOOSA COUNTY CLERK OF CIRCUIT COURT



DEPARTMENT OF INSPECTOR GENERAL



INVESTIGATIVE REPORT: HUMAN RESOURCES

**REPORT NO. INV 25-01
REPORT ISSUED JULY 9, 2025**

ISSUED BY: RENEE F. LARKEY, INSPECTOR GENERAL

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Executive Summary

On July 1, 2025, our office received an anonymous complaint alleging an individual was hired for a Supervisory Control and Data Acquisition (SCADA) Technician position with the County Water and Sewer Department (W&S) that *was not qualified* for the position and had connections to individuals within the W&S Department. The complaint also alleges that an individual who applied for that same position and *was qualified* as well as being a Veteran was never contacted regarding the position. The complaint did not give the name of the applicant that was not contacted and did not give the name of the individual that was hired for the vacant position. The only indicator as to which SCADA position is referenced in the complaint is that this occurred within the last few weeks. Because the complainant was anonymous they could not be contacted and asked for more information.

Background

On July 2, 2025 our office contacted HR and requested copies of all applications received for any posted W&S SCADA Technician position within the last (4) four months. It was determined that there was only one position filled within that time frame for W&S. There was an additional SCADA technician position opening that closed that same day, July 2, 2025; HR had not begun to act on this position, so applications for that posting were not considered.

We met with HR on July 3, 2025 and collected a copy of the job posting, job requirements, copies of all interview notes, copies of the applications of all applicants qualified and interviewed, and copies of any applications where the individual was not qualified, not interviewed, but had Veteran status.

Scope & Methodology

In order to capture the individuals referenced in the anonymous complaint, we requested HR pull all applications submitted for the only SCADA position filled during the previous 4 months. We reviewed all candidates' applications that were interviewed for the position to ascertain which candidate was selected for the position and to determine not only if that candidate was qualified but if they had connections with the W&S Department.

Because the other candidate referred to in the complaint was allegedly not contacted but held veteran status, we reviewed applications of candidates not interviewed but were declaring veteran status. There was only one who met these criteria.

The investigation was performed in compliance with the *Quality Standards for Investigations* found within the *Principles and Standards for Offices of Inspector General* as published by the Association of Inspectors General. The standard or degree of proof required to establish a

conclusion of fact is at least “by a preponderance of evidence,” which indicates evidence that establishes the fact sought to be true is more probable than not.

Investigations by the Department of Inspector General will reach one of the following four conclusions of fact per allegation: substantiated, unsubstantiated, unfounded, or not legally sufficient. **Substantiated** means there is sufficient information to justify a reasonable conclusion that the allegation is true. **Unsubstantiated** means there is insufficient information to either prove or disprove the allegation. **Unfounded** means there is sufficient information to indicate the allegation is false. **Not-Legally Sufficient** means that the allegation does not violate current governing directives.

Allegations

1. A qualified candidate with veteran status applied for the open position of SCADA Technician with the W&S Department and was never contacted.
2. The candidate hired for the SCADA Technician position was not qualified.
3. The candidate hired for the SCADA Technician position had connections with individuals within the W& S Department.

Governing directives:

Okaloosa County Human Resources Policy Manual
Chapter 295 Florida Statutes

Investigative Narrative

On July 1, 2025 an anonymous complaint was received by this office. The complainant stated a friend of his had applied for the SCADA Technician position with the Okaloosa County Water and Sewer Department. The complainant also stated in the complaint that his friend was a veteran and qualified for the position but was never contacted. The complaint further alleges that someone else who was not qualified for the position was hired and had connections with individuals who worked for the W&S Department.

On July 2, 2025 this office contacted the County HR office and requested a meeting with the Director regarding a hiring complaint. A meeting was scheduled for July 3, 2025 in the HR office. In preparation for the meeting this office requested copies of all applications for any W&S SCADA positions filled within the last four months.

On July 3, 2025 IG staff met with the director of HR who provided a list of applicants that were interviewed for the only SCADA position filled within the last four months. The Director also provided a copy of all the applications of those interviewed and identified which candidate was hired. We requested a copy of any applications that were submitted where the candidate claimed

veteran status but was not interviewed. There was only one candidate not interviewed claiming to be a veteran. This individual was deemed not qualified based on his application and was notified by email which was time stamped delivered on May 1, 2025 at 9:02am.

Based on the fact the complainant was anonymous and no names were provided for the candidates referenced in the complaint, our office cannot state without a doubt that the candidate applications we pulled are the individuals referenced in the complaint. However, based on the information that this allegedly occurred within the last few weeks, and this was the only W&S SCADA position filled during that time frame, we can say with reasonable certainty these are the individuals referenced in the complaint.

After reviewing all the information provided, we concluded there were no violations of policy or of Chapter 295 of the Florida Statutes.

Findings of Fact and Recommendations

Allegation 1: Unfounded. *A qualified candidate with veteran status applied for the open position of SCADA Technician with the W&S Department and was never contacted.* According to HR, all qualified candidates were interviewed and all non-qualified candidates were sent an email with a date and time stamp notifying them they did not meet the qualifications. The candidate that our office believes the complaint referred to as not having been contacted, was sent an email on May 1, 2025 at 9:02am. This was the only candidate not interviewed and having claimed veteran status.

Allegation 2: Unfounded. *The candidate hired for the SCADA Technician position was not qualified.* The individual hired has been working in the W&S Department for approximately 7 months and met the qualifications posted for the position, which are documented in his application. The individual was interviewed for the position because he met the qualifications, as were all the other candidates who met the qualifications as posted.

Allegation 3: Not legally sufficient. *The candidate hired for the SCADA Technician position has connections with individuals within the W&S Department.* Knowing someone within a department in which you seek employment is not a violation of policy, governing directives or Florida Statute.

