

**MINUTES OF MEETING
BAYSIDE IMPROVEMENT AND BAY CREEK
COMMUNITY DEVELOPMENT DISTRICTS**

The Boards of Supervisors of the Bayside Improvement Community Development District and Bay Creek Community Development District held a Joint Regular and Virtual Public Meeting on July 27, 2020 at 2:00 p.m., in person at the Pelican Landing Community Center, 24501 Walden Center Drive, Bonita Springs, Florida 34134 and remotely, via Zoom, at <https://us02web.zoom.us/j/89803728881>, or via conference call at 1-929-205-6099, Meeting ID 898 0372 8881.

For Bayside Improvement CDD, present were:

Walter McCarthy	Chair
Bernie Cramer	Vice Chair
Bill Nicholson	Assistant Secretary
James Nicholson	Assistant Secretary
Karen Montgomery	Assistant Secretary

For Bay Creek CDD, present were:

Mary McVay	Chair
Robert Travers	Vice Chair
Donald J. McBride	Assistant Secretary
James Janek	Assistant Secretary
R. Gary Durney	Assistant Secretary

Also present were:

Chuck Adams	District Manager
Cleo Adams	Assistant District Manager
Tammie Smith	Operations Manager
Dan Cox	District Counsel
Wes Kayne	District Engineer
Andy Tilton	Johnson Engineering
Christina Kennedy	SOLitude Lake Management (SOLitude)
Steve Backman	PLCA General Manager
Gail Gravenhorst	Resident/PLCA Landscape Committee
Joanna Muller	Resident/PLCA Landscape Committee
Ed Shinouskis	Resident

FIRST ORDER OF BUSINESS

Call to Order/Phone Silent Mode/Pledge of Allegiance

Ms. McVay called the meeting to order at 2:05 p.m. In consideration of the COVID-19 pandemic, this meeting was being held in person, virtually, via Zoom, and telephonically, as permitted under the Florida Governor’s Executive Orders, which allow local governmental public meetings to occur by means of communications media technology, including virtually and telephonically. The meeting was advertised to be held virtually, telephonically and in person and the meeting agenda was posted on the District’s website.

SECOND ORDER OF BUSINESS

Roll Call

For Bay Creek CDD, all Supervisors were present. For Bayside Improvement CDD, all Supervisors were present.

THIRD ORDER OF BUSINESS

Public Comments: *Agenda Items*

Mr. Ed Shinouskis read his July 27, 2020 letter into the record.

“This is Ed Shinouskis, 23650 Via Veneto Blvd. I would like to comment on agenda item 6. As you discuss this topic today, I would ask you to focus less on the legal definition of compliance, and more on the scientific facts and your responsibility to our residents. The facts are:

1. Spring Creek and Estero Bay have been declared polluted with nutrients.
2. This nutrient pollution has been linked to red tide events in our area by researchers at FGCU.
3. The 2019 Johnson Engineering report on water quality states, and I quote:
 - a. “Results from the surface water sampling event in the 2019 wet season showed that all ponds sampled had higher total nitrogen and total phosphorus levels than the Lakes Class III State water quality and Estero Bay Class III water quality threshold values.”
 - b. Total Nitrogen in pond D-13, which discharges to Spring Creek was almost 10 times higher than the Estero Bay State water quality standard.

4. Johnson Engineering also tested our ponds in 2017 and 2018 and reported similar results. In fact, testing results have been worse over each of those testing years.

5. An FGCU study in 2014 of our ponds, funded by the CDDs, showed significant nutrient issues and proposed ideas to help address them, all of which have been ignored.

I would like to address some of the statements made by Daniel Cox in his memorandum on the topic:

- The statement that “Using the County NPDES permit as a co-permittee, and accordingly, using the county’s water quality data, has saved the Districts significant resources over the approximately twenty years it has been a co-permittee.” Is true, but it is NOT a scientific representation of our nutrient contribution. While it has saves you money, it continues to hide the fact that we are a contributor to the pollution of Spring Creek and Estero Bay. In fact, the Spring Creek data location you use to show we are not polluting actually shows the water to be polluted! Over the past 10 years, between January 2010 and December 2019, that site (48-10GR) was tested by Lee County 120 times. 113 of those times, or 94%, it tested higher than the State’s water quality standard for Total Nitrogen (data can be provided if necessary). In order to understand what we are discharging, we need to test at the discharge sites.

- The statement “impairments to the Estero Bay and Spring Creek Maritime segments are largely driven from upstream inputs in the freshwater Spring Creek Basin” has no scientific basis. Lee County data doesn’t demonstrate that. I have spoken with Roland Ottolini, Director of Lee County Natural Resources on this matter and based on their data, they cannot make any determination on the sources.

- Waiting for a state driven TMDL/BMAP can take up to 20 years. That is only to have an “Action Plan”, not results. FDEP has 13 years to develop a TMDL. BMAPs can take several more years. Florida currently has 36 Adopted Basin Management Action Plans. Not as single one has met its objectives. Are you ready to wait 20 years before an “Action Plan” is developed, while in the meantime, we continue to pollute?

I’d like you each to ask yourself these questions:

- Do you want to live in and represent a community that contributes to the pollution in Estero Bay and Spring Creek and ultimately our red tide events?
- Is it important that we understand if and how much we contribute to this problem?
- Is it important that we develop and implement changes to our behavior that will reduce our contribution to this problem?
- Why do we ignore scientific data that says we are contributing to the problem?

If you answered yes to these questions, I would ask you to do the proper testing so we understand what our contribution is and to develop a Pelican Landing specific action plan to address the situation. There are some simple behavior changes we can all make that will reduce both nutrients at the source as well as help remove them from the system.

I am not suggesting that we are the sole contributor to our pollution problems. But data shows that our ponds that discharge into Spring Creek and Estero Bay are significantly above the state water quality thresholds. That demonstrates that we are a contributor. The question is how much, and what can we do about it.

At the June 22nd meeting, I understand that you all agreed to schedule a summit, between the PLCA, The Colony, Pelican's Nest and The Colony Golf Course, to discuss this issue. I urge you to make this a high priority.

Thank you."

SUMMARY TRANSCRIPTION RESUMED

Ms. Gravenhorst stated that refurbishment of the central fountain gate, at Pelican Landing, commenced today; she recommended touring the area. The July 2020 Colony Report indicated that The Colony Foundation Boards asked for a regular status report on lake management.

JOINT BOARD ITEMS

FOURTH ORDER OF BUSINESS

Staff Report: District Engineer: *Barraco & Associates, Inc.*

There being no report, the next item followed.

FIFTH ORDER OF BUSINESS

Lake Maintenance Report: *SOLitude Lake Management*

Ms. Kennedy presented the July 2020 Monthly Report and discussed the following:

- A-5, D-14: Recently treated for algae growth.
- E-1: Alligator weed needed to be addressed; reported to service department.
- E-1, E-2, E-3, A-4, and E-5: Ponds were inspected, more algae than usual, was identified.
- Nano-Bubblers E-4 and E-5: Service department re-adjusted the output.

Mr. Janek stated that residents reported the water in Lake D-14 to be clear enough to see the bottom of the lake; however, the aerator adjacent to the pool was still not repaired. Ms. Kennedy would notify the service department.

Mrs. Adams asked Ms. Kennedy to have the technicians treat the torpedo grass in areas that require boat access.

In response to Mr. Janek's question, Ms. Kennedy stated the issue for the 91 lakes was algae growth; which is blamed for high nutrient content.

SIXTH ORDER OF BUSINESS

**Continued Discussion/Follow Up: CDD
Water Quality Discharge Concern**

Mr. Adams stated Mr. Shinouskis' letter was emailed to the Collier Water Quality Engineer for comments and Mr. Cox was asked to review it and determine the Districts' legal requirements under the NPDES program and if the Districts are meeting those obligations.

Mr. Cox presented his July 24, 2020 Memorandum, which was emailed to the Boards this morning. He discussed the following:

- Although the Florida adopted standards were applied, the Florida Department of Environmental Protection (FDEP) deemed Estero Bay and Spring Creek impaired but that does not necessarily mean the Districts are a primary contributor.
- Rather than spending thousands of dollars on testing, the recommendation for the Districts' Best Management Practices (BMPs) was to develop a strategy by creating a protection zone around all the lakes with no fertilization, mowing or irrigation, which would allow it to develop back into a natural upland, using transition plants designed to absorb nutrients from runoff and filter them before entering the ponds,.

