# Environmentally Endangered Lands Program

# Qualifications Review Committee Meeting Minutes

**March 19, 2019**

## *Attendance*

### QUALIFICATIONS REVIEW COMMITTEE MEMBERS

* Linda Behret, Chairman, Procedures Committee
* Mike Knight, EEL Program Manager
* Jerry Visco, Director, Human Resources

### STAFF

* Laura Clark
* Mike Knight

### GUESTS

* Samuel Sweetman, Citizen

Protecting and Preservice Biological Diversity  
Through Responsible Stewardship of Brevard County’s Natural Resources.

## *Meeting Minutes*

### CALL TO ORDER

Mike Knight, Environmentally Endangered Lands Program Manager, called the meeting to order at 3:15 PM.

### PUBLIC COMMENT

Samuel Sweetman, citizen and Selection and Management Committee (SMC) applicant, confirmed he works in the private sector and is hoping he can provide input that would help with the SMC. He added that he understands that the Environmentally Endangered Lands Program primarily works in upland areas and that although he does not have job history in uplands, it will be a part of the educational process he is currently pursuing. He also confirmed he recently updated his Natural Areas Pesticide Applicator’s Certification.

### AGENDA ITEMS

**Overview of Selection and Management Committee member appointment process.**

Mike provided an overview of recent actions related to Selection and Management Committee (SMC) member reappointments.

* The Environmentally Endangered Lands (EEL) Program submitted reappointments for seven (7) of the eight (8) members of the SMC.
* The Board of County Commissioners (BOCC) chose to reappoint two members (Oli Johnson and Tammy Foster), not to reappoint five members (Dave Breininger, Laurilee Thompson, Randy Parkinson, Paul Schmalzer, and Kim Zarillo), revise some of the language in the Program’s Land Acquisition Manual related to SMC membership criteria, and initiate a Call for Applicants for the Committee.
  + It is understood that their objective was to open up the committee to a wider pool of applicants.
  + The change in criteria reduces the education degree from a graduate degree in specific fields, to a four-year post-secondary degree in the same fields. No change was made to the ranking process.
  + SMC members who were not reappointed were encouraged to reapply and may continue to serve until they are reappointed, or replaced.
* During the BOCC meeting, Elizabeth Becker was erroneously noted as not needing to be reappointed because she represented the Tourism Development Council (TDC).
  + Clarification was later provided that Elizabeth Becker is new to the SMC and her original appointment extends until December 2020.
  + Clarification was also provided that Laurilee Thompson has been the TDC representative on the SMC.
* The following was noted:
  + A Call for Applicants was advertised.
  + Staff has compiled the applications.
  + The current applicants will be ranked by the Qualifications Review Committee and the results of the science group ranking will be forwarded to the Procedures Committee who will need to confirm the list of qualified applicants for submittal to the BOCC for final ranking and appointment.
  + There are five (5) current openings on the SMC
    - One (1) TDC opening
      * The TDC appointee does not need to meet the science membership criteria or be ranked.
      * Laurilee Thompson submitted an application during the recent call for applicants. A new endorsement from the TDC supporting her continuing as the TDC representative has been received and will be forwarded to the BOCC for final confirmation.
    - Four (4) Science openings
      * Five applications have been received
        + David Breininger
        + Tammy Dabu
        + Paul Schmalzer
        + Samuel Sweetman
        + Lisa Toland

**Review and Initial Ranking of Applicants**

Discussion ensued. It was noted that all applicants have a willingness to serve in a voluntary capacity and are willing to make a long-term commitment to the Environmentally Endangered Lands (EEL) Selection and Management Committee (SMC).

**David Breininger**

* **Discussion**
  + Two graduate degrees in Conservation Biology and Ecology in addition to a Bachelor’s in Marine Biology.
  + 38 years of experience.
  + Leading Florida Scrub-Jay expert.
  + Multiple scientific publications and awards.
* **Scoring**
  + Does candidate meet minimum qualifications? YES
    - 100 points
  + Does candidate meet requirements for additional education points? YES
    - 10 additional points
  + Does candidate meet requirements for additional experience points? YES
    - 12 additional points
  + Total Points
    - 122

**Motion One  
Jerry Visco made a motion to assign a score of 122 for Dave Breininger.**

**Linda Behret seconded the motion.**

**The motion carried unanimously.**

**Tammy Dabu**

* **Discussion**
  + Bachelor’s in Biology.
  + 13 years with Department of Environmental Protection, 27 years with Army Corps of Engineers.
  + Very involved in permitting for scrub and wetland habitats.
* **Scoring**
  + Does candidate meet minimum qualifications? YES
    - 100 points
  + Does candidate meet requirements for additional education points? NO
    - 0 points
  + Does candidate meet requirements for additional experience points? YES
    - 12 additional points
  + Total Points
    - 112

**Motion Two  
Jerry Visco made a motion to assign a score of 112 for Tammy Dabu  
Linda Behret seconded the motion.  
The motion carried unanimously.**

**Paul Schmalzer**

* **Discussion**
  + Two graduate degrees in Ecology in addition to a Bachelor’s degree in Biology.
  + Over 36 years of experience.
  + Many scientific publications.
  + Extensive institutional and historical knowledge.
* **Scoring**
  + Does candidate meet minimum qualifications? YES
    - 100 points
  + Does candidate meet requirements for additional education points? YES
    - 10 additional points
  + Does candidate meet requirements for additional experience points? YES
    - 12 additional points
  + Total Points
    - 122

**Motion Three  
Linda Behret made a motion to assign a score of 122 for Paul Schmalzer.  
Jerry Visco seconded the motion.  
The motion carried unanimously.**

**Samuel Sweetman**

* **Discussion**
  + Meets degree requirement, but does not have experience in uplands.
  + Experience is mostly managing aquatic systems, pond type systems.
  + Does not meet the minimum requirement for demonstrated knowledge of Brevard County ecosystems and specific knowledge of the habitat types and conservation land management techniques.
* **Scoring**
  + Does candidate meet minimum qualifications? NO
    - 0 points
  + Does candidate meet requirements for additional education points? NO
    - 0 points
  + Does candidate meet requirements for additional experience points? NO
    - 0 points
  + Total Points
    - 0 points

**Motion Four  
Jerry Visco made a motion to assign a score of 0 for Samuel Sweetman.  
Linda Behret seconded the motion.  
The motion carried unanimously.**

**Lisa Toland**

* **Discussion**
  + Degree in Chemistry is not included in minimum qualifications categories, but candidate meets requirement through experience.
  + Previous Director in charge of Brevard County Natural Resources Management Office during early EEL Program years.
  + Long time environmental consultant doing a lot more than general environmental consulting involved in scrub work.
* **Scoring**
  + Does candidate meet minimum qualifications? YES
    - 100 points
  + Does candidate meet requirements for additional education points? NO
    - 0 additional points
  + Does candidate meet requirements for additional experience points? YES
    - 12 additional points
  + Total Points
    - 112

**Motion Five  
Jerry Visco made a motion to assign a score of 112 for Lisa Toland.  
Linda Behret seconded the motion.  
The motion carried unanimously.**

Recap of ScoresEach candidate’s score was presented for the committee’s confirmation.

Applicant's Scores

| **NAME** | **SCORE** |
| --- | --- |
| **Dave Breininger** | **122** |
| **Tammy Dabu** | **112** |
| **Paul Schmalzer** | **122** |
| **Samuel Sweetman** | **0** |
| **Lisa Toland** | **112** |

### PUBLIC COMMENT

None.

### ADJOURNED

Mike thanked everyone for attending and the meeting was adjourned at 3:50 PM.