Renee F. Larkey

Renee Ramirez, CIG, CIGI, CIGA, CFE, CECFE, CFCI

Inspector General

Okaloosa County Clerk of Court

101 East James Lee Blvd, Crestview, FL 32536

(850) 689-5000 ext. 3432

Exhibits

- A. W&S SCADA position posting.
- B. Redacted application of individual claiming veteran status but not interviewed.
- C. Redacted application of individual hired for the open position for W&S SCADA.
- D. Redacted version of time stamped email.
- E. Redacted version of a sample email notifying a candidate they did meet the qualifications required for a position.



Okaloosa County SCADA Technician

SALARY	\$26.43 - \$37.44 Hourly	LOCATION	Water & Sewer - Fort Walton Beach, FL
JOB TYPE	Full-Time	JOB NUMBER	25-091
DEPARTMENT	Water & Sewer	OPENING DATE	04/10/2025
CLOSING DATE	5/8/2025 12:33 PM Central		

GENERAL STATEMENT OF JOB

Operates, troubleshoots, maintains and repairs the Supervisory Control and Data Acquisition (SCADA) system for the Water & Sewer Department.

EXAMPLES OF WORK

- Performs regular field site visits to each SCADA location; identifies and records any SCADA system components in need of replacement, and takes corrective action to ensure proper working order of the site.
- Performs maintenance on SCADA equipment located in sewer pump station wet wells; including but not limited to, installing, maintaining and cleaning submersible and radar transducers.
- Responds to SCADA alarms, investigates source of issue, and takes corrective action including removal and replacement of various SCADA components (PLCs, transducers, HMIs, modems, I/O devices etc.).
- Assists with the start-up of new lift stations to ensure SCADA components are correctly capturing and reporting all necessary data.
- Performs water tank calibrations; collaborates with the Water Operations and Engineering teams to climb water tanks, check equipment, communicate level information, and ensure SCADA is calibrated to reflect accurate water levels.
- Troubleshoots and/or traces electrical circuits in control panels and other equipment; identifies and repairs/replaces defective component(s).
- Updates records maintenance logs, to include work orders, materials and supplies utilized, cost estimates, labor required, and maintenance and fuel logs.
- Must be available for standby during off-duty hours and respond to the site of emergencies within 90 minutes of notification.
- Climbs water towers and radio masts to access, install, evaluate and repair SCADA equipment.
- Performs other duties as assigned.

MINIMUM QUALIFICATIONS

Education, Training, and Experience: Associate's degree in Computer Science, Electronics, or a closely-related field supplemented by two (2) years of progressively responsible SCADA system related experience, to include considerable experience working with PLCs, HMIs, networking hardware and software maintenance; or an equivalent combination of education, training and experience which provides the required knowledge, skills and abilities. Wonderware software and SCADA experience is preferred. Experience with Programmable Logic Controllers (PLCs) in a water & sewer SCADA environment is preferred.

Licenses and/or Certifications: Requires a valid driver license.

OTHER REQUIREMENTS

Physical Requirements: Must be able to identify and distinguish electrical components. Must be able to exert over 100 pounds of force occasionally, or 50 to 100 pounds of force frequently, or 10 to 25 pounds of force constantly to lift, carry, push, pull or otherwise move objects. Must be able to ascend or descend ladders, stairs, scaffolding, ramps, poles, and the like, using feet and legs or hands and arms. Tasks include considerable bending, stooping, climbing, etc., and working in confined spaces. Must be able to sit for long periods of time. Physical demands are in excess of those for sedentary work.

Language Ability: Requires the ability to communicate effectively in English. Must be able to speak with clarity, and to articulate information to others. Requires the ability to read and interpret a variety of policy and procedure manuals, and technical terminology regarding processing operations, equipment and machinery maintenance and meter/gauge interpretation.

Intelligence: Requires the ability to apply principles of common sense understanding to carry out detailed but uninvolved written or oral instructions; to deal with problems involving concrete variables in or from standardized situations; to perform manual labor and machine operations; to make independent judgments in the absence of supervisor; to acquire knowledge of topics related to primary occupation.

Numerical Aptitude: Must be able to add, subtract, multiply and divide; may require the ability to calculate decimals and percentages, compute ratio and proportion.

Interpersonal Temperament: Requires the ability to deal with people beyond receiving instructions. Must be adaptable to performing under varying levels of stress when confronted with an emergency or tight deadline. Requires the ability to exercise consistent tact and courtesy when in frequent contact with various professionals, county staff, and the general public.

Employer
Okaloosa County

Address
302 N. Wilson St. Suite 203

Crestview, Florida, 32536

Phone
(850) 689-5870

Website
<http://www.myokaloosa.com>

SCADA Technician Supplemental Questionnaire

*QUESTION 1

Please indicate which best describes your highest level of completed education.

- ☐ No formal education completed, but I have relevant experience
- ☐ High School Diploma or GED.
- ☐ Associates Degree
- ☐ Bachelors Degree
- ☐ Masters Degree
- ☐ None of the above.

***QUESTION 2**

If you indicated completion of a degree in the previous question, please state your major (if not, please enter N/A) in the space provided.

***QUESTION 3**

How many years of progressively responsible SCADA system related experience do you possess to include considerable experience working with PLC's, HMI's, networking hardware and software maintenance?

- ☐ None
- ☐ Less than 2 years
- ☐ At least 2 years but less than 4 years
- ☐ At least 4 years but less than 6 years
- ☐ At least 6 years but less than 8 years
- ☐ 8 years or more

***QUESTION 4**

Please describe your progressively responsible SCADA system related experience, to include considerable experience working with PLC's, HMI's, networking hardware and software maintenance (if none, please enter "N/A") in the space provided.

***QUESTION 5**

Do you have water and sewer experience?

- ☐ Yes
- ☐ No

***QUESTION 6**

Do you have experience with Wireless networking (excluding local WIFI) and/or FCC licensed Radio Frequency Data Networking?

- ☐ Yes
- ☐ No

***QUESTION 7**

If you answered yes to the previous question, please describe in detail, your experience with Wireless networking (excluding local WIFI) and/or FCC licensed Radio Frequency Data Networking (if none, please enter "N/A") in the space provided.

