

COLIN BAENZIGER  ASSOCIATES

EXECUTIVE RECRUITING

Section 10

Gregg J. Lynk

*Lake Worth Beach City Manager
Candidate Report*

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Cover Letter and Resume

Gregg Lynk
1309 Braun St NE
Palm Bay, FL 32905
glynk61@gmail.com
908-230-1850

After years of leading large-scale programs in the private sector, which involved government at every level, I crossed over to run one of Florida's largest cities, Palm Bay. For 3 ½ years, I was the CEO for the 15th largest City in the State of Florida. Having over 20 years of executive experience from both the private and government sectors provided me a unique perspective for how to successfully navigate unnecessary bureaucracy while working to meet the aggressive performance demands of a for-profit company. Please consider this letter as a formal request to be considered for the position of City Manager for Lake Worth Beach, Florida.

Whether in private or public sector, I have succeeded with the same formula:

1. Hire great people and let them do their jobs.
2. Measure the things you want done.
3. Focus on results and reward accordingly.

In the recruitment brochure for City Manager there were several topics of interest that Council was looking for in a candidate.

1. Demonstrated track record. Achieved tremendous success in public and private sectors working with lobbyists at local, state and national levels.
2. I am certified thru FEMA . Led Palm Bay thru two hurricanes, Matthew and Irma.
3. I am not a person that shrinks under adversity. I have a can-do spirit and surround myself with successful, experienced and creative staff. In other words, I am a change agent that realizes the vision of the board and creates and implements the strategy to get the City moving in the right direction and ultimately to the right place.
4. I am an excellent communicator that will understand the board and be able to fully execute their directives to not only meet but exceed their expectations.
5. Worked with Charter Review Committee to address and update City Charter. Led to 7 City referendums. Two of particular interest were non ad-valorem issues to address the \$45 million stormwater shortfall and the other initiative was the \$150 million bond to repair and pave all the streets in Palm Bay.
6. I added to the Public information Staff. Social media can be brutal. However, there are ways to get positive information out and stay on top of mis-information to those that may not be as familiar with policy and or the process. Social media staff have a challenging job ahead of them; however, they are an integral piece of getting the message out and increasing transparency.
7. I learned early on in my career, it is not just customer service, we are about providing extraordinary customer service.

Section 10

As the former City Manager of Palm Bay, the most populist city in Brevard County, I enjoyed an extraordinary degree of success in recognizing and implementing strategic initiatives that enhance business relationships and have been proven to build revenues. I am also recognized as a team builder and a leader who knows how to motivate staff and key stakeholders to communicate more effectively. My ability to organize and focus the efforts of others was paramount to the successes I've experienced. My strong work ethic coupled with the many other proven abilities depicted in my résumé, were critical to helping the organization achieve their mission. I feel certain that the City of Lake Worth Beach will also benefit significantly from my management experience, business development, marketing, and customer relations expertise which was important to my successful relationship working with legislative bodies and elected/public officials.

Sincerely,

Gregg Lynk

Gregg Lynk

Email: glynk61@gmail.com Phone: (908) 230 – 1850

Driven, Results-oriented, Executive from both Private and Public Sectors

Summary of Experience and Qualifications

- As Chief Executive of Florida’s 16th largest city, oversaw all aspects of planning, operations and management of a municipality with 900+ employees and an annual budget of over \$180 million.
- As an executive in the private sector, implemented and oversaw all aspects of business and community management, including: strategic planning, finance, business development, facilities, and community programs while increasing public safety, improving service quality and substantially reducing costs.

Employment History

**Legislative liaison/Project Manager
Catai Solutions**

2019 - current

Responsibilities:

Orchestrate improvements in communities and technology at many levels, including:

- Gather intelligence on needs, requirements and scope.
- Shape budget and financing options.
- Inform critical decision makers of review process, criteria and timetable
- Cultivate champions and partnerships.

Key Accomplishments

- Engaged local leaders from a variety of business sectors and all levels of government to facilitate targeted local workshops to learn, educate and design plans to address critical needs.
- Educated decision makers on key issues and champion impactful initiatives through digital media and communications.
- Launching of and funding new deployable and integrated platforms. Worked step by step with partners and researched inventory of a diversity of funding streams, from private sector financing to philanthropic programs to government investment.

**City Manager/Chief Executive Officer
City of Palm Bay**

**2015 - 2018
Palm Bay, Florida**

Responsibilities:

Day-to-day administrative operations of the municipality, including: Preparation, monitoring, and execution of the city budget, which includes submitting each year to the council a proposed budget package with recommendations for its consideration; Advisor to the council on overall governmental operations; Public relations, such as meeting with citizens, citizen groups, businesses, and other stakeholders; Operating the city with a professional understanding of how all city functions operate together, making the best use of city resources; Oversight of all recruitment, employee development, disciplining and suspensions.

At the direction of the City Council, manage departments, including Police, Fire, IT, Public Works, Utilities, Parks & Recreation, Facilities, Community Planning & Economic Development, Finance, Procurement, General Services and Personnel. Executive Director for CRA.

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Driven, Results-oriented, Executive from both Private and Public Sectors

Key Accomplishments:

- Developed, led to passage and executed a \$60 million, 10-year plan to address decades of deferred maintenance of critical city infrastructure.
- Initiated and strategically led a \$150 million referendum to repair and pave 800 miles of roads in City limits.
- In first 90 days, capitalized on bond refinancing opportunities which resulted in savings of over \$3.6M for Palm Bay taxpayers.
- Oversaw establishment of KPIs for all departments.
- Converted employee healthcare system to self-funded entity saving over \$10 million.
- While improving union employee morale, renegotiated Public Safety contracts, reducing pension liabilities by 15%; Initiated changes in administrative code which reduced city liabilities for the “other city benefits” category by 60%.
- Surpassed three-year goal of economic development by \$200 million. Captured the 20% goal of commercial growth in same time period.

**Business Development & Operations Executive
Correctional Healthcare Company (CHC)**

**2012 - 2015
Del Ray Beach, FL (HQ in Greenwood Village, CO)**

Responsibilities:

Recruited by SVP to expand company to Southeastern US region. CHC was the largest provider of inmate medical services in the US. Oversaw all aspects of sale, creation and ongoing management to government entities that outsources those services to the company.

Key Accomplishments:

- Won and implemented contract for Muscogee County, GA within one year of opening office, resulting in operational cost savings to Muscogee of \$7.5 million over five years.
- Navigated complex government relations at state, local and federal levels to establish effective regional operations in Southeastern US.

**Executive Consultant
Atlantic City Rescue Mission (ACRM)**

**2010 - 2011
Atlantic City, NJ**

Responsibilities:

Brought in by CEO to evaluate operations and develop/implement a plan to improve efficiency, maximize use of resources and secure funding for budget shortfalls. ACRM provides food, shelter, healthcare, education and job-placement services to individuals and families in need. Serving over 1000 meals per day, ACRM is the largest service provider of its kind in New Jersey.

Key Accomplishments

- Assessed operations and designed/implemented changes that improved efficiency and enabled organization to consistently meet its budgetary and operational goals.
- Designed and executed strategy to meet funding goals through grants, government programs and private donors.
- Implemented an employee training program in cognitive methods.
- Collaborated with hospitals, NGOs and government entities to ensure seamless delivery of services to ACRM patrons.

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Driven, Results-oriented, Executive from both Private and Public Sectors

VP, Non-Residential Services
Community Education Center (CEC)

2009 - 2010
West Caldwell, NJ

Responsibilities:

Brought in to create, staff and operate new business unit providing a new variety of services. CEC was the largest residential, correctional services provider in the world. Oversaw all executive functions for creation of new division.

Key Accomplishments:

- Established and maintained highly successful business relationships and promoted CEC services to clients including NJ Division of Parole, Federal Government, Drug Court Administrators, Juvenile Justice and Federal Division of Probation.
- Had an immediate impact on company's bottom line by leveraging existing customers to quickly establish a base of revenue for new division's services.

AVP, East Coast
BI Incorporated

1998 - 2009
Elizabeth, NJ (HQ in Boulder, CO)

Responsibilities:

Promoted to positions of increasing responsibility and established a record of significant accomplishments within BI, Inc., a leading provider of offender monitoring and reentry services. Provided oversight and management of new program development/implementation, including all executive planning (financial, facility and staff), contract fulfillment and all operations and compliance requirements of regional centers.

Key Accomplishments:

- Supported all business operations to support the growth of one center to five centers in New Jersey over six years.
- Led expansion from state business to a regional enterprise with over 20 centers throughout the eastern US.
- Programs led State of New Jersey to realize a savings of \$60 million in a single year, while reducing recidivism rates without compromising public safety.

New York Department of Corrections & Florida Department of Children & Families

1985 – 1994

Held positions of increasing responsibility in public safety, community operations and management.

Education

Master of Education, Florida Atlantic University, Boca Raton, FL – 1997

Bachelor of Arts, Psychology, Trinity International University, Miami, FL – 1994

Professional Affiliations & Certifications

- FEMA and Emergency Management Institute Certified
- International City/County Management Association
- Florida City/County Management Association
- Recognized as the Brevard County 2015 City Manager of the Year by Florida Puerto Rican/Hispanic Chamber of Commerce.

Candidate Introduction

Gregg Lynk

EDUCATION

Master of Education, Florida Atlantic University
BS, Trinity International University, major in psychology, minor in theology
FEMA Certified

EXPERIENCE

Legislative liaison/Project Manager, Catai Solutions	2019 – current
City Manager, Palm Bay, Fl	2015 – 2018
Executive Director CRA	2015 – 2018
Area VP, Correctional Healthcare Company, Greenwood Village, Co	2012 – 2015
Executive Consultant, Atlantic City Rescue Mission, AC, NJ	2010 – 2011
Area VP, Community Education Center, Caldwell, NJ	2009 – 2010
East Coast Manager, BI Incorporated, Boulder, Co	1998 – 2009

BACKGROUND

Palm Bay is the largest city in Brevard County with just under 120,000 residents and currently the 15th largest city in the State of Florida. The challenge with Palm Bay, is that for many years it was the residential hub of Melbourne and was lacking in commercial base and growth. The major employer in Palm Bay is Harris Corporation with approximately 3,500 employees. Harris continues to grow and just completed another merger recently to strengthen their position in the aerospace and defense industries. Palm Bay experienced a financial crisis when the housing market crashed during the recent recession. The majority of their ad valorem is residential, Palm Bays general fund took a tremendous hit as housing values plummeted, ultimately leading to a reduction in ad valorem and a financial crisis. Palm Bay was the second hardest hit city in the United States in the foreclosure market, just behind Las Vegas. The leadership and Council had difficult decisions to make. There were staff terminations, layoffs, furloughs and perhaps some early retirements. Before I was selected as City Manager, personnel numbers went from just over 1,200 to under 800. The general fund budget is approximately \$70 million, and the total budget is \$185 million.

The three most significant issues facing the City are:

- Revenue reductions. In 2016, the Council appointed a City Charter Review Commission as they felt it had been many years since some items on the current City Charter needed to be addressed. Because of the recent economic crisis this country went thru, Palm Bay delayed many purchases and projects which they simply could not afford at that particular time. One of the Charter items which passed was an annual 3 % cap on an increase of the general fund budget. This 3% cap could be surpassed with a super

majority vote of City Council. The possibility existed that the City could handcuff itself as millions of dollars of purchases and/or projects were not completed as the City could not afford to do these things at this time with the significant reduction in what the city received for the ad valorem. The first year of the 3% budget implementation the departments priority one requests were over \$14 million. As per the new City Charter, a 3% increase for the general fund budget, provided an additional \$792,000 plus the new construction on the tax roll which was exempt for one year from the 3% cap. For the next 2 years Council did vote to exceed the 3% cap. If Council did not use its super majority option the City would have continued in delaying the purchase of critical needs and the possibility existed that without the funds available to the City, additional roads may have to be closed when a stormwater pipe failed and the road caved in and would have to be closed. The first year the City was able to purchase over \$3.4 million in mainly one time purchases and or projects that have not been completed or just neglected in past years. The only reoccurring expense was the addition of six additional police officers and 3 code enforcement officers. Everything else was a purchase for the City or a one-time project that had been delayed.

- Infrastructure. Palm Bay was a GDC community, a pre-planned, platted community. There were six GDC communities in Florida. Some here may remember the old cliché, “buy and fly” when folks would fly in and buy a parcel in the City. Folks from all over the world own property in Palm Bay and were taken in by this scam and ultimately, years later, folks from GDC went to jail. Regardless, the City had poorly constructed roads, 50 year old rotting, metal stormwater pipes with a 25 year lifetime, poor infrastructure and a City that was designed to handle stormwater with swales. Roads were being closed and there was a \$45 million price tag to fix just the identified failing stormwater pipes, and add to that , the price tag to bring roads up to acceptable standards was a whopping \$230 million. As these stormwater pipes collapsed the roads over these pipes had to be closed as the roads were not navigable under these circumstances. Once again, the City Charter had to be changed as the City could collect a fee for stormwater, however, because of how the Charter was written, this fee was more of a voluntary fee than an annual contribution so the City could take care of its infrastructure. The residents voted and spoke loudly and stated that they wanted their infrastructure fixed. Not only to provide City Council the ability to charge stormwater fees and have that fee placed on the tax bill, the residents also allowed Council to levy special assessments so their roads could be repaired. With the new stormwater fee in place, all the identified failing stormwater pipes could be replaced and/or repaired to the tune of \$45 million. There is a 5 year plan to have these pipes fixed so then the stormwater fee could be reduced to a maintenance level of approximately \$11 million per year. As the administration prepared to repair the streets unit by unit a Councilman brought up the topic of a \$150 million bond and repair every road in the City. The issue was placed on the ballot and the referendum passed and in 2020 the road projects in Palm Bay commenced. In other words, Palm Bays 850 miles of roads will be repaired by either full depth reclamation or thin lift overlay.

