

Leonardo Flor

EXPERIENCE

King County Department of Community and Human Services | February 2016-Present

Division Director | July 2018-Present

Lead and manage a 37-person DCHS Division with a biennial budget exceeding \$140M responsible for community partnerships, direct service provision and contracted services for adult employment, veterans and their families, older adults, vulnerable populations and civil legal services in King County:

- Direct and develop Division managers to ensure organizational effectiveness and optimal team culture
- Lead implementation and operations of the 6-year, \$355M Veterans, Seniors & Human Services Levy
- Manage administration of King County's two direct services offices serving low-income veterans
- Oversee General Fund human services contracts for civil legal aid, senior centers, and services for survivors of sexual assault and domestic violence
- Additionally tasked to review and approve all DCHS's Council communications and proposed legislation prior to transmittal to the Council or to the Executive

Veterans and Human Services Levy Renewal Manager | February 2016-July 2018

Designed and led the thirty-month strategic planning, community partnership, legislative, and implementation processes that resulted in King County residents approving the \$355M, 6-year Veterans, Seniors and Human Services Levy and the adoption of plans and processes to maintain services during transition from the former VHSL:

- Led an 18-month community engagement process centering affected communities that included 72 community conversations and focus groups, 4 online surveys, and received responses in 9 languages from more than 1,600 county residents
- Lead author, planner and Executive representative at Council for all VSHSL renewal-related legislation, including the VSHSL Ballot Measure (ord. 18555), VSHSL Governance Plan (ord. 18722), Transition Plan (ord. 18638), and Implementation Plan (ord. 18768)
- Regularly presented to and met with key regional partners, including the Sound Cities Association, City Councils throughout King County, the King County Alliance for Human Services, sub-regional human services coalitions, the King County Veterans Consortium, and the Area Agency on Aging
- Assigned additional responsibility to lead and manage staff and processes for the Division's current operations, including administration and closeout of the former VHSL, daily direct services of the King County Veterans Program and its two site-based offices, and DCHS's General Fund-funded programs for civil legal aid, survivors of domestic violence, and survivors of sexual assault
- DCHS Council Lead, tasked by the Department Director to review and approve all of DCHS's Council communications and proposed legislation prior to transmission to the Council or to the Executive

Northwest Justice Project | Veterans Project Staff Attorney | September 2013-January 2016

Provided free, integrated civil legal aid for low-income, criminal justice-involved veterans in veterans treatment courts, jails, and prisons:

- Selected as an [Equal Justice Works Fellow](#), attracting private sponsorship by Fenwick & West and Microsoft; one of 53 fellows nation-wide for designing innovative solutions to unmet legal needs
- Advised or represented more than 120 veterans on civil legal issues including military discharge upgrades, VA benefits appeals and overpayments, VA benefits and healthcare eligibility, landlord-tenant, child support, vacating criminal records, and reinstatement of drivers licenses
- Created [RepWaVets.org](#), an online legal information resource for veterans advocates in Washington, visited by more than 1,000 unique users per month; recognized with 2015 All Staff Innovation Award
- Frequent presenter and trainer on veterans legal and cultural topics, including invited presentations before the American Bar Association, the Washington State Bar Association, University of Washington School of Law, Seattle University School of Law, and multiple King County Boards and Departments

United States Army | Infantry Officer | May 2002-August 2010

Airborne Ranger-qualified Infantry Officer with more than 8 years of experience leading and managing teams of up to 273 people to accomplish critical missions under difficult conditions, including 27-months of combat leadership in Iraq and Afghanistan:

Battalion Executive Officer and Operations Officer | Captain, US Army

2-357 Infantry | Joint Base Lewis-McChord, Washington | November 2008-August 2010

As Executive Officer, served as second-in-command of an 82-soldier unit tasked to train and validate the readiness of Army, Navy and Air Force personnel deploying for combat operations in Afghanistan and Iraq and peacekeeping operations in Egypt; Supervised personnel administration, logistics operations, communications planning, and equipment maintenance. As Operations Officer, planned, synchronized, and supervised pre-mobilization training for 4,322 service members deploying to Iraq, Afghanistan, and Egypt.

Company Commander | Captain, US Army

2-503 Infantry (Airborne) | Kunar Province, Afghanistan & Vicenza, Italy | September 2006-August 2008

Commanded a 273-person airborne infantry company team conducting counter-insurgency operations in Kunar Province, Afghanistan and a 211-person company during pre-deployment training and post-deployment recovery in Italy and Germany:

- Commanded units including two 20-soldier improvised explosive device route clearance teams and one 35-soldier military police platoon; coordinated all Afghan Police training for 13 Kunar Province districts
- Liaison to Kunar Provincial Reconstruction Team, Department of State Special Envoy, and U.S. Agency for International Development and U.S. Department of Agriculture representatives
- Designed and implemented home station training in Italy and Germany focused on airborne operations, infantry reconnaissance, sniper operations, mortar certification, and medical training

Company Executive Officer | First Lieutenant, US Army

5-20 Infantry (Stryker) | Fort Lewis, Washington | December 2004-December 2005

Second-in-command of a 185-soldier Stryker infantry unit. Implemented logistics operations, focusing on training support and the operation and maintenance of 20 Stryker combat vehicles and their weapons and communications systems.

Platoon Leader | Second and First Lieutenant, US Army

5-20 Infantry (Stryker) | Tal Afar and Mosul, Iraq & Fort Lewis, Washington | April 2003-November 2004

Led a 42-soldier Stryker infantry unit during the first combat deployment of the Stryker combat vehicle and during pre-deployment training and post-deployment recovery at home station

SELECTED MILITARY DECORATIONS & AWARDS

Ranger Tab, Combat Infantryman's Badge, Basic Parachutist's Badge; Infantry Captain's Career Course (*Commandant's List*), Infantry Officer's Basic Course (*Commandant's List*); Bronze Star, Meritorious Service Medal

SELECTED VOLUNTEER SERVICE

Office of Military and Veteran Legal Assistance | Advisory Committee Member | October 2017-Present

King County Public Defense Advisory Board | Board Member | July 2014-July 2016

King County Regional Veterans Initiative | Special Advisor | February 2013-June 2013

Associated Counsel for the Accused | Rule 9 Intern | June 2012-December 2012

Northwest Justice Project | Veterans Project Student Law Clerk | January 2011-June 2012

PUBLICATION

Leonardo J. Flor, *Harnessing Information Operations' Potential Energy*, MIL. REV., May-June 2010, at 58. Print and Online (http://usacac.army.mil/CAC2/MilitaryReview/repository/MilitaryReview_201006300001-MD.xml).

EDUCATION

University of Washington School of Law

J.D., June 2013 | Gates Public Service Law Scholar; Trained Mediator; Commencement Speaker

University of Washington, Department of Urban Planning and Design

Master of Infrastructure Planning and Management, August 2015

United States Military Academy at West Point

B.S., English (Systems Engineering Track), June 2002