

COLIN BAENZIGER  ASSOCIATES

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EXECUTIVE RECRUITING

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*Section 4*

*Paul E. Carlisle Jr.*

*Belle Isle City Manager  
Candidate Report*

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*Cover Letter and Resume*

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*Paul E. Carlisle*  
123 Pelican Island Place  
Sebastian, FL, 32958  
561-718-8333 Email [carlislep39@gmail.com](mailto:carlislep39@gmail.com)

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July 31, 2023

City of Belle Isle  
1600 Nela Avenue  
Belle Isle, FL. 32809  
RE: City Manager Position

This letter is in response to your job posting regarding the position of City Manager. Please review the enclosed résumé, as I would like to schedule an interview with you to discuss this exciting opportunity.

I have been in Municipal and County government for 32 years. During my professional career, working as a County Administrator, Town Manager, Public Works Director and most recently the City Manager for the City of Sebastian. My experience in working in various communities has provided me with the knowledge and resources to help in the establishment of policies and procedures for a growing community. I was involved with the Village of Wellington when they incorporated in 1995 and was instrumental in developing their land development codes and engineering review processes. In Lake Park as the Public Works Director and then the Town Manager I developed the pavement management system for the Town roadways, built a new marina, and created an industrial park that provided economic development. Additionally, the water and sewer systems were jointly owned by five local jurisdictions, and I served on the Seacoast Utility Authority Board as Vice Chair.

Some of the accomplishments as the City Manager in Sebastian, is obtaining over 10 million in grants for the expansion of the airport, water and sewer expansion and FEMA Hazzard mitigation grants for storm water improvements, and just completed the \$9.2 million dollar design build project for our new Public Works compound.

I am a member in good standing with the ICMA and the American Public Works Association. I have worked with the Florida Association of Counties, Small County Coalition and the State Legislators in developing legislative priorities. As a County Administrator and City Manager I have successfully demonstrated my ability to maintain fiscally responsible budgets and employee morale. My position of City/County Manager, Public Works Director and site developer is an asset for your community, knowing not only the management responsibilities but also the technical side of the city's responsibilities.

The experience that I would bring to Belle Isle as stated above is unique for a City Manager but to further explain why this is invaluable to Belle Isle, because of working in and or managing most every department in various Cities and Counties in Florida and South Carolina. I have first-hand knowledge of the operations and the needs of the departments and divisions. This insight is crucial to developing great teamwork and identifying budget needs. As having served for extensive time in the various positions provides me the ability to not only address things from the department level but also with the understanding of how to address issues from the City Managers perspective and avoid the political pitfalls. Please look at my continued career successes and achievements and that is what I can bring to Belle Isle, should you consider me for your next City Manager.

I look forward to hearing from you.

Sincerely,  
*Paul E. Carlisle*  
Paul E. Carlisle

**PROFESSIONAL EXPERIENCE**

**May--2018 – June 9, 2023 City of Sebastian**  
**City Manager**  
**1225 Main Street**  
**Sebastian, FL. 32958**

Sebastian is an attractive waterfront community that boasts a quiet, laidback charm. The area is a paradise surrounded by natural beauty. Just across the Intracoastal Waterway lie some of Florida's most attractive barrier islands, Sebastian Inlet State Park and Pelican Island National Wildlife Refuge.

I manage all departments within the city as most managers do that includes, Police, Finance Administration, Public Work/Engineering, Airport, Facilities Maintenance, Community Development/CRA, Leisure Services and the Municipal Golf Course.

As the City Manager there were several challenges that I acquired and have been addressing and have made considerable progress on. The many capital projects that are underway and the others that are needed, among them are the construction of the new Public Facilities/Public Works Department is underway under a design build process, the construction of new airplane hangars and airport renovations, the development of a roadway management plan, the reassessing and implantation of the storm water master plan. The majority of the airport construction was done through grants from the FAA and FDOT funding on most of the projects were 90/10 matching funds.

I was able to negotiate and began the annexation into the City 2,800 acres of undeveloped land and with that we can provided a future land use that will be a great extension of the City, providing for sustainable industry and employment centers, affordable housing, conservation land reserves and institutional lands that will be donated to the City at no cost.

I established the Cities first Strategic Plan. This plan was developed with the philosophy that the goals and measures had to demonstrate the further advancement and quality of life for the City. All agenda items for City Council will then be tied to this plan and noted on the agenda item what goal this item provides to meet that goal. All budget items will have to address in the justification how it ties to the plan. We just completed our resident engagement survey this May of 2022 and we receive an overall rating of 95.5% positive response of good or excellent on how the residents view the City. A recent raking by Safe Wise has Sebastian as the 4<sup>th</sup> safest City in Florida up from 10<sup>th</sup> in 2020. In 2021 we were rated the number one community to retire. And in 2019 we were rated number seven in technical advances up from nine two years before.

The City budget was very through when I came to the City, but I reconstructed the budget to provide clear transparency and accountability. This was received with great accolades from City Council, the Budget Advisory Board and the residents of the City.

**January -2014 – May 2018 Glades County Board of County Commissioners**  
**County Administrator**  
**500 Ave J**  
**Moore Haven FL. 33471**

Glades County is located in the Heartland Region of Florida; it has been fiscally constrained because of the population and employment opportunities. As the County Administrator I have taken steps to help the County prosper and develop. I served on the Board of Directors for the Florida Heartland Regional Economic Development Initiative (FHREDI). I have worked with the legislature on economic appropriations to develop a needed training center to train not only high school students but the unemployed and under employed workforce.

## Section 4

This is key to attracting business to the area. Working with the colleges and the regional economic development counsels we are starting to see the value this will bring to the area.

As Amendment One was seen to be gaining approval at that time in the legislation, it was apparent that we needed to look at how this would affect our region and the State. I met with legislatures, the Small County Coalition and Florida Association of Counties and large landowners to develop a plan that would not only support conservation but also would not remove large tracts of land from the tax rolls and take future development opportunities away. This plan became the legislative priority for both the Small County Coalition and the Florida Association of Counties.

I worked with manufactures that were looking to develop in Glades County along with several interested parties as well. This will bring needed jobs and tax base to the County. I have successfully finalized the addition of a travel center that will be located in the County that will bring new jobs and additional ad valorem, infrastructure and gas tax to the County. I was able to negotiate with FDOT to have them fund, design and construct infrastructure improvements and signalization for the entrance to Americas Gateway at no cost to the County or the developer.

During the budget process I was able to reduce the budget deficit and we provided pay raises for the first time in seven years to our employees.

**2011 – Dec. 2014**      **City of Rock Hill**  
**Director of Public Works**  
757 S. Anderson Rd  
Rock Hill SC. 29731

The City of Rock Hill is the third largest City in the State of South Carolina and York County is one of the fastest growing Counties in the State. The current City Manager hired me because of my Town Manager experience and consistently expressed his pleasure with my work, professionalism, my ability to work with the City and County Councils and the State Legislators.

It was my responsibility to manage and develop all aspects of the Public Works Department that includes roadways, bridge maintenance, Stormwater Utility, sanitation, civil projects, project management, and construction. I served on the Stormwater advisory board as Vice Chair. Our Council of neighborhoods and various homeowners associations request that I give presentations at their monthly meetings to bring information that is helpful to their respective areas regarding infrastructure and future development. I also served on the Traffic Commission and Traffic Coordination boards. I oversaw the design and implementation for Pennies for Progress projects with over 60 million dollars in program funding for roadway improvements within the City of Rock Hill. I brought the emergency management skills that I acquired in working in Florida to Rock Hill to develop the first storm recovery plan for the City.

Implemented the Storm Water Master Plan that provided a complete review of the storm water systems. Developed a 15 year capital improvement plan based on that data. Our Storm Water Master Plan information is being used to update the FEMA Flood Maps for the entire County. This information also will enhance development as it provides critical data to ensure that construction that may occur does not have a negative impact on other properties either upstream or downstream.

I developed and managed the budgets for maintenance and capital projects for the City of 74,000 residents which includes the roadway overlay programs both C-Fund and G-Fund that totals 3.6 million dollars annually. This includes plan review and cost analysis always making sure we have the best project for the available funds and an operating budget over 10 million dollars.

## Section 4

Served on the City's Economic Development team to plan and implement project to enhance development efforts. Work with developers and the State to coordinate infrastructure improvements to development sites. This effort closed over two million square feet of distribution terminals to the City. I negotiated a contract to bring a new regional recycling facility to the City that reduced our operational costs and increased revenues. The City received the "International Voice of The People Award" for most improved sanitation service that year.

**2006 – 2011**                      **Roadway Management, Inc.**  
**Regional Manager**  
1170 Celebration Blvd.  
Celebration, Fl. 34747

My responsibilities include providing roadway infrastructure management to Municipalities, Counties and local districts. I developed programs to improve their overall infrastructure maintenance to ensure that their budgets are being spent in the most efficient and cost effective manner. I developed a progressive pavement management program that provides for better pavement maintenance and overall reduction in budget costs using green infrastructure processes to increase in the overall Pavement Condition Index ratings. I was responsible for drafting the various requests for proposal, requests for qualifications and bid documents for the various entities to secure the needed programs and ensure their success. My customers relied heavily on my governmental experience to assist them with their budgets and capital improvement programs. This allowed them to do more with less as we have all seen a significant decline in the revenues that are available.

**2004 – 2006**                      **Town of Lake Park**  
**Town Manager**  
535 Park Avenue  
Lake Park Florida 33403  
(561) 881-3300

Prior to my becoming Town Manager, the Town of Lake Park had experienced a decline in reserves and the millage rates were increasing and projects were not completed. I was able to bring fiscal responsibility to the Town, was able to lower the millage rates and increase services and complete major projects. Additionally we saw an increase in our reserves which lowered our bond rates, saving the residents on the debt service tax rates as well. During my time as Town Manager we had experienced several hurricanes. I was able to obtain full reimbursement for the losses that the Town had incurred as a result of the storms. I negotiated several development and re-development projects for the Town, including Target, Lowes, Wal-Mart, and One Park Place, to name a few. I served as Vice Chair for the Seacoast Utility Board and on the North County Overlay District Committee, in which we successfully negotiated several new business opportunities and oversight of multi-jurisdictional developments. One of which was the successful negotiations with Governor Bush to relocate the Scripps Research Institute to the North County this provided 350 million dollars in grant money for the development of the institute. I also served on the affordable housing coalition to establish and maintain affordable housing projects and developments.

Other notable accomplishments;

- Complete overhaul of the code of ordinances and published them on Muni-Code
- Completed the Comprehensive Plan that was never brought up to date and had kept the Town from moving forward with future development.
- Revitalized the Park Avenue Downtown District with the addition of new businesses and special events.
- Negotiated several transportation Grants from the County for roadway infrastructure improvements.
- Successfully negotiated Collective Bargaining contracts with employees.
- Managed all of the Town Departments which include; Public Works, Parks and Recreation, Marina, Town Library, Planning and Zoning, City Clerks office, Human Resources, Sanitation, Police and Fire contracts.

**5/2002 – 2004**      **Town of Lake Park**  
**Director of Public Works**  
535 Park Avenue  
Lake Park Florida 33403  
(561) 881-3300

The following is a sample of the various duties and responsibilities of my position.

- Prepare and manage the annual capital and operational budget.
- Develop annual and long term maintenance programs for the Town which include roadway, parks infrastructure.
- Review all development plans that are submitted to the Town for both new developments and re-development projects.
- Manage the Town's Solid Waste Collection and Recycling Collection.
- Oversee the construction and design of our 9 million dollar Marina Re-construction project, and obtained over 1.5 million in Grants. This included new floating docks, boat ramps, seawalls and Dock Master building with meeting space and restrooms with showers.
- Attend civic and neighborhood meetings to address questions and concerns.
- Prepare various resolutions and ordinances for approval by the Town Commission.
- Prepare and administer the Community Development Block Grant Program.
- Research and apply for various grants and other funding sources that will provide the needed funds for the Town.
- Work with consultants and other governmental organizations.
- Prepare and evaluate RFP's and RFQ's for various services needed by the Town

**2/91 – 5/2002 The Village of Wellington/Acme Improvement District**  
**Division Manager**  
14000 Greenbriar Boulevard  
West Palm Beach, FL 33414  
(561) 791-4000

- When the Village incorporated in 1996 I was part of the development of the Land Development Code and engineering inspection processes.
- Responsible for developing, monitoring and analyzing \$16 million annual expense and capital budgets for the Village of Wellington – Road Division
- Develop and administer maintenance and improvement schedules for 425 lane miles of paved and unpaved roadways within the Village. This includes a roadway maintenance program, which includes new drainage construction and re-construction of paved and shellrock roadways, and the roadway/pedestrian path evaluation for resurfacing and maintenance.
- Manage major road construction projects and review plat and construction plans within the Village boundaries. Working closely with developers, project engineers and Palm Beach County to insure the Village's interests are protected and the integrity of our infrastructure is not compromised.
- Monitor the Village of Wellington Solid Waste Collection Contract.



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- Meet with contractors and inspect development and road projects within the municipality to insure they meet our construction standards.
- Serve on the Village of Wellington Emergency Management Team which designed and implemented our emergency management plan.
- Purchasing responsibilities include, developing bid specifications, Grant acquisition, equipment, tools and supplies, managing multiple contracted services.
- Design, construct and maintain over 30 miles of equestrian trails.
- Constructed neighborhood parks and portions of the regional parks.
- Oversaw and coordinated community events and programs.
- Developed and administered the Adopt-A-Street program.

## **Section 4**

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*Candidate Introduction*

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**Paul E. Carlisle**

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**EDUCATION**

Martin County High diploma  
University of Madison technical education  
Clemson University technical education  
FDEP Certified NPDES Inspector

**EXPERIENCE**

City Manager – City of Sebastian, FL	2018 – June 9, 2023
County Manager – Glades County, FL	2014 – 2018
Public Works Director – City of Rock Hill, SC	2011 – 2014
Regional Manager – Roadway Management, Celebration, FL	2006 – 2011
Town Manager – Town of Lake Park, FL	2004 – 2006
Public Works Director – Town of Lake Park, FL	2001 – 2004
Division Manager – Village of Wellington, FL	1991 – 2001

**BACKGROUND**

Sebastian is an attractive waterfront community that boasts a quiet, laidback charm. The area is a paradise surrounded by natural beauty. Just across the Intracoastal Waterway lie some of Florida’s most attractive barrier islands, Sebastian Inlet State Park and Pelican Island National Wildlife Refuge which was the first wildlife refuge in the US.

I manage all departments within the city as most do that includes, Police, Finance Administration, Public Work/Engineering, Airport, Facilities Maintenance, Community Development/CRA, Leisure Services, Municipal Golf Course,

As the City Manager there are several challenges that I acquired and have been addressing and have made considerable progress on. The many capital projects that are underway and the others that are needed, among them are the construction of the new \$9.2 million dollar Public Facilities/Public Works Department was just completed under budget, the construction of new airplane hangars and airport renovations, the development of a roadway management plan, the reassessing and implantation of the storm water master plan and a septic to sewer project that was funded with a one million in grants also from FAA and FDOT. The majority of the airport construction was done through Grants from the FAA and FDOT funds, most were 90/10 matching funds.

I was able to negotiate and annex into the city a 2000 acre track of undeveloped land and with that we provided a future land use that will be a great extension of the City, providing for sustainable industry and employment centers, affordable housing, conservation land reserves and

### **Paul E. Carlisle**

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institutional lands that will be donated to the City at no cost. Additional annexations of smaller tracks totaling about 800 acres for housing and mixed-use developments.

I established the Cities first Strategic Plan. This plan was developed with the philosophy that the goals and measures had to demonstrate the further advancement and quality of life for the City. All agenda items for City Council will then be tied to this plan and noted on the agenda item what goal this item provides to meet that goal. All budget items will have to be addressed in the justification for how it ties to the plan.

The City budget was very thorough when I came to the City, but I reconstructed the budget to provide clear transparency and accountability. This was received with great accolades from City Council, the Budget Advisory Board and the residents of the City.

As for Glades County, it is located in the Heartland Region of Florida, it has been designated as a fiscally constrained because of the tax rate, population and the lack of employment opportunities. As the County Administrator I have taken steps to help the County prosper and develop. I serve on the Board of Directors for the Florida Heartland Economic Region of Opportunity (FHRO) that is a group of the fiscally constrained counties from the region that work together to promote economic growth. I have worked with the legislature on economic appropriations to develop and fund the Glades County Regional Training Center, a needed facility to train not only high school students but the unemployed and under employed workforce. This is key to attracting business to the area. Working with the colleges and the regional economic development counsels we are starting to see the value this will bring to the area.

Working with the State legislatures, the Small County Coalition and the Florida Association of Counties and large landowners to develop a plan that would not only support conservation but also would not remove large tracts of land from the tax rolls and take future development opportunities away. This plan became the legislative priority for both the Small County Coalition and the Florida Association of Counties. These programs will help ensure that the County does not see reduction in revenues while providing needed resources for the State as a whole.

Glades County has a population of 13,000 residents over a 750 square mile area. It is primarily agriculture and some manufacturing. The current employee numbers for the County including the Sheriff's Department are 250 employees.

Some of the significant challenges facing Glades County were being in a rural area that had not diversified over the years to promote different industry using the resources that were available. As a County that was at the maximum millage rate and with the taking of lands off the tax roll for water quality and conservation easements, it has been a challenge to maintain fiscally sound budgets and still provide quality services. We, however, were able to keep these things possible through sound financial decisions, a dedicated workforce and economic development. I am very proud to say that through all of these challenges the County is still debt free and well on the way to economic stability.

**GENERAL, MANAGEMENT STYLE AND EXPERIENCE**

I have been in Municipal and County government for most of my professional career, working as a Public Works Director, Interim and full time Town Manager, the County Administrator for Glades County and the City Manager for Sebastian. I am a member in good standing with the ICMA. I work with the Florida League of Cities, advocacy team and received the home rule hero award for my work with the State Legislature. When I was the County Administrator for Glades County, I also worked with the Florida Association of Counties, Small County Coalition and the State Legislators in developing legislative priorities. As a County Administrator and Town/City Manager I have successfully demonstrated my ability to maintain fiscally responsible budgets and employee morale. As the County Administrator of a rural County, I was front and center in all of the economic development and redevelopment opportunities. I have brought development projects to every City and County that I have been employed with. I have worked for the private sector performing site development. I have provided consulting services for cities and counties throughout the State of Florida to maximize their budgets and improve their overall infrastructure. I have also successfully negotiated collective bargaining agreements with amicable results.

The experience that I would bring to Belle Isle is unique for a City Manager as having worked in and managed almost every department in various Cities and Counties in Florida and South Carolina. I have firsthand knowledge of the operations and the needs of the departments. This insight is crucial to developing great teamwork and identifying budget needs.

The City of Belle Isle is a place where I can use my career achievements and knowledge to move the City forward. I think that the obstacles that I have had to overcome making those counties and municipalities successful are a testament to the way that I look at an opportunity to serve a community. I always look to make decisions that can provide the optimal sustainability for the city/county that I work for. This opportunity would allow me to use those experiences to help the City be the best it can be.

I am a team builder when it comes to managing. I know everyone says that but to give an example, when I took the Town Manager job in Lake Park and Glades County there was division on the Council/Commission. The meetings went for hours on end with arguing and 3-2 votes. In both instances I was able to build consensus and a true team atmosphere. They began to work together and accomplish so much and have 5-0 votes. The Board meetings were of a reasonable time and residents did not fill the chambers to make complaints but rather thank the Board for the way things were going.

As for employee management I am a firm believer in communication. I do not like those that work in silos or those that feel their department is the most important. Every department has a vital part in the success of any community. If you can have all the team pulling in the same direction you will make the most progress and the work will be evenly distributed throughout the whole team, so no one bears a heavier load than someone else. Respect and admiration is vital to

### **Paul E. Carlisle**

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the growth of any team. I am the first to give credit to staff for the success of a project or task, it is my opinion that they need direction and goals, but they deserve the credit for the work that met those goals.

I believe that some of biggest accomplishments are the positive economic projects that I have worked on. In Lake Park we were able to bring several retail stores into the Town, rebuilt the marina for nine million dollars using almost 100% grant funding. In South Carolina, Rock Hill is the fastest growing city in South Carolina with a population of 74,000 residents. We were able to develop a distribution hub that includes Bells, Proctor and Gamble and others that equate to over 3 million square feet of warehouse and several hundred well paying jobs. In Glades County working with the State Legislators to fund the construction of the 40,000 square foot Glades County Regional Training Center for 4.5 million dollars. This facility will be a big driver in helping to secure industry to the area.

One thing that I regret that I did not get accomplished is the completion of the upland development of the Lake Park Marina. I had worked with a developer to acquire the property along US 1 to develop a restaurant and retail shops. With the downturn in the economy that project was not completed, though I understand that it is now seeing resurgence.

Some of the challenges for the City of Belle Isle, as with most cities that are surrounded with other municipalities or already competed development growing the city becomes difficult. This is where making the city services that they provide is exceptional. Make it where those abutting the city would rather be served by the city rather than the County. Infrastructure and facilities are another issue that will need to be addressed. As staffing grows to meet the needs of the residents crucial planning needs to be implemented to address those concerns. Redevelopment is always a challenge to copy a quote I heard “No one likes the way things are but they do not like change”. So there has to be a balance in that effort to maintain the charm of the City and yet bring in sustainable jobs and businesses moving forward.

As for how my employees would view me is one that I am proud of, I would say they have a great deal of respect for me. They appreciate the fact that I will make decisions and not procrastinate over it. I mentor those that need it to help them build on their career. And yes, it has cost me some valuable employees that were able to secure job advancement because of this. But I feel that is part of our duty as managers to grow our employees and should an opportunity arise, and they advance we should take that as a complement.

All of the elected officials that I have worked with have appreciated my dedication to providing them with all of the information not just what one would think they would like to hear. You cannot make a sound decision without complete information. I have been told that I have good visioning and develop plans and follow through to better the communities that I work for. My ethics are without reproach, and I admire and adhere to those without question. I have never been asked to leave a job. I have always been asked what they can do to make me stay. In most cases I was sought out for a new position I was not looking for one. All of my evaluations have

**Paul E. Carlisle**

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exceeded expectations. My contract renewals have always been a positive negotiation with agreeable outcomes.

The reason that I am excited about working for the City of Belle Isle is the desire to bring the skills and diversity that I have learned through the various positions that I have held to a well-established community. I have worked throughout my career to obtain a position such as you have to offer. I know that we can do great things as we move through this journey, and I look forward to being considered for your next City Manager.

When it comes to the media, I have always had a good relationship with them. I do not think there is one negative editorial that has been published about me. One editorial was written by a former employee who received bad information and wrote a letter to the editor before he had the facts. This editorial was later corrected.

Looking ahead to the first weeks on the job would be about the time to finalize the annual budget and look forward to the start of the new fiscal year. With that I think it is very important to meet with the Council about any individual items or concerns that they may have. Also meet with the Department heads and go over their perspective on the budget, and job responsibilities. I would like to meet all of the employees and I want them to know that I have an open-door policy.

I would meet with the civic groups and introduce myself and try to get an understanding of their outlook and ideas for the City moving forward. I think it would be important to meet with the County and develop a positive relationship with them.

In my spare time I like to fish and boat and golf when I can. I also paint and give paintings away for charity events and fund raisers.

**SIX ADJECTIVES OR PHRASES YOU WOULD USE TO DESCRIBE YOURSELF**

- Adaptable
- Highly Ethical
- Broad Minded
- Communicative
- Determined
- Resourceful

**REASON FOR WANTING TO LEAVE CURRENT JOB**

I resigned from the City of Sebastian and was looking to start my own business but my desire to serve communities is something I could not suppress. I was excited when I was asked to apply



**Paul E. Carlisle**

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for the Belle Isle City Manager position. I would like to bring the skills and diversity that I have learned throughout my career to a well-established community. I know that we can do great things as we move through this journey, and I look forward to being considered as your next City Manager.

**CURRENT/MOST RECENT OR RELEVANT SALARY**

My salary was \$167,000.00.

## **Section 4**

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*CB&A Background Checks*

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**Background Check Summary for  
PAUL E. CARLISLE, JR**

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**Criminal Records Checks:**

Nationwide Criminal Records Search	No Records Found
County	
Indian River County, FL	No Records Found
Glades County, FL	No Records Found
York County, SC	No Records Found
Osceola County, FL	No Records Found
Palm Beach County, FL	No Records Found
State	
Florida	No Records Found
South Carolina	No Records Found

**Civil Records Checks:**

County	
Indian River County, FL	April 2020 – Civil Lawsuit filed Including Mr. Carlisle in his Capacity as City Manager.  <i>* See Personal Disclosure and Pages 19-20 for Candidate Explanation for Records Found</i>
Glades County, FL	No Records Found
York County, SC	No Records Found
Osceola County, FL	No Records Found
Palm Beach County, FL	No Records Found
Federal	
Florida	May 2020 – Civil Lawsuit filed Including Mr. Carlisle in his Capacity as City Manager  <i>* See Personal Disclosure and Pages 19-20 for Candidate Explanation for Records Found</i>
South Carolina	No Records Found

**Background Check Summary for  
PAUL E. CARLISLE, JR**

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<b>Motor Vehicle</b>	Florida	No Records Found
<b>Credit</b>		Excellent
<b>Personal Bankruptcy</b>		No Records Found
<b>Sex Offender Registry</b>		Not Listed
<b>Employment</b>		Confirmed, except for Roadway Management Inc. (2006 – 2011)
<b>Social Media</b>		Nothing of Concern Found

Under the Fair Credit Reporting Act, 15 U.S.C. 1681-1681Y, credit and bankruptcy information are very sensitive and should not be used in the consideration of hiring. The information is included for each candidate because we do not want you to be surprised if third parties raise what they consider to be a concern. Also, some states have limited the reporting to seven years, so any records older than that will not be available in those states. In addition, motor vehicle reports are limited to three to seven years, depending on the state.

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**From:** Paul Carlisle <carlislep39@gmail.com>  
**To:** Lynelle Klein <lynelle@cb-asso.com>  
**Subject:** Re: Background Check Records that Require an Explanation

Lynelle,

This is the case where three council members held an illegal meeting outside of the sunshine. They locked the doors to City hall and proceeded to remove the Mayor, fire the City Manager and the City Clerk. They voted to cancel other contracts and placed one of the Council members in that meeting in the Mayor's seat.

We filed suit to void their actions which we prevailed on. Council member Gilliams filed the civil suit accusing us of violating his civil rights by not allowing him to meet. All three are under criminal investigation for violating the Sunshine act and one has plead and will be sentenced in August. The Civil case has been Dismissed.

Additionally all three are being recalled by the residents for their attempted coup.

**Background Check Summary for  
PAUL E. CARLISLE, JR**

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If you go to our website and look at some of our meetings you will see what a mess they are causing.

Thank you.

**Background Check Summary for  
PAUL E. CARLISLE, JR  
Personal Disclosure**

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**Personal Disclosure Questionnaire**

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Name of Applicant: Paul Edward Carlisle

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are sometimes made and that charges do not mean you were guilty. We also understand that you may have been wronged and needed to seek compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

**Please explain any yes answers on a separate sheet of paper.**

1. Have you ever been charged or convicted of a felony?  
Yes  No
2. Have you ever been accused of or have been involved in a domestic violence or abuse incident?  
Yes  No
3. Have you ever declared bankruptcy or been an owner in a business that did so?  
Yes  No
4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?  
Yes  No  I did have a former Council member file one regarding his arrest on Sunshine violations but was dropped
5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?  
Yes  No
6. Have you ever been charged with driving while intoxicated?  
Yes  No
7. Have you ever sued a current or former employer?  
Yes  No
8. Please list links to all your social media accounts (Facebook / Instagram / LinkedIn / Twitter, etc.) and your personal web page if you have one.

[https://www.linkedin.com/in/paul-carlisle-04243759?challengeId=AQHEgT9-wPrC1gAAAYm8J9-KO7q85nTiROTiG6w7YB72u3Z8vMDnkS-sIEvtL9Nj8mzdFa2XwsRzspHemDpUJXdxU3rdcWN2w&submissionId=17abad55-47eb-7717-0996-dee424f22829&challengeSource=AgFPWUkGOWCCQAAAYm8KDtklp8a8GKHQFAfQagZui01AVIwnHojOsWUamsDcY&challengeType=AgEtMBGJBEA7QQAAAYm8KDtk8nhco1zKxBIpDEzno3pTa3W-RTeVxPg&memberId=AgGBJm9COxSekwAAAYm8KDtnOBLMEtcRIECvAQH81WyFyZQ&recognizeDevice=AgEHiWbq5XblwAAAYm8KDtkbwpQYiBoWMAgXV2OFFmd4n\\_Q17RD](https://www.linkedin.com/in/paul-carlisle-04243759?challengeId=AQHEgT9-wPrC1gAAAYm8J9-KO7q85nTiROTiG6w7YB72u3Z8vMDnkS-sIEvtL9Nj8mzdFa2XwsRzspHemDpUJXdxU3rdcWN2w&submissionId=17abad55-47eb-7717-0996-dee424f22829&challengeSource=AgFPWUkGOWCCQAAAYm8KDtklp8a8GKHQFAfQagZui01AVIwnHojOsWUamsDcY&challengeType=AgEtMBGJBEA7QQAAAYm8KDtk8nhco1zKxBIpDEzno3pTa3W-RTeVxPg&memberId=AgGBJm9COxSekwAAAYm8KDtnOBLMEtcRIECvAQH81WyFyZQ&recognizeDevice=AgEHiWbq5XblwAAAYm8KDtkbwpQYiBoWMAgXV2OFFmd4n_Q17RD)

Twitter @PaulPCarlisle

<https://www.facebook.com/profile.php?id=100084533786029>

<https://m.facebook.com/pineislandspicecompany/>

**Background Check Summary for  
PAUL E. CARLISLE, JR  
Personal Disclosure**

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9. Is there anything else in your background that, if made public, would cause you, our client or our firm embarrassment if it came to light through the press or any other mechanism?

