

**FLORIDA INLAND NAVIGATION DISTRICT's
Personnel Committee Meeting**

1:00 p.m., Thursday, April 13, 2023

**Hammock Beach Resort
200 Ocean Crest Drive
Palm Coast (Flagler County), Florida, 32137-3272**

Committee Members

**Committee Chair Spencer Crowley, Commissioners Carl Blow, Buddy Davenport,
Steve Boehning, and Lynn Williams**

Item 1. Call to Order.

Committee Chair Crowley will call the meeting to order.

Item 2. Roll Call.

Assistant Executive Director Janet Zimmerman will call the roll.

Item 3. Additions or Deletions.

Any additions or deletions to the committee meeting agenda will be announced.

RECOMMEND: Approval of a final agenda.

Item 4. Public Comments.

The public is invited to provide comments on issues that are NOT on today's agenda. All comments regarding a specific agenda item will be considered following the Committee's discussion of that agenda item. *Please note: Individuals who have comments concerning a specific agenda item should make an effort to fill out a speaker card or communicate with staff prior to that agenda item.*

Item 5. Assistant Executive Director Candidate Interviews.

The Committee will interview the four finalists for the Assistant Executive Director position. All Commissioners are invited to attend the interviews. Candidates will be invited in on the hour and each interview is scheduled for a duration of one hour each, including questions and discussion.

(Please see back up pages 3-43)

RECOMMEND: (This item is presented for Board review and discussion only.)

Item 6. Committee Discussion and Recommendations for the Position of Assistant Executive Director.

The Committee should discuss the candidates and suggest an ordered ranking to the full Board. Further discussion is anticipated during the Committee's report at the full Board meeting on Friday. In addition, candidates have been invited to attend the District's tonight's Community Outreach Event this evening.

(Please see back up pages 3-6)

RECOMMEND Approval to the full Board of a recommended ranking order of interviewed candidates for the position of Assistant Executive Director for the Florida Inland Navigation District.

Item 7. Additional Agenda Items or Staff Comments.

Item 8. Additional Commissioners Comments.

Item 9. Adjournment.

FLORIDA INLAND NAVIGATION DISTRICT

JOB DESCRIPTION - ASSISTANT EXECUTIVE DIRECTOR

The Assistant Executive Director assists the Executive Director in a variety of tasks with regard to the administration and management of the organization. Upper-level management responsibilities include coordination, communication, and oversight of District processes, procedures, and standards. They are responsible for contributing towards a positive and collaborative working environment. This is a professional position working under the general direction of the Executive Director.

ESSENTIAL FUNCTIONS: (The list of essential functions, as outlined herein, is intended to be representative of the tasks performed within this classification. The omission of an essential function does not preclude management from assigning duties not listed herein if such functions are a logical assignment to the position.)

GENERAL ADMINISTRATIVE

- Acts as Chief Administrative Officer in the absence of the Executive Director, works with the Executive Director to formulate policies and programs, Implements Board policies and actions as directed.
- Assists in coordination between FIND and the Corps of Engineers, State, County, and local governments,
- Assists in the preparation of agendas for Board meetings including all required backup materials and attend monthly Board of Director meetings.
- Assists in the preparation of the District budget as necessary.
- Prepares contracts for projects to be performed by contractors or consultants as necessary.
- Monitors performance of contracts including preparation and updating of databases monitoring forms, progress schedules inspection schedules and financial reporting.
- Attends local county, state, and federal meetings pertaining to or impacting on the waterway management or operation.
- Assists in the permitting and construction of newly acquired dredged material management sites.

- Supervises Districts personnel in support of these responsibilities. Prepares monthly status reports for District projects and programs.
- Performs other duties as assigned.

ASSISTANCE PROGRAMS

- Notifies governments as to times, dates, and criteria required for Assistance Program submittals.
- Compiles all Assistance Program submittals received and review with the Executive Director. Solicits additional information required to complete or clarify the application.
- Submits Assistance Program applications to Commissioners in time for their review prior to the Board's Program review and selection meetings each year.
- Notifies Program applicants of Assistance Program awards.
- Prepares Assistance Program Project Agreements for each Program recipient and have all documents processed prior to project implementation.
- Manages and maintains all databases, required documents and files for the Assistance Programs.
- Processes program payments in concert with the Finance Director.
- Supervises the Field Projects Coordinator in project inspections to verify compliance with the project agreement. Close out projects including final audit as required.
- Reviews and responds to correspondence and communication concerning the Assistance Programs.
- Attends meetings of the North and East Central Estuarine Restoration Teams.
- Supervises the Waterway Cleanup Program the Small-Scale Spoil Island Restoration Program and the Small-Scale Derelict Vessel Removal Program.

MINIMUM QUALIFICATIONS:

Must meet the knowledge, abilities, skills, education and experience requirements as prescribed by the District.

ESSENTIAL PHYSICAL SKILLS:

Acceptable eyesight (with or without correction)

Acceptable hearing (with or without correction)

Ability to clearly communicate information both verbally, in writing, and in presentations

Ability to use word processing and spreadsheet applications and operate basic office equipment (e.g. computers, printers, copy machines, telephone systems)

Ability to lift and carry up to 50 lbs.

ENVIRONMENTAL CONDITIONS:

Work inside in an office environment and various outdoor field work.

(Reasonable accommodations will be made in accordance with existing ADA requirements for otherwise qualified individuals with a disability)

Assistant Executive Director Position Screening Criteria**Required**

College Degree in engineering, marine or environmental studies or another related field or or 8+ years' experience in grant management, dredging or environmental permitting

3 years experience in management

Personal computer operations and Microsoft programs proficiency

Excellent oral and written communication skill

Ability to travel and work some weekends and nights

Valid Florida driver's license

Preferred

Advanced degree or engineering certification/degree

Experience with marine permitting, marine infrastructure design or construction experience

Grant writing and administrative experience

Knowledge of Florida's Waterways and/or Marine Industry

Top Assistant Executive Director Candidates

(presented in interviewing order)

	Total Ranking 1-4 with 1 being the top choice	Notes
Christopher Kelley Pages 7-12		
Michael Stahl Pages 13-34		
John Duchock Pages 35-40		
Ian Eyeington Pages 41-43		

CHRISTOPHER KELLEY

5 Sea Oaks Drive, St. Augustine, FL 32080 · (904) 315-9892

2/14/2023

Dear Mr. Crosley,

It has come to my attention that there is a position becoming available for the Assistant Executive Director with the Florida Inland Navigation District. I hope that you will find that my professional and personal experiences will uniquely qualify me to fill this role and responsibility to the AICW. I have attached my resume for your review.

As owner/operator of Mobius Marine for the past 12 years, I have assumed many necessary roles to propel marina redevelopment projects forward. Some of those roles include dockmaster, marina manager, grants procurement and administration, as well as plan review, construction design, construction management, and permitting. I have come before the FIND board many times to provide presentations and updates on my projects for the Town of Marineland. I attended numerous FIND outreach events in Flagler and St. Johns Counties and have a great appreciation of the District's mission.

FIND's Waterways Assistance Program has provided the necessary matching funds for my ability to secure over \$2.5 million in grants with the Flagler County TDC, the Florida Boating Improvement Program, the Boating Infrastructure Grant Program, and the Clean Vessel Act. None of these grants would have been possible without FIND and I would like to work with other municipalities to provide comparable opportunities to benefit the continuous navigation and public access to the AICW.

For the past 15 years I have also been the owner/operator of Ripple Effect Ecotours, a boat and kayak tour company, with a proven model of balancing outdoor recreation with environmental education. My role as a lead instructor for the University of Florida Master Naturalist Program has kept me current in the conversations around the community with an understanding of the need to properly manage these coastal resources.