➤ Creation of an ad-hoc committee to develop workable ideas and inform the community of what needs to be done to address nutrient loading, was suggested.

Mr. Janek asked if the Districts currently meet the South Florida Water Management District (SFWMD) standards. Mr. Cox stated that SFWMD sets a quantifiable standard, whereas the FDEP Basin Management Action Plan (BMAP) and other entities set qualitative standards for discharges coming into Spring Creek and the Bay. The Districts are meeting the standards and need to determine if they want to make a policy decision.

Mr. Tilton concurred with Mr. Cox that creating a no load strip of about 10' wide or more would be helpful; however, landowners would have to recognize the need and costs associated with making adjustments to fertilization, irrigation, plantings, etc. Decreasing input into the system would be less expensive than trying to treat the water once the nutrients are in the water. Algae harvesting was another option but it is labor intensive. Each Supervisor voiced their opinions and suggestions. Discussion ensued regarding increasing the strip to 20', the Golf Club's use of higher nutrient fertilizers than residential, landscapers blowing grass into the lakes, necessary landowner and neighborhood participation and scheduling a summit to develop strategies. Ms. Gravenhorst stated The Colony Golf Club implemented changes a year ago by planting materials that did not require as much fertilizer; they were consciously trying to reduce anything that may flow into the ponds. The Colony Foundation Board is interested in quantifying exactly what is contributing to the higher nitrogen levels.

Mr. Backman stated that the PLCA would host and attend a summit; however, the government would have to mandate the golf course.

On MOTION for Bayside by Mr. Cramer and seconded by Mr. Jim Nicholson, with all in favor, authorizing Staff to create a Water Quality Task Force, comprised of representatives from the Districts, PLCA, both Golf Clubs, The Colony Foundation, Mr. Shinouskis, the City of Bonita Springs and the City of Estero, to facilitate developing strategies, was approved.

On MOTION for Bay Creek by Mr. Travers and seconded by Ms. McVay, with all favor, authorizing Staff to create a Water Quality Task Force, comprised of representatives from the Districts, PLCA, both Golf Clubs, The Colony Foundation, Mr. Shinouskis, the City of Bonita Springs and the City of Estero, to facilitate developing strategies, was approved.

Mr. Adams recommended having a volunteer from each Board on the task force, along with participation from Staff, Management and other professionals to help set the legal and engineering parameters at the first few meetings. Mr. Adams would coordinate posting of the meeting in various newsletters.

SEVENTH ORDER OF BUSINESS

Committee Reports

A. PLCA Landscape Committee

Ms. Muller reported the following:

- Spring Creek roundabout pergola and sculpture installation was delayed to September.
- Refurbishment of the Central Fountain area commenced today; plantings were removed and new ones would be installed soon.

B. Colony Landscape Committee

Ms. Gravenhorst reported the following:

- The July 27, 2020 Report and July 20, 2020 letter asking the CDDs to validate and quantify nutrient discharge amounts was distributed to the Board.
- The North Entrance landscaping was under redesign and would be completed by mid-August. Maintenance would be conveyed to the CDDs once the project is completed.
- The Colony appointed a task force, comprised of Ms. Quaremba, Ms. Hanft and Ms. Gravenhorst, to create a separate agreement with the CDDs, tailored specifically to The Colony.
- Coleus, selected for fall, would be planted the first week in September; it is not a premium planting material, which should help with the spring and summer planting budgets.
- Club Care would remove the current plantings the first week in August so the soil can be tilled before the new plantings are installed. This would be expensed in the new fiscal year.

EIGHTH ORDER OF BUSINESS

**Recap/Update: Bonita Springs Utilities
Stormwater Utility Program and Potential
Credits**

Mr. Cox stated that the City Council adopted an amendment establishing credits in which entities are eligible to apply for a 50% to 100% discount on their stormwater utility fees, if certain criteria are met, and directed the City Attorney to develop an administrative process for determining additional discounts. The Districts should expect to receive a discount of

greater than 50% but less than 100%; however, it can be argued that the CDDs should be 100% exempt, since no contributions are made into the City's systems. A Shade, Executive Session was requested to discuss the Districts' position and whether to resolve the lawsuit without proceeding with the litigation process.

Ms. Montgomery discussed the points made at the City Council meeting, analogies presented regarding special benefits and that the Districts' arguments were specious, a request made to resolve the issues at the local level instead of civil court and the requested appeals process. Discussion ensued about the analogy being a comparison of like for like, misapplying the law since assessments are allocated to property not the individual, etc.

The Executive Session was scheduled for August 24, 2020 at 1:30 p.m., via private Zoom, before the 2:00 p.m. regular meeting.

NINTH ORDER OF BUSINESS

Discussion: Results of Annual Professional Staff Evaluations (*to be provided under separate cover*)

Mr. Adams stated that revised Staff Evaluation Worksheets were distributed to the Boards. He displayed Mr. Bill Nicholson's email of his motion to initiate a search to replace District Counsel, in light of the performance assessments conducted over the past two years. Mrs. Adams would include the email attachments to the minutes. Supervisors gave their opinions of the worksheet and discussed their reasoning behind evaluating District Counsel's performance with high and low scores. Discussion ensued regarding Mr. Cox's 25 years of service and the request for a fee adjustment, considering other Attorney Fee Schedules, etc.

On MOTION for Bayside by Mr. Bill Nicholson and seconded by Mr. Jim Nicholson, with Mr. Bill Nicholson, Mr. Jim Nicholson, Mr. Cramer and Ms. Montgomery in favor, and Mr. McCarthy dissenting, authorizing Staff to begin a local search for new District Counsel, with an established practice in the Fort Myers to Naples general area, and present a slate of at least two District Counsel candidates for consideration at a Special Meeting of the CDD Board to be convened no later than September 15, 2020, expressly for the purpose of interviewing prospective District Counsel candidates, was approved. [Motion passed 4-1]

On MOTION for Bay Creek by Mr. Travers and seconded by Ms. McVay, with all dissenting, authorizing Staff to begin a local search for new District Counsel, with an established practice in the Fort Myers to Naples general area, and present a slate of at least two District Counsel candidates for consideration at a Special Meeting of the CDD Board to be convened no later than September 15, 2020, expressly for the purpose of interviewing prospective District Counsel candidates, was not approved. [Motion failed 0-5]

Mr. Adams would reach out to local attorneys with regard to Bayside CDD's District Counsel Services. A Request for Proposals (RFP) would be included on the next agenda.

TENTH ORDER OF BUSINESS

**Consideration of Fee Adjustment Request
from District Counsel**

The Bay Creek Board tabled this item to the August meeting to allow for review of Fee Schedules submitted in response to the Bayside RFP.

ELEVENTH ORDER OF BUSINESS

**Discussion: Interlocal Agreement with
Village of Estero Addressing the
Maintenance Obligations for Landscape,
Street Lighting, and Signage for North
Commons Drive**

Mr. Cox stated the Interlocal Agreement was prepared by Mr. Montgomery, on behalf of WCI, it was consistent with the one approved with the City of Bonita Springs, for the "Red Segment"; just the names were changed. He was uncertain whether Derek, with the Village, reviewed the Agreement. Mr. McCarthy recommended amending the Agreement to strike verbiage related to school and stop signs and street lights and authorizing Staff to negotiate with the Village to accept maintenance of a section of CDD-owned road.

This item was tabled.

On MOTION for Bayside by Mr. McCarthy and seconded by Mr. Jim Nicholson, with all in favor, amending the Interlocal Agreement Between Bayside Improvement CDD and the Village of Estero Addressing the Maintenance Obligations for Landscape, Street Lighting, and Signage for North Commons Drive to include modifications, as discussed, and authorizing Staff to negotiate with the Village to accept maintenance of a section of CDD-owned road, located outside the gate towards North Commons Drive, was approved.

On MOTION for Bay Creek by Ms. McVay and seconded by Mr. Travers, with all in favor, amending the Interlocal Agreement Between Bayside Improvement CDD and the Village of Estero Addressing the Maintenance Obligations for Landscape, Street Lighting, and Signage for North Commons Drive to include modifications as discussed, and authorizing Staff to negotiate with the Village to accept maintenance of a section of CDD-owned road, located outside the gate towards North Commons Drive, was approved.

TWELFTH ORDER OF BUSINESS

**Consideration of Any Necessary Actions
Following July 24, 2020 Budget Workshop**

Mr. Adams stated a revised proposed Fiscal Year 2021 budget emailed this morning highlighted Mr. Bill Nicholson's revisions, which would reduce the 001/101 Operating Fund income/loss figure by \$75,000 and decrease assessments by about \$50, as excess funds were no longer needed. Mr. Bill Nicholson presented a proposed motion that Adams previously emailed to the Boards. The proposed changes were in light of the economic conditions, current low inflation level and feedback from concerned constituents; the changes would reduce the proposed increase by 3.01%.

