MINUTES

The Key Largo Wastewater Treatment District Board of Commissioners met for their regular scheduled meeting at 4:00 PM on September 20, 2016. Present were Chairman David Asdourian, Commissioners Andrew Tobin, Robert Majeska, Norman Higgins and Stephen Gibbs. Also present were General Manager Paul Christian, General Counsel Ray Giglio, Ed Castle with Weiler Engineering, District Clerk Katherine Jackson, and other appropriate District Staff.

Commissioner Majeska led the Pledge of Allegiance.

AGENDA ADDITIONS, CORRECTIONS, OR DELETIONS

- Chairman Asdourian moved item K-2 after Budget and Finance Report.
- Mr. Paul Christian requested: 1) Item L-2 be moved after the Approval of Agenda; 2) Item J-2 be moved after Public Comment; and 3) Items H-2 and H-3 be combined.
- Mr. Ray Giglio withdrew his request for a closed attorney-client session with reference to Lake Surprise II/Paradise Point v. KLWTD and the Redland Co.

APPROVAL OF AGENDA

Motion: Commissioner Majeska made a motion to approve the agenda as amended, and Commissioner Higgins seconded the motion. The motion passed without objection.

GENERAL MANAGER’S REPORT

Update on Dedication of Administration Building

Ms. Kim Carpenter informed the Board that the Dedication Ceremony is set for November 1, 2016 and that State Representative Holly Raschein will be in attendance. The Board briefly discussed alcohol and refreshments for the event. Staff answered questions from the Board.

Motion: Commissioner Gibbs made a motion to not have alcohol at the dedication ceremony and Chairman Asdourian seconded the motion.

Vote on Motion

<table>
<thead>
<tr>
<th>Commissioner</th>
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<tbody>
<tr>
<td>Commissioner Gibbs</td>
<td>Aye</td>
</tr>
<tr>
<td>Chairman Asdourian</td>
<td>Aye</td>
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<tr>
<td>Commissioner Higgins</td>
<td>Aye</td>
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<tr>
<td>Commissioner Majeska</td>
<td>Aye</td>
</tr>
<tr>
<td>Commissioner Tobin</td>
<td>Aye</td>
</tr>
</tbody>
</table>

Motion Passed: 5 to 0
PUBLIC COMMENT

Name and Address  Subject

Dottie Moses  Public Comment
1 Harbor Drive

Sue Heim  Public Comment
Key Largo

Suyapa Rivero  Tier I Waiver – Rivero
156 Marina Ave.

Public Comment: Ms. Dottie Moses thanked the District for adding the landscaping in front of the plant, and informed staff that a travel trailer has been placed on District property at Vacuum Station JK.

Public Comment: Ms. Sue Heim gave praise to Field Operations for their quick response time to a callout.

ADMIN / CUSTOMER SERVICE REPORT

Tier I Waiver - Rivero

Ms. Diane Bockelman introduced Resolution Draft No. 16-09-16, a resolution for a Tier I Waiver for AK#1623253, AK#1623261 and AK#1623270, vacant parcels located at Sunset Cove, for Ms. Suyapa Rivero. Mr. Paul Christian stated that Ms. Rivero is also requesting a refund of money previously paid. Mr. Christian informed the Board, that according to Section 10.06(ii) of the District’s Rules and Regulations, staff cannot authorize a refund to the parcel owner.

Public Comment: Ms. Suyapa Rivero requested that the Board authorize a refund to her of the assessment monies paid since she was assessed in 2011 on these parcels, due to her unique circumstances.

The Board questioned Staff about this matter and requested that staff bring the issue of a refund back to the Board at a future meeting.

Motion: Commissioner Gibbs made a motion to approve Resolution 16-09-16, and Commissioner Higgins seconded the motion.

