

**CEDAR KEY WATER & SEWER DISTRICT  
P.O. BOX 309/510 THIRD STREET  
CEDAR KEY, FL 32625**

**Minutes of Regular Meeting  
Board of Commissioners  
June 20, 2022**

Board Members Present: Dottie Haldeman, Leslie Sturmer, Stephen Rosenthal, Joe Hand, Tabitha Lauer.

Other Presents: John McPherson, Alicia Johns, James McCain, Mandy Offerle, Frank Offerle, Sue Colson, Jan Childers, Clay Childers, Michael Bobbitt, Evan Rosenthal, Kristen Mood, Nancy Sera, Claudette Nelson, Robert Robertson, Ken Daniel, Heath Davis, Doug Maple, Barbara Maple, James Wortham, Phil Prescott, Patty Jett, Wade Wetherington, Zach Conomos, Anne Miller, Scott Wright.

1. Meeting called to order at 5:00 p.m. by Dottie Haldeman, Chair.
2. Pledge and Prayer.
3. Adoption of the Agenda. **Motion** by Leslie Sturmer to adopt Agenda. **Second** by Joe Hand. Leslie ask to change the order of some of the items on the agenda. **Motion** by Tabitha Lauer to move James McCain's resignation that was to be discussed under the GM's Report to top of Agenda. **Second** by Joe Hand. Passed by a vote 5-0.

Ms. Dottie gave a brief summary of the current situation with James McCain concerning his resignation. She informed all who attended the meeting tonight that she had spoken to James on the reason he was resigning and on what could be done to resolve the issue and they could not come up with a solution. Dottie told the audience and the other members of the Board how sad she was to be losing such a valued employee who has been with the District for 44 years, unless a resolution could be made, in which she and the other Board members were hoping to accomplish. **Motion** Tabitha Lauer to deny James McCain's letter of resignation. **Second** by Leslie Sturmer, she also mentioned that Bill Pittman had sent an email to all Board members earlier in the day stating that he was suspending his application for employment pending the outcome of tonight's meeting. Mr. Pittman was not in attendance tonight he thought things could be better resolved without his presence. Passed by a vote of 5-0. **Motion** by Tabitha Lauer to accept Bill Pittman's resignation and make James McCain the GM/Superintendent of the Maintenance and for Dottie Haldeman to manage the office. Tabitha went on to explain why she thought James was very capable of doing the job of GM and his current job of Superintendent. James explained that he did not want to be over the office, but he thought we could work together and come to a solution. Leslie explained that she had printed out the job descriptions for the GM and Superintendent to see what their similarities and differences were and to see if there were some things that could maybe contracted out like grant writing, or someone to do contracts if needed. Leslie also, mentioned that if James did want to spend less time in field, so that

he would be able to tackle more of the GM responsibilities that we could hire another tech person and start training Gabe or Billy to take on more of the tasks James does as the Superintendent. James and Leslie discussed the job descriptions for GM and Leslie thought James was capable of doing the job. Dottie ask James about his mention of retiring in the next few years and wondered who would take over for him if the District doesn't have someone who can perform the tasks he is capable of doing. James mentioned that if he was still capable of working in the next few years he would still work for the District, and that he would like to see the Board get more involved and work together to get things done and that if after a period of time the Board thinks the District needs a GM then the District can post another job listing for the position. Mr. Rosenthal expressed his opinion on how fast we filled the GM position and agreed that James is a valuable employee. Tabitha expressed that she felt that James was more than capable of handling the job of GM and Superintendent. Comments were heard from the public on how capable James would be at the job of GM and ask if given the new position would a pay raise be given. It was asked by an audience member if Ms. Dottie would manage the office if James managed the maintenance crew, to which she replied that if all the job entailed was for her to come in and check on Ann and Alicia a few times a week, that would be fine, but she would not be willing to sit as the GM and try to do some of the things the GM would need to do. Leslie ask James if he could work with Ann and Alicia on things that needed to be done in the office, to which he replied that he would be able to work with Ann and Alicia, but he thought that it would be a learning curve for all three of them since they have worked so long together it might take some time to get adjusted. **Motion** by Tabitha Lauer for James McCain to be the District's GM with the same pay as the previous GM's of \$70,000. Leslie stated that she didn't think that we needed a separate office manager that James was capable and that if we needed someone to help with grants and such that we could find someone to help with those things and James accepted that and proposed that we try him as the GM and if it was thought that he wasn't doing the job as needed that we change the arrangement. **Second** by Leslie Sturmer. Joe asked John about his experience as GM that if he thought we would need anyone to help out with some of the office work so as not to take away from James being in the field, and he thought that if James thinks he can do the job he saw no reason to not let him try and that he only worked part time doing the administrative side of the GM position. Passed by vote of 5-0.

The Board discussed what needed to be done in regards to Bill Pittman. John told the Board that he and Evan Rosenthal would work together to come up with a letter to send to Bill on the decision of the Board on his employment and the return of the Districts laptop.