Mr. Adams advised against changing the Bay Creek budget, as its financial position was not as strong as Bayside's. He would revise the proposed Fiscal Year 2021 budget to deduct one personnel position in Phase 1 and email the revised proposed Fiscal Year 2021 budgets to the Boards before it is advertised this week. Discussion ensued regarding justifying assessment increases, increasing service levels, fund reserves, operating costs needed in the first quarter, etc. Mr. Bill Nicholson's Motion #3 suggestion would not be necessary, as Staff would make the necessary reduction in General Fund 002 to keep assessments the same year-over-year.

On MOTION for Bayside by Mr. Bill Nicholson and seconded by Mr. Jim Nicholson, with all in favor, reducing the Fiscal Year 2021 Budget increase for the General Fund 001/101 budget from the proposed \$2,338,235 (a 7.8% 2021 Budget versus 2020 Budget increase) to \$2,263,525 (a 4.36% 2021 Budget versus 2020 Budget increase). The 4.36% increase is equivalent to the 2020 Budget of \$2,168,968, plus the Projected 2020 Overrun (3.67%, \$90,333), plus an additional \$15,000 (0.69%) for the premium Flower Program, a total 2021 Budget over 2020 Budget increase of \$105,333. This funding is expected to support the same level of service that has been delivered during 2020, this proposal reduces the Draft Budget for the General Fund by \$74,710, or 3.44%, was approved.

On MOTION for Bay Creek by Mr. Travers and seconded by Mr. Janek, with all in favor, reducing the Fiscal Year 2021 Budget increase for the General Fund 001/101 budget to be reduced from the proposed \$2,338,235 (a 7.8% 2021 Budget versus 2020 Budget increase) to \$2,263,525 (a 4.36% 2021 Budget versus 2020 Budget increase). The 4.36% increase is equivalent to the 2020 Budget of \$2,168,968, plus the Projected 2020 Overrun (3.67%, \$90,333), plus an additional \$15,000 (0.69%) for the premium Flower Program, a total 2021 Budget over 2020 Budget increase of \$105,333. This funding is expected to support the same level of service that has been delivered during 2020, this proposal reduces the Draft Budget for the General Fund by \$74,710, or 3.44%, was approved.

THIRTEENTH ORDER OF BUSINESS

Consideration of Disaster Response Agreement Between the Bayside Improvement and Bay Creek CDDs and the PLCA

Ms. McVay presented the Disaster Response Agreement Between the Bayside Improvement and Bay Creek CDDs and the PLCA. Mr. Adams stated he spoke to Mr. Backman who believed the PLCA was behind the agreement but he did not specifically speak to anyone from the PLCA who prepared the Agreement. He explained each stage of the post-cleanup process; on-site staff would begin debris removal in the first week and contractors, under contract with the PLCA, would be on site the following week. Mr. Bachman would be designated as the Administrator Project Manager, Mr. Kucera and Mr. Kemp would handle on-site contractors daily and Mr. and Mrs. Adams would be on site to ensure projects are being addressed and would review invoices. Discussion ensued regarding designating the Community Center as the on-site Command Center and entering into an hourly rate for Management Services, which would not be a cost effective rate, removing this item since the PLCA would apply for reimbursement from the Federal Emergency Management Agency (FEMA), fees, billing and the PLCA being responsible for the cost.

On MOTION for Bayside by Mr. McCarthy and seconded by Mr. Jim Nicholson, with all in favor, the Disaster Response Agreement Between the Bayside Improvement and Bay Creek CDDs and the PLCA and authorizing the Chair to execute, was adopted.

On MOTION for Bay Creek by Mr. Durney and seconded by Mr. Travers, with all in favor, the Disaster Response Agreement Between the Bayside Improvement and Bay Creek CDDs and the PLCA and authorizing the Chair to execute, was approved.

FOURTEENTH ORDER OF BUSINESS

Consideration of Resolutions Designating Dates, Times and Locations for Joint Regular Meetings of the Boards of Supervisors of the Districts for Fiscal Year 2020/2021 and Providing for an Effective Date

A. *Bayside Improvement Community Development District: Resolution 2020-08.*

Ms. McVay presented Resolution 2020-08. Mr. Bill Nicholson suggested moving the Budget Workshop up one week, to allow time to review matters between meetings.

The following change would be made to the Meeting Schedule for both Districts:

DATE: Change "July 23, 2021" to "July 16, 2021"

On MOTION for Bayside by Mr. McCarthy and seconded by Ms. Montgomery, with all in favor, Resolution 2020-08, Designating Dates, Times and Locations for Joint Regular Meetings of the Boards of Supervisors of the Districts for Fiscal Year 2020/2021, as amended, and Providing for an Effective Date, was adopted.

B. *Bay Creek Community Development District: Resolution 2020-09*

Ms. McVay presented Resolution 2020-09.

On MOTION for Bay Creek by Mr. Durney and seconded by Mr. Travers, with all in favor, Resolution 2020-09, Designating Dates, Times and Locations for Joint Regular Meetings of the Boards of Supervisors of the Districts for Fiscal Year 2020/2021, as amended, and Providing for an Effective Date, was adopted.

FIFTEENTH ORDER OF BUSINESS

Irrigation Reports

A. High User

I. Bayside Improvement CDD

II. Bay Creek CDD

- B. Penalty Usage Summary**
 - I. Bayside Improvement CDD**
 - II. Bay Creek CDD**
- C. Zero Consumption**
 - I. Bayside Improvement CDD**
 - II. Bay Creek CDD**

These reports were included for informational purposes.

SIXTEENTH ORDER OF BUSINESS

**Acceptance of Unaudited Financial
Statements as of June 30, 2020**

Ms. McVay presented the Unaudited Financial Statements as of June 30, 2020. The financials were accepted.

SEVENTEENTH ORDER OF BUSINESS

Approval of Minutes

- A. June 22, 2020 Virtual Joint Public Meeting**
- B. June 30, 2020 Virtual Continued Public Meeting [Bayside Improvement CDD]**

Mrs. Adams presented the Meeting Minutes listed above.

On MOTION for Bayside by Mr. McCarthy and seconded by Mr. Cramer, with all in favor, the June 22, 2020 Virtual Joint Public Meeting Minutes, as presented, were approved.

On MOTION for Bay Creek by Mr. Travers and seconded by Ms. McVay, with all in favor, the June 22, 2020 Virtual Joint Public Meeting Minutes, as presented, were approved.

On MOTION for Bayside by Mr. Jim Nicholson and seconded by Mr. McCarthy, with all in favor, the June 30, 2020 Virtual Continued Public Meeting Minutes, as presented, were approved.

EIGHTEENTH ORDER OF BUSINESS

Action Items (Both)

Active/Ongoing New Items: Items 4, 5, 6, 7, 11, 12, 13, 14, 16, 19 and 20 were completed.

Item 3: The July 27th property inspection tour with the PLCA Landscaping Committee did not occur; unable to comply with social distancing.

Item 12: Mrs. Adams was waiting for the catch basin inspection report; corrected street name to "Waterside".

Item 13: Management's office will contact the PLCA to reserve the meeting room from 2:00 p.m. to 5:30 p.m., coinciding with the dates on the Fiscal Year 2020 and 2021 Joint Meeting Schedules.

NINETEENTH ORDER OF BUSINESS

Old Business

There being no old business, the next item followed.

TWENTIETH ORDER OF BUSINESS

Staff Reports

A. District Counsel: *Dan Cox, Esq.*

There being nothing further to report, the next item followed.

B. District Manager: *Wrathell, Hunt and Associates, LLC*

I. Monthly Status Report: Field Operations

The Monthly Status Report was included for informational purposes.

II. NEXT MEETING DATE

- **August 24, 2020 at 2:00 P.M. Joint *Virtual Public Hearing and Meeting***
 - **QUORUM CHECK: *BAYSIDE IMPROVEMENT CDD***
 - **QUORUM CHECK: *BAY CREEK CDD***

All Supervisors confirmed their attendance at the August 24, 2020 meeting.

TWENTY-FIRST ORDER OF BUSINESS

Supervisors' Requests

Mr. Janek stated several residents asked for the Zoom monitor to be redirected at the next meeting from viewing the ceiling.