Vote on Motion

Commissioner Gibbs – Aye
Commissioner Higgins – Aye
Commissioner Majeska – Aye
Commissioner Tobin – Aye
Chairman Asdourian – Aye

Motion Passed: 5 to 0
APPROVAL OF MINUTES FROM PREVIOUS MEETINGS

Minutes of September 6, 2016

Motion: Commissioner Majeska made a motion to approve the Minutes of September 6, 2016, Commissioner Gibbs seconded the motion. The motion passed without objection.

Vote on Motion

Commissioner Majeska – Aye
Commissioner Gibbs – Aye
Commissioner Higgins – Aye
Commissioner Tobin – Aye
Chairman Asdourian – Aye

Motion Passed: 5 to 0

CONSTRUCTION REPORT

Wharton-Smith, Inc. Change Order No. 1 for WWTP Blower Upgrade Project

Mr. Ed Castle presented the Wharton-Smith, Inc. change order no. 1 for the WWTP Blower Upgrade for Power Step Downs in the blower control panels. The Board questioned various charges in the change order, and after staff’s explanation, discussed various not-to-exceed dollar amounts.

Staff answered questions from the Board.

Motion: Commissioner Tobin made a motion to approve Wharton-Smith, Inc. Change Order No. 1 for the WWTP Blower Upgrade Project in an amount not to exceed $4,930 and Commissioner Gibbs seconded the motion.

Vote on Motion

Commissioner Tobin – Aye
Commissioner Gibbs – Aye
Commissioner Higgins – Aye
Commissioner Majeska – Aye
Chairman Asdourian – Aye

Motion Passed: 5 to 0

OPERATION REPORT

Aqua-Aerobics, Inc. Change Order No. 4 for SCADA Upgrade Project

Mr. Rob Bulkiewicz presented Change Order No. 4 for the SCADA Upgrade Project. He informed the Board that this change order is for updating the SCADA system to support the new blowers and the chemical upgrade, and that it would have an additional financial impact of $9,600.

Staff answered questions from the Board.
Motion: Commissioner Gibbs made a motion to approve Aqua-Aerobics, Inc. Change Order No. 4 for the SCADA Upgrade Project and Commissioner Higgins seconded the motion.

Vote on Motion

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<thead>
<tr>
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<td>Commissioner Tobin</td>
<td>Aye</td>
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<td>Chairman Asdourian</td>
<td>Aye</td>
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Motion Passed: 5 to 0

Monthly Operations Report

Mr. Ed Castle presented the August Monthly Operations Report. Mr. Jered Primicerio gave a presentation on the tree trimming at the plant and the upcoming bio mass solids transfer. Mr. Mike Dempsey gave a presentation on the AirVac controllers that are installed in the District’s system.

Staff answered questions from the Board.

ADMIN / CUSTOMER SERVICE REPORT

Code Compliance – September 2016

Mr. Rob Bulkiewicz presented the September 2016 code compliance list and staff answered questions from the Board.

COMMISSIONER’S ITEMS

Procurement Policy Suggested Changes (Commissioner Tobin)

Mr. Ray Giglio requested the Board give him direction on how to proceed with updating the District’s Procurement Policy. Staff answered questions from the Board.

The Board directed staff to email the procurement policy and bring this item back at a future meeting if needed.

GENERAL MANAGER’S REPORT

Letter of No Objection – Proposed Street Abandonment

Mr. Paul Christian presented the Letter of No Objection to the abandonment by Monroe County of a portion of East 1st Street with the attached executed utility easement, and staff answered questions from the Board.
Motion: Commissioner Tobin made a motion to approve the Letter of No Objection and Commissioner Gibbs seconded the motion.

Vote on Motion

Commissioner Tobin – Aye
Commissioner Gibbs – Aye
Commissioner Higgins – Aye
Commissioner Majeska – Aye
Chairman Asdourian – Aye

Motion Passed: 5 to 0

BUDGET AND FINANCE REPORT

Weiler Engineering Work Authorization Renewal for FY17

Mr. Ed Castle presented the Fiscal Year 2017 Weiler Work Authorizations to the Board and indicated that this amount was previously approved in the budget.