As chair of the Marineland Stakeholders group for 8 years, I was responsible for bringing together a dynamic group of scientists, policy makers, educators, managers, and developers for productive conversations. These ranged from the branding of a municipality and finding creative solutions to challenging issues such as marina development, utilities, easements, and adherence to the Town's Comprehensive Plan. From 2010 to date, I have attended and participated in all but four of the Town of Marineland commission meetings including workshops, budget meetings, and CRA meetings. My commitment to the Town has provided me with an in-depth knowledge of the Town of Marineland government operations including government agenda preparation, government notifications, and monthly meeting minutes. I also participated in the 2014 and 2022 Town of Marineland Comprehensive Plan updates.

My personal experiences mirror my professional commitments. When not in the office, I can be found fishing and traveling the AICW with my wife of 26 years, our daughter, and our Labrador Retriever on our 43' catamaran. We have made at least six trips from St. Augustine to Miami and back on the AICW in the past five years on our way to the Bahamas or the Florida Keys. I am keenly aware of AICW controlling depths as well as bridge heights and the need to properly manage these. As a licensed captain, I have operated vessels from 20'-62' on the AICW from Charleston to Key West. I plan to utilize my professional qualifications and personal passions for maritime recreational opportunities to assist in securing this wonderful access to the waterway for generations to come.

Thank you for your consideration, I look forward to an opportunity to enhance the continued effectiveness of the Florida Inland Navigation District.

Sincerely,
Chris Kelley

CHRISTOPHER KELLEY

5 Sea Oaks Drive, St. Augustine, FL 32080 · (904) 315-9892

Chris@MobiusMarine.com

PROFESSIONAL EXPERIENCE

Founder and President

2010 – Present

Mobius Marine, Inc.

Marina/property management company in Northeast Florida for the following properties:

Marina Manager

2010 – Present

Town of Marineland Marina - 50 slip transient gateway to the Town of Marineland

Oversee all aspects of the operations and reconstruction of the marina including the following:

- Applied and secured permits from the DEP and ACOE for dredging/marina construction
- Provided contractor support and onsite oversight
- Managed dredging operations and onsite spoil site
- Managed dock construction, marina office building construction, and plan review
- Managed grant procurement, awards, and administration
- Assisted the Town staff in creating agendas and followed up with meeting minutes
- Created marina policies for Rules and Regulations and Dockage Agreements
- Implemented a Hurricane Plan and Panic File for marina operations
- Managed a staff of six employees
- Assisted Town staff with Comprehensive Plan updates and review
- Planned ribbon cutting events for Phases 1 and 2 in 2011 and 2018
- Assisted the Town in a procuring a planning grant from the DEO for a Utility Feasibility Study
- Managed FWC Derelict Vessel Removal Grant Program
- Applied for and maintained DEP's Clean Marina Designation
- Attended commission meetings including workshops, budget, and CRA meetings

Marina Manager

2017 – Present

Palm Coast Marina - 85 slip full-service marina with fueling station located in the City of Palm Coast, FL

- Implemented a new POS system and replaced the dated fueling station
- Managed a staff of seven employees

Property Manager

2014 – 2019

Marine Park of Flagler - Management of this 37-acre coastal redevelopment site included:

- Provided management oversight for the privately owned utility
- Organized development meetings including investors, builders, engineers, and architects

Founder and President

2007 to present

Ripple Effect Ecotours, Inc.

Boat and kayak touring company in Marineland, FL balancing recreation with environmental education by fostering partnerships with several 501c3 non-profit organizations

- Lead Instructor for the Coastal Module of the Florida Master Naturalist Program
- USCG Licensed Captain
- Managed a staff of six employees

Chairman – Marineland Stakeholders Group

2011 to 2019

County Attorney

1769 E. Moody Blvd Bldg 2
Bunnell, FL 32110



www.flaglercounty.gov

Phone: (386) 313-4005

Fax: (386) 313-4105

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April 3, 2023

Florida Inland Navigation District
1314 Marcinski Road
Jupiter, Florida 33477-9498

Dear Members of the District:

I am writing to provide you a reference for one of your candidates for the Assistant Executive Director position, Mr. Chris Kelly. I have known Mr. Kelly professionally for more than a decade through my role as County Attorney for Flagler in connection with Mr. Kelly's work in the Town of Marineland. The County has been involved in Marineland as funding partner for some of their projects and also as a principal stakeholder in the overall development of Marineland. For these varied pursuits, since at least 2011, we have relied on Mr. Kelly as our principal connection to these projects. My role has been by way of grant agreements and the Town's relationship with the County and various state agencies.

I cannot say enough about Mr. Kelly's skill in handling intergovernmental relations and managing projects in the Intracoastal marine environment. I have no doubt that the District can benefit from Mr. Kelly's broad experience in intergovernmental affairs and managing both capital and programmatic projects. The other standout benefit I rank equally with his experience is a strong work ethic. He does not shy away from challenges or late hours work when duty calls.

Mr. Kelly arrived at Marineland at a crucial time. The County and others in the State were interested in revitalizing Marineland as a destination of historical significance. The County, the State and the Town government were implementing this objective with a broad array of programs and strategies. The County and Town had secured a sizable grant to purchase the River to Sea Preserve, a 90-acre corridor of environmentally protected lands between the Atlantic Ocean and the Intracoastal Waterway. As partners, the County and Town worked to plan its use for the public. "Public" encompassed a broad range of users - boaters, campers, and hikers for recreational pursuits; and educational and research personnel and institutions which could use the Preserve as a laboratory and classroom.

One of the key undertakings to achieve this objective was to reconstruct the marina but in a manner that protected environmental values. He was that point person for the project starting with a match grant provided by the County conditioned on District participation. He parlayed his initial success with the project to secure funding and commitments from other agencies in a phased approach to the marina rebuilding.

Andy Dance
District 1

Greg Hansen
District 2

David Sullivan
District 3

Leann Pennington
District 4

Donald O'Brien Jr.
District 5

Florida Inland Navigation District
April 3, 2023
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Even though the phased work is not totally completed, it has been a success beyond our expectations. It is now a "Clean Marina" with pump out facilities at all slips (previously it was a liveaboard community at the marina). It is a highly ranked marina on "Navionics" (previously it had inadequate facilities such as limited docking space, a heavily silted bottom, and inadequate restrooms and laundromat).

Mr. Kelly has brought the marina to the desired intergovernmental status sought by the governments, as an important gateway into the recreational, natural, and educational resources available at Marineland. Simply put, we could not accomplish these objectives smoothly without Mr. Kelly's knowledge of boating, the marine environment, grant funding protocols and construction planning and execution. He was a "one stop shop" who earned our confidence many times over.

Even though his potential hiring would leave us short locally, I know that his background and experience will benefit of the State as a whole. I believe he is ideally suited to be your Assistant Executive Director.

Should you desire any additional information from me, please do not hesitate to let me know.

Sincerely,

A handwritten signature in black ink, appearing to read "Al Hadeed". The signature is fluid and cursive, with the first name "Al" and last name "Hadeed" clearly distinguishable.

Albert J. Hadeed
County Attorney



176 Marina Drive, Marineland, FL 32080

Office: (904) 386-3856
Angela@TownOfMarineland.org

April 5th, 2023

Florida Inland Navigation District
1314 Marcinski Rd.
Jupiter, FL 33477

Dear Commissioners of the Florida Inland Navigation District,

I write to you today in reference to Mr. Christopher Kelley, an applicant for your Assistant Executive Director position. Four years ago, I endeavored to make a positive impact on the Town of Marineland. There were challenges, as you can expect for any incoming Mayor, and I looked to the community for inspiration and leadership. This is how I came to know Mr. Kelley.