Just the rantings of Council Member McPartlan and his false allegations.

Yes  No

10. Please provide a list of any lawsuits in which you are or have been a party either as plaintiff or defendant.

Indian River County case 269 and 267 regarding the sunshine law violations

Attested to:

  
\_\_\_\_\_  
Signature of Applicant

Please email this form via PDF DOCUMENT to [Monique@cb-asso.com](mailto:Monique@cb-asso.com) or via fax to  
(561) 621-5965 **no later than 5:00 PM MST 08/07/2023.**

(Note: Please be sure to sign the form with your actual signature if you are sending Fax or PDF Document)



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*CB&A Reference Notes*

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Reference Notes  
Paul Carlisle

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**Albert Iovino – Former Councilmember, City of Sebastian, FL 407-580-7532**

Mr. Iovino has known Mr. Carlisle since the latter was hired in 2018. Mr. Iovino has nothing but good things to say about Mr. Carlisle's performance as City Manager. He took care of many issues that had been ongoing in the city and helped facilitate and finish several other projects. One of the best things they ever did as a City Council was to hire Mr. Carlisle.

Mr. Iovino visited Mr. Carlisle's office frequently. They went to the Florida League of Cities Annual Conference together and communicated regularly via phone calls and emails if something happened that was of significant importance. Mr. Carlisle kept the councilmembers in the loop with what was going on in the city.

Mr. Carlisle generally made good decisions. He looked at problems from a 360 viewpoint and considered how it would affect the city, the residents, city workers, employees, and others both externally and internally. He took all the factors into consideration and made a fair decision for everyone, which is a hard task to do, especially with all the politics involved in every decision. He is diplomatic and fair, but he is not a politician.

Mr. Carlisle is democratic in his leadership style. When something warranted an explanation or input from others, he was happy to receive counsel. Other times he needed to be more autocratic in the decision-making process. Although he did not try to be everyone's friend, he did want the best for everyone involved. He communicated well with the city employees and the public. He got his point across without talking in circles. If he did not know the answer to a question, he did not have a problem letting them know and then followed up once he found the answer they were looking for. His door was always open.

Mr. Carlisle was the utmost professional even in the face of criticism, or stressful situations. He had to deal with some very difficult personalities in the city council. One in particular was inappropriate, obnoxious, and disrespectful to others, including Mr. Carlisle. Mr. Carlisle pointed out the disrespectful conduct in meetings and ask the individual to compose himself, but this councilmember continued his poor behavior. Mr. Carlisle did not lose his temper or his comportment. He kept his professional attitude and modeled good behavior.

Mr. Carlisle had to deal with controversial issues in his position as City Manager. While the city was in the process of annexing some land into the city, there were many naysayers and people putting out false information about the project in general and Mr. Carlisle in particular. During one specific meeting, 100 people were in the chambers, with tensions high and people booing and making off the wall comments. Mr. Carlisle did not get involved or become emotional. He stated the facts and allowed people to speak during the public input section. He told the crowd that he would take their input under advisement and look into their concerns, but at the same time, the process had been ongoing, and the council felt that the annexation fulfilled the town's needs. He was diplomatic and listened to the people but did not let them steamroll over him.

Reference Notes  
Paul Carlisle

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Mr. Carlisle left his position as City Manager largely because of the harassment he received from one of the council members. Mr. Iovino would absolutely hire Mr. Carlisle again and recommends him as Manager for any location.

**Words or phrases used to describe Paul Carlisle:**

- Customer service oriented,
- Out in the community,
- Integrity,
- Fair,
- Honest, and
- Genuine.

**Strengths:** Interpersonal skills particularly when working with emotional people, he does not become emotional like some managers do. He treated everyone fairly and took everything into consideration before making good, informed decisions.

**Weaknesses:** Although Mr. Carlisle performed extremely well as the Manager for Sebastian, he does not have a bachelor's or master's degree, which could be a concern for some.

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**Andrew Mi – Interim City Attorney, City of Sebastian, FL 407-580-7532**

Mr. Mi had only worked with Mr. Carlisle for six months before the latter left his position in June of 2023. During that time, he was impressed with Mr. Carlisle's job performance. Mr. Carlisle was an incredibly experienced manager. He was easy to get a hold of and fantastic to work with.

Mr. Carlisle communicated well with the city employees, council members, and the public. He was always available after city meetings to talk to the public and was available to the commissioners as needed. He was often out in the community and represented the city well. He is customer service oriented. He set up systems that provided proper access to people who needed to use the city's services. His engineering and public works background is an asset.

Mr. Carlisle is not stuck in the past and is constantly looking for new ways to improve the city. He is in front of the curve when it comes to innovation. He made improvements in security in the City of Sebastian, as well as many other innovations.

Mr. Carlisle dealt with his share of controversial situations. He listened to his staff and took their opinions under advisement while directing how to best move forward. Residents were very upset with how the garbage contract was handled. He was under intense pressure and stress, but maintained his professionalism and did not take the criticism personally.

Reference Notes  
Paul Carlisle

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At a commission meeting one of the commissioners who did not like Mr. Carlisle made accusations against him. Those allegations were later dropped, and Mr. Carlisle denied all wrongdoing. This same councilmember brought a motion of no confidence forward to have Mr. Carlisle removed from his position, but it did not get a second. Having to work with this individual was very taxing on Mr. Carlisle and was one of the main reasons he resigned. In Mr. Mi's opinion, Mr. Carlisle was one of their best City Managers, and he will be an asset to another community.

**Words or phrases used to describe Paul Carlisle:**

- Experienced,
- Hard worker,
- Attention to detail,
- Practical,
- Innovative, and
- Strong leadership.

**Strengths:** Constantly working and always follows up.

**Weaknesses:** Sometimes he wants to take everything on himself. He could delegate a little more.

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**Jim Hill – Former Mayor, City of Sebastian, FL 727-224-5246**

Mr. Hill was Mayor from 2000 to 2022 and worked with four different City Managers during his tenure. He worked with Mr. Carlisle from 2018 to 2022. Mr. Carlisle was the best City Manager with whom he has worked. They worked closely together especially in handling the day-to-day operations of the city. He was innovative and open to many different ideas. When dealing with issues he always had answers and was willing to do whatever needed to be done even when the answer was outside of the box.

Mr. Carlisle was an out-front leader with an outstanding communication style. He did not interfere with the department heads' operations but was in constant communication with them to make sure all the desires of the city council were met. They talked daily via email and text if appropriate. He was always available and responded to the public's questions quickly. He was at every community event including parades and park events. He took the initiative to become a member of several different committees and represented the city well.

The most controversial issue Mr. Carlisle was a part of was a major annexation which increased the size of the city by approximately 20 percent. The annexation was contentious and City leadership was met with concerns both from within and outside the organization. Mr. Carlisle worked with staff and met with the county leaders to address their individual concerns. He met

**Reference Notes  
Paul Carlisle**

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with environmental agencies to get the annexation ushered through while meeting the needs and answering the questions of his constituents. It was an important move for the entire community, and Mr. Carlisle handled the negative press around it very well. His leadership was crucial in the completion of the annexation.

Without question, Mr. Hill would hire Mr. Carlisle again if given the opportunity. He was responsive to the desires and needs of the community and had the best communication and intelligence of the four city managers with whom Mr. Hill had the opportunity to work. Mr. Hill recommends Mr. Carlisle to any community.

**Words or phrases used to describe Paul Carlisle:**

- Thorough,
- To the point,
- Innovative,
- Hardworking,
- Knowledgeable, and
- Energetic.

**Strengths:** Very knowledgeable about everything going on in the city.

**Weaknesses:** None identified.

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**Ed Dodd – Councilmember, City of Sebastian, FL 772-473-5440**

Mr. Dodd voted to hire Mr. Carlisle as City Manager in 2018 and has not regretted that decision. Mr. Carlisle is knowledgeable in everything to do with city management.

Mr. Carlisle is customer service oriented. He is good at talking to the public. As a City Manager, he is a bit guarded in what he says, but he represents the city very well. He attends all the city sponsored events and Chamber of Commerce meetings. He called Mr. Dodd when needed and allowed Mr. Dodd to drop into his office any time without set appointments.

Mr. Carlisle is a strong leader. He gets into the weeds sometimes even though he delegates what he can to others. In many cases he knows how to do the job better than anyone else and wants the work done the best way possible. From a city's point of view, this is both a blessing and a curse. He is very adept and capable, but because of that, he is pulled in many directions.

Mr. Carlisle was involved in some controversy which ultimately led to him leaving the city. In one review, two councilmembers rated him as below acceptable, one rated him as acceptable, one rated him above average, and Mr. Dodd rated him as above average in almost everything except for only three items out of 42. One of the major issues brought up by those who rated him

Reference Notes  
Paul Carlisle

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below acceptable was the mileage and amount of gas Mr. Carlisle put into the city car which he had access to use. He used it to visit his wife and family who lived out of town every weekend, which these two council members felt was not appropriate.

Mr. Carlisle is a great City Manager. Mr. Dodd highly recommends him as a City Manager in a smaller community that could really benefit from his experience and knowledge.

**Words or phrases used to describe Paul Carlisle:**

- Intelligent,
- Hands on manager,
- Customer service oriented,
- Experienced,
- Knowledgeable, and
- Communicative.

**Strengths:** More knowledgeable than anyone else who worked in the city about city operations.

**Weaknesses:** His only drawback is his communication style with the council. Although he sometimes took a while to give information to the council members, this did not bother Mr. Dodd, because he went to Mr. Carlisle one-on-one without waiting for more formal communication like the others did.

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**Brian Benton – Interim City Manager, City of Sebastian, FL 772-205-7560**

Mr. Benton worked with Mr. Carlisle from 2018 to 2023. Mr. Benton was the Leisure Services Director for Sebastian. Mr. Carlisle was a great leader. He was someone who could be depended on to bounce ideas off and to work well with the employees, directors, and lower-level employees when problems arose.

Mr. Carlisle was a mentor as well as a manager. He took people by the hand and helped them start processes but then finish the job themselves. He provided both resources and knowledge but wanted to see everyone who worked underneath him grow and become a better asset to the city.

Mr. Carlisle is thoughtful and considerate in hiring new employees for the city. He was thorough in considering all the options and knowing who would best serve their needs. He is available to the city staff and encourages the people under him to branch out and further their career. He provided leadership opportunities and prepared them well to move up in the organization.

Mr. Carlisle dealt with a few controversial items as City Manager including a big annexation project within the city. He was met with opposition from a few of the council members. Mr.

Reference Notes  
Paul Carlisle

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Carlisle handled this controversy with the utmost respect and professionalism. He had the most exemplary conduct and was cordial in dealing with the council members who were not being professional. He withheld personal opinions and continued to be respectful in his conduct while interacting with them for several months before ultimately leaving his position.

Mr. Benton would hire Mr. Carlisle as City Manager if given the opportunity. He is a great individual and leader. Mr. Benton considers Mr. Carlisle a mentor. Mr. Benton respects Mr. Carlisle for his integrity and knowledge of the profession.

**Words or phrases used to describe Paul Carlisle:**

- Visionary,
- Mentor,
- Timely,
- Professional,
- Knowledgeable, and
- Customer oriented.

**Strengths:** Visionary. He looks forward to the future and how to get there. He is practical when it comes to projects. He looks at not only what could benefit the city now, but later.

**Weaknesses:** None identified.

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**Jim Stokes – Former City Attorney, City of Sebastian, FL 321-863-8737**

Mr. Stokes worked with Mr. Carlisle from 2018 to 2020. Mr. Stokes resigned from Sebastian in 2020. The City Attorney and the City Manager are hired by the Board and independent from each other. Mr. Stokes has a great deal of respect for Mr. Carlisle.

Mr. Stokes has worked for five or six different cities and has seen managers use a wide range of styles. Some managers want to assert their own will or do the bidding of some Council members but not include all. Mr. Carlisle has a good style. He fulfills the objectives of the Council and is fair to every member. His communications to each Councilmember were consistent and he treated them all equally.

Another strength Mr. Carlisle has is the way he works with the public. He has a very open-door policy and met with anyone who wanted to meet with him, even when he knew they would be adversarial. Residents walked in angry, and he diffused the situation. He gave them answers and helped them understand that the city really cared about their concerns. He was empathetic and dealt with the public well.

Reference Notes  
Paul Carlisle

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Several department heads were hired by Mr. Carlisle who are still working for the City and are good assets. In some cases, he created positions to split up responsibilities or fill a need. Whether he was moving staff around or hiring new employees, he always chose well. He was cautious and every decision was good.

Maintaining an organization at a high level is Mr. Carlisle's primary strength but he is also very innovative. He restructured the departments when he arrived and not everyone agreed with the changes, but it all worked out well. He did not change processes that were working well.

Sebastian is a smaller, personal community and the residents are a tight-knit group. Prior managers became part of the community. They were concerned, because Mr. Carlisle's wife lived on the other side of the state, that Mr. Carlisle would not integrate in the same way. However, it was a non-issue as he bought a house in the City and quickly became part of the community.

Communication was one of Mr. Carlisle's strengths. Within an hour of Mr. Stokes arriving at work each morning, Mr. Carlisle sat down in his office so they could catch up. Their relationship was one of the better working relationships that Mr. Stokes has had as City Attorney.

A usage easement drainage coming off a parcel cut across one of the coastal streets and went into the Bay area. The easement had been in place for many years, but the City had never recorded it. The owner of the property became aware of it and wanted the City to pay him for the easement. Mr. Carlisle brought the water districts, the public works department, the utility department, the attorneys, and the property owner together. He led the meeting and worked out a solution where the City could keep their drainage without writing a big check, while giving the property owner peace of mind and some concessions. Mr. Stokes could have filed an action to deed the property to the city, but Mr. Carlisle wanted to negotiate so that everyone could walk away happy and with what they needed.

Sebastian is a small city with a low tax rate. Even so Mr. Carlisle was able to upgrade equipment, add several departments, and keep the budget under control. He lives within his means in his personal life, and he manages the City's budget well. He always met deadlines and never asked for an extension. He responds to stress better than most and was in a very adversarial position with three of his five Board members. He handled the situation well and continued to make solid decisions without being overly emotional.

Other than the situation mentioned above, Mr. Carlisle has not been involved in anything controversial. The only employee who might have a less positive opinion than the one shared in this reference was the former Police Chief. They seemed to butt heads in the beginning but either they were able to work through the issues, or the conflict was due to growing pains which eventually worked itself out. Some employers might be concerned that he does not have a degree. The lack of a degree never slowed him down or impacted his performance.



Reference Notes  
Paul Carlisle

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Mr. Stokes recommends Mr. Carlisle to any community looking for a manager and really enjoyed working with him. They went to lunch almost every day. Mr. Carlisle is always working but in an enjoyable way and not in a drudgery way.

**Words or phrases used to describe Paul Carlisle:**

- Funny,
- Lighthearted,
- Good with employees,
- Uses humor to keep things light,
- Task oriented,
- Good time manager, and
- Managed his workload and time well.

**Strengths:** Understands his role in implementing the will of the Council, diffuses the situation, was empathetic, and dealt exceptionally well with the public.

**Weaknesses:** He was a county manager before working for Sebastian and had a bit of a learning curve as not everything translates. However, he was always receptive to listen to advice and overcame this weakness during his tenure.

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**John Ahern – Former Commissioner, Glades County, FL 863-227-3291**

Mr. Ahern was on the Council of Moore Haven, a City in Glades County, when Mr. Carlisle was hired to be the Manager of the County in 2014 and they did some joint projects together. Later that year Mr. Ahern was elected to the Glades County Commission, and they worked closely together until Mr. Carlisle left in 2018.

Mr. Carlisle did very well, and they hated to lose him. He spent time in Tallahassee to secure grants, make connections, and create legislation that really helped the community. He is experienced in the public arena and has extensive knowledge in his field.

Employees hired by Mr. Carlisle were very good and when someone did not work out, he moved them along. The decisions he made in general were always in the best interests of the community. He was creative and came up with good ideas while keeping operations at a high standard. He was very active, not just in his work responsibilities but with the community as a whole to make it better. He was involved in many organizations, one of which was to help children.

Glades is a very small county with only one city, but they have several communities that had community groups. Mr. Carlisle attended these groups on a regular basis to discuss the issues and ask questions. He had an open-door policy, so people had access to him. He made the best

Reference Notes  
Paul Carlisle

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decisions and pointed them in the right direction, though he could not always do what they wanted.

The Commission met twice a month and Mr. Carlisle treated all members equally. He was always very careful to obey the sunshine laws in their conversations, much more than anyone else with whom Mr. Ahern has worked. Overall Mr. Carlisle kept everyone informed but did not discuss individual thoughts and feelings with each Commissioner, which allowed them to make decisions in the Board meetings, per the sunshine law.

Hurricane Irma hit the western side of the county hard. Mr. Carlisle stayed on top of the situation while working with various agencies to coordinate an effort and help those in need. Sections of the county did not have electricity for two months, he stayed involved and up to date. The county did everything they could to recover as quickly as possible. He worked with FEMA and did a great job managing the departments through the process, which included cleanup.

Mr. Carlisle worked very closely with the Finance Officer, the Clerk, and the Auditors. He made sure everything was done by the book and kept the county out of trouble by staying on top of the budget. He worked with department heads, so they were active in the process, but he was up to speed on the status of each department.

On many occasions Mr. Carlisle was in the office working before Mr. Ahern arrived at 7 am. He worked extremely hard on every project he was given. He handled stress well, even the situation with a Commissioner who was exceedingly difficult to work with.

In terms of controversy, a Planning Director was creating difficulties and Mr. Carlisle did his best to work through the issues. When he was not successful, he let this director go and hired a new Director. Mr. Carlisle resigned from Glades County for a position in Sebastian.

Mr. Ahern would hire Mr. Carlisle and wanted to bring him back the last time the position was open in Glades County. Mr. Carlisle is a good employee and a good leader. He knows what he is doing and educates himself on the issues while staying on top of them. He is not an attorney, but he has a good legal and financial background, which really made him an asset to their small county. They could not afford a large staff and he was able to fill many roles.

**Words or phrases used to describe Paul Carlisle:**

- Honest,
- Conscientious,
- Innovative,
- Good leader,
- Diligent, and
- Good manager.

Reference Notes  
Paul Carlisle

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**Strengths:** Good leader, great at negotiating with the state, very creative, good manager.

**Weaknesses:** None identified.

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**Susan Whidden – Administrative Assistant and E911 Coordinator, Glades County, FL  
863-946-6125**

Ms. Whidden reported to Mr. Carlisle from 2014 to 2018. Mr. Carlisle is the best supervisor she has ever had. She was hired as the Shift Coordinator for the County and was the backup for the Administrative Assistant. When the Assistant resigned, he gave her a probationary period to prove that she could do the job. During that time, he did not chastise her for what she did wrong; he picked her up off the ground and gave her other options to try.

Ms. Whidden and the Human Resource Director started off on a good foot but then the relationship went south. They tried to fix it to no avail. Mr. Carlisle pulled them in and gave them both time to tell their side of the story. Instead of taking sides or pointing fingers, he asked what they could do to make it better. They became good friends and still work together. Without him they may not have been able to get past their differences.

Mr. Carlisle can look at the staff and move them to other positions that will build a better team. He understands the bottom line for companies but also realizes that without employees they will not succeed. He searches out the best person for the position when hiring. During the interview process he might realize that the candidate is not a good fit for one position, but they would work well in another. The way he organized staff was incredibly intelligent. At one point the Board wanted to hire someone that he felt was not a good fit and they forced his hand. He worked with the individual for several months trying to build them up, but they were not able to perform at the level they needed to. During that time, he gave weekly reports to the Commissioners and when it was apparent that it would not work out, he explained that just because they have known this individual their whole life, it does not mean this person was qualified for the role. He was able to gain their approval to let the employee go. All his decisions in general were good.

The 4H program is significant in the county, which is very small. Mr. Carlisle realized that those participating in the program were not making as much money as they should have been. He did some research and sought out buyers for the program. Through his efforts, they had the largest livestock sale in the state of Florida. Residents were concerned that when he left the buyers would also leave, but he continues to come back every year and brings the buyers with him.

Residents still mourn Mr. Carlisle's departure from the county. He was very well loved. He kept everyone informed and while he does not have a photographic memory, his memory is unlike any that Ms. Whidden has ever seen. Even now, years later, she can call him when she runs into an issue, and he can tell her exactly where to find the documentation that she needs. He is the most knowledgeable man that she has ever met.

Reference Notes  
Paul Carlisle

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County finances were on top when Mr. Carlisle was at the county, and they have struggled since his departure. He takes the organization's vision and rallies the employees around it. He accomplished tasks almost too quickly; he is just that good. He is very calm and laid back, while staying on top of every issue and every matter. Nothing gets under his skin because he knows there is always a fix.

The only controversy involving Mr. Carlisle is the fight for Lake Okeechobee, but Mr. Carlisle is on the right side of that matter. Nothing in his conduct would concern a reasonable person. He left the county because one of the elected officials was making his life miserable and tore him apart every day. His departure was a significant loss, but it helped the elected official realize that they needed to stop attacking every person who worked for the county. Every Commissioner, except this one, has an extremely positive opinion of him.

If a community has the opportunity to hire Mr. Carlisle, it would be a loss not to. He moved the county forward. The organization is stagnant since he left. He would not disappoint in any position that he serves in. He is always professional and always respectful.

**Words or phrases used to describe Paul Carlisle:**

- Smart,
- Family oriented,
- Passionate,
- Works well with others,
- Manages people well, and
- Loyal beyond words.

**Strengths:** Jack of all trades, works well with people at all levels, knows how to build a team and moves employees to where they can succeed.

**Weaknesses:** He likes his coffee a certain way, which is not really much of a weakness, but it is all she can think of.

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**Donald Strenth – Former Commissioner, Glades County, FL 954-815-2306**

Mr. Strenth was elected to the Commission in 2016 and worked with Mr. Carlisle until 2018. Mr. Strenth gave Mr. Carlisle an 8 to 10 in every category on performance evaluations. When Mr. Strenth was elected, he met with Mr. Carlisle. They talked about the county and Mr. Carlisle shared his perspective that decisions made affect the county from then on, which is something elected officials should always remember, particularly when creating or updating ordinances and regulations. They continue to keep in touch.

Reference Notes  
Paul Carlisle

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Mr. Carlisle was an excellent manager. He made good decisions both when hiring personnel and in general. He maintained operations at a high-performance level, and he was also innovative. He was very involved in the community and got along with almost everyone. Those he did not get along with were ones that everyone had problems with. You cannot make everyone happy.

Mr. Carlisle kept the Board informed. He rallied employees around the organization's vision. They had issues with their EMS Director as he did not follow directions. Mr. Carlisle resolved the situation, and it has worked out very well.

Before every Board meeting Mr. Carlisle called each Commissioner to go over the agenda and explain why items were on the agenda, which included sharing the benefits or the risks of the project or idea. Generally, the items on the agenda were positive.

The only instances where Mr. Carlisle was not timely was when the process involved the County Attorney, the attorney was just remarkably busy. Mr. Carlisle tried to speed up the process by doing some of the legal work and then sending it to the attorney for approval. He stays levelheaded and never shows signs of stress.

Mr. Strenth is not aware of any controversy involving Mr. Carlisle. Mr. Strenth hated losing Mr. Carlisle but understands why he left. One Commissioner butted heads with everyone and did not like Mr. Carlisle. He was worried that his contract would not be renewed and applied for other positions. Sebastian offered him 50k more a year and he accepted. Even after he left the county he has continued to stay engaged. He joined a Board on the coast and met with representatives from Glades County and Senators to discuss water management issues. He is dedicated and advocates for his community.

When the Manager in Glades left, Mr. Strenth asked Mr. Carlisle to apply. They would hire him in a heartbeat if he were interested in coming back. Not hiring Mr. Carlisle is a mistake.

**Words or phrases used to describe Paul Carlisle:**

- Intelligent,
- Caring,
- Thoughtful,
- Organized, and
- Great leader.

**Strengths:** Strong in all aspects of municipal government including grants, engineering, and infrastructure.

**Weaknesses:** None identified.

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Reference Notes  
Paul Carlisle

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**Russel Echols – Former Commissioner, Glades County, FL 863-441-0114**

Mr. Echols spent ten years on the Glades County Board and for the last four years of his tenure Mr. Carlisle was the Manager. In 2014 Mr. Echols voted against hiring Mr. Carlisle but he was in the minority. When they met for the first time Mr. Carlisle addressed the elephant in the room by saying that because Mr. Echols did not vote to hire him, it made him want to work and try harder. Mr. Echols really respects the way Mr. Carlisle handled the situation and now that he has worked with Mr. Carlisle, he regrets being a dissenting vote in the selection process.

Mr. Carlisle hired above average employees and kept them on board. His decisions in general are good. He was actively involved in both their community and in Tallahassee as their advocate. He worked extremely well with the public, which made life easier for the Board members. He kept the elected officials informed.

One of the problems they had was outreach. Mr. Carlisle came to the County with connections and expertise which really helped the county receive more attention and resources from the state, more so than any other manager that they have employed.

One of Mr. Carlisle's strengths was meeting deadlines. He prepared project schedules for the Board to review and once a timeline was agreed upon, he met all the deadlines. He had great financial skills. He responds extremely well to stressful situations, he was never hot under the collar, or showed any signs that he was upset.

Nothing controversial exists in Mr. Carlisle's past. In Tallahassee he was the new person at the table, but he used his experience and knowledge to help other managers. Not everyone liked the decisions he made, but everyone respected him even if they did not like him.

If Mr. Echols were in a position to hire a Manager, Mr. Carlisle would be at the top of his list, which is the highest praise that Mr. Echols can give.

**Words or phrases used to describe Paul Carlisle:**

- Bright,
- Dedicated,
- Competent,
- Diligent,
- Professional, and
- Capable.

Reference Notes  
Paul Carlisle

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**Strengths:** Professionalism is top notch, had many contacts, extremely able to get things done in a non-confrontational manner, capable in all areas.

**Weaknesses:** He gave employees too much time before he let them go, however, he may have been following County policy so this may not be a personal weakness.

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**Jimmy Bagley – Deputy City Manager, City of Rock Hill, SC 803-448-9823**

Mr. Bagley has known Mr. Carlisle since 2011 when he served as Director of Public Works. While the two live in separate states now, they still keep in touch. After a hurricane hits South Carolina, Mr. Carlisle calls to check on the status of the city and his former crews. Mr. Bagley would eagerly hire him again.

Within his role as Director of Public Works, Mr. Carlisle impressed his peers with his versatility in managing the roles of both public and private sectors. Seeing the value in both sides of a situation comes easily for him. Weighing their needs as necessary, he helps strike a balance between the two: a valuable but sometimes delicate act. Mr. Carlisle is a master at dealing fairly with his employees and residents of the city.

Mr. Carlisle solves problems creatively. After a large storm, he implemented a recycling program for yard debris. Rather than residents piling their storm leavings in front of their homes, yard carts are now strategically placed for public use. While saving time on pick-up routes, this also frees up resources for the removal of larger debris on public lands.

Mr. Carlisle also executed a pothole program by purchasing a fully equipped truck to repair city streets. With an 1-800 number displayed on the side of the truck, residents can easily report a pothole. The truck has everything necessary to repair each pothole within 24 hours of first contact.

While working on a sidewalk project to connect neighborhoods for the School District, Mr. Carlisle implemented an equipment sharing procedure. In the past, each department had sole usage of their own equipment. Knowing that it would save money and storage space, he rallied the different departments into sharing the equipment. His positive team approach encouraged other department heads to do likewise.

Mr. Carlisle constantly searches for creative solutions to the city's issues. His employees and peers both appreciate his common-sense approach for dealing with people and problems. After each success, he celebrates by having a cookout for his employees, with himself behind the grill.

Reference Notes  
Paul Carlisle

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**Words or phrases used to describe Paul Carlisle:**

- Intelligent,
- Relates well with people,
- Reasonable,
- Efficient manager,
- Treats employees fairly, and
- Team player.

**Strengths:** Common sense solutions; charisma.

**Weaknesses:** Writing skills.

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**Vivian Mendez – Town Clerk, Town of Lake Park, FL 561-881-3311**

Ms. Mendez has known Mr. Carlisle since 2004. She has enjoyed a professional relationship with him ever since. She appreciates collaborating with him on a variety of issues and ideas. She would be glad to work with him again in any capacity.

Mr. Carlisle was very confident in his role as Public Works Director. He progressed quickly in his career. Elected officials had faith in him and made him their interim Town Manager when the position was vacant.

Mr. Carlisle ensured Ms. Mendez was well informed. They worked very closely together on agendas, contracts, and minutes. He provided support financially and in staffing matters. He established procedures where all information they needed was readily available. He gave Ms. Mendez' staff the authority to request what they needed personally rather than having to go through his office. She appreciated being autonomous and having his vote of confidence.

Mr. Carlisle supported having the Town records digitized. Because of budget problems, they were unable to move forward. Within his limited capacity, he educated his peers on the benefits of using digital copies rather than paper copies. He catapulted the Town into moving away from paper. With his support, laptops and iPads were provided to Ms. Mendez' department.

Mr. Carlisle is very driven. He always looks for the best and most practical way to proceed. He is not a one-person, one-decision type of individual. He collaborates with others and involves other departments. He gathers as much information as he possibly can. He diligently seeks feedback and agreement from all involved before ultimately making a final decision.