Gregg Lynk

- Palm Bay has desired a downtown district for years while also realizing that the City must increase its commercial base. Imagine, the largest City in Brevard County and no downtown. At the end of the day if you wanted a nice dinner or watch the sparkle of the sun off the Indian River you more than likely had to go to a neighboring town. Palm Bay needed to grow and do so in a smart way. Working with Council, Palm Bay attracted some developers and we were able to make some things happen. A 324 unit apartment building was built in the CRA, the first of 3 phases. There are several other apartment projects lining up and as of right now 2 new hotels are being built. When my administration started, we set some goals, the first of which was an aggressive 3 year goal of \$300 million of new development being processed thru Growth Management Department. The City surpassed that goal by \$240 million. \$540 million of new development in 3 years with 20% of that new growth being commercial.

GENERAL, MANAGEMENT STYLE AND EXPERIENCE

I'm extremely interested in the City Manager job at Lake Worth Beach for several reasons. Today, Lake Worth Beach has a remarkably similar start and path as Palm Bay did. I have reported to boards most of my professional career, whether in the private or public sector. When I started with Palm Bay there was a significant turnover in the Council. They made it known that they were looking for a City Manager candidate that had private sector experience dealing with local, State and Federal legislators as well as a successful track record in business development. In the private sector I spent a significant amount of time on the road and truly enjoyed working with elected officials pursue goals that were important to them and their constituents. I truly enjoy meeting new folks as well as trying to understand how the City can partner with other entities and create a win-win situation.

Lake Worth Beach has a very bright future. If you recall, most of my career was as an executive in the private sector. Business Development (Economic Development) was a critical responsibility in my job. Starting with a small office in New Jersey in 1998, we were able to expand our office thru the Northeast and eventually thru the Northeast corridor and coast. I am a fixer and a results-oriented person. I am one that lives by 3 simple words..."firm, fair and consistent." I also have been extremely fortunate in my career to have the ability to build dynamic teams that are doers, have integrity, are creative and always make the decision with the greater purpose in mind---is this the right thing for the City? I have been a consensus builder and a leader that loves to get the team together and figure out how to best resolve a situation. When challenges present themselves and have to be addressed, I know that there will be people in the room with me that will be open, honest and challenge the team to figure out the best course of action in how to move forward in the best interest of Lake Worth Beach.

My staff would say that am available, flexible, open minded and expect to be kept up to speed on issues and or projects. I always tell staff...no surprises, lets always remember to communicate. I provide staff leeway, as they are the subject matter experts. I expect them to make the right

Gregg Lynk

decisions. That doesn't mean that they just make them all the time, I am only a phone call away so let's talk about it and move forward. There are times where we need certain data or more information, so let's take that additional time and make the right decision the first time and save the taxpayer money. I truly believe that I have things to learn from my staff and I hope that my staff can take something away from me based upon our interactions. Staff would also say that I listen to what they have to say. They will tell you that I am respectful but that I am also very direct as I just do not want to waste time. They all know that we work with taxpayer money and we must be more careful with their money than we do with our own as we are entrusted with that responsibility.

The majority of my elected officials would say that I keep them informed and make the best decisions based on the data available to me. They would say that I am prepared and that I am an ethical, honest and direct person. Council would say that my staff and I were creative in ways to get things done and that we got them done quickly and usually within a fairly tight budget. The elected officials I worked for would say that I was always available to them and get back to them if they had any questions, comments or concerns.

My greatest strength is and has always been to build a dynamic team that gets things done. It has brought me tremendous satisfaction over the years to see different departments work together toward a common goal. I also am a good decision maker. We may get there different ways, whether it be a meeting with departments heads or some required data, but I'll be darned if we don't make the right decision. The wrong decision is what costs the City money and we won't have that. A recent project we had involved one of our Regional Parks. We received \$1.7 million in TDC money and the decision was made to build camp sites at that specific park. The City had to come up with some money of its own to contribute to the project, however, the directors suggested that we do the infrastructure work in house. The employees would appreciate the extra money at a greatly reduced rate of hiring a contractor. Between utilities, public works, some impact fees and a small contribution from general fund the project could be completed. Once this project was completed there was projected additional annual revenue of \$750,000.

In terms of a weaknesses, I have recognized that at times I have a tendency to "give the benefit of the doubt" to individuals. If I am ever faced with a situation such as this again, I'm crystal clear about expectations and updates. Folks make mistakes, however, how are staff ever expected to grow and improve on their skill sets if we do not allow them the opportunity to make decisions.

In the private sector we measure variables thru KPI's (Key Performance Indicators). The big KPI for this administration was aggressive smart growth. Palm Bay went from the 18th largest city in Florida to the 15th largest within 3 years. The 3 year goal for new growth was \$300 million, with 20% of that growth being commercial. The 3 year actual was \$540 million. We surpassed the 3 year goal by \$240 million and 20% of that growth was commercial.

Gregg Lynk

One of the biggest regrets that I have is that I will not be able to see all of the hard work that not only I did, but the staff of Palm Bay did come to fruition. There are 2 hotels planned, several apartments buildings, thousands of homes and HOA's that we were involved with, building a new road to connect to a new exit on I-95 that opened up the entire Southwest quadrant for development and sorry to say, I will not be able to see that come to fruition. This is just the nature of the business. The biggest thing I hope that does not fail is the maintenance and repair of all the roads in the City. I always stated that before I left, the City would have their roads fixed. Council was one vote away from getting the roads done unit by unit until Council suddenly decided to have the folks vote on a referendum to assess and perhaps pave the entire City. I just hope and pray that there is enough money in the bond and that the bond is managed properly so that all of the residents that are paying into this bond receive their new road in front of their house or business.

I have had to fire people, however, usually when I have to terminate employment it is just me bringing the news as the deliverer of the message. We have to adhere to policy and/or procedure otherwise there would be complete chaos. If a person is going to get fired, they've usually been thru some of the process either with HR or the unions. Employees know when they've violated the rules and regs and it's more of a formality to fire them. I've always tried to be professional and civil about terminations. I do my best so the employee can land softly and hopefully they can find work elsewhere quickly.

Lake Worth Beach is facing challenges that most of the country is facing now, a failing or failed infrastructure. An issue at hand is how to address the growth and redevelopment of the City. Challenges remain just that, until you do something about them. Palm Bay was the 2nd fastest growing in the City during my administration. Challenge with utilities was that they were quickly nearing their capacity to handle sewer. We were able to address that issue and the City Utility is currently starting phase 1 with a \$30 million dollar expansion of the treatment facility. Every budget in this administration, reduced the millage rate. That can be done by working together with developers and implementing smart growth. Growth management department skillfully worked with developers to assist and expedite the permitting process. There has to be a solid relationship between the City Manager and City Council. Clear goals and expectations need to be laid out with updates provided There has to be clear direction and an understanding of Council direction and I believe that can only be done meeting with the Council whether it be individually or at workshops. A bridge that needs to be built and maintained is with the residents. We were able to do that as a new department was added with a Public Information Officer as well as a Communications Specialist. The internet and City website are valuable tools that can disseminate valuable information. I also believe that a manager can't just be behind the desk. There are so many relationships that have to be made and nurtured so partnerships can be established with other entities such as the County Board and the Board of Education.

When looking for a home to purchase, a family not only looks at the value of the home, they also look at the school system and the parks that are available to them. The homes in Lake

Gregg Lynk

Worth Beach are affordable, the school system is exceptional and parks are available to the families. All very similar to what I experienced in Palm Bay. Palm Bay has about 40 parks and 18 schools within its boundaries.

The first months alone would be dedicated to meet with the elected officials and staff. I would make an effort to meet with the local HOA's and citizen groups as well as the local County, School Board officials and the Chamber of Commerce. I would need to quickly understand the City's financial situation and then be able to establish short, medium and long term goals. I would need to familiarize myself with City policy and code. I would need to spend time with members of Council to once again, clearly understand what their objectives are for the future of Lake Worth Beach. I would also spend an appropriate amount of time with the staff of Lake Worth Beach. Staff are the most valuable asset. They are truly the ones that maintain and carry out the vision of the City.

I work well with the media and answer their questions and inquiries. I tend to defer to the Mayor and Council when it comes to media and policy related issues, however, am absolutely OK if Council prefers me to be the spokesperson in certain situations. The only time I took absolute lead was during the 2 hurricanes, Matthew and Irma, when the Mayor declared a state of emergency. I became the spokesperson for the City per the City Charter.

In my spare time, I enjoy traveling, golfing and fishing. I am an avid reader and history buff.

SIX ADJECTIVES OR PHRASES I WOULD USE TO DESCRIBE MYSELF

- Integrity
- Engaging
- Accessible
- Inclusive
- Highly Ethical
- Proactive

REASON FOR DEPARTING CURRENT POSITION

I have a tremendous relationship with the CEO of Catai. He is aware that I am pursuing this opportunity with Lake Worth Beach. The challenge of building a dynamic team and facing significant situations as a team excites me and brings me an enormous amount of satisfaction. The Commission deserves excellence as well as the residents of Lake Worth Beach.

Gregg Lynk

On November 21, 2018 my contract with Palm Bay was terminated without cause. I would not expect that anyone would contact the City and receive negative information about me.

CURRENT / MOST RECENT SALARY

My final compensation at Palm Bay was \$182,000, including a vehicle.

CB&A Background Checks

**Background Check Summary for
GREGG JOHN LYNK**

Criminal Records Checks:

Nationwide Criminal Records Search	No Records Found
County	
Brevard County, FL	No Records Found
Ocean County, NJ	No Records Found
Arapahoe County, CO	No Records Found
Atlantic County, NJ	No Records Found
Essex County, NJ	No Records Found
Union County, NJ	No Records Found
State	
Florida	September 1995, DUI Disposition = September 1995, Guilty / Monetary Fine / DWI School / Probation <i>See Personal Disclosure</i> <i>Explanation for record found</i>
Colorado	Records maintained by County
New Jersey	No Records Found

Civil Records Checks:

County	
Brevard County, FL	No Records Found
Ocean County, NJ	No Records Found
Arapahoe County, CO	No Records Found
Atlantic County, NJ	No Records Found
Essex County, NJ	No Records Found
Union County, NJ	No Records Found
Federal	
Florida	No Records Found
Colorado	No Records Found
New Jersey	No Records Found

Motor Vehicle

Florida	No Records Found
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Credit

Very good since his 2011 bankruptcy.

Personal Bankruptcy

Chapter 7 filed December 2011
Closed December 2013
See Personal Disclosure
Explanation for record found

Sex Offender Registry

Not Listed

**Background Check Summary for
GREGG JOHN LYNK**

Education Confirmed

Employment Confirmed

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.

**Background Check Summary for
GREGG JOHN LYNK
Personal Disclosure Explanation**

Personal Disclosure Questionnaire

Name of Applicant: Gregg Lynk

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?
see separate paper
Yes No
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?
see separate paper
Yes No
8. Please list all your social media accounts (Facebook / Instagram / LinkedIn / Twitter, etc.) and your personal web page if you have one. *Facebook
Instagram*
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?
Yes No
10. Please provide a list of any lawsuits in which you are or have been a party either as plaintiff or defendant.

Attested to: 
Signature of Applicant

Please email this form via PDF DOCUMENT to Lynelle@cb-asso.com or via fax to (561) 621-5965 no later than 5:00 PM PST 07/18/2021.
(Note: Please be sure to sign the form with your actual signature if you are sending Fax or PDF Document)

**Background Check Summary for
GREGG JOHN LYNK
Personal Disclosure Explanation**

To: Lynelle Klein, Vice President for Operations
From: Gregg Lynk, glynk61@gmail.com
Re: Personal Disclosure Questionnaire

Question number 3- declaring bankruptcy

My wife died of ovarian cancer in June of 2013. Prior to her death, she valiantly fought cancer for over 8 years. We exhausted all our savings and resources and fell into significant debt. There were moments that I was just so surprised when we would be notified that our health insurance plan would not cover what we at that time believed to be lifesaving options. As we were going thru this situation, the decisions that we were making seemed to be easy because they were the decisions that were going to keep my wife alive. 8 years later Maureen succumbed to this disease. While my wife was still alive, we agreed, after consulting with legal counsel, that the best course of action for the family to get out of the bottomless pit of debt and keep our home would be to declare bankruptcy.