Staff answered questions from the Board.

Motion: Commissioner Higgins made a motion to approve the Weiler Engineering Work Authorization Renewal for FY17 and Commissioner Majeska seconded the motion.

Vote on Motion

Commissioner Higgins – Aye
Commissioner Majeska – Aye
Commissioner Gibbs – Aye
Commissioner Tobin – Aye
Chairman Asdourian – Aye

Motion Passed: 5 to 0

5 MIN BREAK: 5:48 PM

August 2016 Monthly Financial Report

Mr. Paul Christian presented the monthly finance report for August 2016 and answered questions from the Board.

COMMISSIONER’S ITEMS

Staff Contact (Chairman Asdourian)

Chairman Asdourian led a discussion regarding contact between commissioners and staff. In light of recent incidents, he suggested the following change to the Board’s Practices and Policies:

“41. Commissioners will make all such requests via e-mail with the General Manager always being copied. If a face-to-face meeting is
required with any Senior Staff member, Manager or Consultant, the General Manager or the District's Attorney will be present."

The Board discussed the pros and cons of this proposal, and each commissioner shared his opinion of the discussion item. Commissioner Tobin handed out emails and a memo, which are attached to these minutes as "Attachment A." Mr. Ray Giglio informed the Board that he is available at any time and to discuss any subject matter.

**Motion:** Commissioner Tobin made a motion to keep the discussion among commissioners. The motion failed due to lack of a second.

**ADJOURNMENT**

The Meeting was adjourned at 6:56 PM.

David Asdourian, Chairman

Katherine Jackson, Clerk
RESOLUTION NO. 16-09-16
A RESOLUTION OF THE BOARD OF COMMISSIONERS
OF THE KEY LARGO WASTEWATER TREATMENT
DISTRICT APPROVING THE REQUEST OF SUYAPA
RIVERO FOR THE REMOVAL OF THREE TAX PARCELS
FROM THE 2008 NON-AD VALOREM ASSESSMENT; AND
PROVIDING FOR APPLICABILITY AND AN EFFECTIVE
DATE.

WHEREAS, the Key Largo Wastewater Treatment District (District) assessed the
parcels listed below in Section 1 (“Parcels”) via Resolution 12-06-08 dated June 17, 2008,
the 2008 Final Assessment Resolution; and

WHEREAS, the Parcels are vacant and are classified as Tier I by Monroe County
Division of Growth Management; and

WHEREAS the owner of the Parcels, Suyapa Rivero, has waived the right to
receive wastewater service to the Parcels and now requests that the District suspend
collection of the System Development Charge (SDC) and all future non-ad valorem
Assessments on the Parcels; and

WHEREAS, pursuant to Section 10.06(a)(ii) of the General Rules and
Regulations, upon application by the owner, the District will waive the SDC, or all future
assessments of the SDC, for those tax parcels; and

WHEREAS, pursuant to Section 10.6(b) of the General Rules and Regulations, the
owner(s) of the Parcels certified and agreed that if they later desire wastewater service to
the parcel, they would pay the full direct and indirect District costs of providing the same.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF
COMMISSIONERS OF THE KEY LARGO WASTEWATER TREATMENT
DISTRICT THAT:

The parcels designated in Section 1 below be and are excluded from the Key Largo
Wastewater Treatment District’s 2008 Non Ad-Valorem Assessment.

Section 1.
PARCEL ID: 00505400-000000
AK NO. 1623253
PARCEL DESCRIPTION: BK 11 LT 58 SUNSET COVE KEY LARGO KEY LARGO
PB1-165 OR471-150/51 OR472-106 OR874-9/10P/R
OR1269-1284/89WILL OR1415-2098/2100ORD OR1649-
1849/53AFF/TR OR1649-1854 OR1652-1880 OR1945-300
OR2039-478 OR2162-1952C OR2726-131D/C