Mr. Carlisle balances his attention well between his employees and elected officials. With propriety a key factor, he keeps his team well-informed. Ms. Mendez felt her office was well prepared and apprised of the current environment.



Reference Notes  
Paul Carlisle

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Mr. Carlisle likes being busy. He is not one to sit behind a desk. He is consistently out with his crews. He enjoys checking in with his coworkers and employees. Mr. Carlisle is approachable and available to anyone who needs him, regardless of their position.

Following hurricanes Frances, Jeanne, and Wilma, Mr. Carlisle handled emergency management operations at the County level. He set in place the processes which current City Officials continue to follow.

Mr. Carlisle is authentic. He allows the public to make an appointment to speak with him. He is never unwilling or unable to speak with residents or business owners. He makes himself available and works patiently, but doggedly, until issues are resolved.

Mr. Carlisle was an excellent Manager. He was supportive of staff and confronted elected officials when necessary. He was open to ideas and willing to listen to employees. He could make tough decisions regarding processes and personnel. He had a strong understanding of the Town's vision. He consistently followed this vision, even if it made others unhappy with him. He was adept at stating difficult facts without sugar-coating them, while also offering solutions. He was a great leader in every situation. Mr. Carlisle is a quality individual and will do well in any capacity.

**Words or phrases used to describe Paul Carlisle:**

- Great sense of humor,
- Very personable,
- Thinks well on his feet,
- Intelligent,
- Supports staff well, and
- Great personality.

**Strengths:** Looks for the best in individuals.

**Weaknesses:** None identified.

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**Thomas J. Baird – Town Attorney, Towns of Jupiter and Lake Park, FL 561-650-8233**

Mr. Baird has known Mr. Carlisle since 2003. He worked with both Mr. Carlisle and his wife and thinks highly of the two of them. As Town Attorney for 28 years, Mr. Baird works with many directors and employers and indicates that Mr. Carlisle is a quality individual with whom he would be happy to work again.

As Public Works Director, Mr. Carlisle was pushed into the Town Manager position when it suddenly became vacant. The other department heads and Town employees selected him to be

Reference Notes  
Paul Carlisle

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interim Town Manager, indicating they preferred to work for him than any other candidate. After seeing his performance, the Commissioners themselves asked Mr. Carlisle to be the permanent Town Manager. While this was outside of his comfort zone, he learned the job quickly and did well managing his new personnel. Mr. Baird found him to be solid and easy to work with as they tackled sanitation, union, and employee issues.

Public works is a critical part of every community, and Mr. Carlisle uses his excellent communication skills to maintain a high level of performance. Even after his departure, the department has many long-term employees who were hired by Mr. Carlisle.

One of Mr. Carlisle's finest qualities is his ability to solve problems. He has a gift for creative thinking and ingenuity. He believes in leading individuals in finding the solution to their own problems. By asking questions and guiding the discussion carefully, he helps them see both sides of a problem, and facilitates a resolution.

Having a wide vision of his situation helps Mr. Carlisle succeed. Not all directors of departments want to involve the Town Attorney. But Mr. Carlisle appreciated the broader background and experience Mr. Baird had and requested his input on matters outside of his knowledge base. Mr. Carlisle is an excellent Manager.

**Words or phrases used to describe Paul Carlisle:**

- Cheerful,
- Patient,
- Task oriented,
- Good listener,
- Hard Worker, and
- Personable.

**Strengths:** Takes direction well, highly motivated.

**Weaknesses:** Asking for help when outside of his focus area.

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**Jason Nunemaker – Former City Manager, City of Fellsmere, FL 772-538-0595**

Mr. Nunemaker has known Mr. Carlisle since 1998. Mr. Carlisle is a high-quality individual. He made sure Mr. Nunemaker was well informed. Mr. Carlisle took over as interim City Manager when Mr. Nunemaker left the position.

Mr. Carlisle successfully works with difficult council members in a sometimes toxic environment. He remains cheerful and patient, even when council meetings last until midnight. He interfaces well with both council members and residents who have grievances. He has a lot of

Reference Notes  
Paul Carlisle

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experience working with demanding residents. He brings this experience with him in every capacity. Mr. Carlisle is an asset to any community that will have him.

Mr. Carlisle kept Mr. Nunemaker well informed of what was happening within his area of responsibility. He is solution oriented and focuses on brainstorming creative solutions without becoming frustrated. He is patient as his programs go through sometimes lengthy processes to come to fruition.

Mr. Carlisle was involved with hurricane recovery. He quickly acted to ensure conditions were sanitary in the community. He found innovative ways for the city to recover. He ensured cleanup went smoothly by being out in the field constantly, keeping crews motivated and supplied. Everything operated well and the city recovered quickly.

Mr. Carlisle has the right skills to be a great Manager. His knowledge, easy disposition, and willingness to work hard make him an ideal candidate. He will do well wherever he goes.

**Words or phrases used to describe Paul Carlisle:**

- Dependable,
- Great communicator,
- Hard working,
- Enthusiastic,
- Results oriented, and
- Pro-active.

**Strengths:** Great work ethic, excellent department head.

**Weaknesses:** None identified.

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**Prepared by:** Amanda Jenkins and Lynelle Klein  
Colin Baenziger & Associates

## **Section 4**

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*CB&A Internet Research*

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**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Hometown News (FL)

May 25, 2023

**Sebastian City Manager Paul Carlisle resigns**

Author: Mike Winikoff

Sebastian City Manager **Paul Carlisle** surprised the city council on May 10 when he unexpectedly submitted his resignation just before the start of its 6 p.m. meeting.

"I believe council all received my letter that I gave you all," Mr. **Carlisle** began his remarks at the council meeting. "I've tendered my resignation effective June 9. I've enjoyed working for the city, we accomplished a lot of things, I've had probably the best staff that I've ever worked with. The city is blessed with the staff that you have. Please hang on to them if you can."

Mr. **Carlisle** cited family priorities as his primary reason for resigning from the \$154,938 annual salary position. "I just need to get back to my wife and my family over on the west coast. I've given this a lot of thought and debate. It's time for me to go back and get myself in my right place, right now. I'm in a position where I need to get my mind and my family back right. It's not an easy decision, but it's the right decision for me and my family."

Mr. **Carlisle** has been the Sebastian city manager since 2018. Before that he was the Glades County administrator. His resignation leaves two important positions open, as City Attorney Manny Anon resigned in March and has yet to be replaced.

Left unspoken was the effect of Mr. **Carlisle's** rocky recent relationship with the city council. He received a critical job evaluation from the council in April, which followed an attempted no-confidence vote from Councilman Bob McPartlan in March. That no-confidence vote received no support from the other council members, but it highlighted the tense relationship between the city manager and the city council.

The city manager is appointed by the city council, and serves as the chief operating officer of the city, managing the day to day operations of the city. The city manager provides guidance and management to all city departments, executes council policy, and prepares the annual budget.

Sebastian has a population of 22,000 year-round residents, and an annual budget of approximately \$25 million. The city council held a special meeting May 17 to begin the search for a new city manager.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Hometown News (FL)

December 15, 2022

**Indian River County concerned about water for Graves development in Sebastian**

Author: Mike Winikoff

At the Dec. 6 Indian River County Commission meeting, County Administrator Jason Brown presented concerns regarding the upcoming Graves Brothers annexation of 1,984 acres into the city of Sebastian.

The conversation got heated when Sebastian Councilman Ed Dodd objected to the county's consideration of the draft annexation agreement. "The document that is going to come out at the end is going to be drastically different from this document," Councilman Dodd said. "This document should not have been in this agenda. You do not have the responsibility to get involved in the negotiations, which the county commission has done now. By releasing the initial draft of this document, you have gotten into the discussion. You shouldn't have done that. This was not something that we intended to be released."

Councilman Dodd called the county's release of the draft document a "stunt." Sebastian City Manager **Paul Carlisle**, however, seemed appreciative of the county's input on the draft. Mr. **Carlisle** said that he wants the county's comments sooner, rather than later, so the city can address the county's concerns, even though the county is not a party to the agreement.

Mr. **Carlisle** said the current annexation agreement is not final, and some of the concerns raised by the county are still in play. He said he is not sure when the Sebastian City Council will consider a final document. County Commission Chair Joe Earman stated that the county understands the preliminary status of the draft agreement and respects the city's ability to handle the annexation as it sees fit.

Before introducing the county administrator to summarize the county's concerns, Chair Earman said "This is just an informative item for us as commissioners. We do honor home rule for Sebastian, they can do what they want, they can set their densities, they can annex or not annex, it's entirely up to them. But it is part of this county, and we do have to provide utility services, so I think that's important that we stay in the loop and that we stay abreast of the situation. But it's not in our purview to make decisions for the city of Sebastian. They are more than capable of handling their issues themselves."

"This is not the county trying to interfere with the way the city is doing their annexation," Mr. Brown said. "Our basic interest is provision of water and sewer service to the area." Mr. Brown said the county was simply making suggestions and comments so the county could provide utilities and roads. The primary concern was the amount of water the new development will need.

"Our current consumptive use permit from St. John's River Water Management District is 12.8

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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million gallons a day," Mr. Brown said. "We are using the vast majority of that allocation right now. We're actually working with St. John's to see about expanding our consumptive use permit so that we can continue to serve additional development as it moves forward. This (the Graves annexation and build out) is 2.8-3 million gallons a day. So we have to be concerned about serving this area as well as other additional areas."

Mr. Brown noted that there are other development projects in the works, not just this one, and they will all need water and sewer services. "We are using the vast majority of our consumptive use permit today. We are using within a million gallons a day of our current consumptive use permit on a routine basis. So we don't have a lot of additional capacity."

Both in his comments at the meeting and in a letter he had sent previously to the city of Sebastian, Mr. Brown indicated respect for home rule and the city's ability to conduct its own business.

"We're not a party to the agreement," Mr. Brown said. "This is an agreement between the city and the property owner. The county fully respects the city's home rule authority and right to make planning decisions regarding the future of the city."

Mr. Brown said his comments to Sebastian were designed to "enable the county to plan for the provision of various services within the annexed area going forward" like water and wastewater service, transportation improvements, and fire rescue.

Much of the comments revolved around density that will be permitted. Both Mr. Brown and Mr. **Carlisle** said that this issue was still being worked out.



**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Hometown News (FL)

August 18, 2022

**Sebastian approves final facade grants**

Author: Mike Winikoff

The Sebastian City Council on July 27 approved three grants for signage, painting, and landscaping improvements to businesses located along U.S. Hwy 1, part the group of nine buildings formerly known as The Village Square. Under new ownership, the shops are now known as The District Sebastian, featuring 17 businesses including restaurants, gift shops, and professional services.

"This is to upgrade the façade and improvements along U.S. 1, signage, painting, and landscaping," City Manager **Paul Carlisle** said. "The reason it's in three applications is because each property tenant or owner can apply. If they just did it as one property owner the grant only allows for 50% cost share up to \$15,000, and that would have not done what needed to be done. In fact each tenant is allowed to apply separately, so this will allow them to get the best value, and we can get the best looking project that we can. I think it's a great opportunity."

The three grants totaling \$34,634 used up more than all remaining funds Sebastian had budgeted for its Façade, Sign, and Landscaping Program, likely meaning the end of the program, as City Manager **Paul Carlisle** said it is not being refunded.

"In trying to balance the budget, we've been having such little response to the facade improvement grant that we did not include funds for next year for the facade improvement grant in our budget," Mr. **Carlisle** said. "That could be amended, but right now this will more than use up what we have in our budget."

Robin Raiff, a realtor at 1101 U.S. Hwy 1, applied for and received \$9,992 to remove a dilapidated pergola causing damage to the building; to remove blighted stairs and replace them with pavers; to repair/repaint the exterior building façade; and landscaping around the front of the building. The total cost of the project is estimated to be \$19,985, of which the grant covers 50%.

In response to a question from Council Member Bob McPartlan about the grant paying for painting, which he didn't remember being included in prior grants, Mr. **Carlisle** said "The only painting that we're actually paying for is the segments that are visible from the U.S. 1 roadway, not the entire building."

Suzanne Wille, the owner/tenant at 1103 U.S. Hwy 1, which includes Foremost Tax and Accounting, Suzanne Wille Studios, and TacoChela restaurant, received \$12,468 towards a \$24,937 project to remove stairs and replace them with pavers; to replace the top of front porch stairs with composite decking; to repair and paint a railing and street light poles; buy a new sign; and landscaping.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Jason Wille, the owner of 1105 U.S. Hwy 1, which houses The Cats Meow veterinary cat clinic, received \$11,083 to repair dry rotted trim, calk, and repaint the exterior facade; repair/paint street light poles and replace lights; remove and replace signage; and landscaping.

When the council arrived at this third grant, budgeted funds still available were a little less than what they would have been eligible for, so Mr. **Carlisle** only recommended approval of \$9,490. Council Member Ed Dodd recommended that they approve the requested amount and then add in off budget from the CRA reserve account the additional \$1,593 to fund the full \$11,083 that they otherwise could have gotten. That was seconded and approved.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Hometown News (FL)

October 28, 2021

**Sebastian police and public employees get 4% pay raise**

Author: Mike Winikoff

The Sebastian City Council agreed on Oct. 13 to a 4% pay raise for the police and city employees. Both pay raises are effective Oct. 1. The raises are approved through Sept. 30, 2022.

The pay raises are for employees covered by article 15.2 of the current collective bargaining agreement with the Coastal Florida Police Benevolent Association; and employees covered by Article 20.1 of the current collective bargaining agreement with the Coastal Florida Public Employees Association.

City Manager **Paul Carlisle** said there were fruitful negotiations with the CFPBA and CFPEA bargaining units, and he recommended approval of both raises.

Vice Mayor Jim Hill said it was nice to see 4%, but he hoped the public understood that when the minimum wage rises to \$15 an hour over the next few years, this will cause an increase in taxes.

Council Member Christopher Nunn said he was also happy to see the 4% increase, and he hoped that employees will be able to get more money down the road.

Vice Mayor Hill said the increase was within the confines of the budget that was approved a few weeks ago.

The motion carried 5-0 for each pay raise.

**Internet – Newspaper Archives Searches**  
**Paul E. Carlisle**  
*(Articles are in reverse chronological order)*

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Hometown News (FL)  
October 7, 2021

**Sebastian balances budget with rolled-back rate**

Author: Mike Winikoff

The Sebastian City Council held its final budget hearing for FY21/22 on Sept. 29. City Manager **Paul Carlisle** told the council that the budget balances at the rolled-back millage rate of 3.0043 mills, with no additional taxes. "Rolled-back rate" means the rate that will generate the same total revenue as the prior year. When property values rise, property taxes generate more revenue. For the total revenue generated to stay the same, the tax rate must be reduced, and thus is called the "rolled-back rate."

First up in the hearing was the Community Redevelopment District. The recommended operating expenditures, grants, and transfers for capital projects budget for the CRA is \$595,827. Capital projects include the initial phase of the Harrison Street Park Plaza and the final phase on the working waterfront. The total tax increment revenue is projected to be \$431,641. Nobody from the public wanted to speak, and resolution R-22-01 was approved unanimously.

City Attorney Manny Anon Jr. then explained that the council would next be voting on four separate resolutions: R-21-19 setting the millage rate, R-21-20 setting the budget, R-21-21 adopting financial policies, and R-21-22 approving the six-year capital improvement program for FY22-27. The resolution setting the millage rate of 3.0043 mills was approved unanimously.

According to Administrative Services Director/CFO Ken Killgore, the General Fund budget includes \$489,997 in personnel costs, \$101,755 in operating expenditures, \$5,669 capital spending, and \$379,462 in transfers to other funds, all leading to a 1.6% increase in the budget, or \$217,959. This covers a 3% employee wage contingency, health insurance, three new positions, and election costs. In the section on the Local Option Gas Tax, Mr. Killgore said the city was holding off on road improvements pending a road assessment study. Sidewalks received \$100,000. The largest items for the next fiscal year in the Capital Improvement Program are \$5,334,024 for the public works compound; \$11,500,000 for canal restoration; \$400,000 for the Concha Dam wall; and \$720,000 for construction of square hangers at the airport.

The total general fund revenues and expenditures will equal \$13,759,174.

The largest revenue source is taxes and franchise fees, \$9,382,099.

The largest expenditure is police operations, \$3,681,798.

The four resolutions were voted on individually, each passing unanimously.

To read the entire budget including supporting documents and specific dollar amounts for all departments, visit [www.cityofsebastian.org/Archive.aspx?AMID=37](http://www.cityofsebastian.org/Archive.aspx?AMID=37).

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Hometown News (Fort Pierce, FL)

September 30, 2021

**Sebastian Municipal Airport to install security cameras**

Author/Byline: Mike Winikoff

The city of Sebastian has received a state grant to purchase and install new security cameras to monitor the infield areas of Sebastian Municipal Airport. The total project cost is \$24,000. The state grant covers 80%, or \$19,200. The remaining 20% or \$4,800 will come from the discretionary sales tax.

According to the staff memo to the city council explaining the project, the airport has a system of security cameras that monitor the flight lines and business tenant areas of the airport. Left unmonitored by the existing cameras are the infield areas of the airport, which cover skydivers, and aircraft taxi, takeoff, and landing operations. The Florida Dept. of Transportation Public Transportation Grant provides funds to purchase and install three new high definition cameras to cover those unmonitored areas of the airport.

One member of the public objected, saying there was no need to spend tax dollars on this. City officials pushed back. "Airport security everywhere is of utmost importance," said City Manager **Paul Carlisle**. "We've heard reports of things happening out there, but we just can't prove it. We can't have a security guard there 24/7, but there's been reports of things happening out there that aren't appropriate, and we want to make sure we're able to capture that and stop crime if it is happening. Security is always an important factor at an airport."

Vice Mayor Jim Hill agreed. "This \$24,000 in security that we're going to be acquiring at our airport will be acquired for \$4,800 of discretionary sales tax money, and I think that is outstanding use of the discretionary sales tax money, where we can pile on top of that an 80% match," said Vice Mayor Hill.

The motion to approve the grant and spending for the cameras passed unanimously, 5-0.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Hometown News (Fort Pierce, FL)  
September 23, 2021

**Former Sebastian City Council Members Gilliams, Parris sentenced to jail**

Author/Byline: Mike Winikoff

Pending an upcoming appeal, former Sebastian City Council Members Damien Gilliams and Pamela Parris are going to spend some time at the Indian River County jail. Both received jail sentences and fines from County Circuit Judge Michael Linn on Sept. 14. Unless changed at appeal, Mr. Gilliams faces about six months in jail, fines of about \$2,500 plus court costs, and restitution to the city of Sebastian of \$26,098. Mr. Gilliams was also ordered to have no contact with City Manager **Paul Carlisle**, Mayor Ed Dodd, Vice Mayor Jim Hill, and City Clerk Jeanette Williams. Ms. Parris faces 90 days in jail, \$2,500 in fines, courts costs, and \$26,098 restitution to the city of Sebastian. She was also ordered to have no contact with Mr. **Carlisle**, Mr. Hill, and Ms. Williams.

Mr. Gilliams and Ms. Parris were found guilty on May 27 of charges relating to an April 22, 2020 meeting. The verdict was returned by a six-person jury for the 19th Judicial Circuit of Florida in Indian River County. Both council members were arrested on June 16, 2020 on charges stemming from the illegal council meeting. Vice Mayor Charles Mauti was also charged, but on lesser offenses because he chose to cooperate in the case against Mr. Gilliams and Ms. Parris. Mr. Mauti signed a plea agreement. Mr. Gilliams was found guilty on three counts relating to Sunshine Law violations, and one count of perjury. The Sunshine Law violations are for attending a meeting where matters likely to come before the Sebastian City Council were discussed without providing reasonable public notice; and taking official actions at that meeting. Florida's Sunshine Law requires that meetings of a city council must be open to the public. The perjury count was for lying to a law enforcement officer regarding phone conversations with other council members on April 22.

Ms. Parris was found guilty on one Sunshine Law count and two perjury counts. She was found not guilty on one perjury count. According to her arrest warrant, Ms. Parris "falsely told a law enforcement officer that she had no phone conversations with any other council members on April 22, 2020, Pamela Rapp Parris falsely told a law enforcement officer that on April 22, 2020, she had several telephone conversations with City Manager **Paul Carlisle** in which he gave her conflicting information about whether the April 22, 2020 Sebastian City Council meeting was postponed, and Pamela Rapp Parris falsely told a law enforcement that she was unaware that the April 22, 2020 Sebastian City Council meeting has been postponed."

On Sept. 15, 2020 a recall election was held, and voters decided by overwhelming margins to recall Vice Mayor Mauti and Council Members Gilliams and Parris. The three were replaced by Christopher Robert Nunn, Bob McPartlan, and Fred Jones. According to the results released by the Indian River County Supervisor of Elections, more than 91% of voters supported the removal of each council member.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Hometown News (FL)

October 29, 2020

**Sebastian lifts ban on herbicides**

Author: Mike Winikoff

In 2019, the Sebastian City Council passed a moratorium on the spraying of herbicides to kill weeds and other invasive plants. At the Oct. 14 City Council meeting, that moratorium was removed, allowing the city to again spray toxic chemicals. The city has not yet decided to conduct such spraying, but that tool is now back in the toolbox. For now, City Manager **Paul Carlisle** indicated he will try to control the city's weeds with non-toxic products.

The change was prompted by Mr. **Carlisle's** request to use an organic, environmentally safe herbicide called W.O.W., or Whack Out Weeds, produced by a company called EcoMight. The council approved that request, but went further and told Mr. **Carlisle** he was now free to use other herbicides as well.

Vice Mayor Jim Hill and Council Members Christopher Nunn and Fred Jones approved the motion. Mayor Ed Dodd and Councilman Bob McPartlan dissented. "As a result of the spraying moratorium placed by City Council in November 2019, a heavy infestation of invasive aquatic vegetation has accumulated in Collier Creek/Elkcam Canal and in the City's Stormwater ponds," read a staff memo requesting authority to spray. "Based on other entities testing results of various organic herbicides W.O.W. showed to be most effective." W. O. W. is a mixture of Peppermint Oil, Potassium Sorbate, and Sodium Chloride.

In 2019, the city conducted an application testing project at Friendship Park comparing W.O.W to Roundup. According to city staff, W.O.W. was just as effective as Roundup. In July 2020, the city again tested W.O.W., this time in the Hardee Park section of Collier Creek and the Stormwater pond at Garden Club Park. Again, W.O.W. was found to be equally effective in controlling invasive aquatic species. W.O.W. has been approved for use in city parks by the city's Integrated Pest Management Committee and the Natural Resources Board.

Mr. **Carlisle** indicated that staff desired to purchase three 55-gallon drums of W.O.W. to treat the heavy infestation in the waterways. The price is \$2,792 per drum including shipping. The city estimates the total cost will be \$8,376, including in-house labor.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Hometown News (FL)

September 17, 2020

**Sebastian shifts COVID funds to mortgage and rent assistance**

Author: Mike Winikoff

The Sebastian City Council on Sept. 9 debated how to allocate the city's initial \$924,322 allocation from the Coronavirus Aid Relief and Economic Security (CARES) Act Fund.

City Manager **Paul Carlisle** came to the meeting with a recommendation that the city spend \$40,000 for supplies and equipment; \$80,000 for sick leave payments and payroll expenses; \$280,000 for 1,500 virus self-testing kits; \$330,000 for small business grants; and \$194,322 for rent and mortgage relief, for a total of \$924,322. During the council discussion, however, that allocation shifted substantially.

The winner in the debate was rental and mortgage assistance, which will now receive much more than the \$194,322 City Manager **Paul Carlisle** had recommended. Small business grants also received an increase in funding. The loser was a COVID-19 testing program, which will no longer receive the \$280,000 Mr. **Carlisle** had recommended for 1,500 virus self-testing kits. Instead, that money will be shifted to the rental and mortgage assistance, and the city manager will have the flexibility to move unspent funds back to purchasing testing kits if money needs to be spent quickly before the funding deadline.

The testing program seemed to fall victim to Mr. **Carlisle's** attempt to shift from an inexpensive testing kit that would require a nurse practitioner and a lab to a self-test kit. Originally, Mr. **Carlisle** had proposed \$75,000 for the testing program. On Sept. 9, he changed that recommendation to a purchase of 1,500 self-testing kits at a cost of \$280,000. That proposal found little council support. "I would suggest that 1,500 test kits per \$280,000 doesn't seem like a really good use of that," Council Member Jim Hill said. "I would much rather see that go toward helping with some rent or mortgage." "I would guarantee there are people in this community who are dreading the day that the governor releases or allows for people to be removed from their homes," Council Member Hill continued. "That's going to be a sad day for a lot of people. So, you know, we have monies available to help folks out in that regard then I'd much rather see us utilize it that way."

Council Member Pamela Parris agreed. "I have to agree with Council Member Hill that the testing kits are a little expensive. We could help the community with the money otherwise." Mayor Ed Dodd agreed that the money could be spent better elsewhere. "I don't know how many residents of Sebastian have mortgage or rent issues right now, but it would seem to me it would be higher than we could satisfy with the \$190,000," Mayor Dodd said. "We could come back to testing. Don't do the test kit process right now, hold off a little bit on that, and then see what the response is on the rent abatement and mortgage abatement and then additional small business stuff."



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**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Regarding the portion that would be used for mortgage and rental assistance, Mr. **Carlisle** suggested working with Indian River County to administer that, to avoid the extra administration fees and labor. Council Member Damien Gilliams disagreed. "I think sending that over to the county and let them administer it would be a mistake because I think that would not get to our population and our citizens in Sebastian," Council Member Gilliams said. However, Mr. **Carlisle** assured him that he trusted the county process, and Council Member Gilliams relented on that point.

Based on the discussion, Mr. **Carlisle** said his understanding was that the council wanted him to remove the test kit allocation and shift the money into rental, mortgage, and small business assistance. He asked for leeway to make adjustments as the process proceeds, based on public need. The council agreed and voted 4-0 to approve the plan. Council Member Gilliams abstained because he is considering applying for the business assistance.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Hometown News (FL)

May 14, 2020

**Judge Orders City Council to Meet**

Author: Mike Winikoff

Circuit Court Judge Janet Croom has sided with Sebastian City Council insurgents, issuing a ruling on May 8 that could lead to the appointment of a new mayor and the termination of several high-level city staff. As we went to press, there had not been an official Sebastian City Council meeting since March 18. The regular April meeting was cancelled by Mayor Ed Dodd, and a special meeting requested by Council Member Damien Gilliams was cancelled by City Manager **Paul Carlisle**.

In the lawsuit brought by Council Member Gilliams against Mayor Dodd and City Manager **Carlisle**, Judge Croom ruled that under the Code of the City of Sebastian, the council must find a way to meet, even during a legitimate state of emergency. Judge Croom said that the city council was required to review both the state of emergency declared by Mayor Dodd and the cancellation of the special meeting requested by Council Member Gilliams. The city code “is plain and unambiguous and it is unaltered by the current affairs,” Judge Croom said. “It does allow the mayor to declare a state of emergency in times of public emergency. Therefore, the mayor's act in this regard does follow the law.”

The code “allows the city council to terminate the state of emergency at any time. A meeting has not been had to properly review this issue.” “The code requires any orders issued by a city manager using the term mandatory ... at the earliest practical time to be presented to the city council for ratification, confirmation, amendment or termination. A meeting has not been had for the city council to review this issue. The code uses the terms earliest practical time and also contemplates an impossibility if a meeting cannot be held at the city hall and specifically allows a meeting anywhere in the city.”

The judge sided with Council Member Gilliams on his attempt to call a special meeting after the regular city council meeting was cancelled. “The code specifically allows any city council member to call a special meeting even in a public emergency,” Judge Croom said. “If a city council member properly called a special meeting and if that was denied, it would be a violation.” Referring to the drafters of the city code, Judge Croom said “it is clear that their intent was to keep the city council meetings going and for the leaders of the community to find a way to work around any impossibility. This court looks to the terms of the binding law which here is the Sebastian code. The drafters of the code specifically chose clear terms such as earliest practical time.”

Council Member Gilliams told Hometown News that the ruling was a proper restriction on the powers of the mayor and the city manager. “You can't do anything by yourself and it will take all five council members to continue to meet per the charter to decide what's in (the) best interest,”

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**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Mr. Gilliams said. “No more dictating by the mayor in secret with city manager. That's what all of this is about.”

Judge Croom issued a three-part ruling, addressing the place city council should meet, the timing of the meeting, and the subject matter it should consider. “This court finds there is no well-founded allegation by any party that there was an impossibility for the city council to meet at City Hall as contemplated by the city code.” “City council shall meet at City Hall applying all public health COVID-19 requirements including proper distancing of people and use of electronic communications such as we are using now in the entire judicial system, which is Zoom,” Judge Croom said.

Addressing the timing of the meeting, the judge scolded the city council for not finding a way to meet during the pandemic. “Applying the city code's earliest practical time to meet, time is certainly ripe. Many institutional offices around the U.S. are up and running, including the judiciary and the clerk's offices. There is no reason that has been provided, no reasonable reason which can be provided why Sebastian cannot likewise find creative ways to meet as is required by its code.”

Next the judge addressed the topics that must be discussed at the meeting. “The subject matter of the public meeting shall include but is not limited to the following: number one, whether or not the city council chooses to keep or terminate the state of emergency as is required for its reflection.” “Number two, the code requires that any orders issued by the city manager be submitted to the city council for review. If that has occurred, the meeting must include the city council's review of any orders issued by the city manager.” “Number three, whether and if a city council member, i.e., Mr. Gilliams properly called a special meeting, and if it was properly denied, whether it was a violation of Article II Section 2.12(a). The city council gets to review this issue. It is more properly factually vetted out by the city council, not by the judiciary.” “Number four, in compliance with the Sebastian City Charter Article II Section 2.13, whether the city council chooses to adopt an emergency ordinance as contemplated by that section in its notice requirement -- that section is very specific. And my expectation is the city council will be able to have the opportunity to review that specific section.” The judge said the meeting was not limited to those four required agenda issues.