Mr. Kelley has had a long history with the Town of Marineland. In fact, I am the fourth mayor that has served in his time at Marineland. He was able to provide his institutional knowledge with concise, unyielding attention to the facts and details necessary for me to move the Town forward. The two previous administrations had left holes in the Town's organizational ability to complete such tasks as the required comprehensive plan update, proper records keeping, minutes, archives, the Town's website and so on. Mr. Kelley provided his organizational assistance to further these initiatives with exactness and did it with high fidelity even as a volunteer. This was far beyond the expectation of what his actual job entailed as the Town of Marineland Marina Manager. And, as the Town operates on a very tight budget, most of this volunteer effort took place after hours and on the weekends.

His performance as the Marina Manager has been nothing less than inspired. His contagious enthusiasm for the surrounding waterways and natural areas has brought boaters from all corners of the state and Atlantic coast to our closest-to-the beach marina in Florida. The reviews and boater feedback speak to his ability to market the very experiences that he created with great vision and diligence. His business and networking prowess has secured well over \$2 million in grants for our municipal marina and he has been responsible for the entirety of these marina expansion projects. There is no department within the Town's organizational structure to further these projects. Mr. Kelley has fulfilled that vital role. That's the trust that we have in him.



I find Mr. Kelley to be of exceptional character with an immense amount of professional qualifications and experiences that give him the ability to find creative solutions to otherwise difficult and complex problems. His patience, ability to bring integrity to any process, his extensive knowledge of what makes governmental entities work and his willingness to pivot at each roadblock will push projects over the finish line time and time again. I can only imagine the impact that he will make if given the opportunity utilize his passions and abilities for the Intracoastal Waterway and its many boating facilities that can be expanded upon or improved with the continued support of the Florida Inland Navigation District.

Thank you for your time and consideration.

Angela TenBroeck

Angela TenBroeck, Mayor
Town of Marineland

Michael Stahl

Executive Environmental Professional



561-254-4233



1151 SW Tiburon Way
Palm City, FL 34990



Mstahl20@gmail.com

Mark Crosley
Executive Director
Florida Inland Navigation District

February 19, 2023

Dear Mr. Crosley:

As a 20-year environmental professional in the public sector with direct experience collaborating with the Florida Inland Navigation District (FIND), I am excited for the opportunity to offer my expertise and enthusiasm to your team in the Assistant Executive Director position.

During my tenure with Palm Beach County's Department of Environmental Resources Management (ERM), I have appreciated the opportunity to gain extensive knowledge and experience with multiple coastal and marine projects that involved; project design/engineering, securing State and Federal permits, acquiring and managing grant funding and finally construction oversight. FIND has been a significant partner in many of these efforts, either through the Waterway Assistance Program or as a cooperative partner when ERM projects aligned closely with FIND interests. This successful partnership has given me a unique opportunity to gain a thorough understanding of FIND's priorities and a unique opportunity to work alongside FIND staff.

Having been raised on the Intracoastal Waterway (ICW) in North Carolina, my childhood experiences led me to pursue both my Bachelor and Master of Science degrees focused on Coastal Zone Management. This passion is as strong as ever and I still spend every available opportunity on local waterways fishing and boating. This personal interest has allowed me to become very familiar with the ICW in five of the 12 counties under FIND's purview.

My work ethic and integrity are the principles that have taken me from an entry-level position to the Deputy Director of a department with an annual budget of \$107M and a 128 professional staff. I appreciate all the opportunities I've had to work in partnership with FIND and strongly believe these experiences, the professional relationships I've developed over my career, an understanding of the County's priorities and my personal passion for these waterways make me a great candidate for the Assistance Executive Director position. I look forward to hearing from you and the opportunity to share the details of my qualifications personally.

Sincerely,

Michael Stahl

Michael Stahl

1151 SW Tiburon Way
Palm City, FL 34990

(561) 254-4233
mstahl20@gmail.com

Objective:

To apply and expand my coastal management knowledge and skills as part of a successful team that provides exceptional service to stakeholders

Professional Experience:

Palm Beach County Environmental Resources Management West Palm Beach, FL

Department Deputy Director

September 2017 - Present

- Leads and coordinates 5 different departmental programs consisting of 128 professional staff
- Oversees capital construction projects and contracts including funding and operating agreements
- Coordination with Federal, State and Municipal agencies and other County departments for interagency cooperation and participation
- Review and present agenda items for the Board of County Commissioners (BCC) consideration
- Recommend and implement improved processes, evaluate staff needs and support staff training and development
- Promote projects and program objectives through presentations and outreach initiatives to community leaders, professional groups, advisory committees and the BCC

Environmental Manager

December 2016 – September 2017

- Coordinated Environmental Enhancement and Restoration Division program activities
- Directed and assisted staff with environmental resource management projects
- Developed and implemented management plans and habitat/species protection plans
- Prepared and managed program budgets and administered legislative affairs
- Coordinated with Federal, State and Municipal agencies for inter-agency cooperation and participation
- Prepared communications to the BCC and reviewed agenda items for BCC consideration

Environmental Program Supervisor

March 2014 – December 2016

- Coastal Resource Management Program - administration of beach nourishment, dune restoration and shoreline protection projects with direct supervision of 6 staff
- Developed program budgets, evaluated program performance measures, prepared legislative funding requests and capital construction oversight
- Conducted technical presentations and outreach initiatives for community leaders, stakeholders and professional groups
- Initiated staff training and development and evaluated resource needs

Senior Environmental Analyst**February 2007 – March 2014**

- Project Manager for multiple capital construction projects
Coordination with State and Federal permitting agencies
Conducted biological resource surveys, bathymetric and topographic surveys and Unified Mitigation Assessment Method (UMAM) evaluation of environmental impacts
Secured \$19M in project funding from Federal, State and Local partners
Developed a Quality Control Plan for beach compatible material and evaluated potential sand sources
- Developed a Dune and Wetland Restoration Annual Contract to improve project planning, response times to storm events, and construction efficiency
Negotiated easement agreements on private property for construction access

Environmental Analyst**October 2004 – February 2007**

- Lake Worth Lagoon Partnership Grant Program (LWLPG) Project Management
- Waterway Signage Assessment
Resource Monitoring

Environmental I/II**September 2003-October 2004**

- Property acquisition for restoration and conservation
- Support for eminent domain proceedings
- Geographic Information System (GIS)

Education:**Florida Institute of Technology**

Melbourne, FL

Master of Science, Oceanography - Coastal Zone Management
Date of Graduation: December 2002

North Carolina State University

Raleigh, NC

Bachelor of Science, Natural Resources - Marine and Coastal Management
Date of Graduation: May 2000

Certifications and Affiliations:**Boy Scouts of America**

Assistant Scoutmaster, 2019 - Present, Troop 822, Palm City

U.S. Coast Guard

Certification: Merchant Mariners License, vessels up to 100 tons

Professional Association of Diving Instructors (PADI)

Master Scuba Diver, Rescue Diver, Divemaster

Federal Aviation Administration (FAA)

Certification: Private Pilot, Single Engine Land

References:

Available Upon Request

**Michael Stahl – Candidate
Assistant Executive Director
Florida Inland Navigation District**

References:

Professional

Joseph Chaison, P.E.	Executive Director, Jupiter Inlet District (561) 746-2223 (office), (561) 797-2003 (cell) jchaison@jupiterinletdistrict.org
Bernie Eastman	Owner, Eastman Aggregate Enterprises Inc. (561) 719-9146, bernie@eastmanaggregateinc.com

Personal

Tom Weiksnar	Scoutmaster BSA Troop 822, Attorney at Law (772) 763-8672, tjweiksnar@bellsouth.net
Ethan Simmons	Dive Safety Officer, NC Aquarium at Pine Knoll Shores (252) 422-2595, ethansimmons1@gmail.com

Tom Weiksnar
Scoutmaster and Attorney at Law
Block & Scarpa
2641 SW Oak Ridge Rd
Palm City, Florida 34990
04/04/2023

Mark Crosley, Executive Director
Florida Inland Navigation District
1314 Marcinski Rd.
Jupiter, Florida 33477

Dear Mark Crosley, Executive Director:

This letter serves as my strong recommendation of Mike Stahl for your open position with the Florida Inland Navigation District (FIND).