***QUESTION 8**

How many years of experience do you possess working with Wonderware and/or other SCADA software?

- ☐ None

- ☐ Less than 1 year
- ☐ At least 1 year but less than 2 years
- ☐ At least 2 years but less than 4 years
- ☐ At least 4 years but less than 6 years
- ☐ At least 6 years but less than 8 years
- ☐ At least 8 or more years

***QUESTION 9**

Please describe in detail, your experience with Wonderware and/or other SCADA software (if none, please enter "N/A") in the space provided.

***QUESTION 10**

Do you possess experience with Programmable Logic Controllers (PLC)?

- ☐ Yes
- ☐ No

***QUESTION 11**

Do you possess experience with Programmable Logic Controllers (PLC) in a Water & Sewer SCADA environment?

- ☐ Yes
- ☐ No

***QUESTION 12**

Please describe your experience with Programmable Logic Controllers (PLC) (if none, please enter "N/A") in the space provided.

***QUESTION 13**

Do you have experience with Fiber Optic hardware and software?

- ☐ Yes
- ☐ No

***QUESTION 14**

If you answered yes to the previous question, please describe in detail, your experience with Fiber Optic hardware and software (if none, please enter "N/A") in the space provided.

***QUESTION 15**

Please list any certifications you have (if none, please enter "N/A") in the space provided.

***QUESTION 16**

How many years of experience do you possess in resolving Radio Frequency Data Networking problems?

- ☐ None
- ☐ Less than 1 year
- ☐ At least 1 year but less than 2 years
- ☐ At least 2 year but less than 4 years
- ☐ At least 4 years but less than 6 years
- ☐ At least 6 years but less than 8 years

☐ At least 8 or more years

QUESTION 17

Please describe in detail, your experience in resolving Radio Frequency Data Networking problems (If none, please type "none" in the space provided).

*QUESTION 18

Do you possess a valid driver license?

☐ Yes

☐ No

* Required Question

EMPLOYMENT APPLICATION		
	OKALOOSA COUNTY 302 N. Wilson St. Suite 203 Crestview, Florida 32536 (850) 689-5870 http://www.myokaloosa.com 25-091 SCADA TECHNICIAN	Received: 5/1/25 2:59 AM For Official Use Only: QUAL: _____ DNQ: _____ <input type="checkbox"/> Experience <input type="checkbox"/> Training <input type="checkbox"/> Other: _____
PERSONAL INFORMATION		
POSITION TITLE: SCADA TECHNICIAN		EXAM ID#: 25-091
NAME: [REDACTED]		SOCIAL SECURITY NUMBER: N/A
ADDRESS: (Street, City, State/Province, Zip/Postal Code) [REDACTED]		EMAIL ADDRESS: [REDACTED]
HOME PHONE: [REDACTED]		NOTIFICATION PREFERENCE: Email
LEGAL RIGHT TO WORK IN THE UNITED STATES? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
What is your highest level of education? Associate's Degree		
PREFERENCES		
MINIMUM COMPENSATION: \$26.50 per hour		ARE YOU WILLING TO RELOCATE? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Maybe
WHAT TYPE OF JOB ARE YOU LOOKING FOR? Regular, Temporary, Seasonal, Internship		
TYPES OF WORK YOU WILL ACCEPT: Full Time, Part Time		
SHIFTS YOU WILL ACCEPT: Day, Evening, Weekends		
OBJECTIVE: To broaden my knowledge base and experience as a technician of 4+ years, fund my further education, and support my local community.		
EDUCATION		
DATES: [REDACTED]	SCHOOL NAME: [REDACTED]	
LOCATION: (City, State/Province) [REDACTED]	DID YOU GRADUATE? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	DEGREE RECEIVED: Bachelor's
MAJOR: Bachelor of Cybersecurity	UNITS COMPLETED: 108 - Semester	
DATES: [REDACTED]	SCHOOL NAME: COMMUNITY COLLEGE OF THE AIR FORCE	
LOCATION: (City, State/Province) [REDACTED]	DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: Vocational
MAJOR: Associate of Electronic Systems	UNITS COMPLETED: 60 - Semester	
DATES: [REDACTED]	SCHOOL NAME: [REDACTED]	
LOCATION: (City, State/Province) [REDACTED]	DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: High School Diploma
WORK EXPERIENCE		
DATES: From: 11/2019 To: 11/2023	EMPLOYER: UNITED STATES AIR FORCE	POSITION TITLE: Radio Frequency Technician
ADDRESS: (Street, City, State/Province, Zip/Postal Code) Ramstein AB, Armed Forces Africa/Canada/Europe/Middle East		
HOURS PER WEEK: 40	SALARY: \$3,000.00/month	
DUTIES: UNITED STATES AIR FORCE, Ramstein, GE ----- * Conducted IT training for work-center, resulting in 72 personnel being qualified on 5,573 total training tasks * Inspected and audited \$50.7M in Federal communication assets * Installed multi-national airport network with over 600 total users, persistent maintenance enabled for zero downtime, preventing customer service impact * Led team into rapid deployment of critical backup infrastructure, resolving short-term degradation of long distance encrypted communication capability * Monitors communication systems for outages, working with military and civilian customers, to guarantee continuing service availability and individualized support		

REASON FOR LEAVING:
Separation, with honorable discharge.