Judge Croom ended her order by asking the council members to live up to the expectations of Sebastian voters. “Your constituents have every expectation that you can lead them and that you must set aside your personal differences so that you can lead your people. The Sebastian people and voters need you all to be strong and thoughtful leaders for them. And that is why they voted each of you into your position. You don't need me to tell you that because you knew that when you ran for office. Perhaps sometimes that concept does get lost when it gets into complicated emotional issues such as this. So, while I know that you ran for office and that you hold this office for that very reason, to represent your people, I am just reminding you to perhaps step back and perform that function for them. They need you right now.”

Still uncertain is whether Council Members Gilliams and Pamela Parris and Vice Mayor Charles Mauti would use the next meeting to continue their quest to fire the city manager and City

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**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Attorney Manny Anon Jr., and appoint Council Member Gilliams as mayor. When asked that question directly by Hometown News, Council Member Gilliams was non-committal. “Everyone appears to be excited at the prospect that I too am a ‘Boss Dodd’. What I do intend to do about staff is I am going to ask no more contacting council members by improper polling tactics. I asked for a special meeting prior to April 22 and it was ignored. The charter says no ignoring. It's required. That's the rule of law. Not making stuff up as (we go) along. If we wait for a virus to safely pass and disappear then why hold elections in the fall? Mr. Dodd can remain running everything, which appears he has had fantasies about, and bullying everyone at City Hall, as it appears, he surely did; just like his actions on March 18, he doesn't then need the city council and did everything to stop it from meeting. The charter contemplates meeting even if City Hall was destroyed.”

Both sides in this case were represented by Vero Beach law firms. Council Member Gilliams was represented by Craig Rappel of the Rappel Health Law Group. Mayor Dodd and City Manager **Carlisle** were represented by Johnathan Barkett of the firm Collins, Brown, Barkett. Hometown News will update this story as events warrant.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Hometown News (Fort Pierce, FL)

May 7, 2020

**Lawsuits upend Sebastian government**

Author/Byline: Mike Winikoff

Two lawsuits have the Sebastian city government in crisis. On April 24, Mayor Ed Dodd, City Manager **Paul Carlisle**, and City Attorney Manny Anon, Jr. sued Vice Mayor Charles Mauti and City Council Members Damien Gilliams and Pamela Parris. On April 27, Mr. Gilliams countered with a suit of his own against Mayor Dodd and Mr. **Carlisle**.

Both lawsuits stem from an April 22 meeting at city hall during which Vice Mayor Mauti and Council Members Gilliams and Parris voted to replace Mayor Dodd with Mr. Gilliams, and to fire the city manager and city attorney. That meeting, Mr. Gilliams says, stemmed from an illegal declaration of emergency pronounced by Mayor Dodd on March 17. Further, Mr. Gilliams stated in his complaint, without elaboration, that "The current State of Emergency in Florida is a man-made disaster." "The Defendant, Ed Dodd, is a tyrant when acting in his capacity as Mayor as he claims he has the power per Ordinance 2-37 to declare a state of emergency and thereafter direct and control the City Manager," Council Member Gilliams said. "That provision in Ordinance has no applicability to the current confirmed coronavirus cases in the State and County but only applies when the citizens of the City of Sebastian are rioting, or military intervention is required to restore public order." In his request for declaratory judgment, Mr. Gilliams also says "The Mayor asserts that he is the military leader of the City and refuses to consult with the City Council."

In an email from his attorney, Craig Marc Rappel, to the Department of Justice that Mr. Gilliams shared with Hometown News, Mr. Rappel says "we assert that the Mayor and City Manager have been draconian and onerous in preventing the City Council, inclusive of Mr. Gilliams color of title as a Council Member, to meet under martial law orders they have unilaterally imposed due to COVID-19 State of Emergency called by President Trump and Governor Ron DeSantis."

In Mayor Dodd's complaint before Judge Janet Croom of the Circuit Court of the Nineteenth Judicial Circuit for Indian River County, he, the city manager, and the city attorney argue that Mayor Dodd's March 17 declaration of a local state of emergency was authorized by Section 252 of the Florida Statutes and Section 2-37 of the Code of the City of Sebastian. That emergency declaration, they allege, authorized the mayor to cancel and reschedule city meetings, including the April 22 City Council meeting. Mayor Dodd argued that, after he legally cancelled the meeting, "the three Defendants attempted to hold a private Sebastian City Council meeting and purportedly voted to remove the Mayor from office. The Defendants also purportedly voted to fire **Carlisle** and Anon in their capacities as City Manager and City Attorney."

Mayor Dodd, et al. claim that defendants' attempt to appoint Mr. Gilliam as mayor was a violation of the City Charter. They asked for an injunction to "prevent great harm to the Plaintiffs and the public." Mayor Dodd's side also argued that the meeting violated Florida Statute

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**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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286.011(1), known as the Sunshine Law, which prohibits official acts or decisions from being taken at non-public meetings. Because the meeting violated the Sunshine Law, they allege, any acts taken at that meeting should be declared void.

The plaintiffs also allege that "Defendants are actively attempting to hire a new City Manager and new City Attorney." "It is unquestionably dangerous and deleterious to public trust to have a dispute over who the rightful Mayor or City Manager is in the midst of an emergency, as these two officials are in charge of much of the local emergency response efforts that are required by the Governor's orders and other law," the mayor's complaint read. "The conflict caused by the illegal actions of the Defendants threaten to hasten the spread of the pandemic, which will cause countless other irreparable injuries to the Plaintiffs and the people served by the Plaintiffs."

In addition to seeking a declaration that the actions taken at the April 22 meeting are void, Mayor Dodd et al. asked for "a declaratory judgment confirming the official status of Dodd as Mayor of Sebastian, **Paul Carlisle** as City Manager of Sebastian, and Manny Anon, Jr. as City Attorney pending complete and full litigation of the matter."

In Council Member Gilliam's countersuit filed three days later on April 27, Mr. Gilliams said that Mayor Dodd's March 17 declaration of emergency should have been placed on the agenda for the March 18 city council meeting the next day. "The Local Declaration of Emergency was never presented to the City Council for ratification or approval and at all times material to the Complaint, the Local Declaration of Emergency has not been approved by the City Council as a whole in any public meeting," said the complaint from Council Member Gilliams. Mr. Gilliams also suggested that Mayor Dodd cancelled the April 22 meeting in part because he knew from media reports that Council Member Gilliams was going to try to remove him as mayor.

Council Member Gilliams said that the council itself needed to pass a special resolution of emergency procedures invoking Emergency Management provisions and that the council, not the mayor unilaterally, could delegate provisions to enforce to the city manager. Mr. Gilliams is asking the court to declare that he has the right to call a special meeting of the city council.

At press time, a hearing and possible mediation are expected. We will report on those developments next week.

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**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Sebastian Daily (FL)

April 23, 2020

**State Attorney’s Office Investigating 3 Sebastian City Council Members**

Author: Andy Hodges

The State Attorney’s office has confirmed that they are investigating Sebastian City Council Members Charles Mauti, Damien Gilliams, and Pamela Parris after a series of events unfolded Wednesday at City Hall. The City Council meeting was to take place at 6:00 p.m., but City Manager **Paul Carlisle** announced that it was canceled “based on the consensus of the City Council,” and emails from citizens asking for it to be postponed. Authority was granted to **Carlisle** by the Declaration of Local State of Emergency. Residents complained that because of the coronavirus pandemic, not everyone could attend the meeting.

Mauti, Gilliams, and Parris moved forward with the meeting anyway, inviting three directors from the Sebastian Property Owners Association (SPOA) to be present and record the meeting. “It was clear that the three council members were having a meeting without any other city official or the Mayor present,” Sebastian Police Lt. Timothy Wood told Sebastian Daily. State Attorney Investigator Ed Arens and Assistance State Attorney Ryan Butler will conduct the investigation. “The State Attorney’s office has picked up all the evidence and will proceed with an investigation,” Sebastian Police Chief Michelle Morris told *Sebastian Daily*.

Mauti, Gilliams, and Parris unlocked the doors to City Hall and voted to fire City Manager **Paul Carlisle**, City Attorney Manny Anon, and City Clerk Jeanette Williams. The three council members then named Gilliams as the city’s new mayor. They are planning a news conference today at 4 p.m. at City Hall. Ed Dodd said the actions by the three council members were illegal. “There was an attempt to have an illegal council meeting, and I stumbled onto it,” Dodd told *Sebastian Daily*. Dodd said he notified the Sebastian Police Department, and they escorted everyone out of the chambers. The PAC group known as Sebastian Voters Against Gilliams and Parris is gaining more support from voters to recall Mauti, Gilliams, and Parris. We will have more information soon.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Hometown News (Fort Pierce, FL)

July 18, 2019

**Sebastian delays annexation for new development**

Author/Byline: Mike Winikoff

Sebastian officials have hit the pause button on a proposed 1,118 acre annexation until further discussions can be had with county staff. The land use map amendment for the property was requested by Graves Brothers Company for a development that could include more than 3,000 homes. The Planning and Zoning Commission had been scheduled to discuss the issue on July 18 to review and make recommendations to the council.

Council Member Ed Dodd requested the delay, based on discussions he participated in with the Metropolitan Planning Organization. Mr. Dodd represents the city of Sebastian on the MPO, which also includes members of the county, Vero Beach, Fellsmere, and the school board. The delay was requested to resolve both substantive and communications issues.

Environmental issues involving water availability and the extension and widening of several roads have been raised by both non-profit organizations and the county.

Council member Dodd acknowledged that the issues the MPO was grappling with were legitimate MPO issues. "The issues that they're talking about, 82nd Ave. and 510, are MPO issues," Council Member Dodd said. "So the MPO can carry on that conversation."

The Sebastian City Council was most concerned with allegations raised at the MPO meeting that the city was not communicating with the county about the project. "The miscommunication issues are the problem," Council Member Dodd said. "They (MPO) may not be hearing everything that they need to hear."

Mayor Jim Hill questioned City Manager **Paul Carlisle** about discussions he had had with the county and the MPO. "I have some questions of staff relevant to the communications that the city of Sebastian has had with the county over the last several months through this annexation process," Mayor Hill said to Mr. **Carlisle**. "It appears as though the county is taking the stance that the city is not communicating with the county, and I want to know if that's in fact the case."

"No sir," Mr. **Carlisle** replied. "We had a meeting in March with (county Planning Director) Stan Bolling and with Phil (Matson, MPO Director). We discussed numerous items - we discussed the traffic, we discussed the water, sewer. We have a meeting Aug. 2 with the County Administrator to discuss some of these same items. But we met in March."

Mr. **Carlisle** said there had been an email exchange with Stan Bolling after the meeting to discuss points raised in the meeting. "The applicant was there, they got to see the maps, the inter-connectivity roadways," Mr. **Carlisle** said. "At that meeting they didn't seem to have a big issue with it. They did say that there's no guarantee for water, which we understood, we didn't disagree



**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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with that." "When they say there have been no discussions, I sent an email to the county administrator and said I take exception to that. I copied him on an email I had gotten from Stan regarding that. Did we solve all the questions and issues? No, but the communication was there."

The MPO scheduled further discussion on the issue for sometime in the first two weeks of August.

Regarding the proposal to take the issue off the Planning and Zoning Commission agenda for July 18, Mayor Hall asked if the project would be harmed by awaiting resolution of the MPO issues. Mr. Dodd replied that it would not. He said that if the council is still scheduled to finalize the issue on Aug. 28, the Planning and Zoning Commission could have another meeting in that time frame.

With that understanding that the delay would not jeopardize the project, the council voted 4-0 (with one absence) to postpone the land use discussion for the Graves annexation from July 18 to a future meeting.

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**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Sebastian Daily (FL)

April 16, 2020

**Councilwoman Wants City of Sebastian to Consider Health Insurance**

Author: Andy Hodges

Sebastian Councilwoman Pamela Parris has asked City Manager **Paul Carlisle** to discuss health insurance coverage for city council members at the next meeting on Wednesday, April 22, 2020. In an email dated Tuesday, April 14, 2020, Parris asked **Carlisle** to put health insurance on the agenda. “Please put reconsideration of health insurance for council members on agenda,” Parris wrote to **Carlisle**. We tried to reach out to Parris, but she refused to comment. Should the City of Sebastian provide Council Members with health insurance? Councilman Damien Gilliams told us, “I already have my own health insurance.”

Councilman Jim Hill thinks there’s room for a reasonable discussion but doesn’t believe this is the proper time. “I think there’s room for a reasonable discussion as to whether or not council members should have access to the City’s healthcare provider. What I don’t find reasonable are these three councilmembers trying to pack non-essential items onto an agenda when they know the public is in fear due to the recommendations by the Governor and are less likely to come out and opine. Seems shady to me but what would one expect,” Councilman Jim Hill told *Sebastian Daily*.

A Sebastian resident, who wishes to remain anonymous in fear of retaliation, said she doesn’t think the residents should pay for it. “City Council is supposed to be a volunteer job of service to the community. How can we be raising expenses at a time of decreasing City revenue caused by COVID-19? What is Pamela Parris thinking? What has this council been doing during this state of emergency? They are spending their time wanting self-entitlements and perks while trying to remove our Mayor without cause. Do they know that most residents right now are fearful and broke without a job? Do they know that businesses have shut down? They are not thinking about Sebastian or the people,” the resident said.

As we reported yesterday, some members of the Sebastian City Council want to remove the Mayor at the next meeting. They believe Ed Dodd closed the last meeting illegally. However, City Attorney Manny Anon disagreed, and said the closing was legal. The next Sebastian City Council meeting is at City Hall on Wednesday, April 22, 2020, at 6:00 p.m.

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**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Sebastian Daily (FL)

March 29, 2020

**City of Sebastian Asks for Social Distancing or Parks, Boat Ramps will Close**

Author: Andy Hodges

“Social distancing” is the main message that the City of Sebastian is emphasizing during the COVID-19 pandemic. On Saturday, the FWC shut down the Sandbar and islands in Sebastian after Florida Gov. Ron DeSantis ordered boats to stay 50 feet away from one another. Sebastian parks and boat ramps are still open, but city officials warn that they will be closed if people don’t practice the CDC guidelines of no more than 10 people in a group, and each person must stay within 6 to 10 feet from one another. “We would ask that everyone, please be aware of social distancing, and we need to remember that the only way we can help to slow this pandemic is to do whatever we can to remain calm, do not congregate if at all possible,” City Manager **Paul Carlisle** told *Sebastian Daily*.

**Carlisle** said it’s important to slow the coronavirus and is asking all residents over the age of 65 to stay home and only go out for essential items. “We have kept parks, boat ramps, and the golf course open with restrictions, but if people do not self-isolate, we may have to make a change. All residents over 65 per the CDC guidelines should stay at home and only go out for essential items,” **Carlisle** said. “Let’s all work together during this time to do whatever we can to help prevent the spread of this pandemic. It is up to us to make a difference in the final outcome,” **Carlisle** added.

Mayor Ed Dodd is warning residents of scammers who may be going door-to-door in our community. “It’s important to remember that no legal testing is being done door-to-door, so if someone saying they are doing testing comes to your house call Sebastian Police at 772-589-5233 option ‘0’. Also, please understand that Sebastian is coordinating our response with County and State authorities who have the legal authority to enforce the orders of the Governor. Stay home, stay safe, and help your neighbor,” Dodd told *Sebastian Daily*.

Councilman Jim Hill said the city officials are continually communicating with the county and state to ensure the safety of residents in Sebastian. “I can assure you that the city is in good hands. We are constantly communicating with the county, local municipalities, and the state government to make sure that all efforts are being taken to ensure the safety of our citizens. In this State of Emergency, everyone is on edge and very concerned as they should be. I can only assure you that we are taking the best advice from the experts as to how we should proceed,” Hill told *Sebastian Daily*.

Councilman Damien Gilliams suggested that the City of Sebastian have an emergency backup plan in case the coronavirus gets out of hand. On March 9, 2020, Gilliams asked **Carlisle** to check into local hospitals and walk-in clinics to make sure they have plenty of testing kits available to the community and that the city has a plan with the police department in place that’s ready to be activated. On March 24, 2020, Gilliams asked **Carlisle** to get advice from scientists

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**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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and doctors. “Please try to surround yourself with scientists and doctors in making your decisions do not listen to politicians,” Gilliams asked **Carlisle** in an email.

Earlier this week, Cleveland Clinic Indian River Hospital announced it was offering drive-through testing by appointments from 9 a.m. to 5 p.m., seven days a week. On Friday, the Sebastian River Medical Center announced it was offering virtual visits on designed to mitigate the spread of the disease and ease concerns of going to the doctor’s office.

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**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Hometown News (Fort Pierce, FL)

January 30, 2020

**Spraying for fire ants to resume at Friendship Park**

Author/Byline: Mike Winikoff

Two months into a 120 days moratorium on the spraying of herbicides and pesticides in city parks, the Sebastian City Council has decided to resume pesticide spraying at Friendship Park. The moratorium on spraying at Barber Street Park will continue for now, as will the moratorium on herbicides like Roundup.

In a Jan. 15 memo to City Manager **Paul Carlisle**, Leisure Services Director Brian Benton asked that the city close the Friendship Park athletic field immediately, and resume a broad spraying program at Friendship Park and the Barber Street athletic fields. Mr. **Carlisle's** Jan. 22 request to City Council was more limited. "We're running into an issue with fire ants and insects at the Friendship Park ball field," Mr. **Carlisle** said. "We're not asking to just open up (spraying) for anything and everything, but we are experiencing fire ant issues, especially at Friendship Park ball field. Now we're seeing some issues with fire ants and mole crickets at the other ball fields. We want to look at trying to make it safe."

"The issue at Friendship Park is a fire ant issue," Mr. Benton agreed. "I've gone out there. There's 50-60 fire ant hills at that facility. I have deemed that it's unsafe. I don't think you could find a spot where you could kick a soccer ball and not hit a fire ant hill. It's unsafe."

During public comments, residents urged the council to keep the pesticide issue separate from the moratorium on Roundup and herbicides that contain glyphosate. Several said they wanted to keep the moratorium on Roundup even if a change is made to allow pesticides. "I'm here representing a bunch of people that have their kids playing soccer at Friendship Park," said resident Chris Nunn. "Spraying for weeds is much different than spraying for bugs. I suggest we drop the moratorium on the pest control, we get our parks under control, we come up with a plan to get to a better method of treating for the ants, but get our parks back so our kids and parents and families can use them. Drop the moratorium on the pest control, treat our parks, our ball fields, get them back to a usable condition."

Council Member Pamela Parris agreed with separating the herbicide and pesticide issues. "I think we're succeeding with the weed control. It's the ants right now, I agree, our kids need our parks back."

Council Member Damien Gilliams was initially opposed to any resumption of pesticide spraying. "I'm not willing to just go ahead and start taking care of the fire ants with any type of toxic chemical," Mr. Gilliams said. "I'm willing to shut that park down until we solve the problem." Mr. Gilliams said he thought all parties would move to a better solution much faster if they just shut the park down. When Mayor Ed Dodd proposed a lifting of the moratorium limited to treating Friendship Park for fire ants, Mr. Gilliams agreed. "I don't want to lift the moratorium

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**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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but I'm willing to go along with letting them spot treat it to keep it under control," Mr. Gilliams said. Mr. Benton said the product to be used would be either Crosscheck or Advion.

The motion to allow the Leisure Services director to treat Friendship Park for fire ants passed 5-0. Mayor Dodd also asked staff to keep looking for alternatives, so that if the problem emerges in a few weeks at Barber Street Park, the options are known. "We need alternatives," Mayor Dodd said.

Separately, the city is holding a series of meetings with residents, environmentalists, and scientific experts to arrive at broader and more permanent solutions.

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**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Sebastian Daily (FL)

December 9, 2019

**Sebastian City Manager Set to Present Herbicide Report to City Council Meeting**

Author: Andy Hodges

Sebastian City Manager **Paul Carlisle** is set to present a herbicide report at the next City Council Meeting on Wednesday, December 11, 2019, at 6:00 p.m. On April 10, 2019, the previous city council (Linda Kinchen, Albert Iovino, Bob McPartlan, Jim Hill, and Ed Dodd), tasked **Carlisle** with looking for alternatives to using Glyphosate in our Sebastian waterways. “The City has permits from the Saint Johns River Water Management District for its waterways. The conditions of those permits require the maintenance of the waterways to promote water discharges and the prevention of exotic vegetation. The Storm Water Treatment Park is currently not in compliance with that permit,” **Carlisle** said in the report.

Last month, the current City Council placed a temporary ban on using herbicides and pesticides for one year near stormwater and 120 days for local parks. The herbicide report is lengthy and contains a lot of information. In 2013, the City of Sebastian reduced the use of herbicides by over 50 percent at the request of some residents. The measure has caused the overgrowth that is seen in our system today. Several residents at the time voiced concerns over the removal of vegetation, including invasive species on the city’s stormwater treatment ponds, canals, and water features. “This, in turn, has resulted in limited access to these areas for both regular maintenance and emergency repairs, placing the system at risk of failure in the event of a major storm,” said **Carlisle**.

The report states that there are seventeen active herbicide ingredients approved for use in Florida waters as of 2018. These active ingredients may be formulated and sold under various trade names, such as Aquathol, Rodeo, and Sonar. More than 100 different herbicide trade names are available among the 17 herbicide compounds for use in the Florida Fish and Wildlife Conservation Commission’s aquatic plant management program. The report contains all 17 herbicide compounds with a detailed description. The report contains several considerations, such as hand-pulling the weeds to using other alternatives.

During the research, **Carlisle** reached out to several communities that have either banned or regulated the use of Glyphosates such as Stuart, Fort Myers Beach, Miami, Satellite Beach, and Hallandale Beach. There is also the issue of cost. It can be very expensive using the alternatives. **Carlisle** provided five options with different pricing in the report. Mayor Ed Dodd, who is spearheading the Sustainable Sebastian plan, is setting up two open workshops to get public feedback after the first of the year.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Sebastian Daily (FL)

December 2, 2019

**Family Heating & Air Working with City to Find a Solution**

Author: Andy Hodges

Family Heating & Air moved into a building without telling the city or taking out a new license for the location, according to city officials. According to city manager **Paul Carlisle**, the staff from the city visited the business last week to work on a solution that's best for Family Heating and Air and Sebastian. **Carlisle** said the staff from the city never told the company that they couldn't conduct business at the location. "Our goal is to work with them," **Carlisle** said. The next day, the company published a petition asking residents to help Family Heating & Air remain at the location. However, **Carlisle** said that was never the issue. The AC company moved into the building without contacting the city for permits.

The building is zoned for commercial, but not industrial. The city is trying to work with them to remain at the location as an office space. "The truth is that the AC company moved into the building without telling the city, no permits for changes to the building, no fire inspection, and no license taken out for that location," Sebastian Mayor Ed Dodd told *Sebastian Daily*. Dodd said the company wants to run a skilled trade business out of the building, but that use is not permitted in the Community Redevelopment Agency. Across the street is Baker AC, but they are grandfathered in and were at their location before the code change.

We also spoke with councilman Jim Hill who read the article and petition earlier this morning. "They moved in without checking the zoning laws. At what point do we not follow our own laws? We have the zoning laws there for a reason," Hill told *Sebastian Daily*. Hill said if they make an exception for one business, they will have to make it for everyone else. "They also want to park their entire fleet of vehicles on the property, which is not zoned for that either," said Hill. So, who made up these zoning laws in Sebastian? The citizens did in 1999. **Carlisle** said the city collected information from citizens to decide how the area should be zoned. They chose to allow for commercial property, but not for industrial. The city council reviewed the zoning in 2015, keeping the same rules from 1999.



**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Treasure Coast Newspapers (FL)  
September 18, 2019

**Indian River County to Pursue Conflict Resolution with Sebastian Over Recent Annexation**

Author: Janet Begley

The county will initiate the conflict resolution process to work out issues with Sebastian over the city's recent approval of an 1,100-acre annexation of citrus land on County Road 510. On Aug. 28, Sebastian approved the annexation of land owned by Graves Brothers Companies that could bring up to 3,500 homes and commercial and industrial development at the city's southern border. Several environmental groups, including the Clean Water Coalition of Indian River County and the Pelican Island Audubon Society, have indicated they will file legal action against the city to stop the annexation on environmental grounds.

The county attorney's office believes there are legal issues with the annexation and wants County Administrator Jason Brown and Sebastian City Manager **Paul Carlisle** to attend a conflict assessment meeting to discuss possible solutions before any legal action is taken. The Board of County Commissioners has until Sept. 27 to request conflict resolution or relinquish its future right to do so. After the city is put on notice that the county is seeking conflict resolution, a meeting between the two administrators must take place within 30 days. If the issues cannot be resolved, a joint public meeting, and then mediation, if necessary, will take place before any legal action can be taken.

The annexation violates the county's inter-local agreement with Sebastian that prohibits soliciting water and sewer services from any provider than Indian River County, said County Attorney Dylan Reingold. The county hasn't declined to provide water and sewer services, but it would require changing boundaries of the county urban-services district to do so. Despite the city's claims it met with county officials many times over the annexation, Brown said there still is a need for the framework of the conflict resolution process. "We have tried to have our concerns addressed," he said. "The city said they were addressed, and I'm telling you, they were not addressed." There's been a lack of communication between the city and the county about the annexation, said County Commissioner Joe Flescher, Information should have been shared before the city voted in favor of the annexation, he said.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Indian River Press Journal (FL)

August 23, 2019

**Feds OK \$600K Grant for Sebastian Projects**

Author: Janet Begley

Veterans, seniors and the disabled could benefit from a five-year grant awarded to the city through the federal Community Development Block Grant program. Sebastian's \$618,370 grant is its first from the program in several years, and will be paid out through 2024. In 2019, \$123,674 will be divided among housing rehabilitation, public improvements and planning and administration. About \$50,000 will go toward a housing-rehabilitation program that repairs safety items in homes for veterans, senior and disabled residents. Another \$50,000 will be used to construct a handicap-accessible sidewalk on North Central Avenue in the city's Community Redevelopment Area. Accessible sidewalks are at least 36 inches wide and include curb ramps to facilitate use by people in wheelchairs. The remaining \$23,674 of the grant goes toward planning and administrative fees.

The grant supports programs that help housing rehabilitation, public improvements and economic-development projects in communities throughout the country, City Manager **Paul Carlisle** said. Eighty percent of the grant will benefit low- and moderate-income residents of Sebastian. **Carlisle** said he will look to local community-based organizations such as the Veterans Council of Indian River County to suggest individuals who could benefit from the housing-rehabilitation assistance. "We would welcome their input to get applicants who need help," said **Carlisle**. "We're ready, willing and able to take all of the help we can get from others to make this happen."

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Hometown News (FL)

July 18, 2019

**Sebastian Delays Annexation for New Development**

Author: Mike Winikoff

Sebastian officials have hit the pause button on a proposed 1,118-acre annexation until further discussions can be had with county staff. The land use map amendment for the property was requested by Graves Brothers Company for a development that could include more than 3,000 homes. The Planning and Zoning Commission had been scheduled to discuss the issue on July 18 to review and make recommendations to the council. Council Member Ed Dodd requested the delay, based on discussions he participated in with the Metropolitan Planning Organization. Mr. Dodd represents the city of Sebastian on the MPO, which also includes members of the county, Vero Beach, Fellsmere, and the school board.

The delay was requested to resolve both substantive and communications issues. Environmental issues involving water availability and the extension and widening of several roads have been raised by both non-profit organizations and the county. Council member Dodd acknowledged that the issues the MPO was grappling with were legitimate MPO issues. “The issues that they’re talking about, 82nd Ave. and 510, are MPO issues,” Council Member Dodd said. “So the MPO can carry on that conversation.” The Sebastian City Council was most concerned with allegations raised at the MPO meeting that the city was not communicating with the county about the project. “The miscommunication issues are the problem,” Council Member Dodd said. “They (MPO) may not be hearing everything that they need to hear.”

Mayor Jim Hill questioned City Manager **Paul Carlisle** about discussions he had had with the county and the MPO. “I have some questions of staff relevant to the communications that the city of Sebastian has had with the county over the last several months through this annexation process,” Mayor Hill said to Mr. **Carlisle**. “It appears as though the county is taking the stance that the city is not communicating with the county, and I want to know if that’s in fact the case.” “No sir,” Mr. **Carlisle** replied. “We had a meeting in March with (county Planning Director) Stan Bolling and with Phil (Matson, MPO Director). We discussed numerous items - we discussed the traffic, we discussed the water, sewer. We have a meeting Aug. 2 with the County Administrator to discuss some of these same items. But we met in March.”

Mr. **Carlisle** said there had been an email exchange with Stan Bolling after the meeting to discuss points raised in the meeting. “The applicant was there, they got to see the maps, the inter-connectivity roadways,” Mr. **Carlisle** said. “At that meeting they didn’t seem to have a big issue with it. They did say that there’s no guarantee for water, which we understood, we didn’t disagree with that.” “When they say there have been no discussions, I sent an email to the county administrator and said I take exception to that. I copied him on an email I had gotten from Stan regarding that. Did we solve all the questions and issues? No, but the communication was there.”