Mrs. Adams would send the Landscape Maintenance Agreement to the Boards.

Mr. Jim Nicholson stated a Colony Foundation Member asked for the Royal Palm tree, at Via Veneto and towards the Bay Club, to be trimmed. Mr. Adams stated he would include this with the ficus trimming, scheduled to begin in the next few weeks.

Mr. Janek asked what was causing the delay in having the Lake D-14 aerator repaired. Mrs. Adams stated she would contact Mr. Nott directly to find out and get it repaired.

TWENTY-SECOND ORDER OF BUSINESS

Public Comments: *Non-Agenda Items*

Ms. Gravenhorst asked Staff to inquire about using the PLCA's microphone system during meetings; she was unable to hear speakers seated away from the microphone.

TWENTY-THIRD ORDER OF BUSINESS

Adjournment (Both)

There being no further business to discuss, the meeting adjourned at 5:12 p.m.

[SIGNATURES APPEAR ON THE FOLLOWING PAGE]

**BAYSIDE IMPROVEMENT
& BAY CREEK CDDS**

July 27, 2020

FOR BAYSIDE IMPROVEMENT:


Secretary/Assistant Secretary


Chair/Vice Chair

FOR BAY CREEK:


Secretary/Assistant Secretary


Chair/Vice Chair

EXHIBIT(S)

Staff Evaluation
 Numerical Summary Tabulation
 7/23/2020

Bayside	Attorney			Engineer			Manager		
	<u>work relationship</u>	<u>Quality of Services</u>	<u>General Meetings</u>	<u>work relationship</u>	<u>Quality of Services</u>	<u>General Meetings</u>	<u>work relationship</u>	<u>Quality of Services</u>	<u>General Meetings</u>
McCarthy	5.00	4.75	4.50	5	4.5	4.5	4.8	5	5
W. Nicholson	1.67	2.25	2	5	5	5	4.4	3.75	5
Cramer	1.33	1.5	1.5	4.75	4.5	4.5	5	5	5
J. Nicholson	4.33	4.25	3.5	5	5	5	4.6	4.5	5
By Area Avg.	3.08	3.19	2.88	4.94	4.75	4.75	4.70	4.56	5.00
Overall Avg.	3.05			4.81			4.75		
Bay Creek									
Durney	4.00	3	4	0	0	0	4.6	4.25	4.5
Travers	4.67	4.75	5	4.5	4.25	4	4.4	5	5
Janek	5.00	5	5	5	5	5	5	5	5
By Area Avg.	4.56	4.25	4.67	4.75	4.63	4.50	4.67	4.75	4.83
Overall Avg.	4.49			4.63			4.75		

Note:
 numerical ranking 1-5 with 5 being best

Bayside/ Bay Creek
Staff Evaluations Trending Analysis

By Area	Attorney			Engineer			Manager		
	Work Relationship	Quality of Services	General Meetings	Work Relationships	Quality of Services	General Meetings	Work Relationships	Quality of Services	General Meetings
BS 2020	3.08	3.19	2.88	4.94	4.75	4.75	4.7	4.56	5
BS 2019	<u>2.75</u>	<u>2.19</u>	<u>2.13</u>	<u>4.81</u>	<u>4.75</u>	<u>4.38</u>	<u>4.85</u>	<u>4.81</u>	<u>4.88</u>
Avg	2.92	2.69	2.51	4.88	4.75	4.57	4.78	4.69	4.94
BC 2020	4.56	4.25	4.67	4.75	4.63	4.5	4.67	4.75	4.83
BC 2019	<u>4.72</u>	<u>4.81</u>	<u>4.88</u>	<u>4.63</u>	<u>4.63</u>	<u>4.5</u>	<u>5</u>	<u>5</u>	<u>5</u>
Avg	4.64	4.53	4.78	4.69	4.63	4.50	4.84	4.88	4.92
<hr/>									
Over all									
BS 2020	3.15			4.81			4.75		
BS 2019	<u>2.35</u>			<u>4.65</u>			<u>4.85</u>		
Avg	2.75			4.73			4.8		
BC 2020	4.49			4.63			4.75		
BC 2019	<u>4.8</u>			<u>4.58</u>			<u>5</u>		
Avg	4.645			4.61			4.88		

UP
DOWN

Bayside/ Bay Creek
Staff Evaluation Worksheet
ATTORNEY

WORKING RELATIONSHIP (rank 1-5 w/5 being best)

1 Knowledge and understanding of CDD Law

1	2	3	4	5	Comments?
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Attorney has unquestionable understanding of CDD law

2 Interaction with Board creates sense of trustworthiness

1	2	3	4	5	Comments?
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Much improvement in this regard over the past year

3 Opinions and advise in best interest of the District

1	2	3	4	5	Comments?
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No question here

QUALITY OF SERVICES (rank 1-5 w/5 being best)

1 Communications and memos are clear and understandable

1	2	3	4	5	Comments?
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Attorney sometimes causes confusion when FYI docs are sent

2 Open to discussing alternatives and new ideas

1	2	3	4	5	Comments?
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Attorney is always willing to listen to my ideas and concerns

3 Follows Board direction for actions and follow up

1	2	3	4	5	Comments?
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Attorney works very well with Bayside Chairperson

4 Provides good explanations and summaries of matters at meetings

1	2	3	4	5	Comments?
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	I have no issue but some of BOS have concerns in this regard

GENERAL MEETINGS (rank 1-5 w/5 being best)

1 Appropriately participates in discussions

1	2	3	4	5	Comments?
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Attorney participation has been much better over past year

2 Provides clear responses to questions at meetings

1	2	3	4	5	Comments?
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There is rom for improvement in this category

OVERALL ASSESSMENT/SUMMARY?

I have the highest regard for our Attorney and provide a very good evaluation.

Walter J. McCarthy
Board Member Signature

Bayside/ Bay Creek
 Staff Evaluation Worksheet
ENGINEER

WORKING RELATIONSHIP (rank 1-5 w/5 being best)

1 Knowledge and understanding of CDD Systems and Permitting

1	2	3	4	5	Comments?
				X	Wes is a high quality engineer; Carl likewise

2 Assists the Board in understanding regulatory requirements

1	2	3	4	5	Comments?
				X	Questions are always answered clearly

2 Interaction with Board creates sense of trustworthiness

1	2	3	4	5	Comments?
				X	Always shows sincerity

3 Opinions and advise in best interest of the District

1	2	3	4	5	Comments?
				X	No negative comments in this category

QUALITY OF SERVICES (rank 1-5 w/5 being best)

1 Communications and memos are clear and understandable

1	2	3	4	5	Comments?
			X		There is room for improvement in this regard

2 Open to discussing alternatives and new ideas

1	2	3	4	5	Comments?
				X	Always listens to comments and suggestions from Baysie Chairperson

3 Follows Board direction for actions and follow up

1	2	3	4	5	Comments?
				X	Very good in this category

4 Provides good explanations and summaries of matters at meetings

1	2	3	4	5	Comments?
			X		Improvement needed in explanations to non-technical persons

GENERAL MEETINGS (rank 1-5 w/5 being best)

1 Appropriately participates in discussions

1	2	3	4	5	Comments?
				X	Level of participation in discussions is very good

2 Provides clear responses to questions at meetings

1	2	3	4	5	Comments?
			X		Improvement needed in explanations to non-technical persons

OVERALL ASSESSMENT/SUMMARY?

A very good evaluation of the Engineer is provided. Special notice is provided relative to attention the Engineer provided this year to the budget.

Walter J. McCarthy
 Board Member Signature

Bayside/ Bay Creek
Staff Evaluation Worksheet

MANAGER

	1	2	3	4	5	Comments?
WORKING RELATIONSHIP (rank 1-5 w/5 being best)						
1 Knowledge and understanding of CDD Operations					X	Excellent knowledge of Bayside CDD
2 Assists the Board in setting clear objectives			X			More assistance needed in this category
3 Interaction with Board creates sense of trustworthiness					X	Excellent interaction with the Bayside Chairperson
4 Opinions and advise in best interest of the District					X	Unquestionably acts in best interest of CDD
5 Promotes a positive working relationship with neighborhoods					X	There was much improvement in this activity in the past year
QUALITY OF SERVICES (rank 1-5 w/5 being best)						
1 Communications and memos are clear and understandable					X	Leadership in the landscape agreement and debris agreement
2 Open to discussing alternatives and new ideas					X	Manager has always been available to Bayside Chairperson
3 Follows Board direction for actions and follow up					X	Very good in this area
4 Provides good explanations and summaries of matters at meetings					X	Very good in this activity
GENERAL MEETINGS (rank 1-5 w/5 being best)						
1 Appropriately participates in discussions					X	No further comment
2 Provides clear responses to questions at meetings					X	No further comment

OVERALL ASSESSMENT/SUMMARY?