Question number 6 – DWI

Simply answer is yes. I did plea to a DWI in 1994.

When I was hired as the City Manager for Palm Bay, both of the instances above were vetted by the authorities and City. Florida Today, the local newspaper for Brevard County, also featured these items in articles that were printed for public consumption.

CB&A Reference Notes

Reference Notes
Gregg J. Lynk

Harry Santiago – Former Councilmember, City of Palm Bay, FL 321-557-3823

Mr. Santiago was one of the Councilmembers who voted to hire Mr. Lynk in 2015. Mr. Lynk's job performance was great. He is very smart and capable, and does a great deal of thinking outside the box. He works as efficiently and effectively as possible.

Mr. Lynk hires a great team in order to accomplish the goals and he made good decisions in general. He was wonderful with the budget in terms of looking at the overall picture, what priorities need to be dealt with, and then finding the savings to meet the priorities. He maintains operations at a high level.

One of Mr. Lynk's foremost strengths was working with the public. He was very well liked in the community because he continuously met with key civic leaders. He was very well respected. He always kept the Council informed, not only through email but he called them individually if he needed to provide more details. He was very informative in situations that had to be brought to their attention. He was a leader who boosted morale and rallied employees around him and the priorities of the organization.

Their administrative policy had some antiquated language that was never addressed because of the politics. Because Mr. Lynk hired the right people and communicated with staff and the Council, they ultimately revamped the administrative policy which saved them about a quarter of a million dollars.

Another example of Mr. Lynk leading a team was helping the public works department be more collaborative with the Council in explaining the dire situation related to their infrastructure, specifically the roads and storm water. It defeats the purpose to put new roads on old pipes. He was instrumental in passing one of the largest assessment increases. The program will amount to \$11 million per year to fix the 30 years of unmaintained storm water infrastructure.

Also, Mr. Lynk staffed the charter review commission and gave recommendations that led to, for the first time in the City's history, seven referendums, which was a catalyst for the infrastructure program. All of these projects happened as a result of his leadership and management.

Overall Mr. Lynk is very timely in completing his work. When delays were inevitable, the factors were always out of his control and he kept the Council informed. He responds very well to stress, better than most. He is very calm under storm and does not let the stress affect him. He has a very high level of emotional intelligence. He thinks very well and implements a really good decision even in high stress situations.

On a personal level Mr. Lynk has not been involved in anything controversial, though he has been subject to the typical controversy of a political environment. He has never acted in a way that incites controversy or embarrasses his employer. He left Palm Bay when the majority of the new Council voted to dismiss him, a typical occurrence in City management unfortunately.

**Reference Notes
Gregg J. Lynk**

Mr. Santiago would definitely hire Mr. Lynk, he was a great Manager. He makes good decisions, was always calm under pressure, tried to satisfy everyone's needs while accomplishing what he needed to do. One trait that really stands out is his ability to rally the staff and the community around what needed to be done.

Words or phrases used to describe Gregg Lynk:

- Calm,
- Strong,
- Decisive,
- Positive,
- Innovative, and
- Resolved.

Strengths: Ability to boost morale among the staff, builds a great team in order to accomplish the goals, budget – seeing the priorities and finding savings, his main strength is advising.

Weaknesses: Though not a bad weakness, he tends to lean more towards the staff and their needs rather than looking at the entire political picture.

Tres Holton – Former Deputy Mayor, City of Palm Bay, FL 321-960-2378

Mr. Holton first spoke with Mr. Lynk in 2013 and immediately felt that Mr. Lynk was an extraordinary person. He has a very contagious personality and was very professional and resolute. They met when Mr. Holton was running for public office and Mr. Lynk expressed interest in serving in the administration of a municipality. They got to know each other and Mr. Holton was impressed with Mr. Lynk's background and what he accomplished in the correctional world. He thinks outside the box which is uncommon in government and was very attractive. Mr. Holton has a long history in politics, he was first elected in his 20's and has served on the state and county level. Mr. Lynk struck Mr. Holton as someone who could amalgamate the processes.

After Mr. Holton was elected, they chose to seek a new Manager because theirs was not a good fit. Mr. Lynk was a wildcard candidate selected by the Council. Mr. Holton liked two candidates, one with South Florida with management experience and Mr. Lynk from the private sector. Mr. Lynk was hired and came into Palm Bay as a disruptive force in a positive way. Unfortunately, that meant that he implemented mandates in what he believed the majority of the residents and the Council wanted, which led to the dismissal of some personnel. He created enemies in the process and years later this may have led to his dismissal, which was unfortunate.

Reference Notes
Gregg J. Lynk

When hiring personnel and in general Mr. Lynk made good decisions. He was often out in the community and worked with the public exceedingly well because he is a chameleon and able to adapt to whatever environment he is in.

Mr. Lynk was great about keeping everyone informed. He rallied employees around the vision of the elected body. One of the largest problems facing Palm Bay was storm water drainage. They have very old culverts and were closing streets left and right, in a few years 40 or 50 roads in the community would have been closed. They were operating under very limited special assessment provisions in the charter and the only solution was to work with staff and community leaders to revise the charter so they did not have to put special assessments to a ballot. Mr. Lynk worked with staff to present a public relations campaign and the fallout was significant. Mr. Holton lost his bid for reelection, which was fine because sometimes elected officials have to sacrifice their position for the good of the community. Mr. Lynk and the staff provided data to give the Council the credibility to justify the vote to change the charter.

Mr. Lynk has good financial skills and accomplishes tasks in a timely matter. He is very resolved in stressful times and usually tries to find humor without being uncouth. He does not dwell on the negatives.

The Manager carries the burden of anything that happens in the City and Palm Bay had a great deal of controversy. One controversy was a program called Homes for Warriors where they gave wounded veterans homes through the national stabilization fund and HUD grants. The program was initiated prior to Mr. Lynk's arrival but a disgruntled employee was involved in the program and blew up at the City. He made false allegations against Mr. Lynk and Mr. Holton. The Attorney General dismissed the case. Many other political battles occurred during Mr. Lynk's tenure. His greatest liability was hiring what Mr. Holton calls the A Team. A group of misfits that were mavericks within their own specialty. This team, working with Mr. Lynk, had the goal to increase the commercial tax base by \$200 million in two years. Mr. Lynk and his incredible team far exceeded the goal and increased the tax base by over a half a billion dollars. The team itself, however, was controversial as some were alpha males. They were disruptive but they accomplished much. Mr. Lynk maintained his resolve even when accusations were flying and some employees had to be let go. He cooperated with staff to resolve the controversy.

Mr. Lynk's background is clear of any incident that would embarrass or concern an employer. The only person who might give Mr. Lynk a negative reference is a Councilmember who never voted yes on anything.

Mr. Holton hired Mr. Lynk once and would do so again. He is a good Manager who cares and he listens.

Reference Notes
Gregg J. Lynk

Words or phrases used to describe Gregg Lynk:

- Firm,
- Fair,
- Consistent,
- Resolute,
- Jovial, and
- Compassionate.

Strengths: His resolve, he is steady which is an important quality when you are dealing with the minutia as well as the ever-changing political climate, operates by the mantra 'Firm, Fair and Consistent'.

Weaknesses: Compassion. He wants to satisfy the goals and objectives of multiple bosses. He truly wants to do the best for all of them and find the balance that everyone can agree on. Sometimes through his compassion he takes heat undeservedly and fails to defend himself. He lets the gossip and rumors stew and could have been more defensive.

Jim Stables – Former Fire Chief, City of Palm Bay, FL 321-292-4057

Mr. Stables was the Fire Chief when Mr. Lynk was hired in 2015. Mr. Stables reported to Mr. Lynk for three years. They had a good professional relationship. Mr. Lynk was respectful, responsible, and able to have difficult conversations without alienating anyone. He had to tell people what they did not want to hear but delivered the message in a good way. He was goal oriented and focused on the mission.

Mr. Lynk believes in surrounding himself with the best of the best. He is more engaging than other managers. Generally, managers allow situations to evolve and refuse to have difficult conversations. Mr. Lynk had the difficult conversations and redirected staff as needed. The City suffered the consequence of bad actions by employees, he accepted responsibility and moved through it. He progressively disciplined, and let employees go, as needed. He was never quick to judgment but he was quick to move through the process in the right way. He was very level in taking all the information into consideration before moving forward both when hiring and in general. He seemed to have good financial skills and accomplish tasks in a timely manner.

Palm Bay wanted a Manager who was innovative and a change agent, so they put lofty goals on Mr. Lynk. He is capable of leading an organization at a high level but he was tasked with leading change. He was asked to focus on economic development and recruiting business to the City. He far exceeded the goals by involving the right people and being involved in bringing the mission forward. He kept everyone informed.

Reference Notes Gregg J. Lynk

Palm Bay has Friday fests, fireworks events, and other special events. Mr. Stables is engaged in the community quite a bit because of his role and Mr. Lynk was at every single event that Mr. Stables was at. Mr. Lynk was involved in the Chamber and Rotary. He was always engaged.

Sometimes public officials are publicly attacked. Mr. Lynk was good at not engaging in inappropriate banter or frustration at the attack. His conflict resolution skills were great. He was able to translate the value of the projects being criticized to show the community benefit instead of the negative aspect of tax increases or inconvenience.

Municipal management is controversial and as such Mr. Lynk was involved in it. However, he was a consummate professional. He never blamed the circumstances and moved it through. He dealt with issues that were a result of past political footballs that had been kicked down the road. While the controversy cost him his job in the end, he did nothing wrong. Politics will get the best of any Manager at times. Mr. Stables was no longer with Palm Bay but watched it on the internet and was impressed with the professional way that Mr. Lynk handled what was dealt him.

Mr. Stables is not aware of anything in Mr. Lynk's background that would concern an employer. The challenge of leadership is that those who are on the wrong side of an issue might blame the manager. He had to hold people accountable when they did not want to be, but Mr. Stables never found Mr. Lynk to be unreasonable. When Directors accepted responsibility and played it straight, he worked well with them. If they deflected or placed blame, it did not go as well. Some employees were unhappy that he held them accountable.

Mr. Stables would work for Mr. Lynk again in a minute. They had a good relationship and Mr. Stables felt very comfortable with Mr. Lynk. Whoever is considering him would do well to hire him. He is a consummate professional who delivers results. He brings personal and professional integrity to the position.

Words or phrases used to describe Gregg Lynk:

- Forthright,
- Honest,
- Disciplined,
- Integrity,
- Value driven, and
- Bridge builder.

Strengths: Integrity, honest, upright person, always tells you what is on his mind, strays true to the core values, was never dishonest with anyone or in any situation that Mr. Stables saw.

Weaknesses: Impatience because items can move slowly in local government. When he can see what needs to be done, getting through the bureaucracy can be frustrating.

**Reference Notes
Gregg J. Lynk**

Phil Weinberg – Planning and Zoning Board Chair, City of Palm Bay, FL 954-815-6212

Mr. Weinberg has known Mr. Lynk since 2015. Mr. Weinberg has served on many boards and committees. He was the Chairman of the Local Advisory Board, Chairman of the Citizens Advisory Council, Board of Directors of the Water Control District and more. When Mr. Lynk was first hired, he was not Mr. Weinberg's first or even second choice. However, Mr. Weinberg was pleasantly surprised by Mr. Lynk.

Mr. Lynk's job performance was great. He is a very thoughtful person and truly had an open door policy. He answered any questions directed to him and was happy to explain the situation to anyone interested. His decisions were very good.

When Mr. Lynk was hired they had just started to recover from the economic downturn and Palm Bay had many serious issues. He gave them solutions to direct their growth. They needed an increase in commercial growth, which started with his management. He is definitely innovative. He never reacted adversely to stress, in all of the problems that they faced, it never showed in his face.

Mr. Lynk was very involved and happily attended any community meeting that he was asked to attend. He certainly shared his time, even with HOA's and community associations. He works very well with the public, residents were pleased with his openness and availability.

Palm Bay has 850 miles of road and 357 miles had failed. The culverts and storm water system were corrugated metal pipes with a life expectancy of 20 years, and theirs were 50 years old. They were crumbling and collapsing. The city is 100 square miles and they did not have the money to address the issues. Mr. Lynk worked with the staff on a storm water assessment which was not popular because no one likes a tax increase but it was the only way to address the critical situation. They have been able to address, repair, and replace the culverts which was desperately needed.

The reason Mr. Lynk was not Mr. Weinberg's first choice was that he had no direct government experience. Shortly after Mr. Lynk was hired, he had to go through his first budget hearing. Starting in a new organization at budget time is difficult even for experienced managers, but would have been very difficult for someone new to the process. In spite of the challenges he did a good job the first year and an even better job the second year. He has a good handle on the financial aspect of running a city.

The stormwater assessment was controversial. Tax increases bring residents to Council meetings in droves. Mr. Lynk handled it well, including his interactions with the public and how they presented the information.

When they first considered the storm water assessment, they were going to have the assessments by sections so that residents were only paying for the roads in their area but it failed to pass. Mr.

**Reference Notes
Gregg J. Lynk**

Lynk accepted the vote with equanimity and then worked with outside consultants to design a system that was as fair and equitable as possible. It passed the second time.

