

CITY OF KEY WEST
CITIZEN REVIEW BOARD
PO BOX 1946
KEY WEST, FL 33041
(305) 809 -3887

APPLICATION

Name: Bruce Cohen

CRITERIA FOR MEMBERSHIP ON THE CITIZEN REVIEW BOARD (CRB): The City Charter sets out the criteria for membership on the CRB:

(a) All members of the CRB shall be residents of the City of Key West and have good reputations for integrity and community service;

(b) No appointee to the CRB or any member of his or her immediate family, shall be currently employed by the City of Key West;

(c) No appointee may be currently a party in litigation against the City of Key West and the filing of a complaint against the City of Key West alleging liability of the City through actions of any law enforcement officer shall immediately disqualify any appointee from serving on the CRB; and

(d) Any appointee who has been a legal representative of any party in litigation against the City of Key West is prohibited from serving on the CRB for two years from the conclusion of such litigation.

If you answer yes to any of the following questions, you are not eligible to make application to serve on the Citizen Review Board.

1. Are you, your spouse or any immediate family member (children, parents and/or siblings) currently employed by the City of Key West? Yes No
2. Have you, your spouse, or any immediate family member ever been a sworn employee of the City of Key West? Yes No
3. Are you currently a part or a party's legal representative in any litigation against the City of Key West? Yes No

About the Citizen Review Board Sixty percent of the voters who went to the polls on November 5, 2002, approved an amendment to the Key West City Charter to create a Citizen Review Board (CRB). This is an independent, seven-member, volunteer (unpaid) board with authority to review and/or investigate complaints involving Key West police officers and forward findings and/or recommendations to City management, the Chief of Police, State Attorney, other state and federal law enforcement agencies and/or grand juries. Any applicant for a position on the CRB must complete this application and submit it within the prescribed deadline noted.

The CRB has a policy of delivering its documents and materials via online/internet communications. **All applicants must have adequate computer skills to send/receive e-mail, with PDF attachments and be able to access the internet and download documents and files.** New CRB members are expected to be available to attend the Annual NACOLE (National Association for Civilian Oversight of Law Enforcement). The expenses for training events shall be covered by the CRB approved budget.

**DEADLINE FOR SUBMISSION OF ALL APPLICATIONS & MATERIALS
IS July 26, 5:00 P.M.**

CITY OF KEY WEST
CITIZEN REVIEW BOARD (CRB)
APPLICATION

Currently, there is a City Commission appointment position available. This position shall be nominated by a local civic and social organizations and selected by the Key West City Commission with a term ending on August 23, 2025. Interested candidates should seek sponsorship from a local civic/social organization and fill out the attached application with a cover letter of sponsorship signed by the civic/social organization's representative. All documents sent to the CRB become public records.

Applications must be received no later than 5:00 PM., June 27, 2021. Mail to: PO Box 1946, Key West, FL 33041-1946 or hand-deliver to City of Key West Citizen Review Board, 100 Grinnell (Inside Ferry Terminal), Key West, FL 33040.

Questions: Thomas Pakenas, Executive Director (305) 809-3887 or crb@keywestcity.com
The CRB Charter and Policies & Procedures are available on the City of Key West web site by going to the city website @ www.keywestcity.com and then accessing the CRB homepage via the department drop down menu.

Applicants must be a resident of Key West.

Name Of Civic Organization Sponsoring Your Application (please provide sponsorship letter):

Monroe County Education Foundation

Your Name: Bruce Cohen

Home Address: 1017 Margaret St. Key West, FL 33040

Mailing Address (if different) _____

Date of Birth 8/10/59 Sex: Male Female; E-Mail Address: cohen.bruce.e@gmail.com

Do you have a record of a misdemeanor or felony conviction? If Yes, please explain on a separate sheet of paper? Yes No

ALL APPLICANTS WILL BE SCREENED VIA A CRIMINAL BACKGROUND CHECK AND THOSE ARREST RECORDS/RESULTS, ALONG WITH THIS DOCUMENT AND ALL SUPPORTING MATERIALS SUBMITTED SHALL BE CONSIDERED A PUBLIC RECORD VIEWABLE BY THE PUBLIC.

1. What aspect of your life and/or work experience has prepared you for membership on the CRB? (You may attach up to a one-page response.)

See attached

2. Why do you wish to serve on the CRB? (You may attach up to a one-page response.)

See attached

3. List your last three employers:

Employer	Position	Dates
The Flexan Corporation	President	1991-2016
Bryant Rubber Corporation	Regional Sales Manager	1987-1991
GE Plastics	Market Development Specialist	1984-1987

4. List any organizations with which you are affiliated and position(s)/office(s) held. (You may attach a separate sheet or resume, if necessary.)