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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The MPO scheduled further discussion on the issue for some time in the first two weeks of August. Regarding the proposal to take the issue off the Planning and Zoning Commission agenda for July 18, Mayor Hall asked if the project would be harmed by awaiting resolution of the MPO issues. Mr. Dodd replied that it would not. He said that if the council is still scheduled to finalize the issue on Aug. 28, the Planning and Zoning Commission could have another meeting in that time frame. With that understanding that the delay would not jeopardize the project, the council voted 4-0 (with one absence) to postpone the land use discussion for the Graves annexation from July 18 to a future meeting.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Treasure Coast Palm (FL)

June 4, 2019

**Police Investigating Whether Sebastian Got Sandbagged in City Cemetery-Expansion Deal**

Author: Janet Begley

Police are investigating claims that the city gave away valuable sand during the expansion of the its cemetery on U.S. 1. Police Chief Michelle Morris confirmed she was reviewing material provided by resident Damien Gilliams, who alleges the city allowed contractor Henry Fischer & Sons to keep the sand removed from the 1.4-acre site in exchange for clearing and leveling the site, and constructing an access driveway off U.S. 1. "I have been made aware of the allegations and I am looking into them," said Morris. "It may be something that is turned over to another law-enforcement agency for investigation." Gilliams believes the fill removed from Sebastian Municipal Cemetery could be valued at \$800,000, far more than the \$300,000 the city paid for the property in 2013. The parcel was appraised at \$375,000 in 2013. Sebastian bought the property with about \$274,000 from a spendable cemetery trust fund, used for capital improvements and expansion, and with a \$26,000 loan from a non-spendable cemetery trust fund, which has been repaid, City Clerk Jeanette Williams said.

In 2013, City Manager Al Minner told the City Council that the parcel contained a ridge of high-quality sugar sand, material that could be excavated and sold and a premium price to help the city recoup its investment. According to the minutes of the May 22, 2013, council meeting, Minner said expansion of the cemetery could create 760 burial plots, which could be sold to residents for \$1,000 each. That \$760,000, plus sale of the sand, would go to the cemetery fund, he said. In March 2017, the city received two proposals to clear the 1.4-acres, one that would have cost about \$19,000 — \$27,640 minus an \$8,555 credit for the keeping the sand — and one from Fischer and Son, to clear the trees, scrub and debris; demolish a small structure; and level the property to match the grade of the adjacent cemetery. Fischer offered to do the work for free in exchange for the sand it hauled away. City officials approved the Fischer deal in a verbal agreement. The work should have been put out for bid, Gilliams, because it was more than \$25,000.

Mayor Jim Hill, who was on the City Council in 2013, said he remembers the purchase was made to expand the cemetery, which would have been out of burial space in 10-15 years. While giving the sand away in exchange for work at the site could have been bad judgment on the part of former City Manager Joe Griffin, it was never brought before the City Council for consideration, he said. "I'm not concerned about the criminality of it," Hill said. "If you are a new city manager like Joe Griffin was at the time, you see how it would save the city money."

Current City Manager **Paul Carlisle** said the value of the sand is speculative and it would be impossible to guess if the city could have made money from its sale. "I'm not going to go back and second guess the previous city manager," said **Carlisle**, who was hired in 2018. "You can only make a decision based on the best information you have at the time."

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Treasure Coast Palm (FL)

April 11, 2019

**Wright Construction of SW Florida Gets Top Interest from Sebastian Council to Build Public Works Facility**

Author: Janet Begley

A construction firm from Southwest Florida is the city's first choice to build a new public works facility along Airport Road West and Roseland Road near the Sebastian Municipal Airport. Wright Construction Group of Fort Myers was ranked first by the City Council to design and build the \$6 million facility that has been under consideration for about 10 years. Two other firms, Ahrens Companies of West Palm Beach and W & J Construction of Rockledge, also made presentations to the City Council during their meeting Wednesday night and were ranked second and third, respectively. In their presentation, representatives from Wright Construction presented a conceptual plan for the new building, which includes three components:

- \* an administration building;
- \* a warehouse;
- \* a truck-washing facility

Plans show a metal administration building connected to the warehouse, with a separate truck-washing facility in the rear of the property. Mayor Jim Hill said while the functionality of the building was important, he wanted the building to be aesthetically pleasing to the public because a portion of the building will be visible from the road. The current public works facility is surrounded by a fence, something Hill doesn't want to repeat in any future construction. "It has a very industrial use, but the aesthetics are very important to me," said Hill. "And I think you've added that into your design." Council member Albert Iovino said he liked the site plan rendering Wright Construction included in its proposal that shows an attractive facade with parking in the front of the building. "I like the flow of this all around," said Iovino. "The design is great, and it seems very functional to me." Among other municipal projects, Wright Construction produced two buildings for Glades County — the Glades County Emergency Operations Center and the Glades County Training Facility. Both buildings are similar to the one the city wants to build to house equipment and manpower for its public works and road crew.

Sebastian City Manager **Paul Carlisle** worked as the administrator for Glades County before he was hired in Sebastian last year. In January, the city advertised a 'request for qualifications' to design and build the new garage, stormwater and public works compound. Seven firms responded and a selection committee of five chose the top three to make presentations to the City Council. **Carlisle** will now work with Wright Construction to negotiate a work services agreement, the first step in the planning process. The project will be phased in and would start as soon as funding becomes available, **Carlisle** said. Money to pay for it would come from the discretionary sales tax. The work services agreement would still need City Council approval for the project to begin.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Treasure Coast Palm (FL)

March 7, 2019

**Sebastian Would Keep its Own Fire-Inspection Office Under Tentative Deal with County**

Author: Janet Begley

The squabble between Indian River County and Sebastian over whether the city can have its own fire marshal may be coming to an end. By a 3-2 vote Tuesday, the County Commission agreed to work out an agreement with Sebastian, allowing the city to continue conducting its own fire inspections and reviews under its Building Department while remaining part of the county Emergency Services District. Commission Chairman Bob Solari and Commissioner Peter O'Bryan voted against the agreement, citing concerns with life-safety issues that could impact both city and county residents.

On Feb. 26, county and city representatives met in a conflict-resolution session, where some details of the agreement were worked out. It would authorize Sebastian to have its own fire marshal office, provided all fire-safety plan reviewers are certified; that a second person reviews the work to ensure compliance with the fire code; and the city provides insurance and indemnification to the county for the actions of the city fire marshal. The agreement is similar to one proposed, but never finalized, for Fellsmere several years ago. Fellsmere has had its own fire marshal since 2009, something that City Manager Jason Nunemaker has said works out well. A final inter-local agreement with Fellsmere is anticipated.

Sebastian created its own fire marshal office in March 2018 as a way of expediting inspections for local businesses and developers, to make sure they meet the state fire code. By centralizing permitting in Sebastian, city officials argue, fire and building inspections can be done almost simultaneously, eliminating the need for developers and business owners to travel to Vero Beach to arrange for their inspections and permits. County Commissioner Susan Adams said she sees no path forward other than developing an interlocal agreement that both Sebastian and the county can live with. "We need a resolution for this and we need to move forward," said Adams. "It's time to put this issue to bed and just get the agreement done."

Sebastian City Manager **Paul Carlisle** who attended the commission meeting, said he was glad the issue is closer to being settled. "I'm pleased the way the commission moved forward," said **Carlisle**. "Getting an amicable resolution has always been the goal. I'm confident we'll get an interlocal agreement that is acceptable to both parties. We appreciate the County Commission moving it forward in this positive direction." Some details of the agreement still must be negotiated so the formal conflict resolution process can be concluded. The final interlocal agreement must be approved by the County Commission and the Sebastian City Council.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Treasure Coast Palm (FL)

February 14, 2019

**Water Quality is a High Priority for Local Communities, Managers Tell Taxpayers Association**

Author: Janet Begley

Water quality, road rebuilding and economic development were the hot topics when four city and town managers addressed the Indian River County Taxpayers Association's monthly meeting Wednesday. Vero Beach City Manager Jim O'Connor spoke first, discussing last year's sale of the Vero Beach electric utility to Florida Power & Light Co. "We think it went much smoother than we anticipated," said O'Connor, who retires March 15. "FPL had a presence at City Hall, and we were able to work through any issues that came up."

O'Connor also talked about sale of the downtown Post Office and how proceeds will fund water-quality projects over the next several years. He emphasized the importance of street sweeping to keep pollutants from running off into the lagoon, and hopes his successor will fund the program going forward. Likewise, Fellsmere City Manager Jason Nunemaker focused his remarks on water quality, reinforcing the importance prohibiting the spreading of Class B biosolids near Blue Cypress Lake. "Everything we've done, planning wise, is predicated on our environment," said Nunemaker. "The lure of Fellsmere is ecotourism, and the character of the land is what we have to offer. If we have a situation where water quality gets out of control, it can really put a damper on our economic development."

**Paul Carlisle**, who has been Sebastian city manager less than a year, said city officials have evaluated every segment of roadway in the city and are developing a six-year master plan to improve road surfaces and drainage in the Community Redevelopment Agency district. "We want to make sure we spend the money where it needs to be spent," said **Carlisle**. "We've improved some drainage (and) re-did the roadway on Indian River Drive to try and beautify the area so it's attractive for businesses and residents to come."

The program wasn't without its share of drama, however. When it came time to introduce Indian River Shores' new town manager, Joe Griffin, it was apparent that a long-simmering feud between the county and Griffin is not yet over. Prior to remarks from Griffin — the former Sebastian city manager who began his Indian River Shores job on Monday — County Commissioners Bob Solari, Tim Zorc and Joe Flescher walked out without hearing Griffin apologize for comments he made about the county when he worked for Sebastian. Before retiring from Sebastian in May, Griffin publicly slammed the County Commission and county staff publicly over a spat stemming from Sebastian's hiring of its own fire marshal to conduct fire inspections. The incident left hard feelings between Sebastian and the county.

On Wednesday, Griffin said he realizes his remarks disparaged the County Commission, and called his actions "a bonehead maneuver." "It was a public mistake I made and it deserves a public apology," Griffin told the audience. "It was something I regretted from the minute I hung



**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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up the phone on that broadcast." Still, he said, he's happy to be back in Indian River County and particularly in Indian River Shores. "When you go away and you see how things are run in other places," he said, "you learn that things are run very well here, and I appreciate that."

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Indian River Press Journal (FL)

January 30, 2019

**Shaping Our Future – Sebastian Stormwater Tax Relaxed?  
Council Advances Proposal to Offer Discounts for Less-Polluting Taxpayers**

Author: Janet Begley

Taxpayers might catch a break on their stormwater tax if they can prove runoff from their property doesn't pollute the Indian River Lagoon. The City Council has given its initial approval to discounts up to 90 percent of the stormwater tax, currently \$10 a month for residential properties. The plan still needs final approval after a Feb. 27 public hearing. In October, the city doubled the \$5 monthly fee, planning to use the extra \$1 million per year for stormwater projects that would improve the run-off from local streets that eventually ends up in the lagoon. But some property owners have complained, saying their land has no impact on the city and its stormwater system, and arguing they should pay less.

Everyone pays the tax, even if their property has its own stormwater management system, so a credit is a way to level the playing field, City Manager **Paul Carlisle** said. "If you meet the criteria, you can get a credit," he said. Even some whose properties drain into city sewers can apply for the credit if they can prove they have implemented alternative methods of treating stormwater or have at least 10 acres of undeveloped property with no hard surfaces. All property owners will continue to pay a 10 percent share of the city's overall stormwater utility expenses.

To apply for a credit, property owners must agree to a site inspection within 30 days. The amount of the credit will be determined after the inspection, and owners must agree to maintain their property according to the conditions outlined in the inspection for the next three years. The credit will appear as a reduced fee on their property-tax bills. The goal, said Mayor Jim Hill, is to send cleaner water into the lagoon while providing taxpayers with a break. "This insures that people are fairly getting the credits they're entitled to," said Hill. "And they have to agree they will maintain the system as well."

The system for stormwater credits is the result of proactive management of stormwater by property owners, Councilman Ed Dodd said. "The only way you can get a credit for stormwater fees is if you make changes to your property that impacts water quality," said Dodd. "When someone gets a 90 percent reduction in their stormwater fee, it's because they aren't discharging anything in our stormwater." The program can't take effect until after the public hearing. **Carlisle** urged property owners to be prepared to apply so the credit can take effect on their next property-tax bill, due out in July. "It's an opportunity," he said, "for those who have never been eligible for a credit before to get one." The amount of the credit will be determined after the inspection, and owners must agree to maintain their property according to the conditions outlined in the inspection for the next three years.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Indian River Press Journal (FL)

December 14, 2018

**Pickleball Courts Approved by Sebastian City Council**

Author: Janet Begley

Pickleballs may be flying at the Sebastian Municipal Airport as early as next summer now that the city is moving ahead with eight dedicated courts at the site of an old maintenance building on Airport Drive East. The City Council members Wednesday gave the go-ahead to build the courts at the airport rather than the previously announced site in Friendship Park behind City Hall. The new location will include restrooms, parking and a pavilion to provide shade between matches. "I'm glad to see we're going to move forward on this project," Mayor Jim Hill said after the unanimous vote.

City Manager **Paul Carlisle** has been taking heat for the delay in construction, although he has only been at the city's helm since April. The drive for pickleball courts started in 2016, when players approached the Parks and Recreation Advisory Committee, complaining about the pickleball facilities. As a temporary remedy, the city converted several tennis courts at Schumann Drive Park for pickleball, but that drew complaints from tennis players who have used all of those courts for decades. With pickleball popularity growing, sharing court time became a bone of contention between the two sports.

Still not completely satisfied, pickleball enthusiasts at Wednesday's meeting renewed their complaints about the lack of courts and requested the city reline two more tennis courts while they wait for the permanent courts to be built. They also asked for input into design of the new courts, something **Carlisle** said would delay the process yet again. The eight new courts will be built to national standards and include parking and a pavilion. Excluding lighting, the project will cost about \$500,000, **Carlisle** said., about \$300,000 less than original estimates. Lighting will be added in the following fiscal year. Construction is expected to begin by late March or early April, with the courts ready for play by August.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Hometown News (FL)

December 13, 2018

**Sebastian Gets State Funds for New Airport Hanger**

Author: Mike Winikoff

The City of Sebastian has received a \$1 million grant from the Florida Dept. of Transportation, to be used towards the design and construction of Hanger D at the Sebastian Municipal Airport. Hanger D will be a new multipurpose hanger and office building. Airport Director Scott Baker told the City Council that this would be the first of two grants from the state to construct the new hanger. Council voted 5-0 to accept the grant. City Manager **Paul Carlisle** then recommended approval of \$73,586 for Infrastructure Consulting & Engineering for the design and engineering portion of the project. Of that total, \$58,868 comes from the FDOT grant, and \$14,717 from a local/airport match.

According to the project proposal, the hangers will consist of three box style units, each approximately 3,300 square feet, for a total of about 10,000 square feet. Included will be a new parking lot, utilities, storm water, sidewalks, and taxi lanes to the units. The hanger is described in the grant agreement as “multi-use hanger capable of being configured to house three large corporate aircraft, or as a single hanger capable of supporting manufacturing and/or maintenance operations.” Rather than including architectural services, Infrastructure Consulting & Engineering will develop floor plans and specifications for a pre-engineered metal building. The proposal estimates a total of 150 days for the design phase of the project. The total project cost is \$2.25 million, spread out from 2018-2020. About \$1.8 million, or 80 percent, will come from FDOT. \$450,000, or 20 percent, will come from the city/airport match. The new hanger will be located at 202 Airport Dr., Sebastian.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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VeroNews.com (FL)

September 25, 2018

**Sebastian Officials Not Interested in Brightline Station**

Author: Samantha Baita

Brightline will not be building a station on City of Sebastian property according to city officials, and not just because residents and officials overwhelmingly oppose the train, believing it will harm the town's quality of life – slowing traffic, increasing noise and endangering lives by interfering with emergency vehicles traveling from west of the city's three crossings, where most of the population lives, to Sebastian River Medical Center on the east side of the tracks. A station won't be built in the quaint riverside town first and foremost because there is no place to build one.

Last month, Sebastian City Manager **Paul Carlisle** received a copy of a communication from Brightline – the controversial high-speed passenger rail service slated to run through Indian River County – that included two pages of criteria for a suitable station location and projected benefits thereof. “There’s no place to put it, no available city property that fits the criteria,” **Carlisle** says. When Brightline parent company All Aboard Florida first announced its proposed sleek and speedy passenger train between Miami and Orlando four years ago, there were no plans for any stops on the Treasure Coast and every town and county in the region opposed the service, marshalling all available political influence and filing multiple lawsuits to try – unsuccessfully so far – to stop it.

Sebastian Vice-Mayor Linda Kinchen didn't want the train in the first place, doesn't like the idea of a station in Sebastian, and agrees with **Carlisle** that there “isn't any place to locate a station that could fulfill Brightline requirements.” According to Brightline, the property “must have adjacent developable parcels and properties” and existing land use must “support residential, hotel and business development.” “I’m not interested, said City Councilman Ed Dodd, adding that Sebastian doesn't have 1,000 linear feet for the station platform or acreage for a vertical development venture, an apartment complex and businesses at the station. “The county and city have done a good job stopping vertical development for years,” Dodd said. “We can live without it. “Even if we were all for it, there's still no room – no way, shape or form. There's already a station [planned] in Cocoa with easy access. That's close enough.” **Carlisle** said a private landowner in the city could submit a station proposal if they have an appropriate piece of property and are interested in the project.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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VeroNews.com (FL)

July 13, 2018

**Sebastian City Manager Settles into Role to Tackle Full Plate**

Author: Samantha Baita

Sebastian's new city manager, **Paul Carlisle**, in office for a mere two months, already has a plate full of issues to deal with, including stormwater management, annexation, the hot-button Brightline train, armed school resource officers, and the city's \$12 million-plus 2018-2019 budget. Not to mention pickleball. Armed with 30 years' experience in municipal government, **Carlisle** comes to the city of 24,000 from a similar position in Glades County, taking the reins in May, following City Manager Joe Griffin's retirement.

Stormwater management is, most agree, Sebastian's biggest ongoing issue, with a project underway somewhere within the city virtually every day. In order to meet current needs, the City Council recently voted to double the monthly stormwater fee from \$5 to \$10 a month, a move deemed necessary in order to bolster the undernourished Stormwater Utility Fund. The City wants to pump the fund up to \$2 million, in order to finance needed system maintenance, equipment replacement, and new projects, throughout a storm water system consisting of 280 lane miles of swales, 50 miles of ditches, 9 miles of canals, and 275 catch basin/culvert structures.

**Carlisle** is determined that residents clearly understand how their stormwater fees are being spent. To that end, he and City Finance Director Ken Killgore are restructuring the budget listing to breakdown the Stormwater Utility Fund figure into specific line item expenditures and project dates. The information will also be online and, likely, through other materials as well. Additionally, says **Carlisle**, there will be a 5- and 10-year plan, so residents will have a clearer long-range picture, and project completion goals will be more precise. On a related subject, **Carlisle** reminds city businesses there are still funds available to help with the cost of switching from septic tanks to the county's sewer system.

The new City Manager will oversee 182 more acres than his predecessors. In March, the City Council unanimously voted to annex the property, located south of the Sebastian Industrial Park and north and east of the Sebastian Highlands, granting a request by Ridgewood Sebastian LLC. Ridgewood is proposing Spirit of Sebastian, a development of 550 single-family homes and 140 duplex villas.

**Carlisle** is monitoring the progress of the controversial Brightline project (originally called All Aboard Florida), which would send high speed passenger trains thundering at 100-plus mph through Treasure Coast communities 32 times a day while providing zero local service, and which Sebastian and other Treasure Coast municipalities have battled since 2014. Concerns include cost of enhanced safety features and quiet zones at the five city crossings; traffic delays, especially of emergency vehicles stopped on the wrong side of the tracks; and noise. Currently,

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Brightline has won an extension to issue tax-exempt bonds, so, says **Carlisle**, until an updated Brightline project time-frame is established, the city is in an alert “wait-and-see” mode.

The Sebastian Police Department, **Carlisle** continues, is adding two new officers, who will serve as armed school resource officers, in cooperation with the Indian River County School District and the Sheriff’s Department, responding to the state’s new law that requires armed security on every campus. Half the cost will come from the state, through the School Board, he notes.

**Carlisle**, along with the finance department and other department heads, are waist deep in budget preparations, anticipating approval of the proposed General Fund budget – \$12,145,950 – which reflects the rollback millage rate of 3.1514, says Finance Officer Ken Killgore.

An issue of considerable importance to an enthusiastic segment of the citizenry, pickle ball, did not make it into this year’s budget, noted **Carlisle**. For several years, the Sebastian City Council has batted around the idea of providing a location somewhere in the city for this sport, which has gained a large nationwide following, but so far, other items continue to take priority, he explained.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Clewiston News (FL)

July 5, 2018

**Training Center Progress All Behind the Scenes**

Author: Chris Felker

Glades and Hendry county commissioners and school district officials are coalescing around a more regional approach to get state funding dedicated to establishing new job training programs at the Glades County Regional Training Facility (GCRTF). There weren't any breakthroughs to announce during their recent joint luncheon meeting at the training center, unfortunately. Negotiations are still in progress with state colleges and other school districts in southwestern, east-and west-central Florida. The participants did tacitly agree by the end of their June 12 confab, however, that to build on progress being made in those talks with various educational institutions regarding the needs and GCRTF's rich possibilities, they probably should join in lobbying legislators rather than continue in the scattershot fashion that has so far reaped little success.

It's roundly agreed that regional job training programs are greatly needed by residents as well as businesses and governments in the rural counties of Glades, Hendry, Collier, Highlands and even Okeechobee and Indian River. The two things lacking seem to be, simply, a single leader and an overall plan. With the departure in late April of Glades County Manager **Paul Carlisle**, who had been heading up the efforts, coordination has fallen to the Glades and Hendry superintendents of schools, Scott Bass and Paul Puletti, respectively. Mr. Bass has been doing much of the negotiating, but he was absent, so Mr. Puletti gave the progress updates. "Right now, he is under discussions with iTech in Immokalee through Collier County, which has an eye on this facility as a potential branch campus of theirs," he said.

"And then FGCU (Florida Gulf Coast University), the piece that is really intriguing to us, is that they are proposing to come in to offer alternative certification classes for teachers who are struggling with certification issues and with testing issues." School districts increasingly are using qualified, degreed professionals in their classrooms because of a shortage of certified teachers, but those instructors have only three years to become state-certified, which has posed difficulties, Mr. Puletti said. Glades County Board Chairman John Ahern said he understood that the iTech possibility "sounds the most encouraging." The FGCU idea, however, "would be something that would be good for Glades, Hendry, Okeechobee, Highlands, Palm Beach County and whoever.

Where we're at, right in the center, they can have classes here that would re-certify somebody in the teaching field," he said, asking Mr. **Carlisle** to speak about his contacts with Indian River State College, including a recent chat with the provost. "At their Okeechobee campus, their welding school is over capacity from what I understood ... and I said: 'Well, this one's ready to go. All you need is the welders and that.' And so, I would not leave anything off the table," Mr. **Carlisle** said. "He was really intrigued with this facility and what they can offer from both the coastal (school), bringing them out here, and from Okeechobee." Asked about the FGCU idea,



**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Mr. Puletti said alternative certification classes for teachers would be a great development. “This isn’t just a Glades or Hendry problem; this is throughout the state.”

Hendry County Commissioner Karson Turner asked questions about timing and costs but, with answers not readily available, he wanted to know the thoughts of other participants about making a joint funding request to the Legislature, saying he thought that would command lawmakers’ attention. No one disagreed. Hendry County Administrator Charles Chapman suggested that, “once we have our ducks in a row with something that’s meaningful with some metrics behind it, with our lobbying team, we go to Heartland Consortium and make this a little bit bigger ask. It can help ... to push through multiple legislative delegations, not just your two and our two (meaning Glades and Hendry counties and their school districts).”

Said Glades Commissioner Tim Stanley, “We’ve definitely got to have some kind of a plan.” Summing up, Hendry County Board Chairman Mitchell Wills said: “We’ve got some really healthy conversations going. We just need to make sure going forward that we are all behind one thing, and if we can get the two counties, the school boards and the cities as well, we can all come together on the ask that we have for the region, it’s going to make a greater impact than each one of us trying to pull from different directions. The more that we can come together regionally, and even the outer areas, Highlands County ... it’s going to help the whole region as well.” Mr. Turner said he didn’t see how lawmakers could refuse, considering that the state already has invested \$4.5 million in the GCRTF.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Caloosa Belle (LaBelle, FL)

May 24, 2018

**Ortona center getting phone line**

Author/Byline: Chris Felker

Two matters of special concern to western Glades County residents came up at the commissioners' regular meeting earlier this month, one that brought prompt action and another that will require further discussion and planning.

Commissioner Donna Storter Long, who represents District 2, introduced 18-year Ortona resident Shirley Nugent, who is president of the Ortona Community Association (OCA) and wanted to talk to the board about the lack of communications at the county-owned community center there.

Mrs. Nugent first thanked the board for providing the "beautiful facility," adding that the OCA takes good care of the building "and we use it frequently, almost daily." She noted that it's used as a polling place and soon will be designated as a Red Cross shelter, provides space for many OCA activities including weekly bingo during season, and even houses a volunteer-operated, two-week children's summer program without any outside help or financing. She said she was concerned about safety and emergency response because "there is no telephone line to the building and, although most of us all use cellphones, they will not operate inside the building due to weak signals in the area and because of our metal roofing." The OCA's membership, she explained, mostly "consists of senior citizens with some medical alert devices which do not work inside of the building; also, we realize that the radios of our first responders, police, EMTs and firefighters, cannot receive or send inside our building."

Mrs. Nugent said she'd done a lot of checking into possible solutions, talking with AT&T and Verizon, learning that micro-cells are no longer available ("although I have no idea what those are"), trying hotspots via cellphones (which also don't work) and even pricing satellite internet service. All those options either were too expensive or impossible at present because there's no cell tower nearby, she explained. She said the least expensive option was to get a regular land line installed by Century Link and added that the OCA would pay for a telephone and the monthly service fee. "We respectfully ask the board to consider helping OCA become safer with phone service in the center," Mrs. Nugent concluded.

Board Chairman John Ahern said he was sure the county would have to authorize installation of phone service since it owns the building, and Commissioner Tim Stanley wondered aloud whether other community associations would come seeking the same consideration. Commissioner Donald Strenth moved that the county pay for installation of a phone line and let the OCA purchase a phone and pay monthly fees, Mr. Stanley seconded the motion, and the board approved in a 5-0 vote.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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During public comment, Diane Cianfrani, who lives in Muse, raised the issue of the community's firehouse, which was damaged during Hurricane Irma. "This week will make eight months since Irma destroyed a lot of properties in our county, and I drive by that firehouse quite often," she began. "So there's been rumor that it's going to be torn down, it's going to be moved; I've heard it's not worth repairing, so my question is what's going to happen with the firehouse? This will have an impact on a lot of homeowners' insurance. What is the intent of the board to replace our firehouse?" Board Chairman Ahern answered: "I've been there and it has not been repaired, so you're correct on that. I think it was turned in on an insurance claim."

Former County Manager **Paul Carlisle**, who is under contract as a county consultant, confirmed that. "It was. And it's severely damaged and molded ... it's really not a facility that can be restored," he said, adding: "There is an application in for mitigation money to rebuild the station, so it'll be the board's decision on how we want to rebuild it. There is conversation that we would rebuild a joint station out behind the West Glades Elementary School; there's property there so we can still adequately service Muse and ... that whole area."

Commissioner Long asked, "When you say joint, you're talking about a fire rescue/ EMS station, right?" Mr. **Carlisle** said, "Yes. Because the station that EMS is in now is on Lykes Brothers property, we have a long-term lease; but, in my opinion, it would be more beneficial to build it on property the county would have control over if you're going to spend that kind of money."

Mrs. Long responded: "I really like the idea of having the joint EMS station and fire department on the school property, which we could lease and wouldn't be an issue. But ... we need to start looking forward on that. If we don't, nothing is going to happen."

Mr. Ahern directed that the matter be put on the agenda for the commissioners' night meeting, at 6 p.m. Monday, May 28.

On another issue, Public Safety Director Bob Jones asked the county board for a consensus on permission to let his staff move generators around in preparation for hurricane season. "During the hurricane we had issues at Muse with the generator, and I was talking to (Public Works Director) Jerry (Randolph) and a couple of others, and we got a grant for a transfer switch and pad at Ortonal. Well, we have the old generator from the courthouse that we want to move out there ... and then we'll take the old generator from the health department and put it in Muse. I think there'll be minor expenses that we'll be able to absorb within the department. Maybe a roof might be needed in Ortona, but that's yet to be seen; so if there's no objection we're going to start moving forward with that."

Chairman Ahern thanked him for bringing it up, and commissioners assented to the action.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Hometown News (Fort Pierce, FL)

April 19, 2018

**Sebastian hires new City Manager**

Author/Byline: Mike Winikoff

At the April 11 City Council meeting, the City of Sebastian hired **Paul E. Carlisle, Jr.** as the new City Manager. Mr. **Carlisle** replaces Joe Griffin, who submitted his resignation in January. Mr. **Carlisle** is currently the Glades County Manager. During the first month of employment, Mr. **Carlisle** will be allowed to be away from Sebastian City Hall for one day per week to assist Glades County in its transition to a new County Manager. According to the Glades County website, Mr. **Carlisle** has been the Glades County Manager since 2014. That position performs similar duties to the Sebastian City Manager.

Before his Glades County position, Mr. **Carlisle** was the Director of Public Works for the City of Rock Hill, South Carolina. Before that he worked for various municipalities in south Florida, including Town Manager for Lake Park, Division manager for the Village of Wellington, and Vice-Chair on the Seacoast Utility Board, comprised of officials from five communities that had joint ownership in the utility. The Sebastian contract specifies May 1 as Mr. **Carlisle's** start date. From May 1-9, he will work on the transition with outgoing City Manager Joe Griffin. On May 9, Mr. **Carlisle** will assume all duties. May 9 is the date Joe Griffin specified as his last day in his retirement letter. In that letter, he said he was retiring "to pursue family responsibilities and other interests that retirement may allow." The City Manager position is established by the Charter of the City of Sebastian. The City Manager is responsible for providing an annual fiscal plan of operation and for carrying out the policies and plans of the City Council. The City Manager is appointed by and reports to the City Council.