Because Mr. Lynk was not Mr. Weinberg's first choice in the beginning, he looked into Mr. Lynk's background as much as possible and found nothing of concern. Two Council members along with a newly elected Council member dismissed Mr. Lynk. They might have a different opinion but their motives were politically based and not performance based.

Mr. Weinberg would hire Mr. Lynk, he was a good manager and a good person. They had a great relationship and their interactions were enjoyable. Because of the way they started their relationship Mr. Weinberg did not expect to have a good relationship with Mr. Lynk but it pleasantly turned out that way.

Words or phrases used to describe Gregg Lynk:

- Hard working,
- Intelligent,
- Determined,
- Innovative,
- Calm, and
- Approachable.

Strengths: Absorbs a tremendous amount of energy, analyzes situations, comes up with solutions, communication is his best skill, excellent relationship with employees.

Weaknesses: Loyalty to his staff and employees might be considered a weakness. Also while his position is not political, he had to deal with the political side of it, which is why he left the job in the end.

Fred Poppe – Parks and Recreation Director, City of Palm Bay, FL 321-482-0299

Mr. Poppe has known Mr. Lynk since 2014. Mr. Lynk hired Mr. Poppe after he became the Manager of Palm Bay. Mr. Poppe has worked for 14 Managers in 45 years and Mr. Lynk is easily in the top 2 or 3.

Mr. Lynk is a good supervisor. He does not micro manage employees, he lets them do their job. He is very supportive when they need budget or any type of assistance, which was very helpful to the Directors. He tried to make their jobs easier. He was very approachable and a good communicator.

Reference Notes Gregg J. Lynk

Palm Bay has a pretty good team. Mr. Lynk brought in skilled employees and accomplished much. One of the goals was to create \$200 million in new development and they actually doubled the goal because he was good at hiring the right people for the right job.

Mr. Lynk is a steadying influence. He assembles a good team and communicates well. He is not afraid to be a risk taker and gave Mr. Poppe the latitude to make changes that were necessary. He showed up at every community event and was very engaging with the public. He was very well liked because he was straight forward and honest. Residents respected those who do not beat around the bush and tell them the truth.

Mr. Lynk had very open lines of communication. The staff meetings were always good with an open forum for discussion. He encouraged different departments to interact. When he was hired the overall morale was not good. Within the first year you could see a visible change in the organization and it was very evident at the holiday party. Both the function and the attendance were good, and the employees were happy. He increased morale significantly.

Facilities was a division within Parks and Recreation. Mr. Poppe suggested they make it its own department because the goals of facilities had become secondary to the goals of Parks and Recreation department. Mr. Lynk considered the idea and held brain storming meetings with all affected departments. They created a proposal and it was approved. Facilities is now a separate department and it is working out very well.

The biggest asset Mr. Lynk brings from his corporate background is finance. He knows innovative ways of funding and financing projects. They needed police cars and he was able to adjust the budget so they could purchase them. He was always very prompt and when he told you he would do something, he always met that deadline. He stays calm and makes solid decisions in stressful situations.

Local government is always controversial, but Mr. Poppe cannot recall anything related to Mr. Lynk personally. Mr. Lynk's departure from Palm Bay had nothing to do with performance, it was pure politics. The Mayor and a few councilmembers were pro-developer. Mr. Lynk tried to hold a developer's feet to the fire to make them pay their fair share. He did a good job, he just had philosophical differences with the Council. The elected officials who voted him out now regret it. They realize that they jumped the gun and made a mistake.

Mr. Poppe would work with Mr. Lynk in any way, shape, or form. He is a good solid person who is enjoyable to work with. Mr. Poppe has full confidence in Mr. Lynk, he will do a good job for any organization that hires him, quality is in his DNA.

Reference Notes
Gregg J. Lynk

Words or phrases used to describe Gregg Lynk:

- Consistent,
- Fair,
- Firm,
- Communicative,
- Good people skills, and
- Integrity.

Strengths: Good people skills, good communicator, trusted his people, could be stern when needed, had good leadership skills.

Weaknesses: Sometimes your strength is also your weakness. You can be too loyal and put yourself in a tough spot. The Mayor wanted him to dismiss a department head and Mr. Lynk dug in his heels a little out of loyalty. Loyalty is good but it can hurt you in a political environment.

Bill Battin – Community Activist, City of Palm Bay, FL 321-725-4365

Mr. Battin has known Mr. Lynk since just before he became the Manager in 2015. Mr. Battin describes himself as the thorn for the Council. He is actively involved and in 32 years has only missed seven Council meetings. When the Council tries to pass packets with consent, Mr. Battin forces the discussion which can then go on for hours. Mr. Lynk was always very nice to Mr. Battin. He never tried to stop Mr. Battin from utilizing his rights and suggested that Mr. Battin call him with questions. They did not always see eye to eye but they had a good relationship.

Mr. Lynk was not Mr. Battin's first pick and he expressed that when Mr. Lynk first started. Over time as Mr. Battin watched Mr. Lynk manage the City and how he handled the budget and growth, he gained more respect for him and was impressed with his management.

Mr. Lynk operates by the motto of 'Fair, Firm and Consistent'. He made budget decisions that were more than fair. He tried to maintain operations and was very transparent on the budget. He knew the priorities and his decisions were sound.

You can always count on Mr. Lynk to attend all advisory and ground breaking meetings. Residents knew who he was and he was available to them. He told Mr. Battin about meetings that might interest him, which was nice and not something he was required to do.

During Mr. Lynk's tenure they had a charter review to resolve two problems. He also worked with every department on the budget and listened to their input. He never exceeded budget limits. He could look at the budget and see where the weak spots were. He did a great job of keeping the 10% in reserves that they were required to have, and made hard choices. He ended up being more financially savvy than Mr. Battin expected.

Reference Notes Gregg J. Lynk

Some Council meetings were stressful but Mr. Lynk held his cool. After a hurricane the debris pickup was enormous. He organized the process and kept it moving. It took longer than they said but they had special dump sites for yard waste and branches so that residents did not have to go all the way to the landfill. He methodically solved problems and opened streets rapidly. It cost \$2 million that was eventually reimbursed by FEMA but it took a while and he had to cover the cost until reimbursement was received. He managed the situation well.

Prior to Mr. Lynk's arrival the City was under an FBI investigation. Mr. Lynk was involved in the process which was very controversial. Another incident was when the citizens petitioned the government for the first time in the City's history to eliminate special assessments. The pipes were 60 years old and need to be repaired or replaced, which the Council funded through an assessment. The residents were not happy with the cost and petitioned.

The City made a commitment with the federal, state, and county government based on a promise from a developer to build a road and bridge for \$9 million dollars. Once the project was approved, the developer backed out. Mr. Lynk strongly voiced his displeasure and fought hard to make the developer keep his end of the bargain. In the end, the City had to come up with the money so they did not burn bridges with the federal, state, and county governments. The developer was friendly with a few Councilmembers and in the end, Mr. Battin believes that this is why Mr. Lynk was dismissed though he has no proof. Mr. Battin knows of one person who was not happy with Mr. Lynk but did not know why.

Mr. Battin would hire Mr. Lynk as his farm manager if he had the money to do so. When the Council voted to dismiss him, Mr. Battin told them they were making a big mistake. Mr. Lynk accomplished much good in their community. He was actively engaged in Palm Bay.

Words or phrases used to describe Gregg Lynk:

- Prompt,
- Eager,
- Determined,
- Compassionate,
- Fair, and
- Accomplished.

Strengths: Not afraid to state how he sees it and why he thinks it should be a certain way, he is upfront and consistent.

Weaknesses: Mr. Lynk understands that the Council makes decisions and they can fire him on a whim. Mr. Battin would prefer that Mr. Lynk challenge them at times, but he did not feel that was his job. He presented the pros and cons, and the Council made the decisions.

**Reference Notes
Gregg J. Lynk**

Joseph Shields – Former Executive Director, State Parole Board, NJ 973-270-7615

Mr. Shields has known Mr. Lynk since 2006. As the senior aid to the governor, the former worked with the latter on behavioral interventions. Mr. Lynk worked with BI incorporated at the time, a large contractor for the State Parole Board. He was involved in the daily strategic growth and knew the issues, challenges, and national perspective on the work. He is always attentive and responsive in addressing issues. He is honest and straight forward. He has excellent financial acumen whether in billing, financial planning, or procurement. He excels in strategic thought and addressing challenges in a political environment. With a business development background, he lends good insight in terms of development and growing structure. He has the ability to problem solve any challenge and presents it honestly.

A good decision maker both generally and in hiring personnel, Mr. Lynk brought on highly professional individuals with strong skill sets. He found people to navigate many complex programs and initiatives well and ran a top notch system. He is innovative, a change agent, and also has the ability to maintain an organization at a high performance level. His expertise is well ahead of the curve in terms of states and municipalities and the issue of electronic health programs. He procures resources which are independent of state and local tax dollars. He is attentive to trends and has a good understanding of how the business climate is changing.

Whether working in consulting or policy work, Mr. Lynk is adept in problem solving. He faced many situations when elected officials and other interested parties did not understand the services they were providing and failed to see how they were affecting the communities in a positive way. He has the aptitude to educate decision makers in terms of the impact of important programs and why they matter. During his tenure, New Jersey was pretty deep in deficits and had a wide appetite to cut budgets, yet Mr. Lynk maintained the ability to grow programs. He is experienced in working with the public, community leaders, not for profit organizations, clergy, community organizations, and elected officials. He brings case examples and evidence based practices to light in order to help them see how they work. He works very well with the press and did so extensively in helping them understand the work they were doing. He is attentive in his customer service and exemplified on many occasions his commitment to deliver quality management and attention to those with whom he worked.

Very much a go getter and a leader, Mr. Lynk has the ability to engage people and drive processes both in the corporate environment and in government. He is passionate about his ideas while ultimately being respectful to the choices of the decision makers. He is an incredible asset for localized knowledge and national best practices.

Mr. Shields would hire Mr. Lynk without hesitation given the opportunity and believes he will be a good city manager. He is extremely multifaceted. He has business acumen, private sector knowledge, experience with governmental considerations and issues, and has managed many projects in government. He has a good understanding of how government works and will add value to growth and opportunities. His collection of skills qualify him and will benefit any organization.

Reference Notes
Gregg J. Lynk

Words or phrases used to describe Gregg Lynk:

- Intelligent,
- Committed,
- Energetic,
- Leader,
- Problem solver, and
- Innovator.

Strengths: Personable and likeable. Good family person. Ability to foster collaboration in challenging political, and public environments. Ability to disarm people in a respectful yet purposeful way. Ability to gain support for a common vision of achievement. Very easy to work with. Reliable.

Weaknesses: None identified.

**Sharry Charest – Former Regional Human Resource Manager, BI Incorporated, CO
303-478-3726**

Ms. Charest has known Mr. Lynk since 2000 when they both worked for BI. He worked in the criminal justice reentry program and ran three locations in New Jersey, and she was the Regional Human Resource Manager. Mr. Lynk was magnificent and always on top of everything. The Department of Corrections was a very difficult customer and he handled them extremely well. He has excellent follow through and nothing was ever dropped on his watch. He handles staff incredibly well and is respected by them. He has the ability to read people and can communicate well and connect with anybody. He was dealing with senate, assembly, and corporate parole board members successfully. He has the personality to sit back and gather all pertinent information. He is a straight shooter yet politically correct.

An innovative individual where he needs to be, Mr. Lynk also understands how to keep an organization performing to a higher standard. He has the ability to assess and move forward as needed. He makes excellent decisions both in hiring personnel and in general. He is good at getting input and navigating difficult circumstances. He has good financial skills and a good understanding of numbers and accounting principles.

A strong problem solver, Mr. Lynk confronted a situation when inappropriate reading material was found in one of the offices. His staff did not see what was wrong with it and he worked to help them understand what their work environment should and should not look like. He did sensitivity training with them and got everyone on board with it after the discussions.

Ms. Charest would absolutely hire Mr. Lynk if she could and would actually love to work with him again. She believes he will be a good city manager, especially at this point in his career,

Reference Notes
Gregg J. Lynk

because of his vast experience in working with different entities in the political arena. He thrives on being the medium between the board and the public and excels in it.

Words or phrases used to describe Gregg Lynk:

- Straight shooter,
- Politically savvy,
- Astute,
- Connects well with anyone,
- Excellent follow through, and
- Respected.

Strengths: Ability to read people. Communicates well with others. Ability to connect with anybody. Straight shooter. Politically correct. Very well respected by staff.

Weaknesses: Because of little involvement from the corporate office in the beginning of his tenure, Mr. Lynk was a little reticent when Ms. Charest began working with him. Though an initial hesitancy was apparent, he was willing to listen and get on board with the change.

Michelle Paccione – Former Councilmember, City of Palm Bay, FL 321-480-9295

Ms. Paccione was on the Council when Mr. Lynk applied for the City Manager position and was hired in 2015. She did not vote for him because she was looking for more someone with more city management experience but she really liked him as a person. She did not run for a third term so he was still the City Manager when she left the Council.