I have known Mike for 5 years through Boy Scout Troop 822 and the High School Sailing Team where both of our boys are very active. I am the scoutmaster of Troop 822 and Mike, while listed as an assistant scoutmaster, might as well be co-scoutmaster because of his commitment, loyalty and dedication to the program.

Mike is a positive and professional leader who often coordinates the details of our activities and campouts with the troop. Most of our camping locations have detailed requirements including permits, approval by military personnel, and require reservations several months in advance. Mike has a unique ability to efficiently communicate between the troop and the venues to finalize the details and inform our group of the requirements. Mike consistently plans and creates agendas for our activities and follows up reliably on all accounts. In addition, Mike manages many of our scout records including medical forms and training requirements for both the scouts and the leaders.

Many of our outings involve water activities and Mike is highly qualified on and around the water. Mike is safety oriented, and service minded. For example, when boating to a location, safety checks and education are always addressed. Once at a location, Mike consistently has a service project lined up for the troop. He is extremely knowledgeable on and around the water with boating, environmental, and conservation issues, and Mike shares his knowledge in a friendly, unassuming manner.

Mike has become a good friend over the years, founded on his caring, professionalism and planning. Please give him your highest consideration for the position at FIND.

Mark Crosley, Executive Director

04/04/2023

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If you would like additional information about Mike Stahl, you can telephone me at 772.763.8672.

Sincerely,

A handwritten signature in black ink, appearing to read "Tom E Weiksnar". The signature is fluid and cursive, with a large initial "T" and "W".

Tom Weiksnar

Scoutmaster and Attorney at Law

Michael Stahl - Training Records		
Course Name	Class Date	Status
Cpr (Adult/ Ped.) 1st Aid /Bloodborne Pathogen	2/14/2023	Completed
Emergency Evacuation For Employees - Online	8/31/2022	Completed
Active Shooter Training - Online	8/31/2022	Completed
Fear And Anxiety: Living With Uncertainty-Online Training	8/31/2022	Completed
Safe Driving Take Control - On-Line	1/31/2022	Completed
Cpr (Adult/ Ped.) 1st Aid /Bloodborne Pathogen	9/24/2020	Completed
Emergency Evacuation For Employees - Online	8/31/2020	Completed
Covid-19 Wellness Screening Training Program	5/22/2020	Completed
Driving / Improvement (Di) - Online	2/11/2019	Completed
Compensation Survey - Employee Sessions	5/3/2018	Completed
Proofreading & Editing	3/2/2017	Completed
Stages Of Team Development	11/16/2016	Completed
Uc Phone Training	11/2/2016	Completed
Accident Investigation	9/29/2016	Completed
Driving / Improvement (Di) - Online	5/31/2016	Completed
Cpr (Adult/ Ped.) 1st Aid /Bloodborne Pathogen	3/30/2016	Completed
Emergency Evacuation For Employees - Online	2/29/2016	Completed
Preparing To Lead #8-The Forum	5/1/2014	Completed
Excellence In Supervision-Day 3	4/24/2014	Completed
Excellence In Supervision-Day 2	4/17/2014	Completed
Excellence In Supervision-Day 1	4/10/2014	Completed
Preparing To Lead #1- Everyday Leadership	4/3/2014	Completed
Preparing To Lead #6 - (Lws) Panel Interviewing & Interview Preparation	3/6/2014	Completed
Divers Alert Network Oxygen Provider	3/5/2014	Completed
Preparing To Lead #5 - Positive Conflict Management	2/6/2014	Completed
Preparing To Lead #7 - Sink Or Sail? Building Teamwork For Team Success	1/9/2014	Completed
Preparing To Lead #3 C - Projecting A Winning Image	12/5/2013	Completed
Preparing To Lead #3- Developing Cultural Competence For A Diverse Wo	11/7/2013	Completed
Preparing To Lead #2 - Overview Of Human Resources	10/3/2013	Completed
Everyday Leadership	3/27/2013	Completed
Ergonomics - Office Ergonomics (Online)	2/28/2013	Completed
Driving / Improvement - Decision Driving (Online)	1/31/2013	Completed
Ergonomics - Office Ergonomics (Online)	1/31/2013	Completed
Emergency Evacuation For Employees - Online	1/31/2013	Completed
Divers Alert Network Oxygen Provider	11/15/2011	Completed
Emergency Evacuation For Employees - Online	10/31/2010	Completed
Driving / Improvement - Decision Driving (Online)	11/30/2009	Completed
Cpr (Adult/ Ped.) 1st Aid /Bloodborne Pathogen	10/8/2009	Completed
Media Relations: Getting Your Message Across	6/6/2007	Completed
Board Item Training - In House	4/5/2007	Completed
Family Medical Leave Act (Fmla) Class	2/22/2007	Completed
Win Respect: Skills For Assertiveness	12/1/2006	Completed
Project Management	11/29/2006	Completed
Emergency Evacuation - Employees	11/17/2006	Completed
Cpr (Adult/ Ped.) 1st Aid /Bloodborne Pathogen	1/5/2006	Completed
Interpersonal Effectiveness (log)	6/28/2005	Completed
Advanced Contracting	6/10/2005	Completed
Memory Workshop:How To Remember & Not Forget	6/3/2005	Completed
Osba'S Sbe Training	2/16/2005	Completed
Basic Procurement	2/16/2005	Completed
Boating Safety (Coast Guard Course)	8/24/2004	Completed
Divers Alert Network Oxygen Provider	4/22/2004	Completed
Word Level 2 - Intermediate	4/8/2004	Completed
Contracting The Right Way!	3/5/2004	Completed
Cpr (Adult/ Ped.) 1st Aid /Bloodborne Pathogen	2/18/2004	Completed
Preparing Board Agenda Items	2/12/2004	Completed
Driving/Defensive- National Safety Council (Ddc)	1/14/2004	Completed



P.O. Box 1989
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**Palm Beach County
Board of County
Commissioners**

Tony Masilotti, Chairman

Addie L. Greene, Vice Chairperson

Karen T. Marcus

Jeff Koons

Warren H. Newell

Mary McCarty

Burt Aaronson

County Administrator

Robert Weisman

September 25, 2006

***Michael Stahl
Environmental Resources Management***

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***Please accept my sincere congratulations on winning a 2006
Golden Palm Award for your initiative and commitment.***

***The Golden Palm is the highest honor that a County
employee can receive because it is from Bob Weisman, our
County Administrator. Bob considers this his award, and is
actively involved in the selection of the recipients. This
coveted prize recognizes an employee who has performed
beyond his/her job description in order to provide an
outstanding service or substantial savings for our citizens.
You certainly fulfill the requirements.***

***You have my heartfelt thanks for the excellent job you are
doing for Palm Beach County. Your performance reflects
favorably on us all. Keep up the good work!***