PARCEL ID: 00505410-000000
AK NO. 1623261
PARCEL DESCRIPTION: BK 11 LT 59 SUNSET COVE KEY LARGO KEY LARGO
PB1-165 OR471-150/51 OR472-106 OR874-9/10P/R
OR1269-1284/89WILL OR1415-2098/2100ORD OR1649-
1854/53AFF/TR OR1649-1854 OR1652-1880 OR1945-300
OR2039-478 OR2162-1952C OR2726-131D/C

PARCEL DESCRIPTION: BK 11 LT 60 SUNSET COVE KEY LARGO KEY LARGO
PB1-165 OR471-150/51 OR472-106 OR1057-2273AFF
OR1308-144D/C OR1415-2098/2100ORD OR1945-300
OR1649-1849/53AFF/TR OR1649-1854 OR1652-1880
OR2039-478 OR2162-1952C OR2726-131D/C

Section 2. APPLICABILITY AND EFFECTIVE DATE. This
resolution shall take effect upon adoption by the Board of
Commissioners.

Section 3. AUTHORIZATION OF DISTRICT OFFICIALS. The
General Manager and/or his designee(s) are authorized to
take all actions necessary to implement the terms and
conditions of this resolution.

RESOLVED AND ADOPTED THIS 20TH DAY OF SEPTEMBER 2016

The foregoing RESOLUTION was offered by Commissioner Gibbs, who moved its approval. The motion was seconded by Commissioner Higgins, and being put to a vote the result was as follows:

<table>
<thead>
<tr>
<th>Name</th>
<th>AYE</th>
<th>NAY</th>
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</thead>
<tbody>
<tr>
<td>Chairman Asdourian</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>Commissioner Gibbs</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>Commissioner Higgins</td>
<td>✓</td>
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<tr>
<td>Commissioner Majeska</td>
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</tr>
<tr>
<td>Commissioner Tobin</td>
<td>✓</td>
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</tbody>
</table>

The Chairman thereupon declared this Resolution duly passed and adopted the 20th day of September, 2016

KEY LARGO WASTEWATER TREATMENT DISTRICT

BY: Chairman Asdourian
ATTEST: Approved to as to form and legal sufficiency

Katherine Jackson, District Clerk

General Counsel, Ray Giglio

SEAL
KEY LARGO WASTEWATER TREATMENT DISTRICT
WAIVER OF WASTEWATER SERVICE
AND
ACKNOWLEDGEMENT OF POTENTIAL COSTS

THIS WAIVER of wastewater service and acknowledgement of potential costs is executed on the date(s) shown below:

WHEREAS, on 2008, the Key Largo Wastewater Treatment District ("District") adopted a Final Assessment Resolution levying non-ad valorem assessments against each of the Tax Parcels listed in Attachment A under and in accordance with Chapter 197.3632, Florida Statutes; and

WHEREAS, the purpose of the non-ad valorem assessments is to recover a portion of the costs of providing wastewater service to the Tax Parcels listed in Attachment A; and

WHEREAS, the undersigned are all of the owners of the Tax Parcels listed in Attachment A; and

WHEREAS, in order to induce the District to waive the non-ad valorem assessment against one or more of the Tax Parcels listed in Attachment A ("Excluded Parcels"), (1) the undersigned are certifying that the Excluded Parcels listed in Attachment A cannot be improved consistent with existing zoning regulations or other legal constraints, and (2) the undersigned are waiving their right to receive wastewater service to the Excluded Parcels; and

WHEREAS, even though the Excluded Parcels will not receive wastewater service at this time, the Excluded Parcels are nevertheless subject to assessment, because they will receive a special benefit from construction by the District of wastewater collection, transmission, and treatment facilities, which assessment the District is willing to forego at this time in reliance upon the representations above; and

WHEREAS, the District has advised the undersigned that, if they or their successors subsequently desire to have wastewater service provided to any of the Excluded Parcels, the cost to the District, and the cost to the undersigned persons or their successors, of providing the service will be significantly greater than the costs of providing service at this time;

NOW, THEREFORE, in consideration of the premises and in further consideration of the promises below, the undersigned agree:

1. The undersigned certify that they are all of the owners, or legal representatives of all of the owners, of the Tax Parcels, as shown in the records of the Monroe County Property Appraiser, listed in Attachment A and have full authority.

