

Ted has spent his career in both the public and private sectors in a variety of leadership roles. Ted served the School District of Escambia County for nearly 20 years, working in the areas of transportation, food service, facilities planning, maintenance, information technology and the central warehouse. He served as Deputy Superintendent and Assistant Superintendent for Operations.

Ted joined Landrum Human Resources in the fall of 2003 as the Director of Strategic Initiatives. His first quality improvement effort resulted in a 74% decrease in Worker's Compensation Disability Days per \$1 million in payroll. With a payroll over \$350 million, his two-year effort had a significant impact on the company. Ted oversaw quality improvement initiatives including Landrum's involvement in Florida's organizational improvement effort, the Governor's Sterling Award (GSA) for Performance Excellence. Landrum was the recipient of the GSA in April 2007. Ted was also responsible for developing the company's strategic plan as well as identifying and optimizing employee engagement. Landrum Companies has been recognized as one of the 25 Best Small Businesses to Work for in America for five years by the Society for Human Resource Management. Ted served as Vice President and a member of the firm's Senior Leadership team.

In 2017 Ted joined Studer Education and served as a Leader Coach working with a variety of organizations across the country. Ted worked with the executive teams at school districts, universities, an academic medical center and child development centers on deploying continuous improvement, employee and customer engagement tactics and strategies as well as developing and implementing strategic plans.

Ted joined the City of Pensacola in October, 2019 as Director of Human Resources. Ted is responsible meeting the HR requirements of the 800+ employees of the City as the serve the residents of the City of Pensacola.

Ted is very active in the community having had leadership positions on the boards of the United Way, YMCA, Autism Pensacola and Chain Reaction among others. He as served Rotary International as Club President, District Governor, The Rotary Foundation District Chair and a host of other roles.