CERTIFICATES AND LICENSES**TYPE:**

CompTia Security+

LICENSE NUMBER:**ISSUING AGENCY:**

CompTIA

TYPE:

Google IT Support Professional

LICENSE NUMBER:**ISSUING AGENCY:**

Google

Skills**OFFICE SKILLS:**

Typing:80

Data Entry:0

OTHER SKILLS:

Satellite Communications - Intermediate - 4 years and 0 months

Cisco Networking - Beginner - 1 years and 0 months

Linux Systems - Intermediate - 8 years and 0 months

Project Management - Beginner - 2 years and 0 months

LANGUAGE(S):**ADDITIONAL INFORMATION****Personal****OTHER EXPERIENCE**

January 2012-2016

Linux Specialist

- Secured compromised Linux Images using VMware Virtual Machine software

REFERENCES**REFERENCE TYPE:**

Professional

NAME:**POSITION:**

Recruiter

ADDRESS: (Street, City, State/Province, Zip/Postal Code)**EMAIL ADDRESS:****PHONE NUMBER:**

Agency-Wide Questions

1. **Are you a current or previous employee of Okaloosa County Board of County Commissioners?**
No
2. **If you answered yes to the previous question, indicate department(s)/division(s), position(s), and reason for leaving if applicable.**
3. **Are you legally authorized to work in the U.S.?**
Yes
4. **Are you at least 18 years of age?**
Yes

I wish to claim Veterans' Preference for employment in accordance with Chapter 295 of the Florida Statutes. I qualify under the following category: (Check one) **Please note: DOCUMENTATION (DD214 or comparable qualifying documentation substantiating eligibility) MUST BE RECEIVED NO LATER THAN 11:59 P.M. ON THE CLOSING DATE OF THE JOB POSTING. Applicants claiming Preference may attach their documentation to their online application when they apply or may mail or bring their documentation to Okaloosa County Human Resources Department at 302 N Wilson St. Suite 203, Crestview, FL 32536, or FAX to (850)689-5889. In addition to the DD214, Disabled Veterans shall furnish documentation from the Department of Defense, the DVA, or the Department certifying a service connected disability. See the Veterans' Preference link on our website for more information. "Wartime Era" Includes: World War II: 12/07/41-12/31/46; Korean Conflict: 06/27/50-01-31-55; Vietnam Era: 02/28/61-05/07/75; Persian Gulf War: 08/02/90-01/02/92; Operation Enduring Freedom: 10/07/01-TBD; Operation Iraqi Freedom: 03/19/03-TBD; Operation New Dawn: 9/1/2010 - TBD.

A Veteran with an existing compensable service-connected disability who is eligible for or receiving compensation, disability retirement or pension under public laws administered by the DVA and the Department of Defense. (20)

6. **Please indicate the Character of Discharge: (Check one)**
Honorable
7. **If you are a Veteran, please indicate which branch and dates of service (if not, please enter "N/A") in the space provided.**
Air Force, 2019-2023
8. **If you are a male between the ages of 18 and 26, have you registered with the U.S. Selective Service System or are you exempt from such registration?**
Not Applicable
9. **Do you have any relatives employed by Okaloosa County Board of County Commissioners?**
No
10. **If you answered yes to the question above, please furnish name of relative(s), relationship(s), and department.**
11. **Are you a current or former law enforcement officer, correctional officer, firefighter or other exemption-qualified employee, or the spouse or child of one who is exempt from public records disclosure under 119.07(3)(i), F.S.? Please see Florida Statute Chapter 119, section 119.07 for a complete list of positions exempt from public records disclosure.**
No
12. **The Okaloosa County Board of County Commissioners is an E-Verify employer. E-Verify is a program that electronically confirms an employee's eligibility to work in the United States after completion of the Employment Eligibility Verification Form (Form I-9). I understand, that if hired, my employment eligibility will be verified through E-Verify.**
I Agree
13. **I understand and agree that any potential job offer is contingent upon the completion of a satisfactory background check.**
I Agree
14. **Equal Employment Opportunity The following information is being requested on a voluntary basis. This information will be used for research, analysis, and to evaluate the effectiveness of our recruiting efforts. The information in no way affects you as an individual applicant and will not be used in making an employment decision. Please indicate that you have read and acknowledge the above statement.**

I have read and acknowledge the above statement

Job Specific Supplemental Questions

1. **Please indicate which best describes your highest level of completed education.**
Associates Degree
2. **If you indicated completion of a degree in the previous question, please state your major (if not, please enter N/A) in the space provided.**
I am currently 24 credits away from my Bachelor's, which would be achieved at latest, December 2025, and at earliest, October 2025.
3. **How many years of progressively responsible SCADA system related experience do you possess to include considerable experience working with PLC's, HMI's, networking hardware and software maintenance?**
None
4. **Please describe your progressively responsible SCADA system related experience, to include considerable experience working with PLC's, HMI's, networking hardware and software maintenance (if none, please enter "N/A") in the space provided.**
N/A
5. **Do you have water and sewer experience?**
No
6. **Do you have experience with Wireless networking (excluding local WIFI) and/or FCC licensed Radio Frequency Data Networking?**
Yes
7. **If you answered yes to the previous question, please describe in detail, your experience with Wireless networking (excluding local WIFI) and/or FCC licensed Radio Frequency Data Networking (if none, please enter "N/A") in the space provided.**
4 years working as a Radio Frequency technician in the US Air Force, configuring and installing land mobile radio (LMR) networks, base stations, antennas (parabolic dish and others mounted on masts,) encryption, and modems. 8+ years experience working with computer systems in general. Approximately one year working with Cisco Networking architecture, to include wireless access points and routers. Additional 4 years experience with heavy machinery such as forklifts and load-bearing trucks.
8. **How many years of experience do you possess working with Wonderware and/or other SCADA software?**
None
9. **Please describe in detail, your experience with Wonderware and/or other SCADA software (if none, please enter "N/A") in the space provided.**
N/A
10. **Do you possess experience with Programmable Logic Controllers (PLC)?**
No
11. **Do you possess experience with Programmable Logic Controllers (PLC) in a Water & Sewer SCADA environment?**
No
12. **Please describe your experience with Programmable Logic Controllers (PLC) (if none, please enter "N/A") in the space provided.**
N/A
13. **Do you have experience with Fiber Optic hardware and software?**
Yes
14. **If you answered yes to the previous question, please describe in detail, your experience with Fiber Optic hardware and software (if none, please enter "N/A") in the space provided.**
Approximately one year working with [REDACTED] to include wireless access points and routers.
15. **Please list any certifications you have (if none, please enter "N/A") in the space provided.**
CompTIA Security+, Google IT Support Professional
16. **How many years of experience do you possess in resolving Radio Frequency Data Networking problems?**
At least 1 year but less than 2 years
17. **Please describe in detail, your experience in resolving Radio Frequency Data Networking problems (if none, please type "none" in the space provided).**
Limited experience working with/setting up peer-to-peer ANW2 networks.
18. **Do you possess a valid driver license?**
Yes