2. The undersigned certify that the Excluded Parcels listed in Attachment A cannot be improved consistent with existing zoning regulations or other legal constraints.

3. If the District later provides Wastewater Service to an Excluded Parcel, the then-current owner(s) shall be required to pay to the District an amount fairly representing the special benefit that the Tax Parcel will receive, as determined by the District. The undersigned understand and acknowledge that the amount charged at the time of later connection is expected to be significantly greater than the non-ad valorem assessment.
4. In reliance on the certifications and statements of the undersigned, the District will forego its right to impose the non-ad valorem assessment on the Excluded Parcel(s).

5. The District will advise the Monroe County Tax Collector to remove the current year's assessment(s) against the Excluded Parcel(s) if unpaid. The Monroe County Tax Collector will issue an amended tax bill reflecting the removal of the assessment from the Excluded Parcels.

6. The undersigned hereby consents to this waiver of wastewater service and acknowledgement of potential costs, and all of its terms.

7. This waiver and all of its terms shall be binding upon, and inure to the benefit of, the signatories, their successors and assigns, and all subsequent owners of the Tax Parcels listed in Attachment A, and each of them.

IN WITNESS WHEREOF, the undersigned, comprising all of the owners of the Tax Parcels listed in Attachment A have executed this waiver of wastewater service and acknowledgement of potential costs on the dates shown opposite their names.

Signed, Sealed and Delivered in the presence of these Witnesses (one of whom may be the Notary):

Owner or Co-Owner

Sign: __________________________

Owner or Co-Owner

Sign: __________________________

Witness

Sign: __________________________

STATE OF: Florida

COUNTY OF: Monroe

The foregoing instrument was acknowledged before me this 9/8/20 (date), by

(Owner or Co-Owner)

(date), who is personally known to me or who has produced

(type of identification) as identification.

Notary Public

Printed Name

Commission Expiration Date
WAIVER OF WASTEWATER SERVICE
AND
ACKNOWLEDGEMENT OF POTENTIAL COSTS

Attachment A

Excluded Parcels:

Excluded Parcel No. 1:
Alternate Key Number: 1623253
RE Number: 00505400-000000
Physical Location: VACANT LAND KEY LARGO
Legal Description: BK 11 LT 58 SUNSET COVE KEY LARGO KEY LARGO PB1-165 OR471-150/51 OR472-106 OR874-9/10P/R OR1269-1284/89WILL OR1415-2098/2100ORD OR1649-1849/53AFF/TR OR1649-1854 OR1652-1880 OR1945-300 OR2039-478 OR2162-1952C OR2726-131D/C

Excluded Parcel No. 2:
Alternate Key Number: 1623261
RE Number: 00505410-000000
Physical Location: VACANT LAND KEY LARGO
Legal Description: BK 11 LT 59 SUNSET COVE KEY LARGO KEY LARGO PB1-165 OR471-150/51 OR472-106 OR874-9/10P/R OR1269-1284/89WILL OR1415-2098/2100ORD OR1649-1854/53AFF/TR OR1649-1854 OR1652-1880 OR1945-300 OR2039-478 OR2162-1952C OR2726-131D/C

Excluded Parcel No. 3:
Alternate Key Number: 1623270
RE Number: 00505420-000000
Physical Location: VACANT LAND KEY LARGO
Legal Description: BK 11 LT 60 SUNSET COVE KEY LARGO KEY LARGO PB1-165 OR471-150/51 OR472-106 OR1057-2273AFF OR1308-144D/C OR1415-2098/2100ORD OR1945-300 OR1649-1849/53AFF/TR OR1649-1854 OR1652-1880 OR2039-478 OR2162-1952C OR2726-131D/C
Public Comments

Disclaimer: Public comments that are submitted to the Board for inclusion into the Official Minutes are the views and opinions of the commenters alone and do not necessarily reflect the official policy of the Key Largo Wastewater Treatment District or the opinions of its Commissioners.
Commissioners,

1) Four weeks ago, in a private meeting, Paul explained that he transferred Nicole to the CIO because Jered and Mike could not properly manage Nicole’s workload.