The city will pay Mr. **Carlisle** \$135,000 per year salary, plus health insurance, life insurance, and a nine percent contribution to a retirement plan. The new City Manager will be immediately vested with ten vacation days, and shall then accrue vacation, sick, and disability benefits at the same rate as other managerial employees of the city. Mr. **Carlisle's** contract also provides for use of a city vehicle for business use and personal use within 25 miles of the city.

Mr. **Carlisle** will be required to establish his primary residence within the city of Sebastian by Nov. 1, and to maintain that residency as long as he is City Manager. He currently lives in Loxahatchee. There was previously no residency requirement for the position. Mr. **Carlisle** also agreed to not take any other employment except occasional teaching, writing, or consulting during his time off. The contract provides that the City Council may terminate the agreement at any time for any reason, or no reason. If he is terminated without cause, he will be given 20 weeks base salary plus a payout of accrued sick or vacation time. No severance will be paid if he is terminated for cause.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Glades County Democrat (FL)

April 19, 2018

**Paul Carlisle leaving Glades' employ**

Author/Byline: Chris Felker

**Paul Carlisle** is leaving his position as Glades County manager before the end of the month, commissioners learned last week before agreeing Friday to keep him on as a consultant for one day per week for at least the next 45 days. Termination of the manager's contract was accomplished through board approval of a one-sentence letter to him accepting his resignation, which read, "This letter shall acknowledge our mutual agreement to cancel and terminate the contract between Glades County and you effective April 27, 2018, without further recourse by either party."

County Board Chairman John Ahern started off by briefly explaining the action the commissioners needed to take. "We're all aware that Mr. **Carlisle** has worked out a new contract and will be leaving us. We have to move forward ... and I thought maybe we'd just open it up and see what everybody had on their minds," he said. Mr. Ahern added that he'd asked County Attorney Richard Pringle to send them the materials used in 2013 when the board last advertised for a county manager in order to expedite the process, pointing out that only Commissioners Donna Storter Long and Tim Stanley were on the board at that time. He then said that "we need a motion to terminate the contract, I guess."

Commissioner Long said: "Mr. Ahern, the reason we're having to do this is because the contract was not adhered to by Mr. **Carlisle** because he didn't have time. We understand that. However, I would like to add a phrase." Mrs. Long said the letter should say "without further recourse or consideration" because "this is a done deal. Would that be suitable? Because we're not doing anything else."

Commissioner Stanley objected, saying, "I'd like for us to have a discussion of keeping him on as a consultant until we get" someone new in the post. Mrs. Long retorted, "Well, you do know that we have a deputy county manager." She pointed out that Public Safety Director Bob Jones had been given that title under the previous county manager and said she would only consider keeping Mr. **Carlisle** on if he would agree to work as a temporary consultant and collect just his accrued benefits (such as vacation time). She asked him, "Since we didn't get 90 days' notice, and part of that ... is that we'd pay you any accrued benefits, would you work and be available for four weeks if you can collect your accrued benefits?" Mr. **Carlisle** thought for a moment and responded, "Well, no, I wouldn't." She said that he hadn't provided notice and added, "You've left us in a big bind."

Commissioner Weston Pryor interrupted to say he did not want Mr. **Carlisle** to leave on bad terms and that he'd continue to lean on the manager's expertise. Mr. Stanley said Mr. Jones already has "a full plate" and that he'd want the county to hire an interim manager if they were not going to keep Mr. **Carlisle** on as a temporary, part-time consultant. In the end, Mrs. Long's

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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motion died for lack of a second. Mr. Stanley moved that the board adopt the letter as originally written, and that passed 4-1, with Commissioner Long voting no.

The board then discussed having Mr. **Carlisle** continue as a consultant for at least one day a week during the next 45 days, an arrangement already agreed to by his new employer, the City of Sebastian. The Glades County Board approved that move and a \$150 hourly rate, directing the county attorney to draw up an agreement. Any commissioners' questions or inquiries will be conveyed through Mr. Ahern or by phone or email. The board also agreed to have Mr. **Carlisle** look into bringing on an interim manager, perhaps a "rover" through the Florida Association of Counties as he suggested would be a possibility.

By a 5-0 vote, the board also approved advertising immediately for a new permanent county manager at a starting salary of between \$100,000 and \$120,000 annually, specifying that applications will be accepted until June 1.

In closing, Mr. Ahern asked Mr. **Carlisle** to produce a report to the board about upcoming matters, projects in progress, looming deadlines and the like for its next meeting, April 30, which will be his last. Mr. Stanley concluded by saying, "We're going to miss you." Commissioner Long had the last word, though. "We're going to wring you dry before you leave," she said to Mr. **Carlisle**, although it seemed she mostly was joking.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Glades County Democrat (FL)

March 29, 2018

**BHR's Hope Connections office closing**

Author/Byline: Chris Felker

Bonnie Shop, director of the Buckhead Ridge office of Hope Connections for Hendry and Glades, appeared at Monday night's Glades County Board meeting to thank the county for its help over the past 15 years. The office, she said, is closing. "During that time, I gratefully served the people of Buckhead Ridge as a Hope Connections employee ... I decided to come and ask you to help us maintain a service where we could continue to provide the information and resources to help not only Buckhead Ridge citizens, but the many who stop for information and directions. In fact, I brought with me a petition containing approximately 200 signatures requesting this," she said. "However, after talking with many people and realizing the many things that would need to be implemented, I know that this is not a realistic option." Ms. Shop added, though: "I hope you will continue to try to ... provide services so that the elderly in Buckhead Ridge and others can come to (get) the services they have grown to depend on. Since the building we have used already has its county services, it is our hope that someday the building in the area which the county generously allowed us at Hope Connections to use, might be used to provide a place for information and aid to our community and to others who come to visit us as our community grows. Thank you very much for allowing me this time to express not only my feelings but those of many living in the Buckhead Ridge community."

Commission Chairman John Ahern asked her to leave the petition with County Manager **Paul Carlisle**, saying, "I think he will be able to explore our options." He already was working on the issue. "I actually reached out to United Way and asked them if they would consider putting a second United Way Home up in Buckhead Ridge and provide some of the similar services. It's in the discussion stage; there's no guarantee. I've opened the door of discussions, told them what we would provide to them," Mr. **Carlisle** reported.

"All of this would have to come back to the board, obviously, but I think it would be of benefit if we get someone like United Way, who provides a plethora of services – all those services they provide here in Moore Haven – we have the facility, and if they would do it, I think it would be of benefit. So we are looking at other ways to help. We're not just saying no and goodbye, we're always looking for ways to serve the community," Mr. **Carlisle** said. He noted that he and Commissioner Tim Stanley, who lives in and represents the area, "have had long talks about this. So we're saying, let's see what we can do. We're totally aware of the benefit that building can provide. We don't want it to just sit there empty," adding that "we'll be happy to work" with anyone they can find to keep the office open as a community center. "That's what I want," Ms. Shop said.

Commissioner Donna Storter Long asked her to read the petition, and she did so: "We, the undersigned, would like to save our community center and maintain it (as such). It is an essential place for the seniors and community residents to go, as in for informational and directional help

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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being provided to them. As it has been for many years now, with the growth happening around and in our community, our center will become a vital addition to the Buckhead Ridge complex. It will continue to reach out a welcome hand to all who enter.” Commissioner Weston Pryor asked, “So these people think we’re taking the community center away from them?”

“They just know that it’s being closed because of the fact that myself as site coordinator was not able to increase the numbers like the state wanted. I’ve tried everything, sir,” Ms. Shop answered. She went on: “I myself have been in there for 15 years. I have answered questions referencing the tax people ... (and) I have had questions asked of me regarding the building department. I have answered questions pertaining to the Mosquito Control (District); the homeowners association building; the fire department. They come in with questions of all kinds, and not just here and there.” Ms. Shop said that the space should continue to be used as an informational center, noting that newer, younger residents also need a place to get information on Glades County services. “I think with the growth around us it’s going to be needed,” she said.

A donor provided the center recently with a 55-inch TV, new chairs and a loveseat, where locals gather for snacks, recreation, movies, games or just conversation. No meals are provided there, she said, but she’s encouraged people to bring in lunch and use the space. “I thought I had done everything I could possibly do, begging people to take advantage,” she said, adding that she told them: “If you don’t, you know the adage, ‘If you don’t use it you’re going to lose it.’ And I’m sorry to say that has happened.” Commissioner Pryor said, “I greatly, greatly appreciate what you’ve done for those people. It’s very pleasing to know we have people in Glades County like you.” She responded, “That’s my home. I don’t call them my friends, they’re my family.”

“They’ve (Hope Connections) provided a great service for the community over the years,” said Commissioner Stanley. “Hopefully we can get United Way to come in and do some funding or something to help us keep this going on.” But until that time, as of now, Ms. Shop is donating to anyone who can use them, things the office has accumulated, such as craft supplies, flower arrangements, seasonal decorations, puzzles, party supplies, walkers and other item.

The deadline for picking up the items currently is Friday, April 6. Call Bonnie Shop at 863-634-7495 for details.



**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Caloosa Belle (FL)

March 1, 2018

**Glades County to Pave Roads in Port LaBelle**

Author: Chris Felker

Glades County commissioners have approved the paving of three roads in Port La-Belle, approving an agreement for the work on Monday, Feb. 27, at a cost of \$367,946. The three streets are Banner Drive from Cowgirl Way to Aspen Boulevard; Cowgirl Way from Birchwood Parkway to State Road 80; and a section of Oxbow Drive west of Birchwood.

County Manager **Paul Carlisle** explained: “As you know, we’re doing the Birchwood Parkway and Aspen under (a state) program, replacing the drainage and repaving those roads. We try to do the adjoining county-maintained roads in the same neighborhood at the same time, so we can get a scale of value. We got a piggyback bid from Asphalt Paving Systems to do a chip seal and what they call a cake seal on that road and crack seal on the remainder of the county-maintained roads. And this is a publicly bid contract from Lee County.”

The county sought bids last year for an alternative pavement that ended up not meeting state standards. “I will tell you that when we did the original bid for that project, doing a cake seal was \$120,000 less. The state wouldn’t fund that, but they would fund an overlay,” Mr. **Carlisle** told the board. “So in this portion of the project, we are going to do the cake seal and we’ll be able to monitor those two projects and be able to see the difference in the performance of those two projects.” Commissioners approved the project by a 4-0 vote, with Commissioner Donna Storter Long absent.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Glades County Democrat (FL)  
January 11, 2018

**Counties to Promote Vocational Education**

Author: Chris Felker

The two boards of county commissioners of Glades and Hendry counties will meet jointly at 5 p.m. today, Thursday, Jan. 11, to talk about how to approach getting additional vocational education programs going at the Glades County Regional Training Facility.

The boards' 10 members and staff, plus representatives of the Glades County School District, are set to discuss all the potential regional operations of the roughly \$5 million educational center, which was constructed a few years ago with about \$1 million in Glades County taxpayers' money, supplemented by financing won through a regional consortium of sorts from the state Legislature. The building is next to the Glades County Jail at 1030 Industrial Way, located just north of the intersection of State Road 78 West and U.S. 27.

About tonight's meeting, Glades County Commission Chairman John Ahern explained: "We're going to just discuss with Hendry County trying to use the training center more. We have a truck-driving school operated out of there, and the Glades County School District actually has a couple of courses that they're teaching there at night. But other than that, we're having minimal use, and we'd like to see it used more."

Glades County Manager **Paul Carlisle** said, "We opened up for the first classes, I want to say it was in March or April of 2017 they started doing the first ones, for CDL (commercial driver's license) and the citizenship classes." He explained that the training center came about with strong regional backing but that the partners who backed it presently lack the extra money to fully staff it or harness its potential.

"It was a regional initiative," Mr. **Carlisle** said. "We had support from Okeechobee, from Highlands, from Hendry County and Glades County; from Florida Southwestern (formerly Edison State College) and Palm Beach state colleges. We had a contingent that went up to Tallahassee and talked about how this region needed that training center in order to train (local residents) for the changes that are coming, with manufacturing and logistics, with America's Gateway and the Airglades (Airport)." But, he went on, "We've just not been able to bring it to the point that we want to because we need funding for curriculum and for teachers and materials to do the training, so we're going to ... talk about how we can work together to get (it) ... because that's the piece that's missing."

Chairman Ahern said the joint meeting was called because "in Hendry County, they actually have realized that there are opportunities for both Glades and Hendry counties, some training that needs to be done. And so we thought we'd discuss it with them and see what we can come up with and work out." During 2017, he noted that "we completed setting up for welding and diesel mechanics, and it's ready but we don't have an instructor. But we're trying to partner with

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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different people to come up with instruction personnel and somebody to run the training center.” He said the two counties will be trying to get state financing plus some help from the Agency for Workforce Development. “They’ve had a little bit of money for directors and such.

Next week, when Mr. **Carlisle** and Commissioner (Weston) Pryor and I go to Tallahassee, we’re going to be talking to our legislators about funding to get some stuff going in there to use it. We’ve got a lot of money invested now in it, and we need to be using it. The county doesn’t have the funds to actually staff it.”

Thus, the training center does not have its own director. “It falls upon my shoulders right now,” said Mr. **Carlisle**, “and the time that it takes to try to go out there and market that and get people involved is ... there’s just not enough time to do it if you do it properly. But without the funding ... it’s not going to work.”

Concluded Mr. Ahern, “We’re working with Hendry County because we have the same issues.” He cited the numbers of unemployed and underemployed people in the two counties. “There’s training that is needed. What we’re looking at is just to have a dialog with Hendry County to talk about our joint needs.”

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Glades County Democrat (FL)  
December 28, 2017

**Board OKs dues to 16-county Lake O coalition**

Author/Byline: Chris Felker

After questioning the expenditure of \$1,000 in dues to the 16-County Coalition for Responsible Management of Lake Okeechobee last month, Glades County commissioners voted unanimously at their board meeting Dec. 12 to approve paying the money.

County Administrator **Paul Carlisle** told them: “You continued this on Nov. 27 to give me an opportunity to look at the documents, any interlocal agreements or memos of understanding. We really couldn’t find any of those. We found the bylaws for the Nine-County or Ten-County (Coalition, as it was known back then).” He said he found where Glades had paid \$1,000 in 2006. “We’ll continue to research this,” he said. “We’ve still not received the request for the \$1,000, but it’s up to the board. Based on what we know and the participation, I think it’s pretty clear that the board in the past has agreed that we’re a member and that we have agreed to pay the dues. Do you want to continue until we find more documents, do you want to make a motion to authorize a payment once requested by the 16-County Coalition?” he asked the commissioners. He went on to give additional information the board had asked for last month. “We did confirm that only nine members can vote, not all 16. There is a provision in the bylaws that a majority of the voting members could vote in additional members to serve on the board. So those are things that we need to take into consideration.”

Commissioner Weston Pryor spoke up, saying, “It’s a great service to Glades County; it’s a great service to Lake Okeechobee, so I would move that we go ahead and pay the \$1,000 when the bill comes in.”

Commissioner Donna Storter Long seconded, and Chairman John Ahern called for board comments.

Commissioner Tim Stanley said: “I agree with what we’re doing. I do believe we need to be a member of this, but if they’re going to hire a lobbyist, I think we need to be very careful on what this lobbyist is lobbying for and what we’re paying for because, I mean, if they’re lobbying to build a reservoir here in Glades, that’s not going to serve our benefit.” He added pointedly, “We can’t afford not to be part of it, but we just need to watch what they’re doing.”

Chairman Ahern responded, “Well, I think that the concerns we express here are heard by Commissioner Pryor; he attends the meetings and is on top of our concerns here.”

The motion passed unanimously.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Glades County Democrat (FL)  
December 7, 2017

**County rejects DEP grant for park**

Author/Byline: Chris Felker

It's an unfamiliar act for the Glades County Board, turning down state matching-grant money, but when potentially costly strings are attached on top of the 45 percent match, "it's the thing to do," as Chairman John Ahern put it.

At the commissioners' regular meeting on Tuesday, Nov. 27, County Administrator **Paul Carlisle** explained: "Mr. Chairman, we reached out to the Florida Department of Environmental Protection and applied for and did receive a (Recreational Trails Program) grant for the Indian Mound Trail Park rehabilitation and enhancement project. It's a \$90,000 grant — \$50,000 comes from FDEP and \$40,600 comes from our own funds. That was to replace the boardwalk, two of the bridges, and some kiosks and signage. In the agreement that I received after the award, a couple of things stood out ... One, we had submitted a cultural environmental study done by the University of Florida. They (DEP) requested we do a new one."

It raised a red flag for Mr. **Carlisle**. "Knowing that there are artifacts there," he said, "that could be very expensive, and that's on our dime. The second thing that came out of that agreement when I read it was the 99-year dedication. Now, I don't think the county has any issues with dedicating a park for 99 years; I don't think we want to do anything with it. But the second part of that is, any improvement to that park that gets done has to be submitted and approved by DEP," Mr. **Carlisle** added.

County Commissioner Donna Storter Long spoke immediately. "I would move to disapprove the agreement with the FDEP for the improvement of Indian Mound Park. They can keep their \$50,000," she stated. Her neighbor on the dais, Commissioner Weston Pryor, seconded her motion just as quickly. "That being said," Commissioner Long added, "I'm disgusted. Well, that just stinks. It really does. I mean, what new artifacts could have been put there since we built the park? Do another study? Gimme a break. But anyway, we do need to spend some money out there. We don't need to spend the \$40,000."

Mr. **Carlisle** responded: "We might. It may take that to do it." Ms. Long tacked on, "But at least we're in control if we do it." The administrator went on that he would do some research and try to bring a plan to the board for its next meeting as to how the county can do the improvements needed at the park. "I would like to, if at all possible, get the boardwalk done before the Cane Grinding Festival. I'm not worried about the bridge right now, I'm not worried about the benches and the signage, but I really would like to get that boardwalk open for the Cane Grinding Festival. It's going to be tight, but ... I'll work on some pricing for you on that," Mr. **Carlisle** said.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Reminded by Commissioners Long and Pryor that the people who attend that event, as well as everyday park visitors, would probably like to have new benches as well, Mr. **Carlisle** said: “We can put concrete benches out there. I’m not going to put the wooden ones back because they didn’t last. That’s what I’d planned on putting with the grant, because they’re not going to rot away.”

“Well, every year, the Ortona Community Association waits until January. Are they even going to have it or not?” Commissioner Long asked. “There have been times that it’s been very much in doubt whether they were going to have the Cane Grinding Festival. So you may have more time than you think.”

Commissioner Tim Stanley asked, “Are there any other places that we could ask for money from?” Mr. **Carlisle** answered: “There’s a recreational trails grant that just came out about two weeks ago. We can look and see if that’s applicable, and I want to see what strings are attached to that one.” Mr. Ahern seized on that remark to say, “I think turning something down from the DEP is the thing to do. We could be studying it every two or three years out there to satisfy them.”

Administrator **Carlisle** allowed that he was reluctant to let state environmental regulators have such control. “The concern that I have for the county is, if I go to put another building there, are they going to make us do another cultural resource study for that area every time?”

With that, Mr. Ahern called the question, and Ms. Long’s motion passed unanimously.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Glades County Democrat (FL)

August 31, 2017

**Carlisle’s Contract Extended**

Author: Chris Felker

County Commissioner Donna Storter Long won unanimous agreement from her four colleagues Monday night when she pushed for an across-the-board 3 percent raise for county staff while a proposed 13 percent increase as part of a four-year contract extension for County Manager **Paul Carlisle** was being discussed. She said she had no argument with any of the terms of his extension, praising his work overall. “However, I know you all have heard me say, ‘Our employees are our greatest resources.’ We’re not giving any other employee a raise this year, and we’re giving one a 13 percent increase.

Now, one thing that Mr. **Carlisle** told me that I just cringed [to hear], because it was probably so true. He said, ‘Well, you know you all have been getting me on the cheap all these years.’ And you know what? We’ve been getting our other employees on the cheap, too. And that’s how I feel. I just feel that we’ve got to be fair.” Ms. Long stated that while she sincerely appreciates his work and believes he’s worth every penny, “when he said ‘on the cheap,’ I just felt so bad because I’ve felt like, we’ve gotten so much from him, and if he’s felt that way, I don’t want him to feel that way – but I certainly don’t want our other employees to feel that way, either. That’s my only issue. We can be fair all the way.” Next to her, Commissioner Weston Pryor was nodding. “I agree,” he said. “Our county employees need it. I have no problem with that.”

Mr. **Carlisle** noted that a staff-wide “competitive job analysis” already was under way to determine how Glades County workers’ pay compares with what other, similar-sized counties pay their employees with similar job duties. Commissioner Tim Stanley then spoke up: “Mr. Chairman, I agree with Mrs. Storter. I don’t have a problem with Mr. **Carlisle**’s contract, but I think that employees need a raise, too. I would be in favor of giving everybody a 3 percent across-the-board raise for this year and then see what we can do down the road. And do your job study. I don’t think even if we gave everybody a 3 percent, we’re going to get above what they should be paid.” “No,” the manager agreed, “I don’t believe that we would, not based on what I’ve been seeing.” “I don’t know how much 3 percent is going to impact us,” Commissioner Stanley went on, “but I think it’d be a good starting point for them, because I don’t think they’ve had a salary adjustment in probably 10 years.”

Commissioner Long also suggested changing Mr. **Carlisle**’s contract regarding the amount the county pays toward his health insurance since he has his own policy and does not use the county’s group plan, but other workers don’t have such an option. (Glades County now covers 50 percent of the premiums he pays his private insurance company; under the change, he would pay the whole cost.) She put her thoughts into a motion, Commissioner Pryor seconded it, and the motion passed unanimously.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Glades County Democrat (FL)

July 27, 2017

**County plans budget hearings**

Author/Byline: Charles M. Murphy

The Glades County financial picture has improved as an over 3 percent increase in property values will bring in new revenue to the county this year. The commission set the tentative millage at 9.1367 on Monday, July 24. The rollback rate is 8.9378. This would represent a 2.23 percent increase in property taxes collected. They set the MSTU for the Sheriff at 2.75 mills. The roll back rate is 2.6901 mills. This also would represent a 2.23 percent increase in the amount of property taxes collected. One mill equals \$1 in taxes for each \$1,000 of property value.

The rollback rate is the millage required to raise the funds in the previous year's budget based on the current property values. It's important to note that once advertised, the commission cannot raise the millage rates but can vote to reduce them at the public hearings on the spending plan.

There were no public comments on the budget Monday. The public hearings on the budget will be held on Sept. 12 and Sept. 21 at 5:02 p.m. at the Glades County Court House.

County Manager **Paul Carlisle** said at this point the county is considering a \$500 stipend to employees. He said he is still in negotiations with the commission on a new employment contract. His current contract expires in September.

Mr. **Carlisle** said the growth from the Love's Travel Center and the infrastructure for the Intermodal Logistics Center project on US 27 should bring in some new revenue to the county.

The SHIP or State Housing Assistance Program will hold a housing workshop to assist residents on Aug. 7 at the Washington Park Community Center. The event starts at 7 p.m. The county wants to educate the public about the program, how to be eligible, and the opportunity it provides to improve housing in the community.

The commission approved the use of \$130,000 in state funds for two SHIP projects on Monday.

The county approved a benefit insurance package submitted by Allstate Insurance. Mr. **Carlisle** said this provides better benefits at a lower cost. The county employee can remain under the current plan but must pay those bills directly, as payments will no longer be deducted from employee payroll. Clerk of the Courts Sandra Brown questioned whether the costs will be the same for veteran employees. The insurance plan includes excess benefits for critical care, life insurance and disability. Agent David Duffy said they also cover the school board and sheriff department employees. Rates can never change and you can't be cancelled, he explained. Open enrollment will be held in August.



**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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The Glades County School Board will lease two classrooms at the job training Center for \$2,800 per month to provide citizenship classes. The county will lease out a cattle pasture near Buckhead Ridge at 30092 East SR 78 for \$1,200 per year. Anderson Realty will lease the 10 plus acres for five years.

Commissioners approved a budget transfer of \$33,537 to purchase a recorder for the E 911 system.

They approved \$35,000 for the Intergovernmental communications system account. They plan to purchase hand held radios that will continue communication with other agencies. Radios for the police cars will cost \$5,000 each. The hand held radios will be replaced in the next few months.

They commission to set aside \$80,613 from contingency funds to purchase 13 air packs and five spare masks for Fire and EMS. Seven more will be purchased next year.

They approved a contract with Interim Hospitality Consultant Services to conduct a feasibility study on the development of a motel in Moore Haven. The cost is \$5,000. The proposed site is 1195 US 27. This is the former site of the Glades Inn. Mr. **Carlisle** said the firm has contacts and expertise in the motel industry. “We have tried unsuccessfully to get something and he will tell us what we need.”

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Paul E. Carlisle** is listed below.]

Glades County Democrat (FL)

July 13, 2017

**Rash of burglaries reported in county**

Author/Byline: Charles M. Murphy

At the budget workshop the commission learned the school board won't join them in a health clinic for employees this year. As a result, with fewer patients, the cost of the Health State Clinic would approach \$400,000, way too much for the county to absorb. County Manager **Paul Carlisle** said they could look at other health care providers for the clinic. He said the clinic would be a very viable solution to solve the woes of employees and might help the county retain employees. Commissioners plan to meet with the School Board July 27, and this issue could be revisited. The employees of the county could receive a \$500 stipend in Christmas rather than a regular pay hike this year. There also is no plan to raise the tax millage this year. Commissioner Stanley said he would rather see employees get a 10 cent per hour raise, a total of \$208 this year than the \$500 stipend because the raise would stick with them for the rest of their careers.

"You've got to keep people employed and 10 cents stays with them and adds up over time." He said perhaps next year the county would be in a better financial position. Chairman John Ahern said he wishes the county had the money to give raises but money is tight. He said he wishes the county had partners on the health clinic. The county will continue to operate in the red this year. They could see about a three percent increase in ad valorem taxes due to new construction, growth and higher property values.

A purchase of air packs for the volunteer fire company will include some money from the 2016-2017 budget, and some in the 2017-2018 spending plan. The plan is to purchase 13 air packs and five new face masks for \$80,613 this year, and add seven air packs, and five masks that will cost \$45,000 in next year's budget. Mr. **Carlisle** said there could be a short period of non-compliance on the air packs because they might not be delivered to the county by August. Each of the packs has a 15 year life span. The county also plans to spend \$20,000 to upgrade one fire truck at the Buckhead Ridge Fire Station to current standards.

The commissioners also debated the amount the state sends them as a host county for the Seminole Brighton Casino. Currently the county receives \$180,000. A new compact was recently approved with the Tribe. The county is yet to see the details and the impacts on the host fee.

"The lion share of the money goes into state pockets, bottom line," **Carlisle** said. He said the biggest impact from the casino is on the police, fire and court system. The state is expected to spend \$9 million on County Road 721 in the 2020-2021 fiscal year. Mr. **Carlisle** said he doubted that would be enough to do the work. He did emphasize this is not a reflection of the tribe. "The tribe is doing what they said they would do. This is not an issue with the tribe it is an issue with the state," he added. Commissioners will approve a tentative tax millage on July 24, at 6 p.m.

Two budget hearings will be held in September.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Glades County Democrat (FL)

March 23, 2017

**County May Impose Assessments**

Author: Charles M. Murphy

Financial flexibility, a new source of revenue, and improved services to citizens were all a part of Glades County Commissioners vote Tuesday, March 13, to create the ability to get more cash from taxpayers. The board approved an ordinance that allows them to impose special assessments on property. While not specified in this ordinance, the County has discussed a fire assessment in the past few years. Other assessments could be imposed on drainage or other needs that arise.

Crescent Acres for example has discussed drainage improvements. The ordinance only affects property in the unincorporated parts of Glades County. Commissioner Donna Storter Long said assessments can be determined on a case by case basis. Attorney Richard Pringle said this ordinance is only the first step and each individual assessment must still be voted upon. Chairman John Ahern said it is only a tool, should the county decide to use it. The ordinance was approved (5-0).

In other business actions;

The commission approved a budget transfer to purchase two Defibtech chest compressors for EMS. The price is \$13,738. They also agreed to transfer from general funds \$3,330 to the general services burial fund.

The commissioners approved a resolution that opposes any law in Tallahassee that takes away powers from County Government. County Manager **Paul Carlisle** said all city and county ordinances would require approval from the state legislature if certain bills passed this session. Bills have been filed in both the house and senate that affects home rule. "I'm furious. If the federal government came down and told the state what to do, they would also be furious," Commissioner Storter-Long added. Commissioners agreed government works slow enough and this would change the way all local governments do business. Mr. **Carlisle** said disagreement on ordinances approved by Miami Dade County led to the filing of these bills.

The commission reappointed Steve Donna, Carl Perry, Jack Wilson and Ellen Beers to the County Planning Board. The County applied for a \$95,000 solid waste grant through the Florida Department of Environmental Protection to replace a bailer at the landfill.

Mr. Pringle said a recent Northern District of Florida federal court case found prison inmates do not impact commission district voters. The Florida Attorney General's opinion was the county must consider the prison population when they redistrict. Each district must have very similar populations. He recommended the county wait until after the 2020 census to redistrict. "You elect based on county wide votes and not single member districts, that lessens the need to redistrict," he added. "You are justified in leaving the district boundaries as they are."

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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The Moore Haven canal dredging is expected to be complete by the end of March.  
The bids for the Glades Inn property are due on April 22.  
The grand opening for the Loves Travel Center is March 30.