Mr. Lynk did a good job. He was personable with employees, they told the Council that they really liked him. He was out in the community. Working with a Council is challenging because of the different personalities. He handles communication between staff and Council very well. He always remains calm and professional.

Most of the hiring decisions made by Mr. Lynk were good, a few Ms. Paccione was not happy with. He made good decisions, she did not see anything negative. He maintains an organization at a high performance level.

One of Mr. Lynk's strengths is working with the public. He is so incredibly personable. He attended chamber events and was always professional and happy. While there were moments where he might not have been happy, he did not show it. He was very well liked in the community and was happier and friendlier than past managers.

**Reference Notes
Gregg J. Lynk**

The most challenging situation for Mr. Lynk the first year was the budget but he brought them all together. He had an excellent finance team. It was his first budget process in city government and by the second budget process, he had it all down.

Mr. Lynk accomplishes tasks in a timely manner. He handles stress well, even though the Council was very contentious at the time. He can definitely handle fire and pressure. He is innovative and brought new things to the table.

A personnel matter became controversial. Mr. Lynk let the employee go but may have kept him on too long and there was controversy. Nothing in his background or conduct would concern an employer or a reasonable person. The Councilmember who let Mr. Lynk go most likely has a different opinion than Ms. Paccione does of Mr. Lynk.

Ms. Paccione would hire Mr. Lynk. She did not vote for him but he turned out to be a good Manager and she was upset when the Council let him go.

Words or phrases used to describe Gregg Lynk:

- Personable,
- Professional,
- Funny,
- Fair, and
- Innovative.

Strengths: Never becomes flustered and is very calm in difficult situations. Communication with Council and staff.

Weaknesses: At the time he was inexperienced in government but was experienced in business, so he might have bene at a disadvantage, but now he has experience in both. Also, he was not as prepared for the political games that happen in the Council but he handled it well as he went on.

**Nancy Peltonen - Executive Director, Chamber of Commerce, Palm Bay, FL 321-951-9998
321-223-9525**

Ms. Peltonen has been the Executive Director for the Chamber since November 2015. She met Mr. Lynk through her work in the Chamber.

Mr. Lynk was very caring about the City of Palm Bay and he listened to constituents. At Council meetings when residents had a concern, he directed the applicable staff member to provide the citizens with their business cards so they could follow up and address complaints and issues. Something he did well was bringing people together during disagreements.

Reference Notes
Gregg J. Lynk

A cheerleader for the area, Mr. Lynk attended monthly luncheons and was a champion of the Chamber with new businesses. He really supported businesses in joining the Chamber and was very visible in the community. He was very friendly with the public.

Ms. Peltonen was concerned about not knowing what was going on. Mr. Lynk invited her to the Director meetings that took place before Council meetings. He did not need to allow her to be a participant, but he did anyway and it was very helpful.

They exchanged cell phone numbers and used them to text or call. Mr. Lynk always responded. His mission was to clean out his inbox every day, he was quickly to respond and deal with matters. Most of the time he handled stress really well.

Palm Bay had a number of issues including an FBI case, but none were of Mr. Lynk's doing. Palm Bay cancelled Mr. Lynk's contract.

Mr. Lynk had a number of issues to deal with and tried to tackle them head on. Unfortunately employees were a bit of a problem and the situation was very complicated. The media has posted many articles about the City but not much has been said about Mr. Lynk personally.

Mr. Lynk was a very nice man and was absolutely helpful to the Chamber. He was looking to grow the City and bring it to the next level. He was enjoyable to work with.

Words or phrases used to describe Gregg Lynk:

- Caring,
- Listens,
- Supportive,
- Personable,
- Responsive, and
- Helpful.

Strengths: Very personable and tried to get along with everyone. Tried to implement the plan put in pace.

Weaknesses: Some of the employees at City Hall did not impress Ms. Peltonen but she is not sure how much influence he had over hiring.

Prepared by: Lynelle Klein
Colin Baenziger & Associates

CB&A Internet Research

Internet – Newspaper Archives Searches

Gregg J. Lynk

(Articles are in reverse chronological order)

[CB&A Note: We have investigated the allegations in the below article. Mr. Lynk said it was a car allowance increase for all the council members (who had not had one since 1981) and had nothing to do with trading for votes. At the time, the mayor was getting a car allowance of \$250 per month and council members were getting \$200. City department heads were getting a larger allowance (he remembers it as about \$400 per month). Mr. Lynk wanted to increase the allowance for all the elected officials to the same level as department heads. He felt that \$250 or \$200 did not cover the cost of travel to all the city events the elected officials were going to.

We also spoke to Council Member Anderson. He said, whatever his interpretation at the time was, he feels he was wrong. After he voted against paving parcels 31 and 32, he asked Mr. Lynk if he was going to get his car allowance increase and Mr. Lynk responded, “Absolutely.” He also added that the increase was to be for all the Council Members.

Further, there was no personal benefit to Mr. Lynk in getting roads paved. As an FYI, the roads in Palm Bay have been a problem for years. Many were left unpaved when the developer went bankrupt. The issue was how to get them paved. Parcels 31 and 32 cover 2 square miles. There are about 57 such parcels in the city. Ultimately, the voters approved \$150 million bond issue with 66% voting in favor to pave these and other roads in Palm Bay.]

<https://thespacecoastrocket.com/secret-recording-reveals-fired-city-manager-greg-lynk-attempted-to-bribe-brian-anderson-with-vehicle-allowance-for-votes/>

The Space Coast Rocket
February 12, 2020

Secret Recording Reveals Fired City Manager Greg Lynk Attempted to Bribe Brian Anderson With Vehicle Allowance for Votes

Author: Reginald Dwight

Palm Bay City Councilman Brian Anderson agreed to wear a wire for the FBI in an attempt to capture then Palm Bay City Manager **Greg Lynk** attempting to bribe him for favorable votes. On several occasions, **Greg Lynk** offered Anderson an additional vehicle allowance of \$350/month if he would vote in favor of assessments on Units 31 and 32 in an upcoming city council meeting. Below is the investigative report from the audio recordings.

After this meeting, Anderson and Parr are heard speaking with Campaign Manager Robert Burns and apparently returning vandalized property that belonged to Burns. It is also important to note that even after these attempts at bribery, Anderson voted to retain **Lynk** as City Manager when the motion was made by Councilman Jeff Bailey for him to be fired. Newly elected Councilman Johnson seconded the motion and **Lynk** was ultimately fired in a vote of 3-2 with Anderson and Harry Santiago voting in favor of **Lynk**.

Internet – Newspaper Archives Searches***Gregg J. Lynk****(Articles are in reverse chronological order)*

Florida Today
July 26, 2019

FBI informant talks of his role in cracking Palm Bay corruption case

Author: Jim Waymer

Pressured to resign under a fog of suspicion, blamed for things gone wrong with state and federal housing grants, and accused of being the subject of a criminal investigation, Stuart Buchanan, Palm Bay's former growth and development director, was cast as the first villain of south Brevard's long-brewing political scandal. Now, a few months after two high-profile arrests in Palm Bay, Buchanan has stepped forward as federal and state law enforcement's "inside man" — a key confidential informant who helped gather evidence and build cases against former Deputy City Manager Dave Isnardi and local business owner and one-time City Council candidate, Jose Aguiar. Both Isnardi and Aguiar maintain their innocence on racketeering and other allegations that they conspired to unduly influence City Hall. The two men are free on bond awaiting trial.

Buchanan's story provides the first inside look at a whirlwind undercover drama that, according to investigators, involved secret talk of bribes, blackmail, prostitutes, a bag of cash and pain pills. The investigation into alleged fraud and corruption in the county's most populous municipality is still open, law enforcement officials say. Throughout the arresting affidavits for Isnardi, husband of Brevard County Commission Chairwoman Kristine Isnardi, and Aguiar are references to a confidential source. Buchanan says he is that source. Although neither the Federal Bureau of Investigation nor the Florida Department of Law Enforcement would confirm or deny Buchanan's role in the Palm Bay probe, investigators close to the prosecution say privately that Buchanan was indeed key among several city officials who cooperated with the investigation. Buchanan says he is expected to be a key witness in the upcoming trials.

"Twenty months of hanging out with bad guys, with very, very bad people? Yes, it was ... you know, stressful," mused Buchanan, 48, who said he's stepping out of the shadows now because he wants his name cleared and his career back. "I'm sure that in the upcoming court case, even more clarity is going to be provided to the public, which should restore their confidence in the current city administration," Buchanan told FLORIDA TODAY in a recent interview. Buchanan has his own checkered past — a felony conviction from 30 years ago — but insists that his work with police agencies over the years was never done to offset his own crime. Buchanan played a similar role five years earlier in a bribery case in South Daytona that sent two men to jail.

Posing as a representative of investors interested in buying a condo complex, but actually working with law enforcement, Buchanan slipped several thousand dollars of cash from law enforcement to the South Daytona mayor and to a special magistrate in exchange for drastically lowering city code-enforcement liens on a condo complex, from \$241,000 to \$12,500, according to court records. Buchanan says he was asked by law enforcement to play a similar role in Brevard after he was hired by Palm Bay in June 2015 to be the city's growth and management director. His job, overseeing building permits, annexation, zoning, impact fees, code compliance,

Internet – Newspaper Archives Searches***Gregg J. Lynk****(Articles are in reverse chronological order)*

and federal and state grant programs for housing and neighborhood development, gave him a perfect vantage point that the feds and state agents were looking for, he said.

Buchanan says law enforcement approached him his first week on the job about an ongoing investigation. They needed an insider who could document and testify to any efforts at corruption, he said. "They (state and federal agents) met with me. And they said, 'you know, we've got investigations going on (for) over a year,' " Buchanan said. "And it wasn't just me. There were several key city administrators, including some members of the finance and accounting department that cooperated with law enforcement." While Buchanan won't say whether he made recordings, arrest affidavits for Isnardi and Aguiar refer to a confidential source fitted with electronic eavesdropping devices. It also mentioned video taken at Aguiar's ranch, showing a safe containing boxes of ammunition.

In April 2017, Buchanan said he felt pressured to resign by then-City Attorney Andrew Lannon, after Lannon blamed Buchanan for problems with state and federal housing grant programs, some of which predated Buchanan's tenure with the city. Lannon also suggested that Buchanan was the subject of a state and federal investigation into the city's handling of federal housing grants. Buchanan refused comment when contacted by FLORIDA TODAY at the time of his 2017 resignation. Now, he says he could not comment then because of his role in the ongoing investigation into Isnardi, Aguiar and other city officials.

Investigators allege Dave Isnardi and Aguiar planned to either blackmail or bribe two city councilmen to force them to vote for zoning changes that would bolster their future business endeavors. For one, Isnardi and Aguiar wanted to rezone vacant city-owned land on Wingham Drive Southwest, an area called "the Compound," to allow for a scrap-metal yard they planned, investigators allege. Under the alleged plan, Aguiar would buy the land, and Isnardi was to be a silent partner, according to the arrest affidavits. The arrests culminated a four-year investigation by FBI and Florida Department of Law Enforcement. Angela Starke, spokeswoman with FDLE, referred questions about Buchanan and the case to the prosecutors. The State Attorney's office wouldn't confirm or deny Buchanan's role either, citing state criminal procedure rules.

Stuart Buchanan, former Palm Bay growth management director
His own brushes with the law

In 1989, Buchanan was himself on the wrong side of the law. As a teenager in the Army — based at Fort Benning, Georgia — Buchanan was arrested for selling stolen military equipment, including machine gun parts, radios and weapons training devices, the News-Journal reported in its 2011 coverage of his role in the South Daytona bribery scandal. Buchanan said two other soldiers stole the items and he only tried to sell them. After he was arrested, Buchanan helped with a secret sting to arrest the two soldiers who'd been stealing the military equipment. Buchanan pleaded guilty in a general court martial, was sentenced to 8 years and served 2½ years in federal prison in Leavenworth, Kansas. Of his past conviction, Buchanan said it was irrelevant to the Palm Bay case or to his working with law enforcement, and that he was only 18 at the time. He said he's made no deal to lessen his prison sentence.

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Gregg J. Lynk

(Articles are in reverse chronological order)

By 1993, Buchanan was working as a planner for the city of Cocoa. He would move up the ranks as his career advanced through various planning positions in Deltona, Holly Hill, Daytona Beach, South Daytona, and from 2008 to 2015 for Brevard County as a senior planner. Buchanan joined Palm Bay during a mass staff turnover in City Hall four years ago. The shakeup ultimately led to the appointment of a new city manager with no city management experience, **Gregg Lynk**, the hiring of his friend Dave Isnardi as deputy city manager, and the ouster of a dozen key long-time employees.

The takeover and the takedown

Much of the turnover — some called it a takeover — was orchestrated by Isnardi, according to current and former city officials and employees interviewed for this story. Vicki Northrup, former president the Greater Palm Bay Chamber of Commerce, and other political insiders recall conversations with Dave Isnardi during summer 2014, in which he — months before the November 2014 election — maneuvered to place his friends and confidants in key positions at City Hall. Those conversations, Northrup says, set in motion a mass exodus of veteran employees, both resignations and terminations. "They kept their buddies," Northrup said of the takeover. "They got rid of just about every department head in there."