The following terms were accepted by the applicant upon submitting the online application:

PLEASE READ CAREFULLY

APPLICANT'S CERTIFICATION AND STATEMENT

Okaloosa County is an affirmative action, equal opportunity employer that always employs the best qualified individual for the job based on job-related qualifications, and regardless of actual or perceived race, national origin, color, religion, sex, physical or mental disability, sexual orientation, gender identity, genetic information, age, marital status, political affiliation, or protected activity.

Okaloosa County complies with the mandates of the Americans With Disabilities Act. Disabled individuals are encouraged to apply for positions and the County will reasonably accommodate such individuals, both in any pre-employment testing and/or with respect to the job applied for. If special assistance is needed in the application process, please feel free to contact the Human Resources Department.

By clicking on the 'Accept' button, I hereby certify that every statement I have made in this application is true and complete to the best of my knowledge. I understand that any false statement, misrepresentation, or omission of facts, may be cause for denying me the right to employment or for my later dismissal. I understand if I am employed, I will be an at will employee and can be terminated with or without cause. I agree, if hired, to abide by all policies, rules, and regulations of Okaloosa County.

Permission is hereby granted to Okaloosa County to investigate my personal history, conduct a criminal background check, and solicit statements from any person or organization with which I have ever been associated. In consideration of the receipt of this application by Okaloosa County, I hereby release Okaloosa County and all persons or organizations from any liability arising from such statements, their solicitation or use. I understand that my employment is contingent upon the accuracy of the information contained herein, and that if I am employed, the information given in this application will be used as part of my personnel records.


I understand that I will have to produce documentation verifying identity and employment eligibility in the U.S. I understand that I may be required to verify any and all information given on this application. I understand that this completed application is the property of Okaloosa County and will not be returned.

I freely and voluntarily agree to submit to a drug test as part of my application for employment. I understand that either my refusal to submit to a drug test or a positive test result for illegal drugs will disqualify me from further consideration for this position.

I understand that I must notify the Human Resources Department of any changes in my name, address, or phone number. Okaloosa County Board of County Commissioners collects your social security number for the following purposes: identification and verification, tax and retirement reporting, new hire reporting required by F.S. 409.2576 and 42 U.S.C. 653A, benefits processing and background investigations. Social Security numbers are also used as a unique numeric identifier and may be used for search purposes.

I have read in full and understand the above statements and conditions of employment.

This application was submitted by [REDACTED] on 5/1/25 2:59 AM

EMPLOYMENT APPLICATION		
	OKALOOSA COUNTY 302 N. Wilson St. Suite 203 Crestview, Florida 32536 (850) 689-5870 http://www.myokaloosa.com <div style="background-color: black; width: 150px; height: 15px; margin: 5px auto;"></div> 25-091 SCADA TECHNICIAN	Received: 4/20/25 9:17 AM For Official Use Only: QUAL: _____ DNQ: _____ <input type="checkbox"/> Experience <input type="checkbox"/> Training <input type="checkbox"/> Other: _____
PERSONAL INFORMATION		
POSITION TITLE: SCADA TECHNICIAN		EXAM ID#: 25-091
NAME: (Last, First, Middle) <div style="background-color: black; width: 150px; height: 15px;"></div>		SOCIAL SECURITY NUMBER: N/A
ADDRESS: (Street, City, State/Province, Zip/Postal Code) <div style="background-color: black; width: 150px; height: 15px;"></div>		EMAIL ADDRESS: <div style="background-color: black; width: 100px; height: 15px;"></div>
HOME PHONE: <div style="background-color: black; width: 100px; height: 15px;"></div>		NOTIFICATION PREFERENCE: Email
LEGAL RIGHT TO WORK IN THE UNITED STATES? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
What is your highest level of education? Associate's Degree		
PREFERENCES		
MINIMUM COMPENSATION: \$28.00 per hour		ARE YOU WILLING TO RELOCATE? <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Maybe
WHAT TYPE OF JOB ARE YOU LOOKING FOR? Regular		
TYPES OF WORK YOU WILL ACCEPT: Full Time		
SHIFTS YOU WILL ACCEPT: Day, Evening, Night, Rotating, Weekends, On Call (as needed)		
OBJECTIVE: To Obtain employment as and SCADA technician for the county		
EDUCATION		
DATES: _____	SCHOOL NAME: <div style="background-color: black; width: 150px; height: 15px;"></div>	
LOCATION: (City, State/Province) <div style="background-color: black; width: 100px; height: 15px;"></div>	DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: Associate's
MAJOR: AS Degree		
WORK EXPERIENCE		
DATES: From: 10/2024 To: Present	EMPLOYER: Okaloosa County Water & sewer	POSITION TITLE: Maintenance Technician
ADDRESS: (Street, City, State/Province, Zip/Postal Code) Shallmar, Florida, 32579		
SUPERVISOR: Brad Callaway - Electronics supervisor	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
HOURS PER WEEK: 40		
DUTIES: <ul style="list-style-type: none"> oConduct routine and emergency maintenance on SCADA-controlled water distribution and wastewater systems. oPerform regular site visits to lift stations and other SCADA sites to inspect equipment and ensure proper function of sensors, PLCs, HMIs, and transmitters. oTroubleshoot and repair electrical circuits within control panels and station systems; replace or recalibrate faulty relays, pressure sensors, transducers, and modems oMonitor, evaluate, and modify lift station operations using the SCADA interface and control systems. oAssist in start-up and integration of new station sites, including installation and verification of SCADA connectivity and equipment calibration oConduct tank level calibrations in coordination with engineering teams; climb tanks to inspect radar and submersible transducers oMaintain detailed maintenance logs, equipment usage records, and SCADA alarm documentation oRespond to after-hours SCADA alarms within required timeframes to prevent or mitigate system disruptions 		
REASON FOR LEAVING: would like to stay with Okaloosa but transfer my position to the Scada team		
DATES: From: 7/2022 To: 1/2024	EMPLOYER: Blue Ocean Mariculture	POSITION TITLE: Lead Technician
ADDRESS: (Street, City, State/Province, Zip/Postal Code) kaiua-kona, Hawaii		