4. Approval of Minutes. **Motion** by Stephen Rosenthal to approve the minutes from May 9, May 12, and May 20, 2022 meetings. **Second** by Joe Hand. Passed by a vote of 5-0.
5. Financial Reports. Balance Sheet, Budget Report, Checkbook Activity, Past Due Accounts Report, Employee Leave reports were presented for review. **Motion** by Stephen Rosenthal to accept the Financial Reports. **Second** by Tabitha Lauer. Leslie Sturmer was concerned with Account 730.02 on the PL Budget vs Actual in the Financial Reports as it was very high and wanted to make sure it was not a typo, James told the Board he would get with

Ann and see why this amount was so high. Tabitha would like to see when customers on the penalty register have paid. Alicia said that she will now write on the penalty register when the customer has paid their past due bill. Passed by a vote of 5-0.

6. Bill Adjustment Request. **Motion** by Stephen Rosenthal to accept all the bill adjustment requests. **Second** by Leslie Sturmer. Passed by vote of 5-0.
  
7. General Manager Report. John read since Bill Pittman was not at the meeting. Dottie gave the Board a copy of the first phase draft of the Feasibility Study. Leslie ask if the Board could get a copy in color or if it could be sent electronically to each Board member so that it could be seen in color. Joe relayed to the Board that he had three separate parts of the draft that he would send to the other Board members. Bill expressed how well the Hurricane Awareness day went and that he meet a lot of people from the other attending agencies and would like to make the District's spot more visual friendly while conveying the important information we provide. Bill expressed how well the office staff has helped him in his transition of GM, while still getting a grasp on the current state of the utility and will provide updates as he moves forward. Bill went to the June 7, 2022 City Council meeting in which he was introduced as the new GM for the District. He reported that James and Tabitha gave a brief presentation on how the COVID money from the City helped to rehab the District's digestors for the sewer plant. It was reported that the paperwork for the reimbursement for the remaining \$60,000 from the Legislative Grant. It was also reported that the House Bill 53 would be submitted by the end of the month due date. There was some concern on whether this would get done on time now that Bill is no longer employed by the District and James informed the Board that he would find out what else needed to be done so that the paperwork would be submitted on time. Bill had been working with Mittauer on the Resilient Florida Grant Program that would need to be done between July 1-September 1, 2022. It was reported that the HB 9155 bill was signed by the Governor and will go into effect July 1, 2022 in the amount of \$2.5 million dollars for the Rehabilitation on the District's lift stations. Kim Green from Brown & Brown submitted the renewal rates for the Blue Cross Blue Shield plan for the District employees. **Motion** by Leslie Sturmer to accept the Brown & Brown renewal for the District employees Blue Cross Blue Shield insurance. **Second** by Stephen Rosenthal. Passed by a vote of 5-0. Zach Conomos from American Pipe & Tank gave a brief proposal on why we should select their company for our sludge hauling needs. James told the Board he had not had a chance to look over their proposal or the one from A-Able Septic, but that he would be doing so and letting the Board know his recommendation at the next Board meeting. The Board discussed what would need to be done if the District wanted to use another engineer besides Mittauer & Associates.

8. Attorney Report.

- a. Chad Wisdom has been paid up to date. After much discussion the Board decided to pay Chad 25% of his accrued sick leave and be paid a prorated rate for his vacation for the four months he has been employed for this year. **Motion** by Leslie Sturmer to pay Chad Wisdom a prorated rate for his vacation time from February 1, 2022 to June 1, 2022 and 25% of his accrued sick leave. **Second** by Tabitha Lauer. Passed by a vote of 5-0.
- b. Contract review for Evan Rosenthal with Nabors, Giblin, & Nickerson, PA. Evan asked the Board if it would be possible for the Board to change their meetings to any other day than the second Monday of the month because he has a conflict with another clients meeting which is on the same day, but that if it was not something that could be changed, he would still be available for the District's monthly meetings and other aspects of the Legal Counsel Contract and what if any changes needed to be made so that the contract could be signed at the July Board meeting. The Board, John, and Evan discussed what could be done so that more Board members could attend the Pipeline meetings and not violate the Sunshine Law. The Board and Evan also discussed how the Board would be billed for travel and other expenses per month as needed for District Meetings. **Motion** by Joe Hand to accept the Contract for Legal Counsel. **Second** Stephen Rosenthal. Passed by a vote 5-0.
- c. The Board members who were not up for re-election this term will need to file their Form 1 to the Supervisor of Elections. Alicia reported that only the Board members who were not up for re-election this term did not have to file a Form 1 because they had already done so with their Qualifying paperwork per Tammy Jones, Supervisor of Elections.

9. Commissioner Comments. The Board discussed having a workshop to see where the District and the GM are at to see if any outside help is needed to get some of the administrative work done. It was decided to see how everything went over the next few weeks and then see if we needed a workshop.

10. Public Input. No public input.

11. Adjournment: There being no more business to conduct, the meeting was adjourned at 6:34 p.m.

  
Dottie Haldeman, Chairperson

  
Leslie Sturmer, Commissioner &  
Secretary of the Board