2) Three weeks ago Paul repeated that in a public meeting, which I found to be demeaning to the Operations Dept.

3) At our staffing plan workshop two weeks ago Paul changed his position: He now claims the CIO (soon to be the Director of Administration) would treat the Operations Dept like “customers” and give them full support.

4) Since Rob will now “manage” Nicole and provide “customer support” to Operations, I thought I should meet with Rob to find out the specific facts that resulted in Nicole’s transfer and what specific issues or problems Rob believed required his managerial support.

5) He answered by repeating Paul’s comments about treating Operations like customers and providing all necessary support for whatever they needed.

6) I again asked him for specifics, at which time he said I should talk to Paul.

7) I also suggested that it seemed reasonable (at least to me) to give Director Ed, Manager Mike, Manager Jered, and Supervisor Ryan, some readily available (face to face) administrative help, i.e. please order this, please schedule that, please call this person, please remind me of this, please organize these papers, etc. etc.

8) I then asked him for his opinion on whether he believed that such (face to face) administrative help would be of assistance to Ed, Mike, Jered and Ryan. Again, rather than answer, he directed me to speak to Paul.

I live in a world of FACTS. That means when I tell a judge that my client will be irreparably harmed by something, the judge requires me to produce FACTS not generalized conclusions. The same holds true for commissioners. We need FACTS to make informed decisions.

Thus far there are no facts to support Rob managing anyone in the Operations Department.

We hired Ed to Direct Operations and we promoted Mike, Jered, and Ryan. We owe it to them to give them administrative, face to face, help free from Rob’s management oversight.

Please do not respond to this email. It is for informational purposes only.

Regards,

Andy
Commissioners,

It is my sad duty to report an incident at the District office this morning.

During a brief absence from the office this morning (I was attending a meeting with Islamorada), Commissioner Tobin came to the District Office.

His visit started with HR: asking to see personnel files for several members of staff and then questioning Kim about particular items in each person's file. He then asked Kim to provide him an electronic version of the staffing plan so that he can manipulate it.

He then visited with Rob in his office and asked several questions about Rob, his qualification, his job and how easily it could be "outsourced" to another outside agency. He also asked about the Ops Admin and demanded to know why he was more qualified to supervise her than Jered and Mike in a dual supervisory role.

Both employees categorized the visit as intimidating, threatening, confrontational and bullying.

As the General Manager, I must respectfully insist that no Commissioner be allowed to personally attack and bully members of Staff during work.

Paul Christian  
General Manager  
Key Largo Wastewater Treatment District  
Office: 305-451-4019  
Fax: 888-480-3572
Paul,

First and foremost, it is not your DUTY to accuse me of bullying, and especially without first calling me to inquire about my perception of the visit, which follows.

This is the second time I have asked Kim to review personnel files, which by the way are public records, and which you have sanctioned. I asked it she had a moment, which she did. I then asked to review your resume and Rob's because I am still interested in Rob's qualifications to manage operations (which I did not share with Kim). I also asked if she was involved in the "educational" program which the District has from time to time sponsored. I also asked about how she creates the staffing plan and whether I could get a copy of the program. She told me it was a word file and shared some tips on how to use it.

I then visited Rob who has sent me several email invitations recently to meet with him.

The first topic was the Board's direction (last year) that Rob and I work together to find a company that would audit our IT Dept. He explained a few things about IT and that he was in that business in the past.

The second topic was related to his management of Nicole, which I related in a prior email. What I left out was his reaction to my request for facts. He clammed up, told me to talk to you, and accused me of bullying (Steve favorite line).