The legislature will debate an additional \$25,000 property tax exemption. **Carlisle** said the county could not afford that loss in revenue.

Mr. **Carlisle** and Commissioner Weston Pryor lobbied in Tallahassee this week. The County is working with the U.S. Army Corps of Engineers to add the Corps Park to the Alvin Ward Park lease. Avant Brown said it is costly for the county to maintain the park due to Corps mandates. The Glades County Jail is now over 84 percent of capacity. They are using both housing dormitories. The old jail is being considered to house female inmates.

Chief Deputy Robert DeMann said it is costly to operate a female jail. He proposed a rate of \$95 per day per inmate. It would require an all-female staff. "If the numbers work out everyone is a winner and we press on." The county budgeted \$50,000 to remodel the old jail this year. The increase in inmates from the federal government has created the need for new positions in the Glades Jail and applications are being accepted for corrections officers and other civilian positions.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Glades County Democrat (FL)

March 9, 2017

**County Opposes State Plan to Buy More Land**

Author: Charles M. Murphy

Glades County Commissioners stood with other communities south of Lake Okeechobee Feb. 27 when they approved a resolution to oppose any additional purchases of private land by the state. Bills are being considered in Tallahassee to purchase 60,000 acres to try and help prevent damages by releases from Lake Okeechobee. The resolution stated Glades County was opposed to any actions that do not provide solutions to Lake releases going into the Caloosahatchee and St. Lucie Rivers.

Commissioners support the use of land already owned by the state. “What we oppose is the purchase of new land,” Commissioner Donna Storter-Long said. Commissioner Weston Pryor suggested the resolution on Feb. 14. He said agriculture would be devastated with this loss of acreage. The resolution was approved 5-0.

In other business, the county commissioners approved work on the Ortona Indian Mound Park. For some time, the boardwalk has been impassable for pedestrians. Signage and benches have disappeared. A Florida Lands grant is available to spruce up the park for \$89,000. The local match is \$40,000. County Manager **Paul Carlisle** said the park is an important part of the heritage of Glades County. “I just think it’s important we get that park back, it is just beautiful,” he added.

The plan could promote nature-based tourism. The commissioners decided to sell the former Glades Inn property. A motel/hotel, restaurant, grocery store, or professional offices were among the uses the county zoning allows. Commissioners had to determine whether they wanted to limit the uses and thus the value of and interest in the property. Mr. **Carlisle** said a motel/hotel appears to be a possible use. He noted there has been interest from the private sector.

Commissioner Tim Stanley said he would support a reduction in sale price if a ‘full-fledged’ grocery store were proposed. “A grocery store is my top priority,” he added. **Carlisle** said the actual negotiations with proposed buyers would occur at the staff level and not a public meeting. Commissioners discussed the possible offer of tax breaks for the buyer. The commission does not have to sell the property to the highest bidder. The main goal, Mr. **Carlisle** explained, was to find the project that is in the best interest of the community.

Demolition crews cleared the former motel in weeks leaving barely a trace of the old structure and pool at 1100 South US 27. The applicant must provide a floor plan, site plan and proposed use for the property. The county wants to advertise the property soon. Ten thousand dollars will be spent to remove nuisance and exotic plants at the county business park. Applied Aquatics won the contract and will spray the property four times in the next year. The County will advertise for a weekend parks attendant for cleaning restrooms. An amount of \$14,375 was transferred from

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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parks and recreation to pay for the service. There are 432 inmates currently at the county jail. Sheriff David Harden said 25 positions are available in the jail division. Ten of these are civilian positions.

Glades County is considering a health clinic for county employees. The Love's Travel Center grand opening and ribbon cutting is March 30 at 9 a.m. The city of Moore Haven agreed to demolish the Lundy Building and will use the firm that demolished the Glades Inn. Stanley said the cell phone tower in Buck-head Ridge could be operational in March. The Ortona Community Association will host an ice cream social on March 30 at 6:30 p.m.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Glades County Democrat (FL)

January 5, 2017

**Carlisle Speaks at Friends of the Library Meeting**

Author: Special to the Glades County Democrat

The guest speaker at the Friends of the Library meeting on Jan. 17 will be Mr. **Paul Carlisle**, County Manager for Glades County. His presentation will be “What’s Going on in Glades County Today.” Mr. **Carlisle** is very active and very knowledgeable about all of the most recent activities and developments in Glades County.

The meeting will be held in the conference room of the Glades County Public Library at 3 p.m. This meeting is open to the public and provides an opportunity to be updated on many of the good things that are happening in Glades County today including the Industrial Training Center, the new Loves Travel Center, the dredging of the Moore Haven Canal and America’s Gateway to list only a few. Here is your opportunity to ask all of those questions that you have been wondering about with regard to our County over the past year.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Glades County Democrat (FL)  
September 15, 2016

**Glades at a Glance**

Response to Richard Jones' Letter to the editor.

Mr. Jones had submitted a letter to the editor indicating that an employee with Glades County was treated unfairly. Mr. Jones had made several misstatements in his letter. First, he said that the employee “was an employee;” in fact, that person “is” an employee. The county worked very closely with this employee and was compassionate regarding his situation at all times.

Mr. Jones made a statement that the County Manager does not live in the county. Is this to imply that I do not have the best interest in the county? What bearing did this have on his issue? For the record, I have supported the county and the youth in this county and provided more progress than any of the previous County Managers. Since Mr. Jones does not live in Ocean Ridge, where he is employed, maybe that comes from his own commitment issues to his employer.

The reason that I chose to respond to Mr. Jones is because I gave him time to address his misstatements and apologize for his taking rumors and going to the press with misinformation rather than seeking the truth and then calling it newsworthy. Mr. Jones in his letter of “retraction” did not take any responsibility for his error but only indicated that the employee was treated fairly and that the information that he was provided was not completely accurate. On the contrary, it was completely inaccurate!

Mr. Jones is supposed to be a high-ranking trained officer of the law. His job is to research the facts before jumping to conclusions. But Mr. Jones chose not to follow his training. He made no attempt to contact anyone that works for the county to verify the information. Only after several people saw his letter to the editor and contacted him to tell him it was not correct did he try and backtrack. Mr. Jones took it upon himself to be the judge and jury in this issue without any facts, collaboration or follow up. Based on his actions regarding this matter, I think that the residents of Glades County should be thankful that he is a “former” law enforcement officer in Glades County.

**Paul E. Carlisle,**  
County Manager Glades County



**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Glades County Democrat (FL)  
August 25, 2016

**Glades County questions gun club regulations**

Author/Byline: Charles M. Murphy

Glades County has asked the Florida Attorney General Pam Bondi to decide whether they can regulate the Hollywood Tactical Gun Club that is operating in Lakeport. At the Aug. 9 county commission meeting, County Manager **Paul Carlisle** said they want to make sure that they don't put any of the commissioners in jeopardy, aka sued, should they enforce regulations that are contrary to Florida law. He told commissioners that staff has gotten several comments about the shooting range located on SR 721. He wants the attorney general to tell the county if they are allowed to regulate the gun club. "We want to make sure that everyone's rights are protected," he explained. "I'm not saying we're going to shut them down."

County Attorney Richard Pringle said the county just wants clarification about their zoning laws and what, if any, regulations they can impose on the facility. "Some language in the state law seems to show our zoning regulations are still in effect," he added.

The county sent a letter with five questions to find out what they can do. Commissioner Donna Storter-Long said she just wanted to be sure the facility complies with the county regulations, "Our goal is not to shut them down."

Commissioner Storter-Long said she has received complaints from residents and also worries about the Second Amendment rights of citizens.

The facility first generated complaints last year. The Community Development Office has not pursued this as a code violation because of state laws that have preempted local regulation of guns and ammunition. The state is the governing body over these issues. There are prohibitions against local governments and employees and elected officials can face penalties if they attempt to impose regulations in this area.

Representatives of the gun range appeared before the commission to describe the facility and emphasize the safety measures they have taken. They reported the range is fully insured by the National Rifle Association. They noted it is fully staffed with range instructors and is only open three days per week, Friday through Sunday. They also have a 35-foot high earthen berm on the site. They shoot from 1,000 yards and the bullets drop before they reach the berm.

Richard Camillo said there is a membership fee for the club. He said he is used by law enforcement officers, and branches of the military, like the Coast Guard. Federal law enforcement like Alcohol, Tobacco and Firearms officers, ATF, have also used the range.

Commissioner Paul Beck asked about ricochets and the dangers they pose. Mr. Camillo said there are no errant bullets leaving the property. "Every round stops within that property. The

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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berm is extra insurance.” They also have an enclosed area for pistol target practice. Many of the users of the property are sharp shooters. There was one exercise where law enforcement officers shot from a hovering helicopter above the facility. Commissioners agreed to visit the facility at the personal invitation of the owners. Glades County continued to complain about South Florida Water Management’s purchase of agriculture property to store water for coastal areas. Commissioner Beck said he has heard the district plans to purchase “tens of thousands of acres.” He complained this will only reduce the county tax base, cost jobs, and make it tougher on local taxpayers.

Beck said his solution is a \$1 tax for every property owner in South Florida to offset the loss in land that could be developed in Glades County. He said the district needs to provide fair compensation to his constituents. “We don’t hire you, we can’t fire you, we the people have zero control,” he said.

Mr. **Carlisle** said he encourages the district to buy land in the northern part of the watershed instead of Glades County.

Libby Maxwell with the Okeechobee Service Center of SFWMD, said they have tried to prioritize the use of land the state already owns to lessen the impact on local governments. She encouraged Glades County to speak out to protect their interests. “There are a lot of loud voices coming from other places and we need to have your voices heard,” she added.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Glades County Democrat (FL)

July 28, 2016

**Water storage and treatment proposed north of the lake**

Author/Byline: Katrina Elsen

Tuesday's Lake Okeechobee Watershed Project meeting drew a crowd that packed the meeting room at the South Florida Water Management Okeechobee office --twice. So many people turned out for the meeting that organizers decided to offer the same presentation twice, with each period followed by comments from the audience. Matt Morrison, of the SFWMD, explained the meeting was part of the process to gather public comment on plans to store and treat water north of Lake Okeechobee.

Goals of the watershed plan include improving the quality and better controlling the quantity of water entering Lake Okeechobee from the north, which in turn will help improve the distribution of water leaving the lake. The project area proposed for water storage including areas of Glades, Highlands and Okeechobee Counties, according to the map presented at the meeting. The watershed project will not include any change to the Lake Okeechobee Regulation Schedule, according to Lisa Alley of the U.S. Army Corps of Engineers.

Dr. Gretchen Ehlinger, also of the ACOE, explained that after a period of public comment, they will prepare an environmental impact statement, considering options for the most ecological restoration at the lowest cost. She said the new planning process looks for solutions using a 3 by 3 rule:

- A project takes less than 3 years;
- Costs less than \$3 million; and
- Has three levels of review.

She said they are at the beginning of the progress. Public comments will be accepted until Aug. 12. The study period will take 18-36 months, "so it's a quick one," Dr. Ehlinger said.

Approximately 40 persons had signed up to speak in the first public comments period. They included residents of the counties that surround the lake, those from the east and west coasts and from as far north as Orlando. Officials representing Okeechobee and Glades counties asked the water storage and treatment areas also be considered in the upper Kissimmee River basin.

**Paul Carlisle**, Glades County manager, asked the planners to capture and clean water in the upper Kissimmee basin. "Look at land in the urban areas that have the discharges," he said. He also asked them to use property the state already owns. "When you take more land off the tax rolls in our county, we should be compensated for it," he added.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Ron Hamel, with Gulf Citrus Growers, said storage is needed throughout the system, “All of the statistics are pointing to storage north of the lake,” he said. “I wish you could speed this up. This process has been going on for over 20 years.”

Gary Ritter, with Florida Farm Bureau, said Farm Bureau is in favor of completing projects already planned, and looking for opportunities for projects on existing state land. He said farmers have already improved the water quality by using Best Management Practices (BMPs). He said Farm Bureau does not support additional land acquisition that would take land out of agricultural production and mean more loss to the state and country’s food supply.

Hilary Swain with the Archibold Biological Station near Lake Placid, said they should consider the entire watershed of 2.6 million acres. “I think you are making a mistake thinking of the watershed as a five gallon bucket and we’re just messing around with the bottom two gallons,” she said.

Keith Pearce, a fifth generation rancher from Glades County, said the government already owns 5.5 million acres in south Florida. “Why are we looking at purchasing more land?” he asked. He said the state should fund projects on land the state already owns.

Clewiston city manager Al Perry said water storage and treatment north of the lake is important.

Rev. Patricia Wallace, from Pahokee, said the state should bring more local people from around the lake to the table and involve them in the planning process. “We touch the lake,” she said. “I can walk out my back door and over the dike into the lake. Sending the water south would sweep me away,” she said. “Don’t sweep me away. Do not displace people with the release of water.”

“We’re all in this together,” said Clewiston City Council member Mali Gardner. “We care about our community. We love our farmers.

Hendry County Commissioner Karson Turner said buying land south of the lake “is not an option.” He said the campaign to buy land south of the lake “takes the eye off the prize.” Mr. Turner added that sugar farmers are environmentally responsible, cleaning water before it leaves their land. “Sugar farmers are the best conservationists on the planet,” he said. “We understand that water from our county flows south and its quality and quantity is part of the problem,” said Osceola County Commissioner Cheryl Grieb. “We want to be part of the solution.” She said aquifer storage and recovery (ASR) projects would be a good fit for Osceola County.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Glades County Democrat (FL)

May 26, 2016

**Emergency Management Holds Poster Contest**

Author: Glades County Emergency Management

Glades County Emergency Management recently went to both Moore Haven Elementary and West Glades Elementary to teach them the importance of knowing the different types of severe weather that threaten Florida as well as how to build their own Disaster Supply Kit. Emergency Management held a Severe Weather Week Poster Contest that all 5th Graders in the County was able to participate in. Each child was asked to draw either what Florida weather meant to them or how to build a Disaster Supply Kit. Our winners from Moore Haven Elementary Winners were 1st Place Cristina Toledo, 2nd Place Alondra Chiquito, and 3rd Place Yadeera Centeno. West Glades Elementary School Winners were 1st Place Bethany Banda, 2nd Place Alexis Garcia, and 3rd Place Aileen Sanchez. These winners' posters were sent to participate in the statewide poster contest that is sponsored by the Florida Division of Emergency Management.

Glades County Emergency Management also held a Mascot Contest where each 4th Grader in the County was asked to pick an animal they felt best represented Glades County. They were asked to tell which animal they picked, name that animal and tell why they believed that animal best represented Glades County.

The winner of this contest was Zellistyne Gregorio from West Glades Elementary. Zellistyne believed that a cow named Lady Moo best represented Glades County. She wrote, "I think that the cow best represents Glades County because it has a lot of farmland. When you drive by, you would see cows grazing mostly everywhere. Raising cattle for its meat is an essential industry for the community. For that reason, a cow should be the mascot of Glades County". Be on the lookout as Lady Moo will soon make her debut on Emergency Management's Facebook and Twitter accounts.

Both of these contests were a huge success and we would like to thank the following for donating prizes for the Severe Weather Week Poster Contest and Social Media Mascot Contest:

- McDonald's, Amanda Nisbit -10, Happy Meal gift certificates
- Joey's Pizza and Subs, Sergio Filion-3, Large Pizza and Two Drinks Certificate
- Caf#233; 27, Jessica Williams-7, Gift Certificates for a Daily Special
- Rainbow Gardens Flowers and Gifts, Cindy Davidson-3, Large Baskets
- County Commissioner, John Ahern-7, \$25
- Department of Health, Brenda Barnes-7, 52 piece Disaster Supply Kits
- Hodge Podge Graphics, Julie Palladino-7 Super Hero themed cups and other accessories

We live in a small community and should all be thankful for the support that our local business' and their representatives do for our communities and all of our organizations and/ or clubs. These businesses are always donating to so many of our organizations without hesitation. So when you

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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do business with them in the future just say thank you for supporting your community. We would also like to thank the School Superintendent Scott Bass and Mr. James Brickel at the Glades County School Board for allowing us into the school to teach our youth the importance of being prepared. We would also like to thank Moore Haven Elementary Principal Mrs. Langdale, as well as West Glades Elementary Principal Ms. Backes. A special thanks goes to Ms. Villiers and Ms. Castano at West Glades Elementary and Mrs. Brickel, Mrs. Ahern, and Mrs. Beck at Moore Haven Elementary. Also, thank you to the 4th grade teachers that helped with the mascot contest.

We would also like to thank the judges: Kelly Brantley from the County Judge's Office, County Manager **Paul Carlisle**, Lenice Hubbard at the County Managers Office, John Biggs EMS, Terrie Lollis EMS, and Dr. Joseph Pepe from the Department of Health.

Last but not least Emergency Management would like to thank each and every student who took the time to participate in these contests. We hope they were able to learn more about Hazardous Weather and how to prepare for it as well as some of the signs to look for. Education is the key to preparedness for all natural or man-made disasters and we hope they were able to learn something and encourage their parents to make a disaster plan and emergency supply kit if they do not have one.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Glades County Democrat (FL)

March 31, 2016

**GCYL Wants to Thank Supporters**

Author: Tycee Prevatt; Glades County Youth Livestock

Glades County 4-H was truly blessed at the 2016 Glades County Youth Livestock Sale. 34 community supporters came together to purchase our 4-H hog for \$45 a pound. In addition, we are very grateful to Oldcastle Lawn and Garden who carried on a tradition started 6 years ago by Mr. Mark Harrison and gave us a \$10 a pound add on. Once again this year Diaz Asphalt donated \$1,500 and Bridge Street Auto Parts gave \$500 to our hog. So our 4-H Hog brought \$62.09 a pound!

A special thank you to Pine Island Spice Co. -**Paul Carlisle** for donating a very nice buyers basket to us. However, it does not end there. Two buyers were very generous and donated steers back to be resold with all the proceeds going to Glades County 4-H:

- Mr. Lewis Gopher donated a 1145 lb steer to Glades County 4-H and John Allen Watford, Gates Melody Pool, and Chris sparks purchased it for \$3.50 a pound!
- Frosted Paints donated a 1250 lb steer to Glades County 4-H and Pine Island Spice Co. -**Paul Carlisle** purchased it for \$3.00 a pound.

The grand total for the hog and the steers that were donated was \$25,267.50!! This does not count the add-ons that were turned that we do not even know about yet. Once again I am extremely thankful for generosity of everyone in the community that came out and supported the youth of Glades County 4-H. Your donations will go towards providing programs for the youth of Glades County.

This year's supporters at \$45 were: Lundy Farms, Palm-dale Oil Co., PecoFarms, Perry Farms, Long Hammock Grove, Everglades Farm Equipment, Karson Turner, Dustin & Whitney Savoie, Eli's Western Wear & Trailer Sales, Arcadia Stockyard, Byron & Janet Storey, KL Bar Cattle, Grace Ag, Sunset Harvesting, Gilbert Family of Companies, Storey-Lundy Cane, SBP Cattle, Johnson and Prewitt, Helena Chemical Co., Sun Country Citrus, US Sugar, All Seasons Welding and Gator Glades, Ahern's Service Center, Wright Construction, Weston & Leslie Pryor, Wedgworth's Inc., Betts Farm Services, Independent Harvesting Inc., Deep South Sugar, Corp. AG 98, Dave Hardin, Advance Roofing and Outwest Farms.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Glades County Democrat (FL)

February 11, 2016

**4-H Day at the Capitol**

Author: Tycee Prevatt

UF/IFAS On Feb. 3, several Glades County 4-H members and their families participated in 4-H Day at the Capitol 2016 in Tallahassee. 4-H Day at the Capitol is an educational event that provides youth an opportunity to tour different parts of Tallahassee and the Capitol.

Glades County Youth enjoyed meeting several of their local County Commissioners, School Board Members and the Glades County Manager. It was a very special treat to have these individuals participate in the Opening Ceremonies with the kids.

The Glades County Delegation then met with Representative Pigman before meeting a Lobbyist and touring the Capitol Building. Their day ended with visiting the Historical Capitol Building and the Florida History Museum.

Glades County 4-H would like to thank the School Board Members: Mike Pressley, Janet Storey, and Jeri Wilson, County Commissioners: John Ahern, Weston Pryor, and Tim Stanley, Glades County Manager **Paul Carlisle**, and Representative Cary Pigman for meeting with the kids and helping them to understand the importance of both local and state governments.

We would also like to thank Representative Pigman, the Glades County Advisory Board, and our local supporters that support our chapter hog each year. Without your support this trip would not have been possible.



**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Fort Myers Florida Weekly (FL)

February 10, 2016

**Glades County Regional Training Center Receives \$50,000 Grant**

The Southwest Florida Community Foundation, a FutureMakers Coalition partner, has awarded the Glades County Regional Training Center a \$50,000 Community Impact Grant. The grant will be used to install a much needed telecommunications network to the center, including Wi-Fi and Internet, so that training classes can begin.

"For the first time ever, the Southwest Florida Community Foundation is providing a grant in Glades County with the potential for real change around developing workforce and supporting economic development in Glades and the surrounding area," said Sarah Owen, president and CEO of the Southwest Florida Community Foundation. "Our hope is that by providing these resources and getting the training center up and running, more businesses, as well as individuals, will benefit and more FutureMakers Coalition partners will come on board to support the training center and increase the post-secondary attainment of working-age adults in Southwest Florida." This is the last piece of funding needed to open the center and get training programs up and running.

"This funding is vital in being able to begin utilizing the center as it was meant to be," said Glades County Manager **Paul Carlisle**. "Now we will be able to begin our training programs to start making an impact on not only Glades and Hendry counties but our region as a whole." The new 40,000-square-foot Glades County Regional Training Center represents the future for Glades and Hendry residents to improve their job outlook and marketability by training for state and national certifications needed by companies throughout Southwest Florida and the Heartland region. Both counties are included in the FutureMakers Coalition, an initiative to transform the workforce by increasing the number of degree and certificate holders from 27 percent to 40 percent by 2025.

The manufacturing training center aligns with the mission of FutureMakers and is one of the first examples of the coalition's emphasis on creating collaborations between government, educators, area businesses and community stakeholders to offer certification training in skills needed by regional employers. Polk State College, Florida SouthWestern State College and Palm Beach State College are working cooperatively to establish curricula.

"Roughly 80 percent of young adults in Florida enter the job market without necessary skills," said Mr. **Carlisle**. "Manufacturers in the South Central Florida and Southwest Florida regions are facing the perfect storm when it comes to workforce recruitment, training and retention." Mr. **Carlisle** said companies are caught between the retirement and succession of their current workforce, largely due to age and changing technology in their plants. There is a tremendous and immediate need for skills trades and certificate based training to supply the needed trained workforce for just the existing companies in the area. The program aims to get high-school students, out-of-school youth (ages 16 to 24), veterans, Temporary Assistance for Needy

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Families recipients and others in the Glades service area who are unemployed or underemployed to receive training. The training would be comprised of soft skills training and stackable certifications that can lead to advanced training and employment opportunities in manufacturing and logistics in such a way that they can step on and off the training path until they reach a level of employment where they can provide a sustainable lifestyle for themselves and their families.

Mr. **Carlisle** also wants to make additional training opportunities available to incumbent employees for advancement so that a continuous pipeline of entry level positions is created and there is trained staff to fill those positions. "This is the way to get more people certified in the trades," Mr. **Carlisle** added. "If we don't have tradespeople, we don't have a house, a working air conditioner or auto mechanic."

Tradespeople are the backbone of many major industries. Construction jobs require skilled labor and employees certified in plumbing, electrical work, HVAC installation, and more. The training center will offer fast-track routes to certification with requirements completed as early as six months to two years depending on the program

The center also houses office space for CareerSource, a state program that pays for certification and college training for the unemployed, and provides relocation assistance, on-the-job training and hiring incentives for businesses. The center, midway between Florida's East and Gulf coasts, will initially target residents of rural Glades and Hendry counties, and eventually expand its reach to provide certification and specialized training for residents and businesses throughout Southwest Florida.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Glades County Democrat (FL)

March 19, 2015

**Library Guest Speaker**

**Mr. Paul Carlisle Fills the House**

Author: Austin Moorhouse

The guest speaker at the Friends of the Library meeting on March 16, was Mr. **Paul Carlisle**, County Manager for Glades County. Obviously there was a great deal of interest in the future of the Glades County considering that the library conference room was completely filled to capacity.

Mr. **Carlisle** indicated that he is working with the State Legislature in order to obtain grant funds for several major projects important to Glades County. He also talked about the new Emergency Operations Center which is now under construction and almost completed. This is one of those grants that will cost the county almost nothing and will provide Glades County with very important and needed services for Public Safety, EMS and Emergency Operations.

Mr. **Carlisle** talked about the new Middle School/High School complex currently under construction and also almost finished. This too was a state funded grant, which will cost the county little or nothing. He indicated that there may be a need to expand the school complex in the future as the student population is continuing to grow.

Next, the new Training Center located on State Highway 78 near US Route 27 in the new industrial park was discussed and there were questions asked about the kinds of training that would be received at this facility and about the students that would be eligible for this kind of training. The curriculum has not been specifically solidified however it will be tailored to satisfy the need for a labor force at the new Americas Gateway Project and the needs for other local organizations and businesses. The county is investing in the future.

Several questions were asked about the proposed Americas Gateway Project, where it will be located and what kind of operations will take place there. Mr. **Carlisle** indicated that he anticipates this project will be a manufacturing and assembly operation with some logistics rather than a container storage facility.

Mr. **Carlisle** talked about his meetings with the State Legislature with regard to the EPA and land conservation in Glades County. Glades County needs to be made whole for the loss of tax revenue based on the lands being used by the EPA.

Questions were asked about the funding and progress on the proposed Moore Haven Canal Park currently under consideration and partially funded. Mr. **Carlisle** gave us a report on the progress of that project and he also discussed the campground known as the Marina Campground. He, and several others parties, have a planned meeting with the Corps of Engineers to discuss the possibility of reopening the Marina Campground. It seems like a waste for an abandoned

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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campground to be located directly across the rim canal from a newly established Moore Haven Canal Park. The reopening of this campground would also provide increased revenue for the City of Moore Haven as well as for the County.

Some questions were asked about the paving of the new bicycle trail and about the pedestrian bridges at Harney Pond Canal and at Indian Prairie Canal. There were also some questions about the paving of county roads, specifically the River Road which starts in front of the Glades County Public Library and continues on out past the Bowden subdivision. Mr. **Carlisle** indicated that this road is under consideration for paving, however not on this year's plan.

There was a question about what's going to happen to the old Glades Motel on US Route 27. Mr. **Carlisle** indicated that this property may soon fall into the hands of the county by default on taxes and fines and would be sold as excess property. A new owner will have to demolish the buildings or bring them up to code.

There were several questions asked about the possibility of a Love's Travel Center currently under consideration to be built along US Route 27. Mr. **Carlisle** stated that he has been in touch regularly with the engineers for Love's Travel Centers who have indicated that they are in the process of designing such a facility. There is no guarantee that this center will go forward, however the prospects look very good at this time. There are many criteria that have to be satisfied before these plans can be solidified.

Several people ask questions that were relevant to the City of Moore Haven rather than relevant to the County. Questions were asked about the demolition of the old Lundy Hardware building and about the progress on the Moore Haven Marina. Mr. **Carlisle's** presentation was very well received. He was well versed with all of the facts and figures and was able to provide straight forward answers to all of the questions relevant to the County. He is certainly welcome to return to the Friends of the Library in the future.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Glades County Democrat (FL)

March 5, 2015

**County Manager Gets Rave Reviews**

Author: Charles M. Murphy

Glades County Manager **Paul Carlisle** would make the Dean’s List and the high honor roll if he were in school, as Commissioners gave him top marks for his work in his 2014 job performance evaluation. Donna Storter-Long gave him a mark of 4.86 on a scale of 1 to 5. She noted **Carlisle** has a broad knowledge of the many aspects of managing local governments. Chairman Tim Stanley gave Mr. **Carlisle** perfect marks in his evaluation. He stated Mr. **Carlisle** has done an excellent job of managing Glades County, “He has gone way beyond expectations in procuring funding for the county. He represents Glades County professionally at local, county, district and state levels.” Stanley said **Carlisle** has opened the door to the County Managers office and is willing to listen to the needs of Glades County. Stanley said the county as a whole needs to be more proactive in their planning for the future, like policy changes and state mandates, “We always seem to be trying to pass something with little time for review and a very small window of opportunity to get something done.”

Commissioner Weston Pryor also gave **Carlisle** a perfect score on all the questions in the evaluation. He said **Carlisle** is very organized, a people person, who is respectful to everyone and provides tremendous leadership for the County. Commissioner John Ahern declined to submit a questionnaire as he stated he hadn’t been in office long enough to give a complete evaluation, “With that being said, I’m very satisfied with what I’ve seen thus far as a board member and before as Moore Haven City Commissioner and private citizen. I look forward to working with Mr. **Carlisle** and will rate him above average for the short time we have worked together.”

The evaluation included marks in 10 different categories. They included individual characteristics like good judgment, enthusiasm, stamina and positive attitude, professional skills, willingness to try new ideas suggested by commissioners, maintained good relations with the elected officials in the county, keeps commissioners informed, and executes policy they approve. The evaluation also looks at relationships with staff, citizens and the media, supervisory skills, fiscal management and budgets, and strategic planning for the future.

