# Environmentally Endangered Lands ProgramProcedures Committee Meeting

## March 5, 2021 Meeting Minutes

## Attendance

### PROCEDURES COMMITTEE (PC) MEMBERS

Linda Behret, Bo Platt, Leesa Souto, Sil Crespo, Monty Montgomery, and Diane Stees attended in person. Rick Follett joined by Zoom.

### ENVIRONMENTALLY ENDANGERED LANDS (EEL) PROGRAM STAFF

Mike Knight, Amy Rivera

### GUESTS

None

Protecting and Preserving Biological Diversity

Through Responsible Stewardship of Brevard County’s Natural Resources

## Meeting Minutes

### CALL TO ORDER AND ROLL CALL

Linda Behret called the meeting to order.

### PUBLIC COMMENT

None

### MINUTES

The PC August 1, 2019, minutes were presented for approval.

### MOTION 1

**Sil Crespo moved to approve the minutes as presented.**

**Bo Platt seconded the motion.**

**Motion carried unanimously.**

The Selection and Management Committee (SMC) and PC June 19, 2020, minutes were presented for approval.

### MOTION 2

**Monty Montgomery moved to approve the minutes as presented.**

**Sil Crespo seconded the motion.**

**Motion carried unanimously.**

The PC November 20, 2020, minutes were presented for approval as revised. Add Board of County Commissioners (Board) into the public comment section to clarify this action requires a super-majority of the Board for approval.

### MOTION 3

**Leesa Souto moved to approve the minutes as revised.**

**Diane Stees seconded the motion.**

**Motion carried unanimously.**

### COMMITTEE MEMBER REPORTS

Monty Montgomery asked Mike if the Program had an update from the Nature Conservancy. Mike clarified the question was referring to the referendum. Mike stated Vince Lamb has a plan and is working on that, but Mike has not had any direct contact with the Nature Conservancy.

Sil Crespo asked if the feedback from Committee Members has been incorporated into the 30 Year Anniversary Report and stated he has not seen the latest report. Mike stated the input has been incorporated and he will resend the report.

### AGENDA ITEM 1

**Overview of Selection and Management (SMC) Appointment Process**

Mike explained the Board granted permission to advertise for SMC volunteer scientists. The Program advertised and collected applications. These applications were initially ranked on February 12, 2021, by the Qualifying Committee (QC). Mike Knight, Linda Behret, and the Director of Human Resources, Jerry Visco, served on the QC. This initial ranking is a point system based on the applicant’s background. The next step is for the Procedures Committee (PC) to confirm the list of qualified applicants. Mike noted the initial ranking scores may be modified as the PC deems appropriate. Once confirmed, this list will be sent to the Board for final ranking. Leesa Souto asked for clarification on which SMC members are being replaced because of the 8-year term limit. Mike explained the Board added the 8-year consecutive rule and noted the Board’s decision not to reappoint members who are restricted by their employer from meeting in person. Tammy Foster, David Breininger, and Paul Schmalzer are restricted from their employer from meeting in person. Paul was the only member to reapply and Mike explained a super-majority from the Board is needed to reappoint him. Leesa recommended providing a justification to the Board to explain the PC’s recommendation for individual applicants. Leesa asked if the criteria utilized to rank these candidates is in the Land Acquisition Manual. Mike explained the Board chose to change the language from graduate degree to four-year degree; however, the staff perspective is nothing has changed because applicants are awarded additional points for a graduate degree.

The PC chose to discuss Paul Schmalzer’s application. Paul has a master’s degree, a doctoral degree, and 36-years’ experience and received the highest possible score of 122. Sil Crespo restated in order for Paul to be reappointed a super-majority is required by the Board. Sil added Paul’s extensive experience as well as depth and breath of knowledge. Mike added Paul is the most diligent SMC Member in the Program’s history and he can be counted on to read every word of Management Plans and reports. Additionally, his participation and character are exemplary. Monty suggested adding language to the motion to bolster the PC’s recommendation on Paul’s reappointment. Diane stated she is concerned the Program and the SMC will suffer if additional valuable members are not reappointed since the SMC has already experienced losses. She added Paul volunteers for fieldtrips and goes above and beyond. The PC Members agreed and further discussed his technical and historical knowledge. The PC agrees Paul should be reappointed.

The QC assigned Frank Robb a score of 100 points based on his Bachelor’s in Biomedical Sciences. The PC discussed this degree, the applicant’s experience, and determined this candidate is not-qualified and will not be included on the qualified applicant list.