I then left, knowing full well that you would send an email repeating what he said.

I assure you that my conduct was professional and respectful. Kim's was too.

Rob however became very defensive and hostile which I understand given the recent newspaper articles. And by the way, which I did not mention in my earlier email.

We have a system which encourages Commissioners to be involved in District business. Paying lip service to our system is not enough. You need to be true to the system personally and by insisting that your staff communicate information willingly, even if they "feel" intimidated.

My suggestion is to let this pass.

Andy

ANDREW M. TOBIN, P.A.
Attorney at Law
P. O. Box 620
Tavernier, FL 33070
T: 305.852.3388
From: Paul Christian <paul.christian@klwtd.com>
Sent: Thursday, August 18, 2016 3:32 PM
To: Andrew M. Tobin Attorney
Cc: Commissioners; Ray Giglio
Subject: Re: My Visit.

Commissioner Tobin,

I challenge your statement of "I assure you that my conduct was professional and respectful. Kim’s was too" considering you "then left, knowing full well that [I] would send an email repeating what he said."

You are entitled to and I have sanctioned an open line of communication with staff as pertains to information gathering to facilitate your position as a governing member of this organization. I am personally aware of your propensity to bully and intimidate under the guise of providing "good government" and, as pertains to your treatment of me and Ray, I’ve tolerated it as I consider it part of my job (and his). However, I will not stand idly by while you continue bullying of any member of staff.

Nor will I "let it pass."

Respectfully,

Paul Christian
General Manager
Key Largo Wastewater Treatment District
Office: 305-451-4019
Fax: 888-480-3572

On Thu, Aug 18, 2016 at 3:20 PM, Andrew M. Tobin Attorney <tobinlaw@terranova.net> wrote:

Paul,

First and foremost, it is not your DUTY to accuse me of bullying, and especially without first calling me to inquire about my perception of the visit, which follows.

This is the second time I have asked Kim to review personnel files, which by the way are public records, and which you have sanctioned. I asked it she had a moment, which she did. I then asked to review your resume and Rob’s because I am still interested in Rob’s qualifications to manage operations (which I did not share with Kim). I also asked if she was involved in the “educational” program which the District has from time to time sponsored. I also asked about how she creates the staffing plan and whether I could get a copy of the program. She told me it was a word file and shared some tips on how to use it.
All;

Here is just one of the invitations I received from Rob to have lunch with him.

Good thing I declined. Imagine Paul's reaction if Rob complained that I bullied him with questions while we were eating.

ANDREW M. TOBIN, P.A.
Attorney at Law
P. O. Box 620
Tavernier, FL 33070
T: 305.852.3388
Tobinlaw@Terranova.Net
Tobinlaw2@Gmail.Com

On Thu, Jul 21, 2016 at 9:10 AM, <tobinlaw@terranova.net> wrote:
Rob,

It would be more convenient to stop by the office sometime next week. Let me know if that works and we can pick a day.

Regards,

Andy

Quoting Rob Buikiewicz <rob.buikiewicz@klwtd.com>:

Andy,

Good afternoon. Let me know if you are free for lunch tomorrow.

Have a great night.

Rob
Date: September 20, 2016

To: Commissioners, KLWTD

From: Andrew Tobin, Commissioner

Re: Staff Contact

Mr. Christian admitted in the Free Press article of September 14, 2016, that it was inappropriate to "scold" a commissioner publicly.

Yet he did just that [and more] in several public emails. And he did so without first calling me to find out my side of the story, which he later "challenged" as untrue.

With respect to our Director of Administration's "feelings" that he was intimidated, threatened, or bullied by questions related to his job, I cannot help but question whether such a person is suitable for a senior managerial position.

Let's be honest.

Mr. Bulkiewicz and Mr. Christian manufactured the entire incident as pay back for my recent comments about the staffing plan.

The notion that I "bullied" Rob or anyone else is - to put it in perspective - BULL.