Organization	Position	Dates
Monroe County Education Foundation	Vice Chair	2017 - Present
La Rabida Children's Hospital	Board of Trustees	2015 - Present
Cooking with Love	Volunteer	2019 - Present

REFERENCES. Please provide the names and contact information of two local citizens who know you well.

1. Name: John Padgett
 Address: 611 Frances St. NW, FL
 Daytime phone#: 305-509-1628
2. Name: Bob Wood
 Address: 1317 Olivia St. NW, FL
 Daytime phone#: 317-601-2597

Please attach a brief resume that outlines your background. It is recommended that you include:

- Education
 - Employment background
 - Military service
 - Law enforcement experience
 - Community service, memberships, affiliations
 - Awards and honors
 - Professional affiliations
 - Special skills, such as languages, computers, mediation
 - Any other information that would be helpful to those responsible for selecting members to the CRB
- Include a letter of sponsorship from a sponsoring civic organization**

In applying to become a member of the CRB, applicants must agree to participate in at least 30 hours of structured training, as recommended by the National Association for Civilian Oversight of Law Enforcement (NACOLE), before participating in Board activities, plus extensive continuing education throughout your term of office.

Board members are expected to have sufficient technological abilities to receive, open and read pdf files and operate e-mails/attachments, internet access and ability to access websites and download materials from these websites

CERTIFICATION. I hereby certify that all the statements made in this application, including attachments, are true and correct. By signing this application, I authorize verification of my background record.

If appointed to the CRB, I agree to participate in at least 30 hours of structured training, plus extensive continuing education throughout my term of office.

I also understand that this application becomes a public record and criminal background check results (if any) are available to the public.

Signature 



June 26th 2021

Executive Director
Citizens Review Board
Ferry Terminal
100 Grinnell Street
Key West
FL 33040

Attention Thomas Pakenas, Executive Director

- Beverly Anders
- Theresa Axford
- Roxy Castro
- Mary Chambers
- Bruce Cohen
- Alyson Crean
- Gavin Dietrich
- Jeff Frost
- Dr. Bill Goldner
- Bryan Green
- Jesse Hammers
- Jackson Kaufelt
- Peg Laron
- Chuck Licis-Masson
- Eric Mealus
- John Padget
- Bryant Pantano
- Holly Raschein
- Ron Saunders
- Tom Wilson

REFERENCE FOR CRB NOMINEE – BRUCE COHEN

I am delighted to have this opportunity to support Bruce Cohen's application to be considered for the vacancy on the CRB

As past Chair and member of the Citizens Review Board during its earliest years I am very attuned to the role of members of this Board and particularly the ability to maintain a balanced viewpoint, ability to consider written and oral arguments and evidence and be manifestly impartial

Bruce Cohen is a resident of Old Town, Key West and the Vice Chair of Monroe County Education Foundation. In my opinion he has all the credentials needed for this Board

We have no hesitation in supporting his application and hope that he will be selected by the City Commission

Please do not hesitate to contact me if we can provide you with any further information.

Yours truly,

Bryan Green
President
Monroe County Education Foundation



Monroe County Education
Foundation
Post Office Box 2561
Key West, FL 33045
305-293-1546

monroecountyedfound.com

2021 NAMED SCHOLAR DONORS

- Clark & Jean Shannon • Hunter Ward Foundation • John R. Padget • Keys Children's Foundation • Linda Downs & Angie Majors • M. Pat Miller Foundation • Ocean Reef Community Foundation • Robert & Christa Murray • Upper Keys Rotary Foundation

Bruce E. Cohen

PROFESSIONAL EXPERIENCE:

1991 - 2016

Flexan Corporation

Chicago, IL

2007 - 2016 President, Flexan Corporation

- P&L Responsibility for Flexan Corporation, and Flexan (Suzhou) Precision Rubber Products Company, LTD.
- Developed a strategic plan to advance the company's mission and objectives and to promote revenue, profitability, and growth as an organization.
- Overseeing company operations to insure production efficiency, quality, service, and cost-effective management of resources.
- Planning, developing, and implementing strategies for generating resources and/or revenues for the company.
- Initiated the concept of Management Meetings to transform the company from being family owned and very closed with information to a culture where we shared information and worked towards known goals.
- Developed a Management Incentive Compensation Plan that aligned compensation with goals. This was designed to replace a bonus system with no communicated goals, objectives, or targets to aim towards.
- Set annual goals and objectives for the company. Communicated them to the board at an annual meeting, and then managed the company towards those goals. Prior to this, no annual goals or objectives had been set or committed to.
- Oversaw the sale of the company in 2015 to a Private Equity Firm along with my two business partners. Worked for the Private Equity Firm as CEO from 2/4/15 until 6/3/16 when they were able to bring in a new CEO to run the business.