SUPERVISOR: Federico Rotman - President		MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
HOURS PER WEEK: 40			
DUTIES: o Design, maintain, trouble shoot, and repair facility life support machinery including, in line submersible pumps, power generators, O2 & O3 oxygen generators o Wire, install and maintain facility parameter monitoring systems including PLC controllers and alarm systems for oxygen, ph, temperature and salinity o Create standard operating procedures for facility maintenance and checks of critical equipment o Conduct emergency repair of facility power systems and life support systems			
REASON FOR LEAVING: moving to florida			
DATES: From: 1/2014 To: 3/2020		EMPLOYER: United states navy	
		POSITION TITLE: Gas Turbine Plant Supervisor	
ADDRESS: (Street, City, State/Province, Zip/Postal Code) kallua-kona, Hawaii			
MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			
HOURS PER WEEK: 40			
DUTIES: Operate, repair, and perform maintenance on electrical components of gas turbine engines, propulsion machinery, auxiliary equipment, propulsion control systems, and electrical circuitry Managed schedule of preventive maintenance program on equipment including but not limited to Motor Controllers, Switch gears, Breakers, Engine controllers, Data Interface units, electrically operated valves, transformers, and digital video surveillance system			
REASON FOR LEAVING: contract ended			

CERTIFICATES AND LICENSES

Nothing Entered For This Section

Skills

Nothing Entered For This Section

ADDITIONAL INFORMATION

Nothing Entered For This Section

REFERENCES

Nothing Entered For This Section

Agency-Wide Questions

1. **Are you a current or previous employee of Okaloosa County Board of County Commissioners?**
No
2. **If you answered yes to the previous question, indicate department(s)/division(s), position(s), and reason for leaving if applicable.**
3. **Are you legally authorized to work in the U.S.?**
Yes
4. **Are you at least 18 years of age?**
Yes
I wish to claim Veterans' Preference for employment in accordance with Chapter 295 of the Florida Statutes. I qualify under the following category: (Check one) ****Please note: DOCUMENTATION (DD214 or comparable qualifying documentation substantiating eligibility) MUST BE RECEIVED NO LATER THAN 11:59 P.M. ON THE CLOSING DATE OF THE JOB POSTING. Applicants claiming Preference may attach their documentation to their online application when they apply or may mail or bring their documentation to Okaloosa County Human Resources Department at 302 N Wilson St. Suite 203, Crestview, FL 32536, or FAX to (850)689-5889. In addition to the DD214, Disabled Veterans shall furnish documentation from the Department of Defense, the DVA, or the Department certifying a service connected disability. See the Veterans' Preference link on our website for more information. "Wartime Era" includes: World War II: 12/07/41-12/31/46; Korean Conflict: 06/27/50-01-31-55; Vietnam Era: 02/28/61-05/07/75; Persian Gulf War: 08/02/90-01/02/92; Operation Enduring Freedom: 10/07/01-TBD; Operation Iraqi Freedom: 03/19/03-TBD; Operation New Dawn: 9/1/2010 - TBD.**
A Veteran with an existing compensable service-connected disability who is eligible for or receiving compensation, disability retirement or pension under public laws administered by the DVA and the Department of Defense. (20)
5. **Please indicate the Character of Discharge: (Check one)**
Honorable
6. **If you are a Veteran, please indicate which branch and dates of service (if not, please enter "N/A") in the space provided.**
Navy
7. **If you are a male between the ages of 18 and 26, have you registered with the U.S. Selective Service System or are you exempt from such registration?**
Yes
8. **Do you have any relatives employed by Okaloosa County Board of County Commissioners?**
No
9. **If you answered yes to the question above, please furnish name of relative(s), relationship(s), and department.**
10. **Are you a current or former law enforcement officer, correctional officer, firefighter or other exemption-qualified employee, or the spouse or child of one who is exempt from public records disclosure under 119.07(3)(I), F.S.? Please see Florida Statute Chapter 119, section 119.07 for a complete list of positions exempt from public records disclosure.**
No
11. **The Okaloosa County Board of County Commissioners is an E-Verify employer. E-Verify is a program that electronically confirms an employee's eligibility to work in the United States after completion of the Employment Eligibility Verification Form (Form I-9). I understand, that if hired, my employment eligibility will be verified through E-Verify.**
I Agree
12. **I understand and agree that any potential job offer is contingent upon the completion of a satisfactory background check.**
I Agree
13. **Equal Employment Opportunity The following information is being requested on a voluntary basis. This information will be used for research, analysis, and to evaluate the effectiveness of our recruiting efforts. The information in no way affects you as an individual applicant and will not be used in making an employment decision. Please indicate that you have read and acknowledge the above statement.**
I have read and acknowledge the above statement
- 14.

Job Specific Supplemental Questions

1. **Please indicate which best describes your highest level of completed education.**

Associates Degree

2. **If you indicated completion of a degree in the previous question, please state your major (if not, please enter N/A) in the space provided.**

Electrical technology

3. **How many years of progressively responsible SCADA system related experience do you possess to include considerable experience working with PLC's, HMI's, networking hardware and software maintenance?**

8 years or more

4. **Please describe your progressively responsible SCADA system related experience, to include considerable experience working with PLC's, HMI's, networking hardware and software maintenance (if none, please enter "N/A") in the space provided.**

I have progressively responsible SCADA system-related experience through my current role with Okaloosa County Water & Sewer, where I perform routine and emergency maintenance on SCADA-controlled water distribution and wastewater systems. I conduct regular field visits to lift stations, inspect and respond to system alarms outside of normal hours. I have hands-on experience with PLC programming and troubleshooting, HMI monitoring interfaces, and basic networking hardware integration as part of SCADA functionality. I also assist with integrating new lift stations into the SCADA network. My background in the U.S. Navy and aquaculture facilities has further solidified my skills with control systems, sensors, and system automation.