Sincerely,

***Mary McCarty
Commissioner, District IV
Palm Beach County Commission***

MM:kfs

County Administrator's
Golden Palm Award

2006



Presented to

Michael Stahl

Environmental Resources Management
Palm Beach County, Florida



Robert Weisman, County Administrator

EXCELLENCE

presented by

PALM BEACH COUNTY ENVIRONMENTAL RESOURCES MANAGEMENT

to

MICHAEL STAHL

in recognition of outstanding performance

March 10, 2004

Richard E. Walesky

Richard E. Walesky, Director

Jon Van Amam

Jon Van Amam, Deputy Director

Laura Thompson

Laura Thompson, Finance & Support Services Director

James J. Barry III

James J. Barry III, Environmental Director

Barry A. Smyth

Barry A. Smyth, Environmental Director

Allen Trefry

Allen Trefry, Environmental Director



EXCELLENCE

presented by

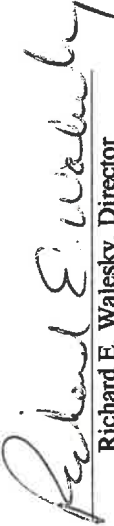
PALM BEACH COUNTY ENVIRONMENTAL RESOURCES MANAGEMENT

To


Michael Stahl


in recognition of outstanding performance

March 15, 2007

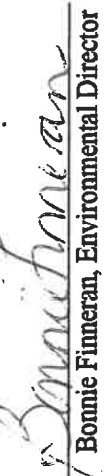

Richard E. Walesky, Director


Robert Robbins, Deputy Director


Laura Thompson, Finance & Support Services Director


Daniel Bates, Environmental Director


Barry A. Smith, Environmental Director


Bonnie Finneran, Environmental Director



EXCELLENCE

presented by

PALM BEACH COUNTY ENVIRONMENTAL RESOURCES MANAGEMENT

To

Michael Stahl

in recognition of outstanding performance

August 23, 2007

Laura Thompson
Laura Thompson, Finance & Support Services Director

Daniel Bates
Daniel Bates, Environmental Director

Richard E. Walesky
Richard E. Walesky, Director
Robert Robbins
Robert Robbins, Deputy Director

Barry A. Smith
Barry A. Smith, Environmental Director

Bonnie Fineran
Bonnie Fineran, Environmental Director



presented by

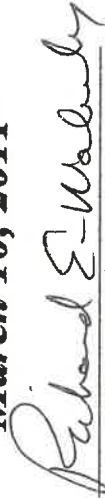
**PALM BEACH COUNTY
ENVIRONMENTAL RESOURCES MANAGEMENT**

To

Michael Stahl

in recognition of outstanding performance

March 10, 2011


Richard E. Walesky, Director

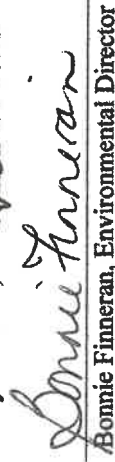

Robert Robbins, Deputy Director


Laura Thompson, Finance & Support Services Director


Daniel Bates, Environmental Director




Barry A. Smith, Environmental Director


Bonnie Finneran, Environmental Director

Presented by

**PALM BEACH COUNTY
ENVIRONMENTAL RESOURCES MANAGEMENT**

To

Michael Stahl

In recognition of outstanding performance

May 23, 2013



Robert Robbins, Director



Daniel Bates, Deputy Director



Paul Davis, Environmental Director



Laura Thompson, Finance & Support Services Director



Barry A. Smith, Environmental Director



Bonnie Finneran, Environmental Director



Incentive Leave Award Certificate

Michael Stahl

Awarded 8 Hours

Reason:

Mike has worked tirelessly since being tasked with the Singer Island breakwater project to meeting the ever changing needs and designs of this complex project, often resulting in working during the weekend. In addition he's also worked on the Singer Island dune restoration, and the Jupiter Inlet Lighthouse Shoreline Restoration projects.

Awarding Supervisor:

Date:

3-8-11

Department Head Approval:

Date:

3/8/11

TO REDEEM THIS AWARD:

Submit original Award Certificate to Payroll. The proper code to record this time is "90002H" Incentive Leave Taken. INCENTIVE LEAVE GOES INTO EFFECT March 19, 2011. The incentive leave must be taken by the final pay period that includes December 31, 2011.



Incentive Leave Award Certificate

Michael Stahl

Awarded 8 Hours

Reason:

Mike dropped into his new project at Singer Island running: assisting residents, prodding permitters, organizing staff, locating resources, coordinating contracts and tracking project funding. He accomplished the job as designed, within budget and before any nesting turtles reached our shores.

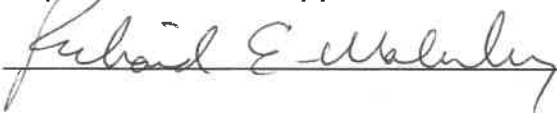
Awarding Supervisor:



Date:

3-14-07

Department Head Approval:



Date:

3/14/07

TO REDEEM THIS AWARD:

Submit original Award Certificate to Payroll. The proper code to record this time is "90002H" Incentive Leave Taken. INCENTIVE LEAVE GOES INTO EFFECT March 31, 2007. The incentive leave must be taken by the final pay period that includes December 31, 2007.

Memo from L Welch
Thru db
To REW

SUBJECT: Selection of Michael Stahl for Senior Environmental Analyst position

Michael Stahl has been an Environmental Analyst at ERM for over two years and has a total of five years of professional experience. He has a bachelor's degree in marine and coastal management and a Master of Science degree in coastal zone management. He meets the basic requirements for the upgrade to Senior Environmental Analyst and stands out among his co-workers for his knowledge, initiative, communication skills, productivity, and reliability.

When the Environmental Enhancement and Restoration Division was reorganized in 2006, Mr. Stahl was assigned to be the project manager for the Singer Island dune restoration and erosion control projects. Both of these are highly technical and very political projects involving a critically eroded stretch of coastline. Despite having little experience or familiarity with either project, Michael took to the challenge. He managed a successful dune restoration involving a new sand source, obtaining permits and easements, working with sometimes difficult contractors, and maintaining open lines of communication with concerned residents within a short time of taking on the project. We have received favorable reports of Michael's interactions with residents and property managers throughout the project area. He has been on site often and can be relied on to make decisions in the field and is always polite and respectful to members of the public that may not always offer him the same treatment.

The Singer Island Erosion Control project was well-underway when Michael took over as project manager. He has quickly made the project his own; becoming familiar with the design and permitting, meeting with the consultants, and key personnel at other agencies (DEP, ACOE, USFWS). This is a highly visible project that has many politicians involved at the Federal, State, and local government level. Michael has been at many meetings and has prepared well-designed fact sheets and presentations to keep all the players informed.

Michael is well-liked and respected by both his co-workers and supervisors. He is willing to take on additional challenges and has proven his ability to manage difficult projects simultaneously. Michael has received several awards during his time at ERM including a Golden Palm and two Employee Recognition Awards. He accepts these rewards with humility and is quick to credit others for his success. Michael's friendly demeanor, enthusiasm, and strong work ethic have had a positive impact on the Shoreline Protection section and this upgrade is well-deserved.



BOY SCOUTS OF AMERICA®
Prepared. For Life.™

July 21, 2021

Palm Beach County ERM
 Deborah Drum
 2300 N Jog Road, 4th Floor
 West Palm Beach, FL 33411

Dear Deborah,

This summer one of your employees, Michael Stahl, attended our Boy Scout Camp in Clayton, Georgia, Camp Rainey Mountain. Michael gave his time and energy to help Scouts develop the values taught by our Scout Oath and Law.

By helping youth attend camp, Michael was instrumental in their development not only as Scouts, but also as young adults. His service to Scouting means so much to all of us as we provide guidance to the future leadership of our communities.

If we can ever be of service to you in the future, please don't hesitate to call me.

Sincerely,


 Trip Selman
 Scout Executive
 (706) 693-2446

RECEIVED
 JUL 26 2021
 ENVIRONMENTAL RESOURCES MANAGEMENT

Northeast Georgia Council
 Boy Scouts of America
 P.O. Box 399, Jefferson, GA 30549

Jefferson Service Center 706-693-2446
 Charles Alford Service Center in Lawrenceville 770-962-2105
 Serving twenty-six counties in Northeast Georgia





Singer Island Civic Association, Inc.