2004 – 2006 General Manager, Flexan (Suzhou)

- Established a new business in China, including writing business plan, getting Chinese business license, locating factory space, design of systems, hiring of all personnel.
- Had factory up and running 9 months after moving to China.
- Directed factory to profitability after 7 months of operation, factory is now the most profitable of Flexan's facilities.
- Built Management Team and organization to achieve rapid growth and sustain profitability
- Established an international presence for Flexan Corporation
- Led sales efforts that allowed further penetration of the hearing technology accounts. Received first orders from Phonak, became dominant supplier to GN ReSound and Oticon.

1999 – 2004 Vice President of Sales

- Directed business to annual double digit top line growth.

- Developed automation tools for use in the sales development process.
- Negotiated multi-national contracts between Flexan Corporation and a Japanese owned consumer electronics manufacturer.
- Directed sales development efforts that saw Flexan's wholly owned subsidiary, FMI Incorporated, become the leading supplier of implant grade silicone components in the United States.
- Managed sales forces for both Flexan Corporation and FMI Incorporated.
- Got first ever order from Medtronic who prior to this order to FMI had made their silicone components either in house or at Promed.
- Rationalized our Manufacturer's Representative contracts. Replaced ineffective representatives, and replaced them or took the business in house.

1997 – 1999 Sales Manager

- Oversaw development of business in Europe to hearing aid industry, increasing sales in this market by over 200%. Got first orders ever for the company from Oticon and GN ReSound.
- Implemented the companies first ever goal oriented compensation program for sales force, focusing compensation on corporate goals.
- Managed sales force of 3 direct sales people, 3 customer service representatives, and 11 Manufacturer's Representatives.

1991 – 1997 Technical Sales Representative

- Increased business in territory from \$550,000 to over \$2,600,000.
- Developed company's first business in the roller market, which opened a significant market and profit center for the corporation.
- Managed multi-tiered relationships between employer, customers, and suppliers.
- Named As one of the "Top 10 Sales People of the Year" by Purchasing Magazine November 7, 1996.

1987 - 1991 Bryant Rubber Corporation Harbor City, CA

- **Regional Sales Manager**

1984 - 1987 GE Plastics Chicago, IL

- **Market Development Specialist**

1981 - 1984 Eastman Chemical Products, Inc. Kingsport, TN

- **Sales Representative, Plastics Group.**

EDUCATION

1977 – 1981 Virginia Tech, BS/Mechanical Engineering

1. What aspect of your life and/or work experience has prepared you for membership on the CRB?

During my career I had the chance to go to work for a small family run business (I was not a family member) and work my way up from a position as a salesperson to the President of the company. While doing that, I transitioned us from being a Chicago based company with one manufacturing location, to a multinational company with four plants in two countries. During this time, I often was put into a position of having to resolve conflict and differences between different parties. Be that personnel issues, issues involving business practices that had conflicts across cultural divides, or just plain and simple day to day operations of the business. I learned to approach each situation with an open impartial mind, to listen to all of the facts before reaching a conclusion, and to respect the views of everyone. It is because I was able to do this while earning the trust and respect of our four key constituencies: our employees, our ownership, our customers, and the communities in which we operated, that we were able to grow and prosper.

If selected to be a member of the Citizen Review Board I will bring the same approach of being open and fair minded in all matters. I will listen to and analyze all data, perspectives, and evidence before drawing a conclusion. I will work collaboratively, but will always respectfully present my point of view on any situation which arises.

2. Why do you wish to serve on the CRB?

I have had an interest in policing ever since I can remember. My maternal grandfather was a police officer so I grew up respecting the work police do. I wish to serve on the Citizen Review Board because I believe that public oversight of policing is important. Police have quite a bit of authority. If there is a complaint made, those who make the complaint deserve an impartial organization to hear them out. I believe I would be an impartial and fair-minded participant in such a board.

In addition, I am someone who believes that each of us has a responsibility to give back to the community, and this is one way in which I wish to do that. I recently completed the City of Key West Ambassador Program. I participated in that program in order to learn more about the city government, and also to find a way in which I could continue to give back to the community.