MINUTES OF A SPECIAL MEETING OF THE FORT PIERCE UTILITIES AUTHORITY, WEDNESDAY, OCTOBER, 13, 2021, 4:00 P.M., CITY COMMISSION CHAMBERS.

Members Present: Chairman Frank H. Fee, IV; Vice Chairman Kristina Gibbons; Secretary Glynda Cavalcanti; Deputy Secretary; Barbara M. Bennett; and Mayor Linda Hudson.

Others present: John K. Tompeck, Director of Utilities; Rupert N. Koblegard, III, FPUA Attorney, Barbara A. Mika, Director of Financial Services; Paul A. Jakubczak, Director of Electric & Gas Systems; and Bo Hutchinson, Director of Water/Wastewater Systems; Javier Cisneros, Director of Utility Support Services; Joshua P. Gang, Director of Regulatory Affairs.

The meeting was called to order by Chairman Frank H. Fee.

The Pledge of Allegiance was recited.

The roll was called and a quorum declared.

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Chairman Fee said before we move forward with today's meeting is there anybody in the general public that would like to make any comments? If you do, please come to the podium. You have three minutes. Alright no public comments, we will move forward to New Business.

I believe number one is the discussion of candidates for the Director of the Utilities position. Alright so has everybody done their interviews? So let's open it up for general discussion about the two candidates which I believe are Javier Cisneros and Paul Jakubczak both long time employees of the UA with 20 years plus experience. They all seem to fit the criteria, or do fit the criteria for academics, work experience and everything else that we asked for. Does anybody want to open it up for discussion or do any of the other Board Members want to make a motion?

Ms. Cavalcanti said I think we should have some discussion first.

Chairman Fee said ok so do you want to address it by candidate or do you want to address them at both the same time?

Mc. Cavalcanti said maybe each Board Member could have their thoughts.

Chairman Fee said alright so Madam Mayor you're on the end do you want to start first?

Mayor Hudson said I met with both candidates for about an hour and I think one of the first things we were going to talk about was whether we thought we needed to go any further outside and I personally don't believe that we do. That's just my personal position. I had good discussions with both candidates. I feel like both are technically qualified. I do tend to favor Mr. Cisneros because of his breadth of experience in the company. He's been in a lot of different departments and he's been here a long time and so he has experience in many sides of the company and he has worked

with customer service and I'm really...it's important to me that our rate payers are treated with respect and treated correctly and so that's kind of my general thoughts.

Chairman Fee said Mrs. Gibbons do you have any thoughts?

Mrs. Gibbons said I actually agree with the Mayor here. We had some really good discussions with both candidates with some very in-depth questions about the utility where we are currently and where we are going and the people and the demeanor of the current staff. Also, we had an hour with each and both of them are extremely qualified. I felt that Mr. Cisneros was also a great fit for the position. I went into these discussions with a very objective perspective. I did not want to rule out the opportunity for us to look further, but after having both discussions I felt very strongly that we did not need to go any further.

Chairman Fee said ok. To be brief, I met with both candidates just like everybody else did. They were pleasant to interview, knowledgeable about the UA and it definitely was a hard decision for me. In fact, I kind of grappled with it for a couple of days now because who I thought was going to be the front runner on one interview and then the second person came in and kind of changed my mind. I kept thinking about it more and more about who would be a better communicator and moving forward and so I do have a clear favorite between the two and with that being said I'm not going to tell you who the favorite is just yet, we're going to keep that in more dramatic suspense, but I don't believe that it is necessary for us to look outside. I think we have the best candidates. I think they're both familiar with the organization inside and out and that's what we need. We don't need to bring someone outside in and spend a lot of time training them and letting them get the feel for the UA and its employees. I think that would be wasted effort and wasted time.

Ms. Cavalcanti do you have anything to share?

Ms. Cavalcanti said yes, so I also enjoyed speaking with both of them for about an hour. If you look at the two resumes they're both excellent, however, what I like about Mr. Cisneros is in year 2000 he started with the Utilities Authority, kind of from the ground up and it's the same year he got his Associates of Arts. He was over at the water/wastewater department, so we have someone who is in water/wastewater, he was in the electric department, and he was in customer service. So you add those up and you have such a broad spectrum of this utility which he's got experience in. I very much liked that. The other thing that I was impressed with and I have asked about this were the letters of recommendation. I had a number of great letters of recommendation for Mr. Cisneros. I asked Mr. Jakubczak about it and he said he didn't realize he was supposed to have any and no you're not supposed to because ultimately the Board makes the decision on it, but having letters of recommendation do kind of, I like it when former bosses give you a letter of recommendation which we did have for Mr. Cisneros in addition to other people in the community. So I'm going to right now say that my vote will be for Mr. Cisneros.