At the time of those summer 2014 conversations, Isnardi had been working as chief of staff for then-Brevard County Commissioner Andy Anderson. They'd met **Gregg Lynk** four years earlier when he stopped by Anderson's district office in Melbourne in 2010 seeking expansion of Florida's drug-court system. At the time, **Lynk** was working for a New Jersey private corrections company. Then, the November 2014 election ushered in new city council members Tres Holton and Jeff Bailey, who consolidated a new conservative majority along with Harry Santiago. A month after the election, then-City Manager Sue Hann resigned under political pressure. Within another few months, a dozen key officials — including the deputy city manager and police chief — left amid a widespread leadership shake-up.

Behind the scenes Isnardi successfully lobbied for his friend, **Gregg Lynk**, to be the next city manager, according to City Councilman Jeff Bailey. In late April 2015, after **Lynk** started as city manager, he appointed Isnardi as deputy city manager. A week later, Isnardi's former boss, Andy Anderson, got hired as the city's new economic development director, while still serving as a Brevard County Commissioner. Isnardi, at the time, denied he played any role in getting his former boss hired. When it was all over, critics feared politically connected cronies had taken over City Hall. But, according to their arrest affidavits, Isnardi and Aguiar wanted even more assurance City Council votes would go their way. According to the arrest affidavits, Aguiar and Isnardi were under investigation for "an ongoing pattern of specific criminal activities, including conspiracy to commit extortion, bribery and deliver controlled substances."

Enter Buchanan

In the months after he was hired, Buchanan befriended and worked his way into the inner circles of Isnardi and Aguiar, as well as the confidences of councilmen Tres Holton and Jeff Bailey. He drank and hung out with them. He said he went on occasional road trips with them, including one to South Florida to watch boxing matches, all the while keeping his handlers in law enforcement

Internet – Newspaper Archives Searches***Gregg J. Lynk****(Articles are in reverse chronological order)*

abreast of what was said and done. Buchanan said all targets of the Palm Bay investigation knew of his past as an law enforcement informant but, according to him, they saw it as a plus. “They felt that, by having somebody with prior surveillance experience, I would be able to help spot someone trying to surveil them,” Buchanan said. “They actually thought it was a bonus.” With Buchanan's help, investigators had details of clandestine meetings with Aguiar, Isnardi and others at the "Clubhouse," a property Aguiar owned on Canova Street, at City Hall, and at Aguiar's Grant-Valkaria ranch.

In front of Buchanan, the alleged conspirators, allegedly talked of buying surveillance equipment to record City Councilman Jeff Bailey and then-Councilman Tres Holton at the "Clubhouse" with prostitutes, according to the arrest affidavits. Neither Bailey nor Holton have been charged, and both have declined comment on their interactions with Aguiar and Isnardi. Kepler Funk, Isnardi's attorney, said they would not comment on Buchanan's role in the investigation until they had more information from the state about the investigation. Aguiar's attorney, Daniel Martinez, was not available for comment. Buchanan's efforts eventually ran into problems in June 2016 after he submitted and then withdrew — he says under threat of losing his job — a complaint that Isnardi was allegedly shaking down city employees and developers to contribute to his wife's then campaign for a seat on the Brevard County Commission. She went on to win the election.

Kristine Isnardi has declined comment regarding her husband's case or the allegations he was raising campaign contributions for her during work hours at City Hall. Buchanan's seeming flip-flop put him at odds with City Attorney Andrew Lannon, who was apparently growing suspicious of Buchanan. Lannon would later point to disagreements between the two over, among other things, issues regarding the city's fire fees and sign code. On April 18, 2017, almost a year after Buchanan's complaint about Isnardi, Lannon, in a "letter of no confidence," alleged Buchanan had violated the city's personnel rules and regulations by making allegations against Isnardi and the mayor without evidence. Soon after, Lannon announced that Buchanan was the target of an investigation into possible misuse of federal housing grants.

Then during the May 18, 2017, City Council meeting, Lannon accused Buchanan of "misfeasance, malfeasance, nonfeasance, gross neglect and fraudulent or intentional misrepresentation" in his duties as growth management director. A week after the "no confidence" memo, Buchanan announced his resignation April 25, 2017, effective May 12, 2017. Lannon resigned his post after health issues a year later. Lannon did not return several phone and email messages from FLORIDA TODAY.

No funds put at risk

An inquiry later released by HUD's Office of Inspector General found “no indication that any HUD funds were put at risk” by the city, and the inspector general reporting agent recommended the matter be closed. That contradicted claims made by Lannon against Buchanan. “The one complaint that they had, the one negative finding I should say, was that we didn't spend their money fast enough,” Buchanan said. Buchanan has retained an attorney to represent him regarding what he calls his forced resignation. That attorney, Kevin McCann, is a retired federal

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Gregg J. Lynk

(Articles are in reverse chronological order)

agent with 25 years experience running investigations. McCann says Palm Bay "scapegoated" his client by accusing him of fraud, implying that he was the subject of the investigation and forcing him to resign. "Not only was Mr. Buchanan innocent of any wrongdoing, but he was actually making great strides to eliminate corruption within the City," McCann told FLORIDA TODAY. "The city of Palm Bay denied Mr. Buchanan's claims, and discussions are currently ongoing regarding the initiation of a federal lawsuit."

Buchanan said he just wants "things to get back to normal and regrets any ill effects the Dave Isnardi group that seized control of City Hall had on other city employees not involved in the alleged corruption." "The city of Palm Bay employs hundreds of honest, hard-working employees dedicated to the residents of the city," Buchanan said. "Perhaps the most unfortunate part of this whole affair was the turmoil and upheaval these employees and their families suffered. I'm just glad it's over. And I look forward to putting it behind us."

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Gregg J. Lynk

(Articles are in reverse chronological order)

Florida Today
May 10, 2019

Former Palm Bay deputy manager Dave Isnardi arrested, charged with racketeering, other felonies

Author: John McCarthy

Former Palm Bay Deputy City Manager Dave Isnardi has been arrested on charges of racketeering, conspiracy to commit extortion and conspiracy to possess controlled substances, including oxycodone. Isnardi is the husband of Brevard County Commission Chair Kristine Isnardi. Dave Isnardi is being represented at his initial appearance by Bryan Lober, an attorney who also is the County Commission vice chair. Lober said he told the Isnardi's not to comment on the case to the media, and he noted that being accused of something is not the same as being guilty.

A second man, Jose Aguiar, a former candidate for the Palm Bay City Council, also was arrested Friday morning and charged with racketeering and conspiracy to commit racketeering. In 1997 in Massachusetts, Aguiar was convicted of conspiracy to sell cocaine and was sentenced to three years and one month in federal prison. All told, Isnardi is charged with two first-degree felonies, which each carry potential penalties of 30 years in prison; and three third-degree felonies, each of which carry a potential five-year prison sentence. The two are being held without bail until they can appear before a judge, now scheduled for Saturday morning.

The arrest warrants for the two show that the FBI and Florida Department of Law Enforcement have been investigating allegations of corruption and undue influence on city officials in Palm Bay since at least 2015. The warrants draw heavily from secret recordings made by a confidential source working with investigators. The arrest warrants for the two paint a picture of a city government embroiled in scandal, as Aguiar attempted to influence Palm Bay city officials. Though not arrested or charged, the warrants allege that City Councilman Jeff Bailey had an addiction to oxycodone and that former Councilman Tres Holton regularly had sex with prostitutes and used cocaine. It also alleges that Holton had obtained prostitutes for Mayor William Capote while the men were in Tallahassee. Capote denied the allegations.

The arrest warrants allege Isnardi and Aguiar were plotting to use a hidden camera to record Holton and Bailey having sex with prostitutes at "the Clubhouse," a Canova Street home then owned by Aguiar, where Holton, Bailey and other Palm Bay officials hung out. They then planned to use those recordings to blackmail Holton and Bailey into voting the way Aguiar wanted on various issues including rezoning a property that Aguiar owned to allow him to open a scrap metal business that Isnardi would be a partner in. It isn't clear from the arrest documents whether the two ever did set up a camera or make any recordings.

"Is this a joke?" Holton said, when contacted by FLORIDA TODAY and told the allegations against him in the arrest warrants. "You're going to have to call me back," Holton said, not responding further to questions. Bailey could not be immediately reached for comment. The

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Gregg J. Lynk

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warrants also say that Isnardi and Aguiar plotted to plant drugs in Bailey's car and arrange for a Brevard County sheriff's deputy to perform a traffic stop on Bailey and to discover the drugs. The warrants also state that former City Manager **Gregg Lynk** was aware of the plot to set up Bailey, but didn't want to know the details or participate in the effort. **Lynk** could not be reached immediately for comment. He was fired in November after the City Council voted to remove him by a 3-2 vote. Bailey introduced that measure and Capote voted in favor of the firing along with newly elected Councilman Kenny Johnson.

The warrants also indicate that Aguiar had previously supplied Bailey with drugs and that he also offered Bailey money to make a down payment on a house, which Bailey declined. During a subsequent interview with investigators, Bailey admitted that Aguiar offered him a house and that he received \$300 in cash from Aguiar, according to arrest documents. Bailey didn't report Aguiar's donation, which he held onto until turning it over to the FBI during the interview.

In a subsequent interview with the FBI, set up by Isnardi's then-attorney, John Murphy, Isnardi admitted to participating in discussions about trying to record Holton and Bailey in compromising positions, according to the arrest documents. But he denied there was an actual plot to plant drugs in Bailey's car. He did admit, though, that he contacted Brevard County Sheriff's Office Agent Jason West about the possibility that there were drugs in Bailey's car and noted that Bailey "was doing drugs anyway."

In a subsequent interview with law enforcement, West acknowledged that Isnardi had contacted him a year earlier. West said he wasn't sure but thought Isnardi provided some information about drug activity involving members of the Warlock Motorcycle Club and that he told Isnardi that he would pass it on to the BCSO drug unit. The arrest affidavit also said that Isnardi had told another Palm Bay official that Bailey was dealing drugs near a school and that the official passed the info to the Palm Bay police. Ultimately, Isnardi claimed the plot was only "guys talking s---, drinking beers and smoking cigars," according to the arrest documents.

The arrest documents show that Aguiar was angry about how Bailey was voting during council meetings and was determined to drive him from office. "I'm going to kick his ass, he ain't winning again," Aguiar was quoted as saying during one recorded conversation. "I don't know if I should just approach him and grab him by the throat and tell him how it is, or we should, or I should just avoid him...set this m-----f----- up or something?"

Capote said he was surprised to learn from FLORIDA TODAY that his name was mentioned in the arrest warrant as being connected with prostitutes. He said those allegations are untrue. "I don't know who would tell someone that," Capote said. "That's profound. This is all new to me. That accusation has no validity." Capote said he has been in Tallahassee in the past on city business, meeting with state legislators and other state officials, but he did not hang out with Holton while he was there. Capote says people may have been trying to taint him for political reasons. Capote said he was never interviewed by investigators, and that he has no reason to secure a lawyer in this matter.

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Gregg J. Lynk

(Articles are in reverse chronological order)

Lober, the county commissioner representing Isnardi, said, "Dave hasn't been convicted of anything in relation to these years-old hyper-political allegations. Given the number of individuals allegedly involved and the complexity of the allegations, this is not a case which is likely to be resolved quickly. I have no doubt that the facts will become increasingly clear in the coming months." Palm Bay City Councilman Kenny Johnson, who took office in November, said he hoped the city's growth would not be "stunted" by any fallout from the arrests or what the arrest warrants alleged about other city officials. "Being that this is prior to me getting in, I really don't have much of a statement," Johnson said. "I'll let the justice system focus on what they have to do, and I'll just focus on the city. ... All the allegations surprised me."

His fellow Councilman Brian Anderson had little to say. "At this point, I'm just waiting for all the facts to come in." Anderson declined to comment on what the potential political fallout might be in the city from the other allegations against current city officials. "It's too early for any of that."

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Gregg J. Lynk

(Articles are in reverse chronological order)

[CB&A Note: Only the information relevant to **Gregg Lynk** is listed below.]

<https://fccma.org/2019/01/january-2019-new-members/>

Fccma.org

January 3, 2019

January 2019 New Members

The following membership applications have been received. If no current member comes forth with a reason why these applicants should not be approved as members, he/she will be invoiced for dues.

, **Gregg Lynk**, District III, Affiliate Member;

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Gregg J. Lynk

(Articles are in reverse chronological order)

Florida Today
November 21, 2018

Palm Bay City Manager Gregg Lynk fired by 3-2 vote during special meeting

Author: Rick Neale

Palm Bay City Manager **Gregg Lynk** was fired Wednesday night, two weeks after Election Day altered the makeup of his five-member City Council. **Lynk** started work in April 2015, and he earned \$182,507 per year. Per contract, he will receive 20 weeks of severance pay. The 3-2 vote to terminate **Lynk's** employment occurred during a Palm Bay City Council special meeting. Councilman Jeff Bailey introduced the resolution to fire **Lynk**, and Mayor William Capote and Kenny Johnson joined him in voting yes. "Politics come in seasons. And seasons change. New administrations come. And decisions are made," Capote said. Newly appointed Deputy Mayor Brian Anderson and Harry Santiago voted no. After **Lynk** gathered his belongings in his satchel, he received an ovation while he was leaving the dais. "All I have to say is, Happy Thanksgiving," **Lynk** said minutes after the vote, greeting well-wishers and shaking hands in the council chambers aisle.