I give very high marks to the Manager for his performance. One area for more attention to detail is in regard to budget overruns. The Boards need to be more engaged in this regard and in a timely fashion.

Walter J. McCarthy
Board Member Signature

Bayside/ Bay Creek
Staff Evaluation Worksheet

ATTORNEY

WORKING RELATIONSHIP (rank 1-5 w/5 being best)

1 Knowledge and understanding of CDD Law

1	2	3	4	5	Comments?
	X				This comment relates to the appointment of a Supervisor for vacated Seat #1, and the interpretation of the word "shall". I disagree with the Attorney's interpretation and I do not feel appropriate advice was provided to the Board of Supervisors.

2 Interaction with Board creates sense of trustworthiness

1	2	3	4	5	Comments?
	X				Interaction with the Board has been marginally better than the prior year, but is still significantly lower than what I would consider normal, or "best practices". The Attorney's statements are still cryptic, more typical of an attorney talking to another attorney, and not to lay clients.

3 Opinions and advise in best interest of the District

1	2	3	4	5	Comments?
X					I believe that much stronger guidance should have been provided with respect to addressing retention pond pollution sources, and initiatives could have / should have been proposed to help address this important CDD responsibility, as well as the proposing legal alternatives related to the continued practice of landscapers and golf courses depositing grass clippings into retention ponds which contribute to water quality problems and the accumulation of muck in the bottom of the lakes.

QUALITY OF SERVICES (rank 1-5 w/5 being best)

1 Communications and memos are clear and understandable

1	2	3	4	5	Comments?
	X				Written communication remains very infrequent, and cryptic. Verbal participation has marginally increased, along with meeting attendance.

2 Open to discussing alternatives and new ideas

1	2	3	4	5	Comments?
X					There is rarely an interactive discussion. The Attorney's opinion on interpretation of the law is "final", at least in his mind, which does not leave much room for discussion or debate. The Attorney seems to get defensive when challenged, as was the case with the interpretation of the word "shall". In my opinion, there are circumstances and situations where interpretation is at play, and discussion is needed and warranted, but the Attorney does not see it this way. In fact, when challenged, the Attorney seems to dig in harder to his position, rather than considering the alternate point of view. In the future, if this situation is allowed to persist, the CDD may need to pursue a second opinion.

3 Follows Board direction for actions and follow up

1	2	3	4	5	Comments?
X					

The Attorney follows Board direction, but he is not sufficiently aggressive, resulting in unreasonably extended timeframes for resolution. Case in opoint - the Attorney filed a law suit against the City of Bonita Springs on 9/30/19. The CDD Attorney approved a 90 day extension on or about 4/9/20 (6 months+ after submitting the law suit), when the City failed to provide a response within the required time period. The 90 day extension nearly expired when the City Attorney issued their response on 6/30/20. Receipt of that response was considered by the Attorney to be a "surprise". It does not appear that the CDD Attorney engaged with the City Attorney in an effective manner such that the objective of the suit could be incorporated into the City's Response. It appears that the CDD may now be faced with the choice to either litigate, or to accept a solution that accomplishes about 50% of what the initial suit asked for. As stated in last year's Assessment, the CDD Attorney does not seem to have the local relationships and he has difficulty applying his influence to move issues to resolution with third parties. Overall, there seems to be a continuing lack of urgency and creative approaches to aggressively advance CDD interests.

4 Provides good explanations and summaries of matters at meetings

X				
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Full and complete explanations are not always forthcoming. With respect to a recent request to schedule an emergency Board Meeting, the Attorney failed to explain the process contained in the CDD Policy Guidelines, and instead, offered the only remedy as a "motoion to reconsider" which could be made at the next regularly scheduled Board Meeting. This lack of full disclosure caused an unnecessary delay in the appointment of a replacement Board Member for Seat #1, and the incomplete guidance raises questions as to the overall ability of the Attorney to provide full disclosure responses.

GENERAL MEETINGS (rank 1-5 w/5 being best)

1 Appropriately participates in discussions

	1	2	3	4	5
		X			

Has engaged in discussions at somewhat higher frequency than prior year. Participation at even higher levels is requested and encouraged.

2 Provides clear responses to questions at meetings

	1	2	3	4	5
		X			

Responses are normally very curt and asceptic. The Attorney is not prone to elaboration, nor with validating with his client that his comments have been fully understood.

OVERALL ASSESSMENT/SUMMARY?

I would not have such a harsh or confrontationally blunt assessment if there was only one shortfall to report. However, the number and breath of issues, along with marginal change in engagement, asertiveness, and drive for execution (vs. the Assessment submitted one year ago) lead to my overall assessment that this is now clearly the time for the Bayside CDD to initiate a search for a new legal relationship with a local attorney or law firm that has the requisite experience in Florida and CDD law. I understand that this view and recommendation may not be shared broadly, as it was not last year, but I believe it is my duty to highlight areas where I believe CDD performance deficiencies exist, and to make difficult, and potentially uncomfortable recommendations to address performance areas in need of improvement. Overall rating average = 1.27

Bayside/ Bay Creek
Staff Evaluation Worksheet

ENGINEER

WORKING RELATIONSHIP (rank 1-5 w/5 being best)

	1	2	3	4	5	Comments?
1 Knowledge and understanding of CDD Systems and Permitting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Permits are always on time and properly filled out.
2 Assists the Board in understanding regulatory requirements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Presents his work in a way that is easy to understand.
2 Interaction with Board creates sense of trustworthiness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Baracco Engineering does quality engineering work. All Baracco projects have been successful, without unintended consequences
3 Opinions and advise in best interest of the District	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Baracco engineering executes the assignments as given to them from the CDD.

QUALITY OF SERVICES (rank 1-5 w/5 being best)

	1	2	3	4	5	Comments?
1 Communications and memos are clear and understandable	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Communications are mostly verbal, but are always clear and thorough.
2 Open to discussing alternatives and new ideas	<input type="checkbox"/>	This measure was Not Applicable for the prior year Assessment period.				
3 Follows Board direction for actions and follow up	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	All assignments have been pursued with appropriate urgency and time lines.
4 Provides good explanations and summaries of matters at meetings	<input type="checkbox"/>	There have not been any engineering projects of significance that I can recall during the past year.				

GENERAL MEETINGS (rank 1-5 w/5 being best)

	1	2	3	4	5	Comments?
1 Appropriately participates in discussions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Wes Kayne attends every CDD meeting, although the past year has not had many engineering related issues requiring attention.
2 Provides clear responses to questions at meetings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Wes does an excellent job of addressing whatever questions are raised.

OVERALL ASSESSMENT/SUMMARY?

Baracco Engineering does a very good job for the CDD. Wes Kayne is easy to work with, very knowledgeable, and totally professional. He explains things in a way that is easy for the non engineer to understand. Overall rating average = 5.0

William Nicholson 7/9/2020
Board Member Signature

Bayside/ Bay Creek
Staff Evaluation Worksheet

MANAGER

WORKING RELATIONSHIP (rank 1-5 w/5 being best)

1 Knowledge and understanding of CDD Operations

	1	2	3	4	5	Comments?
			X			Chuck is a recognized subject matter expert. He has command of a vast amount of information, and he has an incredible memory. Chuck is the "go to guy" for a wide variety of questions, and he routinely provides good guidance and relevant perspective. In addition to understanding CDD Operations, Chuck is also responsible for managing the CDD Staff. In this regard, I believe that Chuck has not set a sufficiently high standard of performance and expectations for the Staff Attorney. One such case in point is the languishing law suit the CDD filed against the City of Bonita Springs on 9/30/19. Almost 10 months have passed without resolution, and with apparently minimal engagement with the City Attorney in pursuit of an acceptable "out of court" resolution. As a result, the City was granted a 90 day extension, and the recently issued City response did not satisfy the objective of the suit. I look to Chuck to hold the Attorney accountable for sub standard performance, lack of initiative and aggressiveness on the part of the CDD, and for his lack of relationship building with local City officials and staff, especially the City Attorney. These are significant missed opportunities for the CDD that I believe need to be addressed. On a different issue, I believe Chuck should have made me aware of the CDD Policies provision which defines the process by which a special Board Meeting could be scheduled. A time sensitive issue developed, and less than full clarity was provided on the options and procedures for addressing the