Chairman Fee said Ms. Bennett I believe it's your turn.

Ms. Bennett said it's my turn. I had an awesome time interviewing with both candidates. They are well-qualified. I do not feel that we need to go outside in order to get anyone. Mr. Cisneros, Javier, I felt that he was the better candidate. He had all the qualifications that I was looking for. Public relations is a very big entity for me and he hit the nail on the head when he told me that it doesn't really matter. He feels that when I asked him what are you lacking he said well, I have had some challenges in life, but I feel I have accomplished those goals that I have been working at. One of those things I was lacking that really impressed me was that he's a continuous worker on the things that he feels he is lacking in. Mr. Cisneros is my candidate that I am in favor of.

Chairman Fee asked Mr. Koblegard for this proceeding today, when there is a motion presented, does it have to be unanimous?

Mr. Koblegard replied no.

Chairman Fee said okay just wanted to make sure. Concerning the letters of recommendation, Mr. Cisneros had quite a few. They were very nicely done. But I also want to tell Mr. Jakubczak that you had several members of the community call me on occasion with glowing recommendations for you as well, sir. Please note that there were people out there that are aware and championed for you for this job, for this position. I don't know if anybody else got any calls from anyone. I received several of them.

With that being said I'd like to go on and present a motion that we move forward with negotiations to hire Mr. Cisneros as the next Director.

Mayor Hudson said so you as the Chairman can't make a motion.

Chairman Fee said ahhh that's right I cannot on this occasion. With that being said I guess you know which way I am leaning.

Mayor Hudson said I'd be glad to make that motion.

A motion was made by Mayor Hudson, seconded by Ms. Cavalcanti, and unanimously carried to approve Mr. Javier Cisneros as the next Director of Utilities.

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Mayor Hudson said and as part of the motion or maybe we need to discuss one of the things that we need to do, is someone needs to negotiate with Mr. Cisneros for his compensation. I think in the past it has been Mr. Koblegard, is that correct Mr. Koblegard?

Mr. Koblegard said yes, ma'am.

Ms. Cavalcanti asked do we add that to the motion?

Chairman Fee said I think it needs to be a second motion authorizing him to enter negotiations on behalf of the Board.

Ms. Cavalcanti said so we are going to vote first on our selection? Correct.

Chairman Fee said which we already did. So now we need to authorize.....

Mayor Hudson said so I will make a motion.

A motion was made by Mayor Hudson, seconded by Mrs. Gibbons, and unanimously carried to approve Mr. Koblegard to enter into negotiations with Mr. Cisneros for Director of Utilities.

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Chairman Fee said and I think probably the last item, I don't think it requires a motion, but some discussion about having Mr. Tompeck and Mr. Cisneros meet to discuss the transition timeline to keep us advised. I presume there is going to be some discussion about what is going on and slowly turn things over.

Mr. Tompeck said already in progress.

Chairman Fee said with that is there any other new business we need to discuss?

Mayor Hudson said I assume Mr. Koblegard you'll be part of that, well maybe or not part of it, you'll being negotiating the contract.

Mr. Koblegard said if you want me to. With Javy as the Director I'll draw up the contract for him once we discuss the terms and the money.

Ms. Cavalcanti said and a starting date. Don't we need a starting date?

Mr. Koblegard said I would suggest that John Tompeck and Javy meet between now and the next board meeting and come up with sort of a game plan to recommend to the Board. That probably would be the best way to do it.

Chairman Fee said sounds good to me. Any other.....I do want to add to the agenda probably for the next meeting or the next two meetings to discuss a bonus perhaps for Mr. Tompeck for his years of service and exemplary work during times of crisis. To have a further discussion on that matter. Does anybody disagree?

Ms. Cavalcanti said this is my last meeting.

Chairman Fee said yes, obviously.

Ms. Cavalcanti said so I won't be in that discussion.

Chairman Fee asked any comments? Would you please add that on to the next meeting or meeting after?

Mr. Tompeck said yes sir.

Chairman Fee said alright anything else that needs to be discussed today? There being no further business, the meeting was adjourned at 4:17pm.

ATTEST:

SECRETARY

CHAIRMAN