Council members appointed Lisa Morrell, communications and information technology director, to serve as interim city manager. Morrell has worked for the city for 18 years, serving as CIT director since 2011, said Keely Leggett, city spokeswoman. Morrell declined comment Friday, saying she first wants the opportunity to address city employees on Monday. Palm Bay is Brevard County's largest city, with about 113,000 residents. "I believe the city has suffered from poor management for a number of years and we need to make real changes," Bailey wrote. "With a one time \$150,000,000 road bond coming we need the management and financial expertise to ensure we can get the most critical work accomplished within a reasonable time frame. I believe we are lacking the skill sets necessary to move the city forward while handling a very expensive and extensive public works project," he wrote. "I believe new management is the best way for the city to recover our relationship with the citizens we serve. We need to build a cooperative relation with all stakeholders," he wrote.

Earlier in the meeting, Bailey and Johnson took their oaths of office, garnering standing ovations from the audience. Red, white and blue flower arrangements decorated the dais at the five council seats. Bailey won a second straight term by taking 55.8 percent of the Seat 5 vote against Aaron Parr, while political newcomer Johnson won 58.4 percent of the Seat 4 vote against Thomas Gaume. Former Deputy Mayor Tres Holton, who supported **Lynk**, was eliminated in the primary election in the latter contest. Johnson effectively cast Wednesday's tie-breaking vote — the other four councilmen had made their intentions clear during pre-vote discussion. After the meeting ended, FLORIDA TODAY asked him why he voted to fire **Lynk**. "For far too long, we've had a negative cloud cast over the city of Palm Bay," Johnson said. "Mr. **Lynk's** a great gentleman, personally. But in regards to management, I want to make sure that we get the right person in there going forward. And I just want the city of Palm Bay to rest assured that we're going to do the right thing," he said.

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A New York native who moved to Palm Bay in 2014, **Lynk** was hired as part of a leadership shake-up that saw at least a dozen key City Hall officials leave during 2015. He was a non-traditional candidate who lacked previous city management experience. Former Palm Bay mayor John Mazziotti — a former **Lynk** critic — supported him Wednesday from the public comment podium prior to the vote. “When **Gregg Lynk** first got hired — and I told him this — I knew nothing about him. I didn't know anything about him at all. But about a year later, maybe six months, I'm in Walmart shopping and he comes up to me and asks me if he could sit down and talk with me. He wanted to get some of the past and the history," Mazziotti said. "And I said sure. And I've spoken with him on many occasions. I would hire him today. I was wrong back then. But I would hire him today," he said.

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Gregg J. Lynk

(Articles are in reverse chronological order)

Hometown News: The Beaches (FL)

June 15, 2018

Waterstone project moves forward, neighbors sue city

Author: Amy Lyon

The Waterstone development in southeast Palm Bay is one step closer to its next phase of developing 283 homes after the City Council approved the final development plan at its June 7 meeting. Councilman Tres Holton voted against approval of the project, instead citing his desire to table the issue to the Sept. 6 meeting, which would give city staff time to execute an additional study. The Gardens at Waterstone is comprised of 96 acres and located within the overall Waterstone at Palm Bay development on Babcock Street and Mara Loma Boulevard. Before construction can begin, developers must receive final plat approval from the city. “We anticipate having that done in the near future,” said Tucker Byrd, the attorney representing Waterstone.

Council members also discussed a lawsuit that was recently filed by neighboring land owners to the west of Waterstone. James Sartori of Willow Brook Farms and Andrew Michata of Rolling Meadow Ranch have retained the services of Melbourne attorney Steve Knox, who recently retired as Brevard County Attorney after serving more than 20 years. Mr. Sartori and Mr. Michata are suing the city for actions related to the Jan. 18 approval of Waterstone’s preliminary development plan. The lawsuit, Mr. Knox said, is a “due process issue” related to how the city council gave notice for the Jan. 18 meeting, as well as the process for approval. “We want the city to comply with its own comprehensive plan,” Mr. Knox said. “We’re not trying to fight with you if we don’t have to.” Mr. Michata said that he and Mr. Sartori own 7,000 acres between them. “We’ve worked on this since 2005 like Waterstone,” he said. “We annexed into Palm Bay and we can annex out.” Also at issue was the neighboring land owners’ request for the city to obtain a Project Development and Environmental study before granting approval to Waterstone.

The purpose of the PD&E study would be to determine the most cost-effective alignment for the St. John’s Heritage Parkway, which is expected to be built through southeast Palm Bay to Micco. But Councilman Harry Santiago, Jr., noted that the parkway is a separate issue from Waterstone’s final development plan. “I can assure you that the most important thing for me is the parkway, because that parkway is the future of the city,” Mr. Santiago said. “And that parkway is the lifeblood of the business development that will be happening east of Babcock Street toward that interchange.” Council members gave City manager **Gregg Lynk** direction Dec. 21 to start the PD&E process; however, Mr. **Lynk** said little progress has been made due to difficulties in meeting schedules with Brevard County, the Space Coast Transportation Planning Organization and the Florida Department of Transportation. A meeting is scheduled with FDOT for June 28, Mr. **Lynk** said.

Councilman Brian Anderson noted that it could take 36 months for the completion of a PD&E study and “we can’t put Palm Bay on hold.” Councilman Tres Holton argued that the city was not following the law or its comprehensive plan by approving the Waterstone development before conducting a PD&E study. “We’re talking about a motion to table something so we can

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Gregg J. Lynk

(Articles are in reverse chronological order)

follow the law,” Mr. Holton said. Mr. Knox requested that the city “start all over” with the approval process for Waterstone. “If we have to go to court I think we stand a very good chance of reversing your [January] decision.” But City Attorney Patricia Denise Smith said the City Council does not have jurisdiction to reconsider the preliminary development approval that was granted to Waterstone in January. “A circuit court judge will decide that now,” Ms. Smith said. Ms. Smith warned the council against “making a decision based on incorrect application of law that deprives [Water-stone] of their right to develop their property.” Ms. Smith further advised the council against Mr. Holton’s recommendation to table the issue to a future meeting.

The Waterstone project first came before the city in 2005. Nearly 300 homes were built in the Heron Bay and The Lakes phases of development, but Waterstone representatives said a downturn in the economy put development on hold for many years. “This is the right place and the right time,” Mr. Byrd said. “Think about this development as Bayside Lakes on steroids.”

Internet – Newspaper Archives Searches

Gregg J. Lynk

(Articles are in reverse chronological order)

Hometown News: Palm Bay (FL)

May 11, 2018

City to pay Lannon’s accruals, says ‘no’ to settlement offer

Author: Amy Lyon

Palm Bay City Council members agreed on May 3 to pay former City Attorney Andrew Lannon for accrued sick, vacation and administrative leave, and also voted unanimously to respond with a “no” to his settlement offer. Mr. Lannon resigned from his position April 14 via an email to council members and City Manager **Gregg Lynk**. The city’s labor attorney, Andrew Hament, advised the city to give him full payment for sick, administrative and vacation leave, despite the fact that Mr. Lannon’s resignation was immediate.

In a related matter, council members gave a simple “no” answer to the remaining terms of Mr. Lannon’s emailed four-page “Pre-Suit, Non-Negotiable Settlement Offer,” which was received by Mr. Hament on May 3 and forwarded that day to council members. Mr. Hament called the list of demands from Mr. Lannon “quite unusual.” “It’s obvious to see Mr. Lannon is going through some very tough personal times,” said Mr. Hament. “I thought it might be healthy for the city to provide him an answer to his demand.”

Councilman Tres Holton, who was the subject of Mr. Lannon’s request that the city set up a \$7.7 million fund for the “victims of Holton’s House of Horrors”, asked whether the City Council could “legally respond” by offering to pay Mr. Lannon’s health insurance and life insurance for the next six months. Mayor William Capote said he did not think it was a good idea to “cherry-pick” from the list of more than a dozen items requested by Mr. Lannon. “Based on the four pages we have, I don’t think he is going to entertain any offer we make,” Councilman Brian Anderson said. Mr. Lannon also requested that the city deposit \$7.7 million into his personal checking account, and provide medical coverage and life insurance for the remainder of his and his family’s lives. He asked for an immediate and permanent end to the expenditures of monies collected through the city’s special assessment fee “unless and until **Gregg Lynk** is terminated,” and requested that the city advocate for the removal of State Rep. Randy Fine (R -Palm Bay) from office.

Councilman Jeff Bailey asked if the council could meet privately in executive session for discussion, but Mr. Hament said that under the Sunshine Law, discussion had to remain open to the public because a lawsuit had not been filed. City Attorney Patricia Smith, who worked with Mr. Lannon for several years, concurred, saying, “He has not filed a claim and actually he has been very specific in saying that it’s not a claim... and that he does not wish to pursue litigation against the city.” According to Brevard County court records, Mr. Lannon voluntarily entered the Circles of Care Harbor Pines facility on April 20 and was required to stay in the facility under the Baker Act, also known as the Florida Mental Health Act of 1971. He was discharged on April 23.

Internet – Newspaper Archives Searches***Gregg J. Lynk****(Articles are in reverse chronological order)*

Hometown News: Melbourne, West Melbourne (FL)

April 20, 2018

City manager highlights health of Palm Bay

Author: Amy Lyon

City Manager **Gregg Lynk** painted a rosy picture for Palm Bay Chamber of Commerce members recently when he whisked through an overview of the city's recent successes. "Palm Bay is thriving and has a very bright future," Mr. **Lynk** said. "When I first got here, I don't know if I could say that." Some of the challenges Mr. **Lynk** faced three years ago when he left the private sector to work for Palm Bay included a residential community with little to no growth, lack of a commercial base and neglected infrastructure. One of his "marching orders" from the City Council was to make the city a business-friendly environment. Speaking predominantly to business community members during the April 4 Chamber of Commerce meeting, Mr. **Lynk** referred to the city as a business. "Palm Bay as a corporation is worth \$3.7 billion," he said. "We have to take care of it and grow it."

In 2015, **Lynk** and city staff members set a three-year goal of \$320 million in new development with 20 percent of that coming from commercial growth. "We met that goal and surpassed it," he said. As of March 2018, \$541 million had gone through the city's growth management department with 20 percent of that being commercial. The city also refinanced \$35 million of its debt, which resulted in a first-year savings of \$800,000. The money was used to purchase new police cars. "Over the life of the debt, the city will save \$8 million," Mr. **Lynk** said. Additionally, the city is looking at an annual savings of more than \$1.2 million after the strategic reorganization of the city attorney's office in which several outsourced programs such as risk management and worker's compensation were brought in-house. He addressed the change last year to the city's stormwater funding program, which was "plagued by collection problems" with millions of dollars outstanding. "Now it's on the tax bill and we have 100 percent collection," he said.

A sign of the stormwater program's success, Mr. **Lynk** said, is that Garvey Road north of Jupiter Boulevard will open soon. The city will then move on to the much-needed stormwater system repairs on Nevada Drive in northeast Palm Bay. The city has earmarked \$55 million to expand water and sewer services in the city to accommodate new development. Mr. **Lynk** breezed through a list of planned developments in all quadrants of the city including a 340-unit apartment complex on RJ Conlan Boulevard, as well as a residential and commercial development near the recently opened St. John's Heritage Parkway in northwest Palm Bay. "We want people to live, work and play in Palm Bay," Mr. **Lynk** said. To speed up the permitting process for developers, the city is investing in e-permitting, which is expected to bring quicker approval and would allow developers to schedule inspections through a simple text message. Developers pay an impact fee to the city because of the impact their developments have on roads, infrastructure and parks, and Mr. **Lynk** said the impact fees alone for a project in southeast Palm Bay called Emerald Lakes are expected to be \$82 million. "That's how a city gets healthy," he said.

Internet – Newspaper Archives Searches

Gregg J. Lynk

(Articles are in reverse chronological order)

Florida Today
September 1, 2017

**Palm Bay wonders what's next after series of political intrigue
City should be shining but faces uncertainty after Isnardi resignation**

Authors: Wayne T. Price and Dave Berman

Its streets are crumbling. Property owners are suing the city over a recently passed stormwater assessment. The mayor and city manager rarely speak to one another, and one of the deputy city managers just resigned under the cloud of an FBI and Florida Department of Law Enforcement investigation. All of this has many residents in Palm Bay, Brevard County's most populous city, wondering what could come next. "I'm heartbroken about this," said Lynn Whepley, an area Realtor who moved to Palm Bay with her family nearly two decades ago from the Fort Lauderdale area. "Palm Bay has always been the butt of many jokes in Brevard County, and I would always stop them and say: 'Hey, you're talking about the place where I live.' I've stopped saying that. I can't defend it any more, and it's very sad to me."