2 Assists the Board in setting clear objectives

				X		Chuck has a good sense of what is working, and where improvement is needed. Part of the improvement process is developing measurements (metrics) to gauge improvement. The use of metrics and status reports has expanded over the past year. I'd like to see use of these management tools continue to be expanded. Chuck is encouraged to reinforce this mindset with his staff, all the way down to the landscape associate.
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3 Interaction with Board creates sense of trustworthiness

					X	Board. He offers opinions which are normally viewed as right on target, but also isn't reluctant to present contrary opinions. Chuck always maintains a highly professional and business like attitude, and the Board values his engagement.
--	--	--	--	--	---	--

4 Opinions and advise in best interest of the District

					X	Chuck represents the CDD to external organizations such as the PLCA and Colony. He works hard for the overall best interest of the community, "giving" where he can, and holding the line where he must.
--	--	--	--	--	---	--

5 Promotes a positive working relationship with neighborhoods

					X	His first hand participation has been recognized by many as having been key to improving relationships and performance in the Colony. The golf courses should be the next area of relationship building, but it takes two to tango, and one interested party can not improve relationships single handedly, but I would ask Chuck to focus on this opportunity in the coming year and see what improvements can be made.
--	--	--	--	--	---	--

QUALITY OF SERVICES (rank 1-5 w/5 being best)

1 2 3 4 5

1 Communications and memos are clear and understandable

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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Chuck is a clear and skilled communicator - both in narrative and verbal form. I would like Chuck to communicate (in writing) more freely and frequently with the Board especially between meetings. These interim communications would help make the monthly Board Meetings **MUCH** more efficient and effective as each Board Member would have a more complete body of information regarding decisions and events taking place in the community, allowing for more productive discussion when the Board meets. This is the counter part to the many communications the Board Members forward to you during the month to keep you well informed. It would be ideal if information flowed freely BOTH ways.

2 Open to discussing alternatives and new ideas

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------	-------------------------------------	--------------------------

appreciate his open mindedness and willingness to consider alternate points of view. I believe that Chuck is mentoring his team to pursue continuous improvement and to be open to new ideas as the CDD's gateway to the future.

3 Follows Board direction for actions and follow up

<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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I believe that Chuck follows up efficiently on matters of high importance (Rating =4), but follow up is measurably less aggressive on lower priority action items. The problem with less aggressive pursuit of lower priority action items is that the MAJORITY of action items fall into this category - and without aggressive pursuit, the backlog of action items grows and become problematic - which is where I believe we are today - with a long list of "in process" action items - too lengthy to efficiently review in the monthly meetings. I would like to see Chuck extend his urgency to his staff to achieve more aggressive pursuit on action item tasks, with much shorter close out time frames. I would also like to see target completion dates applied to EVERY action item so we can more clearly gauge execution efficiency vs. original plan, and easily identify issues that are aged. Setting target completion dates will help definately drive improved execution and overall management performance. Rating = 2

4 Provides good explanations and summaries of matters at meetings

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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Chuck does a very good job providing background information, context, and making recommendations / drawing conclusions.

GENERAL MEETINGS (rank 1-5 w/5 being best)

1 Appropriately participates in discussions

1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

just right - he adds value with his knowledge and insights, as well as by his engagement with the many organizations and committees he routinely interfaces with.

2 Provides clear responses to questions at meetings

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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Chuck does a good job.

OVERALL ASSESSMENT/SUMMARY?

Overall, I believe good management progress has been achieved in the past year. Community appearance has notably improved. Relationships with both PLLA and the Colony have improved. Reporting activity to the Board and with the community has taken a step forward. Better community communication eliminated much of the second guessing and comments from uninformed people making unfounded assumptions. There is a never ending stream of continuous improvement opportunities, but inroads have been made and are strongly encouraged to continue. Objective management assessment of the Staff is recommended, with coaching and guidance as needed to improve individual performance and contributions. Overall rating average = 4.36

Bayside/ Bay Creek
Staff Evaluation Worksheet

ATTORNEY

WORKING RELATIONSHIP (rank 1-5 w/5 being best)

1 Knowledge and understanding of CDD Law

1	2	3	4	5	Comments?
	X				While Mr. Cox has decades of experience as an attorney representing CDD's, he does not impart that knowledge and experience unless specifically tasked to do so -- thus the low rating.

2 Interaction with Board creates sense of trustworthiness

1	2	3	4	5	Comments?
X					During our monthly CDD meetings Mr. Cox is often distracted by his computer/communications when he should be engaged in the ongoing meeting. When he should be listening and contributing he frequently needs to be called back into focus in order to respond to questions. When asked to explain his actions (or inaction), he has not always produced timely work product (i.e. Golf Courses and Tennis Center contamination and drainage issues / lack of permits for rebuild of tennis courts - months passed with inaction on the attorney's part despite CDD requests).

3 Opinions and advise in best interest of the District

1	2	3	4	5	Comments?
X					Unless specifically asked, Mr. Cox is not forthcoming with opinions or advice. Cases in point: (1) Mr. Cox admitted that he and the PLCA Attorney deliberately composed the current Landscape Agreement with PLCA using vague language; (2) Mr. Cox has not made any recommendations on how to revise the current agreement with PLCA to avoid the vague language that has caused an on-going and contentious relationship with the PLCA Landscape Committee and Board Members; (3) Mr. Cox has not made any recommendations on how to garner greater participation from the Golf Courses or the homeowners landscapers on best practices to prevent nutrient loading; (4) in general no opinions or advice is provided by the attorney unless specifically asked for.

QUALITY OF SERVICES (rank 1-5 w/5 being best)

1 2 3 4 5

OVERALL ASSESSMENT/SUMMARY?

While Mr. Cox is well versed in CDD law, he is reactive when pressed into service but he is not proactive. He lacks the desire to take initiative, to provide insight, to offer solutions, strategies and legal options to the Board. Nonetheless, these are the types of legal services/qualities that the CDDs should be advantaged by as this community evolves and as our environmental issues and concerns expand. It should not be up to the Supervisors or the Manager to illicit responses from our attorney. In my opinion, the CDDs would be better served by an attorney who offers these qualities. I also believe that an attorney who resides in this region will provide more of an advantage with local governmental knowledge and that such a firm will be far more available to meaningfully participate in meetings and consultation.

Bernard Cramer, Vice Chairman, Bayside CDD
Board Member Signature

Bayside/ Bay Creek
 Staff Evaluation Worksheet
ENGINEER

WORKING RELATIONSHIP (rank 1-5 w/5 being best)

	1	2	3	4	5	Comments?
1 Knowledge and understanding of CDD Systems and Permitting					X	Carl Barraco and his Associates have worked in Pelican Landing for many years. Their knowledge of the community is superior both from the local and state governmental standpoint and with regard to the CDDs requirements. Wes Kane has taken the lead role this year and he continues to excel.
2 Assists the Board in understanding regulatory requirements				X		The Engineers thoroughly answer all questions and use graphics which are easily understandable.
2 Interaction with Board creates sense of trustworthiness					X	Their interlocal knowledge is an asset when dealing with the Southwest Florida Water Management District. The Barraco firm is a proven partner in problem solving for the CDDs.
3 Opinions and advise in best interest of the District					X	The firm provided excellent guidance, for example, in the "fix" for the Heron Point berm, the design and installation of the sluice gates, monitoring, etc.

QUALITY OF SERVICES (rank 1-5 w/5 being best)

	1	2	3	4	5	Comments?
1 Communications and memos are clear and understandable				X		The reports and discussions can be highly technical -- the engineers make every effort to relay information in layman's terms for those of us unfamiliar with the technical jargon.
2 Open to discussing alternatives and new ideas					X	Our engineers are always willing to listen and discuss ideas and alternatives. They were instrumental in the design and implementation of the sluice gates to create solutions of our water issues.
3 Follows Board direction for actions and follow up				X		Prior to departing from any of the CDD meetings, Carl Barraco always summarizes the actions he feels the board has directed him to accomplish to be sure he has proper direction and understanding of our expectations.