1281 N. Ocean Drive, Box #114
Singer Island, Florida 33404
www.sicasingerisland.com

ENV. RES. MGMT.
Env. Enh. & Restoration ☒
Natural Resources Stewardship ☐
Resources Protection ☐
Mosquito Control ☐
Finance & Support Services ☐
Director ☐
Deputy Director ☐
Other ☐

Anthony Gigliotti
Acting President

Michael Sloser
1st Vice-President

Dr. Bernie McConnell
Vice-President

Andy Romero
Vice-President

Martin Rosen
Secretary

James Williams
Treasurer

Anthony Gigliotti
Chairman of the Board

DIRECTORS

Chip Armstrong
Irving Booksin
Gregory Brueckman
Paul Burgess
Ira Clement
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Robert Gonstead
Barbara Kaplan
Dr. Bernie McConnell
Larry Miller
Anny Perlman
Lillian Pironti
Bernard Rice
Andy Romero
Martin Rosen
Victoria Sarides
Michael Sloser
Jo Ann Terranova
Michael Triozzi
James Williams
Merle Wolf
John Workman

HONORARY LIFE MEMBERS

Marge Callahan
* William Jehlen
John S. Nevin
David Schnyer

February 20, 2009

Mr. Michael Stahl, Project Manager
Singer Island Breakwater Project
Environmental Resources Management
2300 North Jog Road, 4th Floor
West Palm Beach, FL 33411

Dear Mr. Stahl:

Please accept our sincere thanks for speaking at our
Annual Meeting on February 17th.

As you are aware, your updates are always appreciated by
our residents, and we are grateful to you for your
efforts on our behalf.

We look forward to the day when we will see the project
begin and until such time, thank you again for attending
our meetings.

Yours sincerely,

Anthony J. Gigliotti

Anthony J. Gigliotti, President
FOR THE BOARD OF DIRECTORS

AJG/sw

RECEIVED
FEB 20 2009

ENVIRONMENTAL RESOURCES MANAGEMENT

Community Officers Association of Singer Island, Inc.

ENV. RES. MGMT.

Env. Enh. & Restoration ☒Natural Resources Stewardship ☐Resources Protection ☐Mosquito Control ☐Finance & Support Services ☐Director ☐Deputy Director ☐Other ☐

December 28, 2008

- Michael Stahl, Environmental Analyst
Palm Beach County D.E.R.M.
2300 North Jog Road
West Palm Beach, FL 33411

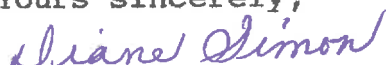
Dear Mr. Stahl:

We would like to express our sincere appreciation to you for attending our meeting in December and for your excellent update on the Singer Island Breakwater Project.

As you are aware, the breakwaters are a subject of intense interest and concern on Singer Island, and you were most generous in your explanation of the project, and in answering our questions.

Thank you for taking the time to come to speak to us on a Saturday morning. We hope you will visit us again soon, and wish for you and your family a Happy, Healthy and prosperous New Year!

Yours sincerely,



Diane Simon, President
FOR THE BOARD OF DIRECTORS

DS/sw

RECEIVED
DEC 31 2008

ENVIRONMENTAL RESOURCES MANAGEMENT

"Together, we can draw on each other's experience."



Singer Island Civic Association, Inc.

1281 N. Ocean Drive, Box #114
Singer Island, Florida 33404
www.sicasingerisland.com

Anthony Gigliotti
Acting President

Andy Romero
Vice-President

Dr. Bernie McConnell
Vice-President

Martin Rosen
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Chip Armstrong
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Gregory Brueckman
Paul Burgess
Thomas Chilcote
Ira Clement
Henry DiBlasio
Carole Donohoo
Richard Ewing
Anthony Gigliotti
Robert Gonstead
Norma Hoffman
James Jackson
Barbara Kaplan
Dr. Bernie McConnell
Larry Miller
Anny Perlman
Lillian Pironti
Marvin Reiner
Bernard Rice
Andy Romero
Martin Rosen
Michael Sloser
David Sylvester
Jo Ann Terranova
Michael Triozzi
James Williams
Merle Wolf
John Workman

HONORARY LIFE MEMBERS

Marge Callahan
* William Jehlen
John S. Nevin
David Schnyer

* Deceased

June 25, 2007

Richard Walesky, Director
Palm Beach County Department of
Environmental Resources Management
2300 North Jog Road, 4th Floor
West Palm Beach, FL 33411

Dear Mr. Walesky:

I would like to take this opportunity to thank you personally, and the Palm Beach County Department of Environmental Resources Management, for the assistance rendered to Singer Island at the time of our most recent beach erosion crisis. It has been a great comfort to our residents, some of whose buildings were being threatened, to see the large amounts of sand being placed on our beaches.

May I also say that Daniel Bates and Michael Stahl are to be commended on the extraordinary effort, expertise and professionalism they have shown at this difficult time. They certainly represent your department well. Again, thank you.

Yours sincerely,

Lillian Pironti

Lillian Pironti, Director
Singer Island Civic Association

Copy: Daniel Bates, Environmental Director for
Enhancement and Restoration
Michael Stahl, Environmental Analyst for
Enhancement and Restoration

RECEIVED
JUN 27 2007

ENVIRONMENTAL RESOURCES MANAGEMENT

☒ Enhance & Restoration
☐ Natural Resources Stewardship
☐ Resources Protection
☐ Mosquito Control
☐ Animal & Bird Services
☐ Planning
☐ Deputy Director
☒ Other
 Bob W.
 j personnel file

Shalloway Engineering

Bad 9/19/05
PD ☒
MS ☐

September 14, 2005

Mr. Paul Davis
Environmental Program Supervisor
Palm Beach County
Department of Environmental Resources Management
3323 Belvedere Road, Building 502
West Palm Beach, FL 33406-1548

ENV. RES. MGMT.
Env. Enh. & Restoration ☒
Natural Resources Stewardship ☒
Resources Protection ☐
Mosquito Control ☐
Finance & Support Services ☐
Director ☐
Deputy Director ☐
Other ☐ *P. Davis*

Re: Michael Stahl, Environmental Analyst
Interlocal Agreement for Town of Ocean Ridge

Dear Mr. Davis:

I would like to take this opportunity to inform you of the outstanding assistance I have received from Mike Stahl. He has been more than helpful in assisting me with filling out the required forms for the Town of Ocean Ridge grant. I had no previous experience with grants and he has been kind enough to walk me through the necessary steps and explain how the Payment Request Forms should be filled out, what qualifies and what doesn't.

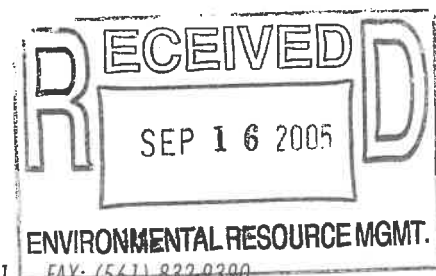
I am truly impressed with his eagerness to help and his prompt responses to my many, many questions. You are fortunate to have such a valued employee.

It has been a pleasure working with Mike and I look forward to continuing to work with him in the future.

Sincerely,

Christine Sorensen

Christine Sorensen
Office Manager



February 15, 2023

Florida Inland Navigation District
1314 Marcinski Rd
Jupiter, Florida 33477

RE: Assistant Executive Director Position

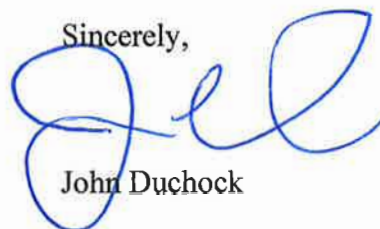
Mark and Janet:

I am excited to submit to you my letter of interest for the Assistant Director Position at the Florida Inland Navigation District (FIND). As you know, FIND is an organization that has long been of interest to me. I find the mission of the district to manage, maintain, and improve Florida's intracoastal waterway a valuable pursuit, having a historical and ongoing impact on life in this beautiful state. For nearly 100 years FIND has served as the local sponsor to ensure that navigation along the intracoastal and Okeechobee waterway is unimpeded. Through the Waterway Assistance and Cooperative Assistance Programs, the district has helped local communities improve public access and safety on the waterways, adding to the immense economic benefits provided by a vibrant boating culture and marine industry. This is the mission that I am drawn to.