5. **Do you have water and sewer experience?**

Yes

6. **Do you have experience with Wireless networking (excluding local WIFI) and/or FCC licensed Radio Frequency Data Networking?**

Yes

7. **If you answered yes to the previous question, please describe in detail, your experience with Wireless networking (excluding local WIFI) and/or FCC licensed Radio Frequency Data Networking (if none, please enter "N/A") in the space provided.**

While serving in the U.S. Navy as a Gas Turbine Plant Supervisor, I worked with shipboard communication and control systems that relied on secure radio frequency (RF) data transmission for monitoring and operating propulsion and support systems. This included coordinating equipment that transmitted data across long distances and non-WIFI frequencies for system alerts and operational control. While not directly FCC-licensed, this work required a solid understanding of RF behavior, signal integrity, and troubleshooting remote communication issues under real-time conditions.

In addition, my Associate of Science degree in Electrical Technology - Automation Technician from Long Beach City College included coursework in industrial networking, instrumentation, and control systems. I studied the principles of wireless communication in industrial environments, including challenges related to frequency interference, shielding, and integration with PLC and SCADA-based systems. This education enhanced my ability to understand and work with wireless telemetry, which is often critical in remote monitoring for water and sewer infrastructure.

8. **How many years of experience do you possess working with Wonderware and/or other SCADA software?**

At least 2 years but less than 4 years

9. **Please describe in detail, your experience with Wonderware and/or other SCADA software (if none, please enter "N/A") in the space provided.**

I currently work with SCADA software daily in my role at Okaloosa County Water & Sewer, where I monitor and evaluate lift station operations, respond to SCADA alarms, and assist with new station integrations. While I have not directly used Wonderware specifically, I am familiar with SCADA interfaces that include HMI visualization, data logging, and control functionality. My responsibilities include using SCADA to track system performance, calibrate sensors, and troubleshoot remote equipment, including PLCs, modems, and transducers.

Additionally, my experience working with PLCs and alarm systems in both aquaculture and military settings has given me a strong foundation in control systems and system feedback loops. I am confident in my ability to learn and adapt to Wonderware or any SCADA platform, given my hands-on background and technical training in automation and electrical systems.

10. **Do you possess experience with Programmable Logic Controllers (PLC)?**

Yes

11. **Do you possess experience with Programmable Logic Controllers (PLC) in a Water & Sewer SCADA environment?**

Yes

12. **Please describe your experience with Programmable Logic Controllers (PLC) (if none, please enter "N/A") in the space provided.**

I have extensive experience working with Programmable Logic Controllers (PLCs) across multiple settings. In my current role with Okaloosa County Water & Sewer, I work directly with PLC-controlled lift stations as part of the SCADA system. My responsibilities include troubleshooting PLCs, replacing faulty components, ensuring proper signal input/output, and verifying correct data communication with HMIs and other SCADA elements. I also assist with new station startups to confirm proper PLC integration and sensor calibration.

Previously, as Lead Technician at Blue Ocean Mariculture, I installed and maintained PLC systems used for life support and environmental monitoring, including alarm triggers for oxygen, temperature, pH, and salinity. I also helped develop standard operating procedures that incorporated PLC system checks and maintenance.

Additionally, my academic background includes coursework in industrial automation and PLC programming as part of my A.S. degree in Electrical Technology - Automation Technician. This provided me with a strong foundation in ladder logic, input/output mapping, and system troubleshooting.

13. **Do you have experience with Fiber Optic hardware and software?**

Yes

14. If you answered yes to the previous question, please describe in detail, your experience with Fiber Optic hardware and software (if none, please enter "N/A") in the space provided.

While I have not specialized in fiber optic installation or network design, I do have exposure to fiber optic systems through my work with SCADA and control systems in both municipal and military settings. In my current role at Okaloosa County Water & Sewer, I interact with SCADA-connected components that may utilize fiber optic communication as part of the broader data infrastructure, particularly for long-distance or high-speed signal transmission between lift stations and central control. Additionally, during my time in the U.S. Navy, I worked with complex electronic and control systems that relied on high-integrity data communication, some of which involved fiber optic or shielded signal pathways for reliability in harsh environments. My foundational training in electrical technology and systems troubleshooting supports my understanding of signal transmission principles, including those related to fiber optics.

I am confident in my ability to work with fiber optic hardware and software with minimal additional training, due to my strong background in electrical systems, signal troubleshooting, and SCADA infrastructure.

15. Please list any certifications you have (if none, please enter "N/A") in the space provided.

N/A

16. How many years of experience do you possess in resolving Radio Frequency Data Networking problems?

At least 2 year but less than 4 years

17. Please describe in detail, your experience in resolving Radio Frequency Data Networking problems (If none, please type "none" in the space provided).

While I do not directly troubleshoot SCADA software or radio frequency data networking systems, I regularly work with field equipment that is integrated into SCADA networks and relies on wireless communication, including PLCs, HMIs, modems, and sensors. In my current role with Okaloosa County Water & Sewer, I assist with equipment installations, calibrations, and maintenance at remote lift stations that transmit data via SCADA, which may involve RF-based communication.

My background in the U.S. Navy also included working with operational systems that used secure, non-WiFi wireless communication methods, which required an understanding of signal transmission reliability and system readiness. While I have not led RF troubleshooting specifically, I have supporting experience with equipment dependent on those systems and understand the importance of proper signal flow and integration in remote monitoring environments.