4 Provides good explanations and summaries of matters at meetings

					X	Whether the news is good or bad Carl Barraco's review is always concise, straight forward and he and/or his staff participate in explanations and discussions. I believe it would be helpful for the CDD Supervisors to receive our engineer's reports ahead of our meetings to allow us to read through and formulate questions ahead of the meetings.
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GENERAL MEETINGS (rank 1-5 w/5 being best)

1 Appropriately participates in discussions

					X	Engineer understands when to insert his institutional knowledge.
--	--	--	--	--	---	--

2 Provides clear responses to questions at meetings

				X		Carl Barraco and Wes Kayne provide clear answers and if they do not have an answer they are not afraid to say "I don't know - but I will follow-up". While some of the info is quite technical they make efforts to tailor their explanations to non-technical.
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OVERALL ASSESSMENT/SUMMARY?

Carl Barraco's team with Wes Kayne leading the charge, offer their professional knowledge in support of our Bayside and Bay Creek CDD objectives. Their knowledge of our community and their technical ability is key to their success and of great benefit to the CDDs

Bernard Cramer, Vice Chairman, Bayside CDD
Board Member Signature

Bayside/ Bay Creek
Staff Evaluation Worksheet
MANAGER

WORKING RELATIONSHIP (rank 1-5 w/5 being best)

	1	2	3	4	5	Comments?
1 Knowledge and understanding of CDD Operations					X	For over 25 years Chuck Adams has provided professional management for our two CDDs. His institutional knowledge coupled with his hands-on management style has been instrumental in the team environment he has fostered. Chuck's efforts to develop and implement the CDD's new computer-based system of recording maintenance tasks will aid in allocating manpower, overseeing staff performance, it will help measure seasonal requirements, maintenance costs, management performance and budgeting.
2 Assists the Board in setting clear objectives					X	Chuck Adams works well with both CDD Board's objectives and reviews monthly progress
3 Interaction with Board creates sense of trustworthiness					X	Chucks long-term dedication to provide solutions for "the common good" is a win-win benefit for both CDDs. CDD Supervisors and many residents know Chuck as "Mr. CDD", the guy who gets the job done. Whether during CDD meetings or between meetings, Chuck is always available to respond to issues and answer questions. Chuck also understands that the Board Supervisors are willing to make tough and potentially controversial decisions when necessary and he will provide pertinent historical background to aid in those decisions.
4 Opinions and advise in best interest of the District					X	Chuck provides the Supervisors and his staff with sage guidance based on his years of experience as a CDD Manager as well as his in-depth knowledge of our areas of responsibility including the PLCA. He is very diplomatic and objective when there have been internal differences as well as those times when friction with PLCA has occurred.
5 Promotes a positive working relationship with neighborhoods					X	As noted in many of our monthly meetings, residents have demands and requests. Again, Chuck's institutional knowledge of the PLCA documents and Florida law allow him to diplomatically and skillfully walk resident's through the decisions/conclusions that must be addressed "by-the-book". His professionalism and diplomacy have been particularly helpful with the PLCA.

QUALITY OF SERVICES (rank 1-5 w/5 being best)

	1	2	3	4	5	Comments?
1 Communications and memos are clear and understandable					X	Chuck's communication style is concise and professional. Chuck is always responds quickly to my emails, texts and phone calls.

2 Open to discussing alternatives and new ideas	<table border="1"> <tr> <td></td><td></td><td></td><td></td><td></td><td>X</td> </tr> </table>						X	<p>Chuck is always open to discussing alternatives and new ideas with the CDD Supervisors. Chuck also listens to public comments to hear resident thoughts and suggestions.</p>
					X			
3 Follows Board direction for actions and follow up	<table border="1"> <tr> <td></td><td></td><td></td><td></td><td></td><td>X</td> </tr> </table>						X	<p>Chuck follows Board direction but also knows when it may be necessary to diplomatically but firmly advise the Supervisors if initiatives or actions being considered may not have the desired result or may be inappropriate. The new Monthly Management Reports and Review of key projects is a good example of implementing a new system for measurement and follow-up and record keeping.</p>
					X			
4 Provides good explanations and summaries of matters at meetings	<table border="1"> <tr> <td></td><td></td><td></td><td></td><td></td><td>X</td> </tr> </table>						X	<p>Chuck does an excellent job providing feedback to Board Supervisor and homeowner questions. He uses his historical knowledge and graphics when appropriate from his GIS maps and other reports. His explanations are stated clearly, they are understandable and delivered with utmost professionalism.</p>
					X			

GENERAL MEETINGS (rank 1-5 w/5 being best)

	1	2	3	4	5	
1 Appropriately participates in discussions					X	<p>Chuck's contributions keep the discussions moving forward to resolution of issues and implementation of initiatives.</p>
2 Provides clear responses to questions at meetings					X	<p>As indicated in No. 4 above, Chuck's explanations are stated clearly, they are understandable and delivered with utmost professionalism.</p>

OVERALL ASSESSMENT/SUMMARY?

Chuck is a consummate professional. He is dedicated, he has vast institutional knowledge and he is respected for his abilities and desire to do the best job possible for the CDDs. Despite his long-term participation in this capacity, Chuck Adams has not become "stale" in his work product. In my opinion, Chuck's contributions to this community continue to grow as the CDDs develop new systems and fine-tune the existing goals, resources, and employees of the CDD.

Bernard Cramer, Vice Chairman, Bayside CDD
 Board Member Signature

Bayside/ Bay Creek
 Staff Evaluation Worksheet
 ATTORNEY

	1	2	3	4	5	Comments?
WORKING RELATIONSHIP (rank 1-5 w/5 being best)						
1 Knowledge and understanding of CDD Law	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
2 Interaction with Board creates sense of trustworthiness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
3 Opinions and advise in best interest of the District	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	THE SHALL AND MAY DISCUSSION WAS VERY ENLIGHTENING.
QUALITY OF SERVICES (rank 1-5 w/5 being best)						
1 Communications and memos are clear and understandable	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	VERY FEW COMMUNICATIONS
2 Open to discussing alternatives and new ideas	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
3 Follows Board direction for actions and follow up	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
4 Provides good explanations and summaries of matters at meetings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	PROVIDES EXPLANATIONS BUT VERY FEW WRITTEN SUMMARIES
GENERAL MEETINGS (rank 1-5 w/5 being best)						
1 Appropriately participates in discussions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	IT APPEARED WHEN WE WERE HAVING MEETINGS THAT HE WAS DISTRACTED AND DOING OTHER WORK
2 Provides clear responses to questions at meetings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

OVERALL ASSESSMENT/SUMMARY?

Overall I would rate the attorney 4.3.

John Anshuler
 Board Member Signature

Bayside/ Bay Creek
Staff Evaluation Worksheet
ENGINEER

WORKING RELATIONSHIP (rank 1-5 w/5 being best)

1 Knowledge and understanding of CDD Systems and Permitting

1 2 3 4 5

Comments?

2 Assists the Board in understanding regulatory requirements

2 Interaction with Board creates sense of trustworthiness

3 Opinions and advise in best interest of the District

QUALITY OF SERVICES (rank 1-5 w/5 being best)

1 Communications and memos are clear and understandable

1 2 3 4 5

2 Open to discussing alternatives and new ideas

ALTERNATIVES ARE RARELY DISCUSSED
THAT IS WHY A RATING WAS NOT GIVEN.

3 Follows Board direction for actions and follow up

4 Provides good explanations and summaries of matters at meetings

GENERAL MEETINGS (rank 1-5 w/5 being best)

1 Appropriately participates in discussions

1 2 3 4 5

2 Provides clear responses to questions at meetings

OVERALL ASSESSMENT/SUMMARY?

1
Good overall rating. He does what is asked of him.

Jim Nicholas
Board Member Signature

Bayside/ Bay Creek
Staff Evaluation Worksheet
MANAGER

	1	2	3	4	5	Comments?
WORKING RELATIONSHIP (rank 1-5 w/5 being best)						
1 Knowledge and understanding of CDD Operations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
2 Assists the Board in setting clear objectives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
3 Interaction with Board creates sense of trustworthiness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		MEETING INTERACTION IS GOOD. BETWEEN MEETINGS SHOULD BE IMPROVED.
4 Opinions and advise in best interest of the District	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>			INDIVIDUALS BETWEEN MEETINGS INFLUENCE THE MANAGER
5 Promotes a positive working relationship with neighborhoods	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
QUALITY OF SERVICES (rank 1-5 w/5 being best)						
1 Communications and memos are clear and understandable	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>			THERE NEEDS TO BE MORE COMMUNICATION BETWEEN MEETINGS
2 Open to discussing alternatives and new ideas	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>			DISCUSSION ON ALTERNATIVES SHOULD BE INCREASED
3 Follows Board direction for actions and follow up	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
4 Provides good explanations and summaries of matters at meetings	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>			YOU MAY BE TO GOOD IN EXPLANATIONS AND GETTING YOUR POINT ACROSS
GENERAL MEETINGS (rank 1-5 w/5 being best)						
1 Appropriately participates in discussions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
2 Provides clear responses to questions at meetings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		

OVERALL ASSESSMENT/SUMMARY?