### MOTION 4

**Sil moved to remove Mr. Robb from the list of qualified candidates.**

**Monty seconded this motion.**

**Linda Behret and Monty Montgomery opposed. Motion carried 5 to 2.**

The QC assigned Joe Bartoszek a score of 0 because his educational experience and related experience did not satisfy the minimum requirement. The PC agreed; however, it was noted he is a valuable volunteer at the Barrier Island Center.

Mark Bush was awarded the maximum score of 122 because of his educational and professional experience. It was noted he is a former SMC Member. Linda stated it is important to have this type of expertise on the SMC.

James Burney was awarded 117 points because of his graduate degree and experience. Diane asked how relevant his wetland experience is. Mike explained he owns a company that does work with both uplands and wetlands. Leesa Souto asked if relevant skills can be considered based on the SMC needs. Mike explained there is not a mechanism for this; however, the PC can add a recommendation to be presented to the Board. Sil reviewed Mr. Burney’s experience and thinks his skills are complementary to the Program.

Rio Throm Bond was assigned a score of 117 because of her master’s degree and professional experience. The PC discussed her background; however, they are concerned about the gap in her experience and questioned if her professional experience is relevant to Brevard County ecosystems. They agree she meets the minimum qualifications and agree with the score of 117.

Leesa Souto asked if the PC is going to provide a ranking list to the Board. Mike explained the PC is confirming the list of qualified applicants that will be submitted to the Board for their consideration. It was noted the PC can provide additional information to justify their recommendations.

Jennifer Thompson received a score of 112. It was noted most of her background is in water resources and she received points for experience. Jennifer works for Brevard County and the County Attorney agreed this is not a conflict. Her employment status will be disclosed to the Board. Bo has some concerns about her being a County employee; however, he noted this can be both a positive in terms of knowledge of the County and a negative because of possible retaliation.

### AGENDA ITEM 2

**Confirmation of list of qualified applicants for SMC.**

The Qualifying Committee determined the qualified applicants are as follows:

Frank Robb

Paul Schmalzer

Mark Bush

James Burney

Rio Throm Bonds

Jennifer Thompson

Diane Stees asked if the PC’s specific recommendations and comments can be written and distributed to the PC for review before they are submitted to the Board for final ranking.

Leesa Souto stated a lot of expertise and experience has been lost and there is a great need to appoint SMC Members with these skills and talents. The Procedures Committee highly recommends the Board appoint Paul Schmalzer and Mark Bush as priority appointments to the SMC because they possess the necessary expertise, professional experience, substantial field work, and extensive knowledge of Brevard County Ecosystems as well as land management methods necessary for the continuity of the SMC. These two candidates served the SMC diligently and contributed extensively and their years of service are a positive. In addition to Paul’s vast expertise, he is extremely detail oriented and has a high level of integrity. He is very dedicated and generously donates his time. He understands complicated information, interprets it, and effectively communicates that information to others. The PC recommends James Burney as the third candidate because of his expertise and professional experience with uplands and wetlands.

### MOTION 5

**Leesa Souto motioned to nominate Paul Schmalzer and Mark Bush as priority appointments because of their background, knowledge, history with the Program, and expertise.**

**Sil Crespo seconded the motion.**

**The motion carried unanimously.**

### MOTION 6

**Diane Stees motioned to recommend James Burney as the third candidate because he rounds out the other two candidates and added Rio Throm Bonds and Jennifer Thompson be considered as alternates as their recent work experience is not as vast.**

**Monty Montgomery seconded the motion.**

**Motion carried unanimously.**

### MOTION 7

**Monty Montgomery moved to approve the list of qualified candidates.**

**Sil Crespo seconded the motion.**

**Motion carried unanimously.**

Paul Schmalzer with 122 points.

Mark Bush with 122 points.

James Burney with 117 points.

Rio Throm Bonds with 117 points.

Jennifer Thompson with 112 points.

### COMMITTEE MEMBER REPORTS

Diane Stees led a fieldtrip on February 20th at Sams House. Members of the Friends Group dressed in period dress and read passages from *Mattie Sams Diary* while the group enjoyed lunch. This activity was held out of doors and participants practiced social distancing.

### NEXT MEETING

Mike stated we will coordinate for dates for the next meeting.

### ADJORNED

The meeting was adjourned.

### ACTION ITEMS

1. Resend 30-Year Anniversary Report