18. Do you possess a valid driver license?

Yes

The following terms were accepted by the applicant upon submitting the online application:

PLEASE READ CAREFULLY

APPLICANT'S CERTIFICATION AND STATEMENT

Okaloosa County is an affirmative action, equal opportunity employer that always employs the best qualified individual for the job based on job-related qualifications, and regardless of actual or perceived race, national origin, color, religion, sex, physical or mental disability, sexual orientation, gender identity, genetic information, age, marital status, political affiliation, or protected activity.

Okaloosa County complies with the mandates of the Americans With Disabilities Act. Disabled individuals are encouraged to apply for positions and the County will reasonably accommodate such individuals, both in any pre-employment testing and/or with respect to the job applied for. If special assistance is needed in the application process, please feel free to contact the Human Resources Department.

By clicking on the 'Accept' button, I hereby certify that every statement I have made in this application is true and complete to the best of my knowledge. I understand that any false statement, misrepresentation, or omission of facts, may be cause for denying me the right to employment or for my later dismissal. I understand if I am employed, I will be an at will employee and can be terminated with or without cause. I agree, if hired, to abide by all policies, rules, and regulations of Okaloosa County.

Permission is hereby granted to Okaloosa County to investigate my personal history, conduct a criminal background check, and solicit statements from any person or organization with which I have ever been associated. In consideration of the receipt of this application by Okaloosa County, I hereby release Okaloosa County and all persons or organizations from any liability arising from such statements, their solicitation or use. I understand that my employment is contingent upon the accuracy of the information contained herein, and that if I am employed, the information given in this application will be used as part of my personnel records.

I understand that I will have to produce documentation verifying identity and employment eligibility in the U.S. I understand that I may be required to verify any and all information given on this application. I understand that this completed application is the property of Okaloosa County and will not be returned.

I freely and voluntarily agree to submit to a drug test as part of my application for employment. I understand that either my refusal to submit to a drug test or a positive test result for illegal drugs will disqualify me from further consideration for this position.

I understand that I must notify the Human Resources Department of any changes in my name, address, or phone number. Okaloosa County Board of County Commissioners collects your social security number for the following purposes: identification and verification, tax and retirement reporting, new hire reporting required by F.S. 409.2576 and 42 U.S.C. 653A, benefits processing and background investigations. Social Security numbers are also used as a unique numeric identifier and may be used for search purposes.

I have read in full and understand the above statements and conditions of employment.

This application was submitted by [REDACTED] on 4/20/25 9:17 AM

N

RECRUITING (INSIGHT)

Search...

ELIZABETH DOYAL

My HR

Jobs

Applicants

Tests

Lists

Reports

Career Pages

EXHIBIT D

Back

Notices for

PERSON ID

82561902

JOB #

25-091

JOB TITLE

SCADA Technician

EVALUATION STEP

Supplemental Questionnaire

Hide History

Step	Template Name	Sent By	Date Generated	Response Date	Sent From	Email Address	Mobile No	Status	Notification Type	Regulation
Supplemental Questionnaire	Does Not Appear to Meet the Minimum Qualifications EE	MATUTE, JENNIFER	05/01/25 09:02 AM	05/01/25 09:30 AM	Insight				Email	

EXHIBIT E

From: [Kelly Bird](#)
To: [Renee F. Larkey](#)
Subject: FW: SCADA Tech
Date: Monday, July 7, 2025 1:34:45 PM

EXTERNAL EMAIL: This email originated from outside of the Okaloosa County Clerk's Office. Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Please see the info on [REDACTED] notification. The attachment is our time stamp of the notice.

Kelly Bird
Human Resources & Risk Management Director
Okaloosa County Board of County Commissioners
302 N. Wilson Street, Suite 301
Crestview, FL 32536
www.myokaloosa.com
(w) 850-659-5574
(c) 850-755-2798

Please note: Due to Florida's very broad public records laws, most written communications to or from county employees regarding county business are public records, available to the public and media upon request. Therefore, this written e-mail communication, including your e-mail address, may be subject to public disclosure.

From: Elizabeth Doyal <edoyal@myokaloosa.com>
Sent: Monday, July 7, 2025 1:31 PM
To: Kelly Bird <kbird@myokaloosa.com>
Cc: Shannon Clowes <sclowes@myokaloosa.com>
Subject: SCADA Tech

We received [REDACTED] application on 5/1/2025 at approximately 3am. At 9:30 am he was notified that he did not meet the minimum qualifications for the position. He was sent an email with the below information. The attached shows the time stamp in which it was sent.

[REDACTED]

Thank you for the opportunity to review your application and qualifications for the position of Airports Security Specialist. Following the initial screening process, it appears that you do not possess the minimum requirements for this position.

The Board of County Commissioners appreciates your interest in employment with Okaloosa County, and wishes you luck with your employment search. We encourage you to continue to apply for employment opportunities with Okaloosa County at www.myokaloosa.com.

Good luck in your employment search.

Sincerely,

ELIZABETH DOYAL
Okaloosa County, Human Resources Department

Did you know....

Okaloosa County Public Library Cooperative offers the opportunity for individuals 19 years of age and older to earn a high school diploma online?

For more information please visit the Okaloosa County Public Library Cooperative's website at: <https://readokaloosa.org/cohs.ocplc> . Simply scroll down and click on the green "Get Started" link.

You may also go directly to the Career Online High School website by visiting: <https://fl.careeronlinehs.org/>

If you do not want to receive emails please click on the following: [Unsubscribe from Emails](#)

Elizabeth Doyal (formerly Elizabeth Eidson)

Human Resources Supervisor

Okaloosa County Board of County Commissioners

Human Resources Risk Management Department

302 N Wilson Street, 2nd Floor, Crestview, FL 32536

Office: 850.689.5878 | Cell: 850.758.2766

Please note: Due to Florida's very broad public records laws, most written communications to or from County employees regarding County business are public records, available to the public and media upon request. Therefore, this written e-mail communication, including your e-mail address, may be subject to public disclosure.