Mr. **Carlisle** also reported that he and Commissioner Paul Beck of Lakeport had an excellent trip to Tallahassee in an attempt to get additional funds to develop the job training center. “We also discussed with them the reimbursement of funds and how as a regional area of economic opportunity, we should be able to have a direct payment rather than reimbursement,” he noted. **Carlisle** said that would relieve the burden of Glades County having to put out funds, which sometimes are considerable, and then wait to be repaid by the state. **Carlisle** said he appreciated the time and energy of our local state delegation and the support they have shown for the county priorities this session.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Glades County Democrat (FL)

August 7, 2014

**County Approves Tentative Budget and Millage**

Author/Byline: Charles M. Murphy

Glades County Commissioners approved a tentative \$7.4 million dollar spending plan for the 2014-2015 budget year which set the tentative millage at 9.1367, and the municipal service tax at 2.45 mills for law enforcement. These rates are the same as the tax rates approved for 2013-2014. An additional \$127,385 in ad valorem taxes will be collected this year, an increase of 2.7 percent. The spending plan will generate nearly \$4.8 million in property taxes.

County Manager **Paul Carlisle** said the Commission is continuing to consider a 2.5 percent pay raise for employees but have not made a final decision.

The county will receive \$223,583 in payment in lieu of taxes from the state and nearly \$140,000 from a contract with the Seminole Tribe of Florida. The half-cent sales tax will raise nearly \$1.4 million. \$198,944 will be raised through ambulance fees, \$81,854 from tipping fees at the construction and demolition landfill, and over \$6 million will be left in reserves.

The spending plan includes \$65,000 for improved technology, \$144,284 for the County Manager's office, \$124,500 for the annual county audit, \$581,441 for the Property Appraiser, \$430,557 for the Tax Collectors office, \$211,043 for the Supervisor of Elections, \$82,326 for the County Attorney,

\$153,268 for the Planning and Zoning Department, \$20,462 for Code Enforcement, \$193,093 for the County Maintenance Department, \$94,710 to maintain the court house, \$3.1 million for the Sheriff's Office, and \$276,137 for the County Fire Department.

The budget also included nearly \$215,000 for emergency management, \$93,315 for the County Agriculture Extension Office, \$75,292 for state aid to the library, \$45,898 for the probation department and \$398,328 for the Clerk of the Court.

EMS will cost the county \$1.09 million, animal control \$53,290 and community services \$205,232. The Road Department budget totals \$2.53 million, and parks and recreation \$143,719.

The Capital projects budget totals just over \$13 million with the key project the new Emergency Operations Center at \$4.26 million. \$1.2 million will be spent on County Road 733, \$1.8 million on Kirby Thompson Road, \$1.71 million on State Route 78, and \$1.15 million on Loop Road. \$506,368 was budgeted on the Court House this year. \$400,000 was being budget for various waste water treatment plant improvements.

Other budget hearings will be held on September 8 and September 23 at the Glades County Court House.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Okeechobee News (FL)

December 1, 2013

**Carlisle Excited to be County Manager**

Author: Charles M. Murphy

With over 22 years of experience in municipal government and with a burning desire to return to Florida, **Paul Carlisle** accepted the job of Glades County manager, Nov. 12. "It's a career step for me. I'm excited and I think it's a great opportunity," Mr. **Carlisle** said in a phone interview with the Glades County Democrat. "I've been in the local management level and the county level is a progressive step. I think the county will be glad they selected me."

Mr. **Carlisle** spent just over two years as public works director for Rock Hill, S.C. Previously he had served as town manager in Lake Park and as division manager over roads for the city of Wellington. He also has worked over 12 years in the private sector in the construction industry. His background includes management over solid waste collection, recycling, roadwork maintenance, administration of community development block grants, comprehensive planning, and budget management. Mr. **Carlisle** also worked at Florida Highway Products and has met many of the staff members of Glades County.

Mr. **Carlisle** admits he was motivated to return to Florida because his wife and family continue to live in Palm Beach County. He is a native of Indiantown and graduated from Martin County High School in the class of 1979.

Mr. **Carlisle** will be paid \$100,000 and plans to start on the job during the first week in January. He plans to rent or purchase a residence in Glades County and spend week nights near the county seat so he is closer to his constituents. Mr. **Carlisle** also praised Glades County for the way they handled the interview process and stated it gave him some insight about the county and its future. "All of the candidates were given the same opportunity and the same questions and it was a level playing field for all of us. I think the commissioners gave me pointed and direct questions and let me know what their concerns were," he said. He said he looks forward to discussing with commissioners their thoughts and the direction they'd like the county to take.

With over 20 years of experience with Florida law, commissioners said they had no question Mr. **Carlisle** can jump in and get the ball rolling. Commissioner Tim Stanley said he liked that Mr. **Carlisle** had some economic development experience which should help with several projects like the county business park and the America's Gateway Intermodal Logistics Center project. Mr. **Carlisle** concurred that Glades County is on the cusp of some big changes. "Glades County has a ton of potential. I'd like to try to utilize Lake Okeechobee as an attraction point," he said.

Mr. **Carlisle** worked to bring in a new recycling center in Rock Hill. While in Lake Park, he worked with many new businesses and was involved with the Scripps Research project. "We will be able to bring businesses here. I want to get the input from the county commission on

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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the business they feel is important, and we'll work together to attract those and I will make myself available to help these businesses," he added. The rural nature of Glades County is a benefit, he added, and despite challenges, Glades County can compete with other areas of Florida. "We are off the beaten path, but what drives business is traffic and visitors. It's a challenge no doubt," he added.

Mr. **Carlisle** promised an open-door policy for all employees and stressed he knows several employees already, including road superintendent Avant Brown, and has a working relationship with him. He also promised citizens he will be honest with them and try his best to help them. "I will tell them the truth and I won't make something up. Citizens should know I'm very approachable," he added.



**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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The Herald (SC)

May 11, 2013

**Flooding Problems Persist for Rock Hill Residents**

Author: Jonathan McFadden

Odell Hope and his wife, Dianne, feel like “nobodies.” Heavy rains last weekend dumped pools of water into their Morgan Street yard. A deluge of rain, mixed with dirt and grass, swept into the crawlspace beneath their house. They expected black mold to crust on their windows, and a persistent odor to waft in their living room. Then, there are the bugs – “they like that dampness,” Odell Hope said.

Much of the Upstate and western North Carolina saw downpours after an upper low-pressure system moved into the area, dumping rains that prompted officials to issue flood warnings and alerts for area river basins, including the Catawba River and the Broad River in Blacksburg, throughout the week. Last Sunday, a half-inch of rain fell over the area, followed by another inch throughout the night, said Larry Gabric, meteorologist with the National Weather Service. The rain dissipated Monday, but it was little too late for the Hopes and their neighbors. “This has been going on for five years,” Dianne Hope said.

Odell Hope, 78, punched a hole in the foundation of the home he and his wife have lived in for 17 years to filter out the water he says travels downhill from nearby Florence Street and into his front yard. There’s no storm drain in front of their house to catch the water as it flows downward and slams into vents at the base of their house. Once, Dianne Hope said, the water was so high that it covered the front steps of her porch, preventing her from getting in or out of her own home. The low-to-the-ground sidewalks in front of their home don’t block the water at all, the couple said. “It’s getting worse,” said Dianne Hope, 58. They pay about \$3 per month for storm drainage they say doesn’t work. They’ve asked city officials to install a storm drain near their house, Dianne Hope said, adding that she’s attended City Council and state Department of Transportation meetings to air her grievances.

But Morgan Street, bordering Arcade Park, is maintained by the state Department of Transportation, said city spokeswoman Katie Quinn, who added that the city has held meetings with residents and the state DOT to mitigate the problems. After those meetings about a year ago, DOT officials went into Morgan Street and the surrounding areas, cleaning out ditches and unclogging storm drains that collected dirt, trash and sediment, said David Gamble, assistant maintenance engineer for Rock Hill’s DOT maintenance shop. They also found TV’s and other miscellaneous items in the ditch lines, he said.

Gamble said officials have encountered similar problems in other areas of the city, including Carolina Avenue Extension, where DOT crews removed 12 tons of trash, tires, TV’s, limbs and leaves from ditches over three days. “There was very little beyond that that we could do,” he said. Many of the homes built on Morgan Street, in the Arcade Mills neighborhood, were constructed in low-lying areas without adequate drainage, said Bradley Trout, engineer manager

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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for Rock Hill's DOT office. Maintenance crews, he said, are confined to working within DOT's right-of-way, Trout said. The right-of-way varies from road to road, said John McCarter, DOT administrator for the district covering York and Chester counties. Years ago, the state acquired many streets in Rock Hill, including Morgan Street. The street's right-of-way starts in the center of the road and extends 40 feet, 20 feet on either side, said Mike Bagley, the state DOT's permits and contracts engineering manager. Right-of-way, McCarter said, doesn't extend to private property. That's where the city comes in, he said. "Once it leaves our right of way and enters in the city, it's going to take a joint effort," he said. "We can get (water) off the road...but then that responsibility falls into the city of Rock Hill to work it into the system."

Installing new drainage systems would take special projects and grant money the DOT doesn't have, he said. DOT receives funding for 1,300 miles of state-maintained roads in York County, McCarter said, from a 16-cent per gallon gas tax that hasn't fluctuated in nearly two decades. "Everything we do now costs more than it did back in 1987," McCarter said. "We get enough money to patch potholes, cut grass, fix signs, but we don't have...a funding mechanism for us at the maintenance level to redo drainage systems and replace roads. "We have a very difficult time just repaving roads around Rock Hill." Most of the new road construction projects in the county are funded by the Pennies for Progress 1 percent sales tax, Trout said. Pennies for Progress is a York County program approved by voters.

Early this month, the state Senate Finance Committee approved a bill that would fund road and bridge construction projects by shifting tax money and borrowing on bonds. It would also increase the fee for 10-year driver's licenses; charge owners of alternative fuel cars; and increase truck registration fees. Road work is "very expensive," McCarter said. "People don't realize every little detail we try to do when you add it up. We just don't have the money to do it." State Rep. John King, D-Rock Hill, said he attended the meetings with residents, state, city and council officials and was "under the impression" that a resolution would soon be reached. "If the people reside in the city limits, in this county, in this state, it's all of our problem and we need to rectify it," he said. Instead, officials have passed the buck to the next person, King said.

When city and state officials began talks about solving the city's stormwater issues, King said, he expected to receive updates on progress. "Because I haven't heard from anyone in over a year, I thought they had resolved all of it...my constituents felt that the city, county and state were moving forward and making things happen that were supposed to happen," he said. A day after speaking with The Herald, King said he called state officials, who plan to schedule meetings with the city, county and residents to "rectify the issue that my constituents have been complaining about...that they have all right to be upset about."

Last month the city announced plans for a comprehensive stormwater study in response to residents' complaints about standing water. Last week, a list of 127 areas in the city that need attention was presented to City Council after consultants took a look at the city's stormwater issues. The information includes estimated costs for projects, as well as the complaints filed with the city about these areas. Officials have already started bids for the first project on the list – the Hagins Street/Friendship Drive area, where residents have complained about flooded yards.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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But Morgan Street, where responsibility for maintenance falls to homeowners, isn't included on the list. In meetings last month, city leaders said finding solutions for low-lying areas would be difficult since water naturally flows to the lowest point. That's what prevents city officials from fixing many of the flooding issues on Morgan Street, built before current industry standards and lying at "the bottom of the hill" adjacent to an old creek bed, said **Paul Carlisle**, city public works director. "All the water goes to the creek...we can't stop the water from getting to the bottom of the hill," he said. "There isn't much the city can do to redirect that water. Where do you redirect it to? It's got to go downhill."

Rock Hill's topography isn't made for moats and pumps to funnel the water, **Carlisle** said, and city officials can't "spend public funds on private property." "Mother Nature designed that topography," he said. "We can do what we can within all reason to try and mitigate it. Can we stop it? No, there's no way to do that...we didn't make the land. "You couldn't take my entire budget in public works and make a difference." Nevertheless, the city has done projects in the area, **Carlisle** said, such as paving sidewalks. "It may not have been in front of Ms. Hope's house, but...we do a lot of internal projects with our general budget, not just our capital budget in neighborhoods," he said. "It's not like we don't work in neighborhoods, we do."

The monthly stormwater fee city residents pay is a "minimal amount of money for residents spread out over 20,000 residential units within the city," he said. Stormwater fees go into the city reserves for large-scale capital projects. "The \$2.83 a month that a resident pays doesn't mean we're going to do \$2.83 in front of your house," **Carlisle** said. "Everybody pays taxes for road resurfacing, but that doesn't mean your road's going to get resurfaced every year," he said. "We're not going to work in front of everybody's house because you paid us a fee. It's not like your garbage pickup."

On Thursday, a chair stood slumped over the storm drain in front of Abby McClure's home, just two houses down from the Hope family. She, too, has seen waters rise in her yard, usually in the front, just enough to cover the top three steps leading to her porch. Having rented her house for almost a year, she isn't satisfied with the city's explanation that water gushing into her yard is trying to make its way down to the creek several feet into her backyard. "Evidently, it doesn't come far enough," she said. On Monday, a small moat sat in front of the home across from McClure. Another neighbor, James McCleave, has lived on Morgan Street for two decades. "If it rains hard," McCleave said, the water might even get under his home. He pointed to the pool of water in front of his neighbor's home. "It's not going to leave till the sunshine soaks it into the ground," he said. Three days later, it was a muddy mesh.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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The Herald (SC)  
December 13, 2011

**Rock Hill, Schools Team Up for Recycling**

Author: Nicole E. Smith

Over the next five years, Rock Hill city and school officials will develop a comprehensive program they hope will reduce waste and increase recycling in the schools. As part of the agreement approved Monday night by the Rock Hill City Council, the school district will pay the city up to \$140,000 for the collection and disposal of solid waste, while the city will give the proceeds of the recycling back to the district. Recycling programs in the past have not been "vibrant," said city public works director **Paul Carlisle**. "The most exciting thing is students get the other 'R' - recycling," he said. The city will provide cardboard recycling as well as in-school recycling bins. **Carlisle** said he hopes the program will send the same message to students that the city tries to do - recycle.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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The Herald (SC)  
April 29, 2011

**Rock Hill Taps Fla. Man as New Public Works Director**

Author: From Staff Reports

The city of Rock Hill will welcome **Paul Carlisle** as the new public works director on May 16.

**Carlisle** joins the city with over 20 years experience in municipal government, including service as a public works department head and a town manager. His background includes management of solid waste collection, recycling, roadwork maintenance, administration of community development block grant programs, comprehensive planning, and budget management.

**Carlisle** currently serves as a regional manager for Florida Highway Products, where his responsibilities include providing infrastructure management to municipalities, counties and local districts.

Prior to his current position, he served as the town manager of Lake Park, Fla., where he had previously served as the public works director. His other experience includes serving as division manager over the roads division in Wellington, Fla., and working for over 12 years in the private sector construction industry. **Carlisle** was selected from a group of approximately 150 applicants nationwide to oversee the city of Rock Hill's public works department, including the solid waste, street maintenance and stormwater divisions. The department employs 108 people.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Palm Beach Post, The (FL)

May 10, 2006

**REC CENTER/HURRICANE SHELTER SOUGHT FOR LAKE PARK**

Author/Byline: Bill Dipaolo

Commissioners want to build a \$2.25 million recreation center to give local children a place to play and residents shelter during a hurricane. "These children in Lake Park need a place that expands what's inside of them," said library monitor Carrie Chappelle, surrounded by about a dozen children she helps with homework daily at the Lake Park Library. "If not, trouble is going to start to grow."

The town's recreation building is in the former police station just west of Town Hall. The single-story building, built in 1984, also houses the road patrol headquarters for the Palm Beach County Sheriff's Office. PBSO operates out of the north side of the building. The children's recreation area, as well card games for senior citizens and exercise classes, are held on the south side.

"It scares me having the policemen so close. Sometimes I see guns," said 12-year-old Emmanuel Augustin, who attends the after-school program. The children play four square and kickball in the paved driveway. They must cross Park Avenue to play on a public ball field.

Other students said they would welcome a new recreation center because more of their friends would be able to sign up. They said the current building is crowded. More play space is needed, they said. "If we had a bigger place, maybe more kids could stay at the camp after they turn 13," said Andlyne Charles, 12. "I hate it when my friends have to leave when they turn 13."

About 53 children from ages 7-12 are enrolled in the after-school program that runs between 2-4:30 p.m. About 60 children ages 6-13 usually sign up for the town's eight-week summer program, said Recreation Director Dale Dougherty. "I turn children away when the places fill up. They are disappointed," said Dougherty, one of the town's two full-time recreation employees.

Town officials would build the new center at the town ball field, on the west side of Sixth Avenue between Bayberry Drive and Date Palm Drive. The 15,000-square-foot center would have a gym, bleachers, showers and an area for pre-k classes. Children could take showers after using the outdoor football, baseball and basketball areas. The building would be open to community groups.

To meet hurricane shelter standards, the building would have a kitchen, laundry facilities, and a generator. It would also be able to withstand 140-mph winds. "Meeting hurricane shelter standards is the key," said Town Manager **Paul Carlisle**. "We need grant money. The town cannot afford the \$2.25 million. We can receive grants from Palm Beach County or state or federal agencies if we are a hurricane shelter."

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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FEMA is a possible grant source. The federal agency distributes money for new hurricane buildings through its Hazard Mitigation Grant Program. If the grant is approved by FEMA and the Florida Department of Community Affairs, FEMA will pay up to 75 percent of the grant. Florida will pay the rest of the grant, said FEMA Spokesman Jim Homstad.

Palm Beach County Commissioner Addie Greene, whose district includes the Sixth Street ball field, has already pledged money to build a park in Mangonia Park and to buy property near Crossroads Baptist Church at 45th Street and Haverhill Road, said Shirley Meeks, Greene's administrative assistant. "(Commissioner Greene) has made promises to build those parks. That does not leave any funding for a recreation center in Lake Park," Meeks said.

Lake Park commissioners unanimously approved the concept of the \$2.25 million center on April 19. Three other smaller recreation centers were considered, and could be approved. Public hearings and final commission approval is required. No date for future discussion has been set. Under the proposal, the PBSO administrative office, now on the bottom floor of Town Hall, would move into the recreation building, said Lake Park Sheriff's Office Capt. Douglas Reece. PBSO took over jurisdiction of Lake Park in 2001.

The current recreation center has been repeatedly renovated through the years. Walls have been removed and painted. Floors have been replaced. The roof is being repaired. Wall air-conditioning units were added.

With no place to go after school, about 30 children go to the Lake Park Public Library, a short walk east of the recreation center. Library employees often see the energy-filled students roll on the grass and play before coming inside to study. Many students stay at the library from after school until about 5 p.m., said Reference Librarian Karen Mahnk. "Kids need to be kids. I'm glad they come here, but we aren't a recreation center. We don't serve snacks. We don't have exercise," Mahnk said. "So many students coming here shows how badly we need a recreation center."

4 options for Lake Park recreation center

Financing 100% for 30 years at 6%

Size in square feet Total cost Monthly payment

Option 1 2,500 \$375,000 \$2,100

Option 2 7,500 \$1,125,000 \$7,000

Option 3 10,000 \$1,500,000 \$9,000

Option 4 15,000 \$2,250,000 \$14,000

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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The Palm Beach Post (FL)

May 18, 2006

**City Official Government End  
West Palm Beach**

Correction: UNPUBLISHED CORRECTION: **Paul E. Carlisle** is Town Manager of Lake Park.

Town Manager **Paul E. Carlisle** resigned last week less than a year after he was promoted to his new post, according to a letter released Tuesday. **Carlisle** told the mayor and town commission in his May 10 resignation letter he was "sorry to leave" but was "moving for good reasons."

He plans to leave his position by July 7 and could not be reached for comment. **Carlisle** was first hired in May 2002 as the public works director. Three years later, he was appointed town manager after serving six months as interim town manager.



**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Palm Beach Post, The (FL)  
March 22, 2006

**STATUE OF CHILDREN COULD TAKE PLACE OF CONCRETE HORSES**

Author/Byline: Bill Dipaolo

A bronze statue of children playing might replace the landmark concrete horse statues in front of a recently opened children's medical center. "The children's statue goes with our business - helping children," said Dr. Jorge Sallent, a doctor and part-owner of the Pediatric Respiratory Center.

One of the horse statues was toppled during a storm last summer, and the other came down during construction to change the former bank into the medical center. Town officials at first refused to allow the building to open because they said replacing the statues is a condition of approval. Sallent said the price tag to replace the horse statues - estimated between \$50,000 and \$140,000 - was too high. Town officials on March 17 approved a 90-day temporary permit that allowed the center to open. The permit requires the owners to replace the concrete horses or have plans for a different statue approved by the Lake Park planning and zoning board and the town commission by June 17. "We will shut him down if he does not comply. The town is not the bad guy in this," said Town Manager **Paul Carlisle**. "I don't want to hear (the owners) complain it is the town against the poor children."

Sallent has submitted three drawings of 10-foot-high children statues that would be raised above the ground so children could not climb on them. The total cost for installing one children's statue would be \$33,897, according to Sallent's proposal. The town could require new horses to be installed or allow one of the three children's statues to be built. The proposals might be discussed at the next planning and zoning commission meeting on April 3. The next town commission meeting is April 5. Agendas are not finalized for either meeting, according to the town clerk's office. "I want the horses back. They are a town landmark. But I'm willing to work with (Sallent)," said Mayor Paul Castro. Lake Worth-based Van Linda Iron Works Inc. submitted a bid for \$46,485, which does not include transport and reinstallation of new horse statues. Another bid for \$52,712, which includes all costs, was submitted by James Knox, a Lake Park artist, to replace the horses. The general contractors for the building, Jupiter-based Rielly Construction Corp., submitted an estimate for \$138,394.

Most of Sallent's patients are younger than 7 years old. Many are from low-income families and are sent to the center by the Florida Children's Medical Services, an agency of the Florida Department of Health. Sallent is a registered health-care provider for the agency, said Florida Department of Health spokeswoman Thometta Cozart. "We provide a badly needed service," said Sallent, part owner of SIGH, LLC, which bought the building in 2003 for \$540,000. The 7,000-square-foot medical center is on the west side of U.S. 1, just south of Park Avenue.

The original horse statues were done by Earl LaPan, who designed the mariner statue at Phil Foster Park in Riviera Beach. The Lake Park statues originally were standing in a water fountain,

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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which in recent years was turned off. The twin stallions were built in 1962 at what was then First Federal Savings & Loan of West Palm Beach, which changed its name to First Bank of Florida. In 1998, First Bank was bought by West Palm Beach-based Republic Security Bank. North Carolina-based Wachovia bought Republic, and shut down the branch in 2001.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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The Palm Beach Post (FL)

August 24, 2005

**LP Boat Cost Proposed Increase  
Marina Might Increase Rent for Boat Slips**

Author: Bill Dipaolo

More than half of the boat slips are empty, but some Lake Park officials say boosting docking fees is necessary at the town's 104-slip marina between Silver Beach Road and Cypress Drive. Opened in March after an \$8 million face-lift, the marina was touted to revive the town's boating businesses and improve public boating access. The docking fee was set at \$14 per foot per month, lower than most Palm Beach County boatyards. But the lower fees have not delivered the expected boat owners, said Mayor Paul Castro.

"At \$14 a foot, we are not even breaking even. This is a first-rate marina, we spent lots of money. It needs to be profitable," said Castro. Council members plan to discuss the proposed rate increase at a budget workshop on Aug. 24. Council approval at a later meeting is required for a rate increase. The increase would mean about \$80 more a month for Steve Whittingslow, owner of the 39-foot Bottoms Up, which he has docked at the Lake Park marina since March. Whittingslow said he would not leave if the rates were raised. "I'm satisfied with the service here," the first-time boat owner said as he hosed off his craft. "It's safe, and I like the fact everything is new."

Raising the rates while there are so many empty boat slips is not a smart idea, said Commissioner Chuck Balius. Instead, the marina should be offering a month free dock space or other offers to attract new customers. Balius said the low business is partly to do with the reputation the old marina had as being an unsafe place for boaters. "The marina needs to publicize the good things we have there, the pump out stations, the showers, the laundry and gas pumps. People still don't think we have good security. You don't raise fees when your business is low," Balius said.

Security problems have been solved, said Marina Manager Patience Cohn. Incidents such as stolen fishing equipment and the theft of a vehicle from the parking lot were reported after the marina opened. A private security guard now patrols when the dock workers are off duty, said Cohn.

Compared to nearby marinas, Lake Park's rental fee - \$14 per foot applies to all boat sizes - is low. Jonathan's Landing Marina in Jupiter charges \$30 per foot, and North Palm Beach Marina Charters charges about \$20 per foot for a 60-foot boat. "Boating season really kicks in after Thanksgiving. (Lake Park's) best bet would be to hold the rate increase until after the boaters start coming back," said Mike Jones, dockmaster at Jonathan's Landing. Noting the empty boat slips as she walked along the docks, Cohn said many boat owners told her they were waiting for their current leases to expire this fall before moving into the Lake Park Marina. About 40 slips are now leased, she said. "We need to get the word out, and business will increase. We need the rate increase to maintain the services we have. We could continue without the increase, but we

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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might have to cut back on personnel," she said. While the marina has been open since March, more work is required. Landscaping and irrigation will require about \$300,000, and some powerlines might have to be moved, said Town Manager **Paul Carlisle**. "We started out with these low rates as a kind of introductory offer. We knew we would have to raise the rates to be self-sufficient," **Carlisle** said.

Support for the new marina came from town officials and boaters wanting a facility to keep up with the trend toward larger boats, as well as more up-to-date marine amenities. Registration of boats in Palm Beach County is booming, up from 40,109 in 2000 to 42,775 in 2003. Public launching and docking facilities have not kept up, said Lou Daniello Jr., president of the Marine Industries Association of Palm Beach County.

The marina originally was to be 214 smaller boat slips. But town officials reduced that number to 104 deeper, larger slips, up to 60 feet, to accommodate bigger boats that pay higher dock rental fees. A restaurant originally considered in the plan has lost support, said Castro. The town is paying for the marina with \$2.1 million from a \$9.8 million bond issue approved by town voters in 1997, borrowing an additional \$5 million. The final \$1 million came from a grant from the Florida Intracoastal Navigation District. "We want to keep the rates reasonable," said **Carlisle**. "But we have to repay our debt."

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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The Palm Beach Post (FL)  
October 29, 2004

**City LP Official Employment End  
Lake Park Town Manager Resigns**

Author: Jennifer Sorentroue

Town Manager Doug Drymon, who was hired by town commissioners 15 months ago, has resigned amid growing concerns that he was an ineffective leader. "I know recently there has been a lot of discussion about your confidence about my ability to do my job," Drymon told the commission during a meeting last week. "In light of some job opportunities that I see advertised . . . I would be willing to consider tendering my resignation." Drymon said Thursday he is looking at positions in Palm Beach County and throughout the state, but he doesn't have another job lined up. His last day as town manager, where he made \$78,030, was Monday.

**Paul Carlisle**, the town's public works director, has been named acting town manager until Drymon's replacement is found. In recent months, Drymon's performance, including his work on the Lake Park Harbor Marina project, has been increasingly criticized by several members of the commission. The growing discord came to head during a meeting earlier this month in which a majority of commissioners gave the manager a vote of no confidence. "It wasn't the right fit for us," Castro said. "He knew we weren't happy."

But not everyone was upset with Drymon's performance. Vice Mayor Chuck Balius praised Drymon's work on the Target and Wal-Mart stores planned near Northlake Boulevard and Congress Avenue. Balius said he was saddened by Drymon's resignation, adding that he felt the manager and town leaders could have worked out their differences. "This brings more turmoil to the town," Balius said. "We have to settle down sometime. It's a bad day for Lake Park."

Drymon is the latest in a string of managers who have come and gone over the past four years. During a period of political turmoil, Terry Leary was fired in 2001 after six years in the job. She was followed by three interim managers before the town hired Jason Nunemaker that year. Nunemaker submitted his resignation after 19 months. Drymon will received a lump-sum payment equal to four months' pay as part of his severance package. In exchange, he is required to provide consulting services to the town until Feb. 25. Before Lake Park, Drymon served as city manager in Dade City, near Tampa. He also worked as the town manager in Wallace, N.C.

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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Palm Beach Post, The (FL)  
April 29, 1997

**WELLINGTON SPEED LIMITS TARGETED**

Author/Byline: David Abel

Speeders, beware: Vice Mayor Carmine Priore is on a mission to slow neighborhood traffic, and he wants to shave speed limits on every major road within the village. "The limits we currently have are horrendous," Priore said. "The temptation to speed on our roads is too much, and we need to take action to protect ourselves."

Priore said he plans to propose next month that the village reduce speed limits from 55 mph to 40 mph on Forest Hill Boulevard between State Road 7 and Birkdale Road, from 45 mph to 35 mph on the four-lane section of Wellington Trace and from 45 mph to 35 mph on South Shore Boulevard. He is also seeking lower limits on Fairlane Farms Road, Pierson Road, Big Blue Trace, Binks Forest Drive, Green View Shores Boulevard and Homeland Road.

"I'm not so enthusiastic about reducing speed limits. I think Priore speaks for himself on this issue," said Councilman Michael McDonough, though he added he would consider looking at problem areas. "Anything we do has to be enforceable and people are going to drive at whatever limits they think are safe."

Mayor Kathy Foster and the two other council members were unavailable for comment. Village Manager Charles Lynn and village roads director **Paul Carlisle**, however, expressed support for Priore's efforts. "Wellington is predominantly a residential community and we have a lot of pedestrians, equestrians, bikers and people Rollerblading," Lynn said. "So I think it's important that we examine the speeds set on all the roads."

While no village statistics were available, 206 motorists died in 184 crashes last year in Palm Beach County, according to Florida Highway Patrol figures. "I'm on a pilgrimage to do this," said Priore, who recently spearheaded blocking trucks without a village destination from using Wellington roads.

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Research Compiled by: Chris Nestman & Amanda Dillabough  
Colin Baenziger & Associates