4.8 overall in my estimation. More discussion in meetings would be helpful.

Jim Nicholas
Board Member Signature

Bayside/ Bay Creek
Staff Evaluation Worksheet

ATTORNEY

WORKING RELATIONSHIP (rank 1-5 w/5 being best)

1 Knowledge and understanding of CDD Law

1	2	3	4	5
				x

Comments?

--

2 Interaction with Board creates sense of trustworthiness

1	2	3	4	5
		x		

--

3 Opinions and advise in best interest of the District

1	2	3	4	5
			x	

--

QUALITY OF SERVICES (rank 1-5 w/5 being best)

1 Communications and memos are clear and understandable

1	2	3	4	5
		x		

--

2 Open to discussing alternatives and new ideas

1	2	3	4	5
		x		

--

3 Follows Board direction for actions and follow up

1	2	3	4	5
		x		

--

4 Provides good explanations and summaries of matters at meetings

1	2	3	4	5
		x		

--

GENERAL MEETINGS (rank 1-5 w/5 being best)

1 Appropriately participates in discussions

1	2	3	4	5
			x	

--

2 Provides clear responses to questions at meetings

1	2	3	4	5
			x	

--

OVERALL ASSESSMENT/SUMMARY?

My interactions have been limited but appears to appropriately council the board on district regulatory requirements and other legal issues.

Written updates on ongoing legal issues needs improvement.

Gary Durney

Board Member Signature

**Bayside/ Bay Creek
Staff Evaluation Worksheet
ENGINEER**

WORKING RELATIONSHIP (rank 1-5 w/5 being best)

1 Knowledge and understanding of CDD Systems and Permitting

1	2	3	4	5	Comments?
<input type="checkbox"/>	Limited interaction to date making evaluation premature				

2 Assists the Board in understanding regulatory requirements

1	2	3	4	5	Comments?
<input type="checkbox"/>	Good comments at the June meeting				

2 Interaction with Board creates sense of trustworthiness

1	2	3	4	5	Comments?
<input type="checkbox"/>	Limited interaction to date making evaluation premature				

3 Opinions and advise in best interest of the District

1	2	3	4	5	Comments?
<input type="checkbox"/>	Limited interaction to date making evaluation premature				

QUALITY OF SERVICES (rank 1-5 w/5 being best)

1 Communications and memos are clear and understandable

1	2	3	4	5	Comments?
<input type="checkbox"/>	Limited interaction to date making evaluation premature				

2 Open to discussing alternatives and new ideas

1	2	3	4	5	Comments?
<input type="checkbox"/>	Limited interaction to date making evaluation premature				

3 Follows Board direction for actions and follow up

1	2	3	4	5	Comments?
<input type="checkbox"/>	Limited interaction to date making evaluation premature				

4 Provides good explanations and summaries of matters at meetings

1	2	3	4	5	Comments?
<input type="checkbox"/>	Good comments at the June meeting				

GENERAL MEETINGS (rank 1-5 w/5 being best)

1 Appropriately participates in discussions

1	2	3	4	5	Comments?
<input type="checkbox"/>	Limited interaction to date making evaluation premature				

2 Provides clear responses to questions at meetings

1	2	3	4	5	Comments?
<input type="checkbox"/>	Good comments at the June meeting				

OVERALL ASSESSMENT/SUMMARY?

My interaction with the engineer has been limited therefore specific evaluations were not given.

Gary Durney
Board Member Signature

**Bayside/ Bay Creek
Staff Evaluation Worksheet**

MANAGER

WORKING RELATIONSHIP (rank 1-5 w/5 being best)

1 Knowledge and understanding of CDD Operations

1	2	3	4	5
				x

Comments?

--

2 Assists the Board in setting clear objectives

1	2	3	4	5
			x	

--

3 Interaction with Board creates sense of trustworthiness

1	2	3	4	5
				x

--

4 Opinions and advise in best interest of the District

1	2	3	4	5
				x

--

5 Promotes a positive working relationship with neighborhoods

1	2	3	4	5
			x	

--

QUALITY OF SERVICES (rank 1-5 w/5 being best)

1 Communications and memos are clear and understandable

1	2	3	4	5
			x	

--

2 Open to discussing alternatives and new ideas

1	2	3	4	5
				x

--

3 Follows Board direction for actions and follow up

1	2	3	4	5
			x	

--

4 Provides good explanations and summaries of matters at meetings

1	2	3	4	5
			x	

--

GENERAL MEETINGS (rank 1-5 w/5 being best)

1 Appropriately participates in discussions

1	2	3	4	5
				x

--

2 Provides clear responses to questions at meetings

1	2	3	4	5
			x	

--

OVERALL ASSESSMENT/SUMMARY?

Very knowledgeable regarding the working and history of the districts. Is receptive to suggestions of the supervisors and follows up on them in a timely manner.

Gary Durney

Board Member Signature

Bayside/ Bay Creek
 Staff Evaluation Worksheet
 ATTORNEY

	1	2	3	4	5	Comments?
WORKING RELATIONSHIP (rank 1-5 w/5 being best)						
1 Knowledge and understanding of CDD Law	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
2 Interaction with Board creates sense of trustworthiness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
3 Opinions and advise in best interest of the District	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
QUALITY OF SERVICES (rank 1-5 w/5 being best)						
1 Communications and memos are clear and understandable	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
2 Open to discussing alternatives and new ideas	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
3 Follows Board direction for actions and follow up	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
4 Provides good explanations and summaries of matters at meetings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
GENERAL MEETINGS (rank 1-5 w/5 being best)						
1 Appropriately participates in discussions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
2 Provides clear responses to questions at meetings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

OVERALL ASSESSMENT/SUMMARY?
Knowledge and experience are reflected in how he addresses issues in concern of supervisors. Good follow up when necessary.

Will Ware
 Board Member Signature

Bayside/ Bay Creek
Staff Evaluation Worksheet
ENGINEER

WORKING RELATIONSHIP (rank 1-5 w/5 being best)

1 Knowledge and understanding of CDD Systems and Permitting

1 2 3 4 5

Comments?

2 Assists the Board in understanding regulatory requirements

1 2 3 4 5

2 Interaction with Board creates sense of trustworthiness

1 2 3 4 5

3 Opinions and advise in best interest of the District

1 2 3 4 5

QUALITY OF SERVICES (rank 1-5 w/5 being best)

1 Communications and memos are clear and understandable

1 2 3 4 5

2 Open to discussing alternatives and new ideas

1 2 3 4 5

3 Follows Board direction for actions and follow up

1 2 3 4 5

4 Provides good explanations and summaries of matters at meetings

1 2 3 4 5

GENERAL MEETINGS (rank 1-5 w/5 being best)

1 Appropriately participates in discussions

1 2 3 4 5

2 Provides clear responses to questions at meetings

1 2 3 4 5

OVERALL ASSESSMENT/SUMMARY?

Based on my limited knowledge and too brief presentations I have no issues with Engineer presentation.

Robert Travers
Board Member Signature

Bayside/ Bay Creek
Staff Evaluation Worksheet
MANAGER

	1	2	3	4	5	Comments?
WORKING RELATIONSHIP (rank 1-5 w/5 being best)						
1 Knowledge and understanding of CDD Operations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
2 Assists the Board in setting clear objectives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
3 Interaction with Board creates sense of trustworthiness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		Always open-minded about at least have view points
4 Opinions and advise in best interest of the District	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		" "
5 Promotes a positive working relationship with neighborhoods	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		When I need to resolve a neighborhood issue, I can count on the support which reflects well on the CDD
QUALITY OF SERVICES (rank 1-5 w/5 being best)						
1 Communications and memos are clear and understandable	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
2 Open to discussing alternatives and new ideas	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
3 Follows Board direction for actions and follow up	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
4 Provides good explanations and summaries of matters at meetings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
GENERAL MEETINGS (rank 1-5 w/5 being best)						
1 Appropriately participates in discussions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
2 Provides clear responses to questions at meetings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

OVERALL ASSESSMENT/SUMMARY?
 Chuck Blunt is always prepared for our meetings and in most cases provides clear, concise answers to questions or concerns of supervisors. When an issue can't be resolved at our meeting there is always followup.

Robert [Signature]
 Board Member Signature