Having more than 20 years of experience in the coastal and marine environment, I feel that my work experience and background is a good fit with the organization. I have worked directly with several districts of the Army Corps of Engineers (ACOE), including navigation operations and maintenance programs. I have obtained and maintained regulatory permits from both the Florida Department of Environmental Protection and the ACOE, along with the accompanying Federal agency consultation process often required with the U.S. Fish & Wildlife Service and the National Marine Fisheries Service. I understand the hot button environmental issues of dredging and dredge disposal management (Johnson's seagrass, gopher tortoise, mangroves/wetlands, turbidity, and other water quality and discharge requirements).

From an administration perspective, I feel that my experience as a director of a special taxing district at the Town of Jupiter Island matches well with the Assistant Director job description requirements. My current position requires developing and tracking program goals and objectives, establishing and monitoring an annual budget, engaging with contracted consultants, tracking grant applications, and undergoing periodic auditing as required under Federal and State grant agreements. I am in the final semester to obtain a Master of Public Administration degree from the University of Central Florida and enjoy the satisfaction of working in the public sector. I thank you for the opportunity to apply for this position and hope that I can discuss my qualifications and experience in more detail with you in the near future.

Sincerely,



John Duchock

JOHN DUCHOCK

7601 Lauden Drive, Lake Worth, FL 33467
(772) 349-8487

jduchock72@hotmail.com · <https://www.linkedin.com/in/john-duchock-3777568/>

To succeed in an increasingly complex world requires pushing oneself to achieve improved results each day. As a reflection of this, my own personal and professional goals have evolved over time and I value the experiences (positive and negative) I've gained from along the way. Goal-driven and results oriented, I seek out challenges and opportunities for growth. Transitioning from private consulting to public service has provided me with a greater sense of accomplishment through direct and vested interest in the outcomes of my work.

Goal Statement: I am seeking to expand contributions to my local community through participation in the mission of the Florida Inland Navigation District – an organization which contributes greatly to the local communities and to the Florida economy.

EXPERIENCE

NOVEMBER 2013 TO PRESENT

DIRECTOR, BEACH PROTECTION DISTRICT, TOWN OF JUPITER ISLAND

Selected to become the first Director of the Town's Special Taxing District for the Town of Jupiter Island.

- Responsible for the administrative management of the Beach Protection District, encompassing more than 8 miles of ocean shoreline along the Atlantic Ocean and including inlet and estuary programs.
- Directs staff and consultants in day to day operations and program activities.
- Develops annual budget and program objectives.
- Evaluates program alternatives with a focus on protecting taxpayer dollars and leveraging resources for improved outcomes.
- Oversees solicitation and execution of large-scale beach restoration projects (average cost per project \$15M to \$20M) through statutory Special Taxing District authority.
- Acts as Town representative in communications and coordination with local, state, and federal representatives.
- Maintains regulatory authorizations and ensures compliance with Federal and State environmental protection laws and conditions issued through permits under the Florida Department of Environmental Protection and the U.S. Army Corps of Engineers.
- Serves as staff liaison for the Town Commission, providing monthly status updates and coordinating with the Town Manager for execution of beach district program elements.

- Oversees Town grant funding requests to outside agencies, including Federal (FEMA, NOAA, etc.), State (FDEP, FCT, etc.), and local (FIND) including applications, agreement authorizations, reimbursements, and grant-related audits, deliverables, maintenance, monitoring, reporting, etc.

APRIL 2003 TO NOVEMBER 2013

COASTAL ENGINEER/PROJECT MANAGER, APPLIED TECHNOLOGY & MANAGEMENT, INC.

Engineering consultant and project manager for well-established marine/coastal engineering firm serving private clients and public entities.

- Professional engineer with responsible charge for numerous marine projects ranging from marinas and marine transportation, to dredging and infrastructure, to beach restoration and environmental enhancement projects.
- Lead point of contact for various municipal, county, and state projects for managing engineering and construction projects, as well as regional planning projects related to coastal development and marine waterways.
- Client representative for regulatory permitting requests to state and federal agencies, as well as grant funding requests for marine and coastal access and improvement projects through FIND and FRDAP.
- Professional engagement with organizations such as the Marine Industries Association of Palm Beach County, Urban Land Institute, Florida Shore & Beach Preservation Association, etc.

MAY 1998 TO MAY 2003

COASTAL ENGINEER/PROJECT MANAGER, WATERWAY SURVEYS & ENGINEERING, LTD.

Engineer and project manager for consulting firm specializing in coastal and marine projects. Key clients included the Baltimore and Norfolk Districts of the U.S. Army Corps of Engineers (navigation, dredging, and dredge material management); City of Virginia Beach; City of Hampton; City of Norfolk; Virginia Port Authority.

AUGUST 1997 TO MAY 1998

COASTAL ENGINEER, DEWBERRY & DAVIS

Member of engineering group responsible for FEMA Region IV Flood Insurance Study updates and Flood Insurance Rate Map changes.

EDUCATION

MAY 1995

B.S. OCEAN ENGINEERING, FLORIDA INSTITUTE OF TECHNOLOGY

CURRENTLY ENROLLED

MASTERS OF PUBLIC ADMINISTRATION, UNIVERSITY OF CENTRAL FLORIDA

SKILLS

- Ability to analyze and render decisions based on information presented by others.
- Understanding of taxpayer funded programs with accompanying responsibilities and accountability.
- Critical thinker and conscientious listener.
- Strong written and oral communication skills, focused on being concise and accurate.
- Dedication to service.

ACTIVITIES

Avid boater, fisherman, and diver.

Certified PADI diver (1984).

Volunteer server at St. Thomas More Catholic Church (Boynton Beach).

Registered Florida Professional Engineer (No. 60457)

Florida Shore & Beach Preservation Association Member (2013-present)

Marine Industries Association of Palm Beach County Corporate Member (2007-2008)

Martin County Coastal Working Group

Local Mitigation Strategy Taskforce Member, Vice-Chair (2022-present)

Training and Certificates: Ethics (2017); ICS 100/200; ISO700;



SEBASTIAN INLET DISTRICT

A multi-county, independent special taxing district created by the Florida State Legislature

2022-2023
COMMISSIONERS

JENNY LAWTON SEAL
Chair
Seat 1 - Brevard County

BETH MITCHELL
Vice Chair
Seat 2 - Indian River County

MICHAEL ROWLAND
Secretary/Treasurer
Seat 3 - Brevard County

DAVID BARNEY
Seat 4 - Indian River County

LISA FRAZIER
Seat 5 - Brevard County

JAMES D. GRAY, JR.
Executive Director

March 28, 2023

Florida Inland Navigation District
Attn: Mark Crosley and Janet Zimmerman
1314 Marcinski Road
Jupiter, Florida 33477

RE: Reference Letter for John Duchock

Dear Mark and Janet,

It is my pleasure to provide a personal reference for John Duchock concerning his interest in your open Assistant Executive Director position.

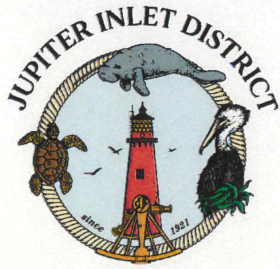
Following review of the position description, I can confidently say John should be strongly considered for the Assistant Executive Director role. As a peer and colleague of nearly 20 years, I believe John's knowledge of and respect in the marine industry will greatly benefit FIND Commissioners, staff, consultants, and the WAP and CAP grant programs.

As a professional coastal engineer currently working in the public sector, John's experience and methodological approach with regulatory agencies and managing consultants and contractors have led to the successful implementation of multiple projects for the Town of Jupiter Island and its constituents. I feel John's management style, personality and understanding of local government leadership responsibilities will greatly support FIND in continuing its mission.

If you would like to further discuss my reference for John, please feel free to contact me on my cell phone (321-591-9216) at any time.

Regards,

James D. Gray, Jr.
Executive Director



Jupiter Inlet District
400 N. Delaware Blvd.
Jupiter, FL 33458

(561) 746-2223
(561) 744-2440 Fax

Personnel Committee and Staff,

I am writing this letter as reference and recommendation of John Duchock for Assistant Executive Director of the Florida Inland Navigation District. I have known Mr. Duchock for over twelve years and can state that he enjoys a sterling reputation within our relatively small community.

I am certain that John will be a great addition to an already excellent agency. His skills and experience in the public and private sectors include dredging, design, permitting, grant processes, board interactions, and especially relevant is his existing role within a special district.

I will be glad to be available to discuss John Duchock and his suitability for selection as Assistant Executive Director of the Florida Inland Navigation District.

Sincerely,

Joseph B. Chaison, P.E.
Executive Director
Jupiter Inlet District

Ian Eyeington

367 Saturn Avenue, Tequesta, FL 33469
(561) 427-8498 eyeingtoni@gmail.com

February 16, 2023

Ms. Janet Zimmerman
Assistant Executive Director
Florida Inland Navigation District
1314 Marcinski Road
Jupiter, FL 33477

Ms. Zimmerman,

I come to the table with a thorough understanding of the Florida Inland Navigation District (District)'s operational needs while also possessing strong relationships with the key players with which the District is frequently required to interact. My three-year tenure as Project Manager has been an incredible opportunity for me to learn what it takes for the District to be successful. I believe the skills I have honed, the industry-specific knowledge I have gained, and the firsthand experience I bring makes me the ideal candidate for the position of Assistant Executive Director (AED).

Undoubtedly, the grants provided through the Assistance Programs (Programs) are of utmost importance to the counties, municipalities, and citizens that the District represents. The benefits of the Programs extend well beyond the project for which they were originally intended. The positive impacts ripple across industries, throughout the economy, and deep into communities. Right now, the Programs operate like a well-oiled machine, with their successes being largely due to the relationships that the current AED has formed with grant recipients and the institutional knowledge that can only be acquired over time. If selected, I will see to it that the job transition is seamless, and I will ensure the continued success of the Programs for the betterment of the served communities and the Intracoastal Waterway (ICW) as a whole.

While managing the Programs is a critical part of the position, it is only one facet of the AED's responsibilities. This position requires involvement in almost every aspect of the broad scope of District operations. I am excited by the challenges this new role presents, and I am eager to further my education and experience involving the ICW and the marine industries for the betterment of the District and its constituents. I am confident yet respectful, competent yet malleable, and I am a long-term investment with an immediate return. I would welcome the opportunity to serve the District as its Assistant Executive Director.

Sincerely,



Ian Eyeington

Ian Eyeington

367 Saturn Avenue, Tequesta, FL 33469
(561) 427-8498 eyeingtoni@gmail.com

Education:

Florida State University – Bachelor of Science
Major in Environmental Science, Minor in Urban and Regional Planning

Tallahassee, FL
December 2016

Professional Experience:

Florida Inland Navigation District
Project Manager

Jupiter, FL
March 2020 – Present

- Oversee District operations pertaining to the development, maintenance, improvement, use, and subsequent offloading of 63 Dredged Material Management Areas
- Continually monitor project progress and financial status while employing real-time problem-solving techniques in order to meet deadlines, account for budgetary restrictions, and maximize efficiency
- Ensure compliance with all local, state, and federal regulations and project-specific permitting requirements
- Coordinate frequently and extensively with the U.S. Army Corps of Engineers, Taylor Engineering, local and state agencies, contractors, consultants, and other stakeholders on behalf of the District and its interests
- Draft, review, and enforce contracts, agreements, leases, change orders, and amendments with assistance from FIND's general counsel
- Assist with preparation of agendas for monthly Board meetings and implement Board actions in a timely manner
- Maintain proficiency with office equipment, computer programs, and other systems pertinent to the District's operation

DB Environmental Labs, Inc.
Field Biologist

Loxahatchee, FL
January 2017 – February 2020

- Performed a variety of environmental services and experiments geared toward research on the biogeochemical cycling and removal of nutrients in Stormwater Treatment Areas, Water Conservation Areas, and privately-owned treatment wetlands for various agencies and stakeholders such as the South Florida Water Management District, Everglades Agricultural Area Environmental Protection District, and Florida Department of Environmental Protection
- Led teams on sampling and monitoring events; planned, prepared, and delegated tasks to maximize efficiency. Ensured the success of the project and quality of field data collected; maintained lines of clear communication to internal and external parties through updates and reports
- Participated in experimental design, purchased necessary materials, and constructed and implemented unique components for specialized applications

Palm Beach County Department of Environmental Resources Management
Natural Resources Stewardship Intern

West Palm Beach, FL
August 2013 – August 2016

- Assisted with onsite management of environmental conservation projects including wetland creation and remediation, land restoration, and habitat improvement
- Performed ecological, biological, and hydrological surveys and monitoring activities on County-owned natural areas
- Helped conduct outreach events to increase public use and involvement

Skills & Accomplishments:

- FSU Florida Association of Environmental Professionals: Activities Coordinator and Founding Member
- First Presbyterian Church of Tequesta: Deacon, member of Administration Team Member, Nominating Committee Member
- GPS/GIS/Microsoft Office software
- Knowledge of Florida's east coast waterways, ecosystems, flora, and fauna
- Florida Safe Boating Course certified
- Employee recognition award for "Outstanding Performance" from Palm Beach County

To whom it may concern:

3 April 2023

I am not writing to you on behalf of the US Army Corps of Engineers, but as an individual that worked with Mr. Eyeington while he has served as FIND's Project manager during my time as Project Manager on the IWW.

In both our professional and personal lives, we run across people that are truly "go getters", those that "raise the bar" for expectations and what everyone would like to call the norm. That is exactly what I found with Mr. Eyeington and the attributes that will help propel his career and ensure his success! From Mr. Eyeington's very first day at FIND he took ownership of his job. Immediately he was able to identify what was important, focus on what items required his immediate assistance to remedy issues, and look forward to items that he should be tracking close.

Mr. Eyeington's organizational skills ensured that both very complicated tasks, complicated coordination, and routine everyday items were taken care of timely and correctly. He always stayed on task, was not distracted! Mr. Eyeington's organizational skills are spot on for a job where you are managing many items all at once!

In Project Management communication quickly comes to the forefront when managing teams and projects. You succeed or fail with communication skills and open and clear communication is essential to success, both in the written and oral forms. Mr. Eyeington has phenomenal communication skills as well as listening skills. The latter is sometimes overlooked but is equally important to success! While working with Mr. Eyeington, like myself, he made himself available 24/7 to address issues, address contractor/designer questions or to provide critical updates. There has never been a situation where I had to wonder the status of something, or that I didn't receive notification of an issue that could potentially de-rail progress.

The acquisition of Mr. Eyeington to FIND staff was huge in creating the "well oiled" machine that is the organization. ALL the attributes that I described above are exactly the attributes that will make Mr. Eyeington a success as the Assistant Executive Director at FIND. It was a true pleasure working with Mr. Eyeington during my time as Project Manager with the Corps and his drive, knowledge and work ethic also enabled me to be more efficient and successful.

I wish you the best in your endeavors as you fill this critical position with FIND. I miss FIND staff, the Commissioners and the IWW terribly, but I thank you for helping provide me the knowledge and skills to make me a success in my new adventure!

The best to you always!

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