Harsh words, for sure. But talk to some city residents, business operators and property owners, and they largely agree with Whepley's assessment. Even more stinging is that this should be Palm Bay's time to shine. Harris Corp. has continued to invest tens of millions of dollars in its Palm Bay facilities, most recently the ultra-sleek Harris Technology Center, where the Fortune 500 company conducts cutting-edge research. Northrop Grumman Corp., just a few miles to the north at the Orlando Melbourne International Airport, is bursting with growth and is hiring hundreds of engineers who should be buying houses in the southern part of the Space Coast.

The opening of the St. Johns Heritage Parkway has been delayed for months due to problems with the storm water system. "Road closed" signs and orange barrels block off the intersection on 192 west of I-95. And while there have been delays, work is well underway on the St. Johns Heritage Parkway, a strip of road that eventually will link with Interstate 95 via future interchanges on Ellis Road in Melbourne and Micco Road near Grant-Valkaria.

City manager optimistic

Palm Bay City Manager **Gregg Lynk** disputes contentions that there are issues within the city that are negatively affecting its economy. "Palm Bay is seeing growth and development that we haven't experienced in over 10 years," **Lynk** said in a written statement to FLORIDA TODAY. "We have projects in all stages of development across the city, and have some exciting announcements coming in the next few months." "I certainly don't think that Palm Bay has a poor image in the community. Are there issues that the community would like to see change? Absolutely," **Lynk** said. "You'll find that anywhere. But the fact of the matter is more Brevard residents choose to call Palm Bay home than any other city in this county, and I think that says something."

Prosperity, not politics

Internet – Newspaper Archives Searches***Gregg J. Lynk****(Articles are in reverse chronological order)*

Greater Palm Bay Chamber of Commerce Chairman Puneet "PK" Kapur, said the city's "leadership needs to focus more on prosperity and growth, rather than politics." Kapur, who also is general manager of the Holiday Inn Express and Suites in Palm Bay and vice chairman of the Brevard County Tourist Development Council, said that's crucial for the city to attract more jobs, more home construction and a larger tax base. One immediate concern, Kapur said, is how potential political instability in Palm Bay could affect a pending decision by Defense Department officials for locating the Air Force's consolidated Battlefield Airman Training Center. Patrick Air Force Base is one of eight bases on a "short list" for that operation, which could bring 400 to 1,200 more airmen to the Space Coast if Patrick is chosen. Two facilities in Palm Bay would be major components of the project if Patrick is selected: the Air Force's underutilized Malabar Annex facility and the city's gun range police training complex.

The Isnardi resignation

This past week, Palm Bay political intrigue once more became front-page news. It was announced Tuesday that Deputy Palm Bay City Manager David Isnardi, a local Republican power broker was resigning from his position, effective Sept. 7. Isnardi said he wanted to move on, and remove any taint from an FBI and FDLE investigation into activities at Palm Bay that could jeopardize his wife's political career. Kristine Isnardi was elected as a Brevard County commissioner in 2016. David Isnardi is a former chief of staff to then-Brevard County Commission Andy Anderson. Isnardi became deputy Palm Bay city manager in May 2015.

Anderson was Kristine Isnardi's predecessor as District 5 county commissioner. Anderson, who could not run again as county commissioner in 2016 because of term limits, is Palm Bay's economic development and external affairs director. Prior to being hired as deputy city manager, Isnardi openly encouraged the hiring of current City Manager **Gregg Lynk**, whom Isnardi called a good friend. In defending the city and its economic position, **Lynk** cites such things as declining unemployment and increasing home values. "To say that Palm Bay is stifled is not accurate," **Lynk** said. "We will always strive to better our city. But we also need to acknowledge the improvements that have been made under this administration."

Stormwater concerns

David Moallem, who owns about 4,000 property parcels in Palm Bay, says he isn't happy with what has transpired with Palm Bay's city management. Isnardi and **Lynk** are nice enough individuals, Moallem said. But they are not suited to overseeing a city like Palm Bay. "You can't just run a city without experience," said Moallem, who is suing the city for its recent implementation of a new stormwater assessment. "If your A/C breaks down, you don't want a nice guy to come fix it. You want someone with experience to fix it." Responding to criticism about the experience of Palm Bay city leaders, **Lynk** said: "I can't speak to the opinions of others, but the fact is that Palm Bay is a city with an incredible amount of experience among our top officials. It is an honor to lead an organization that touts this level of excellence, and anyone who doubts the caliber of the professionals that work at the city of Palm Bay is simply misinformed."

Internet – Newspaper Archives Searches

Gregg J. Lynk

(Articles are in reverse chronological order)

The stormwater fee could be the final straw for Moallem. “I am thinking how I’m going to exit this place,” he said. In response, **Lynk** said: "The residents of Palm Bay voted in special assessments last November, and it is with the will of the people of this city that council elected to assess additional stormwater fees to make much-needed improvements to the city’s infrastructure. While residents will see increased fees, non-resident landowners will, by virtue of their business structure, shoulder a greater share of the fees." **Lynk** said he could not address Moallem's specific issues with the stormwater fees, "due to potential litigation." Bill Mick said he believes Palm Bay City Manager **Gregg Lynk** is just what the city needed — someone with business management experience, rather than a politician.

Less 'grandstanding' needed

Bill Mick, who is host of WMMB's political-focused morning radio show "Bill Mick Live" and is a longtime observer of the local political scene, has a different view of the city government administration than the critics of **Lynk** and other administrators. Mick said he believes **Lynk** is just what the city needed — someone with business management experience, rather than a politician. Mick said he believes things can get back in order on Palm Bay if there is a change in focus away from "petty, small-town politics on the City Council." "It's been going on for too long," said Mick, who also program director at WMMB-AM (1240 and 1350).

Mick, who notes that he is a friend and supporter of **Lynk** and Isnardi, said members of the City Council need to "realize what their job is — to work for the betterment of the city, instead of being on the dais, bloviating" and "grandstanding." "It's either lead, follow or get out of the way," Mick said. Mick also blames "the political factions from the left," seeking to stir things up and create rifts in Palm Bay. Mick said he doesn't expect the turmoil in Palm Bay spilling over into county government, where Kristine Isnardi is one of five county commissioners. "Kristine Isnardi has always done a good job separating her home life from her political life," Mick said.

Internet – Newspaper Archives Searches

Gregg J. Lynk

(Articles are in reverse chronological order)

Hometown News

August 17, 2017

HERO Homes

Paratroopers association parts ways with Homes for Warriors

Author: Christine Edwards

In early May, news broke that the City of Palm Bay's Housing and Urban Development funds were not exhausted in time. On the heels of those reports came allegations that the Homes for Warriors program, which uses State Housing Initiative (SHIP) funds to provide disabled veterans with homes, was over budget and lacking sufficient records. The Homes for Warriors program provides homes for service-disabled veterans and their families by taking blighted houses and renovating or reconstructing them. Seven homes already have been provided to families in Palm Bay and four more are slated for completion.

The overspending allegations leveled at the Homes for Warriors program revolve around a state audit for the years 2013-14 which indicates that the program spent \$688,000 on four homes, with \$454,000 spent on a single residence. The cap for spending at the time was \$52,425 per home. City Manager **Gregg Lynk** said that this was an accounting error and they are working to correct it with the help of a SHIP support team and a technical adviser from Tallahassee. In addition, the city has started reconciling records from 2011 to 2013, which is further back than the audit required, and hired a technical adviser to oversee its SHIP Community Development Block Grant funding. The Homes for Warriors program primarily utilized SHIP funding but did receive minimal Neighborhood Stabilization Program funds, Mr. **Lynk** said. "It's poor internal bookkeeping," Mr. **Lynk** said. "We need to clean up the previous administration's poor record keeping, but there's no fiscal abuse."

Investigations and audits appear to be underway to determine whether the allegations are true. A member of the Florida Department of Law Enforcement (FDLE) Communications team stated that they are conducting an investigation into allegations referencing the City of Palm Bay, but cannot disclose the nature of the allegations. The FBI could not confirm whether they were conducting an investigation, nor could Palm Bay officials, but FDLE and FBI officials did question one individual. The city also is negotiating with firms to conduct an audit. The City Attorney's Office did not respond to requests for comment and the Mayor's office said they could not comment at this time.

There is the potential for forced repayment if discoveries are made during the audit or funding could be withheld from future years. Mr. **Lynk** said he expects additional information within the next month. "We are going to do things the right way and when things are brought to our attention we are going to address it," Mr. **Lynk** said. On the heels of those allegations came more regarding the Space Coast Paratroopers Association's internal recordkeeping and accounting. The nonprofit had partnered with Palm Bay to aid with the Homes for Warriors program. Mr. **Lynk** said funding and records issues internal to the nonprofit didn't spill over to the city. "There's never been any kind of fiscal give or take with that nonprofit," he said.

Internet – Newspaper Archives Searches

Gregg J. Lynk

(Articles are in reverse chronological order)

On May 4, the Space Coast Paratroopers Association posted a Facebook message announcing that Palm Bay had terminated their public/private partnership following completion of its last project and would be running the program independently. The message stated that the nonprofit was restructuring and identifying a new mission to serve local military and veteran populations and had changed its name to the Space Coast Veterans Alliance. The organization later announced that it would begin the dissolution process.

Don Overton, executive director of the Space Coast Veterans Alliance, said the things that transpired within the organization will be resolved and whatever transpired with the city is outside of their scope of understanding because the nonprofit wasn't tasked with those responsibilities and did not commingle funds with the city. The nonprofit allowed program applicants to submit prequalification applications on its website, collected in-kind donations, provided property and organized volunteers for the program. During Mr. Overton's tenure, data collected via the online application consisted of generic eligibility questions outlined by the city and was paired with DD-214 discharge documents and turned over to the city, where the records were maintained, Mr. Overton said.

When Mr. Overton began volunteering with the nonprofit a few years ago, he realized it did not have good record keeping, policies or procedures in place. He began a comprehensive process of internal forensic audits to recreate what had transpired prior to his involvement. A bookkeeper and certified public accountants were contracted to bring transparency to the operation, Mr. Overton said. While they put the pieces together, outside sources approached Mr. Overton about alleged unaccounted for monetary and property contributions. He questioned individuals that were involved, but believed he wasn't getting all of the details. Moreover, expenditures uncovered in the internal audits didn't make sense. Mr. Overton stated that he felt a duty to elevate the matter to city leaders because the individuals involved worked for the city.

Mr. **Lynk** recalled the meeting during which Mr. Overton raised concerns about the nonprofit's bookkeeping. He stated that he asked Mr. Overton to keep him updated and did not hear back from him. After coming forward, a city employee in a leadership role told Mr. Overton not to bring issues to Mayor Capote again. He drafted a letter regarding his findings to create a record. Mr. Overton said that reports that he is a whistleblower are inaccurate because allegations about the nonprofit were brought forward by individuals within the city prior to him elevating them. He also holds a position with the City of Palm Bay that has no involvement with the Homes for Warriors program and only provided comments regarding his role at the nonprofit.

Palm Bay later dissolved its partnership with the nonprofit and the allegations became public. At this point, the right thing to do was start the dissolution process because the organization had lost the public's trust, Mr. Overton said. "It's going to take time," he said. "It's going to take at least a year to fully liquidate the program, to get a clean accounting of everything we've been working on." Once the organization has been dissolved, it will transfer its resources to a scholarship, Mr. Overton said. The Space Coast Paratroopers Association had a minimal role in the Homes for Warriors program, mainly prescreening applicants and organizing volunteers. Applicant data was then put through a qualifications process with the city to determine eligibility, Mr. **Lynk** said.

Internet – Newspaper Archives Searches

Gregg J. Lynk

(Articles are in reverse chronological order)

Palm Bay Community Information Coordinator Karyn Barber stated that the communications tools are in place to organize efforts without the nonprofit. Palm Bay City Councilman Brian Anderson said that the remaining four homes are under construction in northwest Palm Bay. The goal is to complete them by year's end. "They're currently under construction," he said. "They have permits. The addresses are set." Mr. **Lynk** said the four homes currently under construction do not have a confirmed completion date but that the exteriors are done and only interior work remains. The seven completed homes will not be affected by recent events. The future of the Homes for Warriors program remains to be seen. It was not designed to be an everlasting program and with foreclosure rates down and construction costs up, rebuilding homes is not as affordable as it was when the program was launched.

Councilman Anderson said he doesn't believe the city should be involved in the real estate market and would like to see the program taken over by a nonprofit, with the city providing information on city-owned properties. He said he supports veterans wholeheartedly, but feels that the city's job is to provide services to the residents and that the program is not sustainable for the city. Future program oversight will also need to be considered; however, Councilman Anderson wants to see the audit results before instituting policy. "We need to identify what happened, why it happened and make sure it never happens again," he said. "The City Council right now needs to regain the trust of the people and let them know that we are doing the right thing."

Internet – Newspaper Archives Searches***Gregg J. Lynk****(Articles are in reverse chronological order)*

Clickorlando.com

August 8, 2017

FBI probe focuses on vet's loan for 'Warriors' home**More questions raised about Homes for Warriors properties in Palm Bay**

Author: Wayne T. Price

New questions are being raised about a controversial housing program aimed at providing homes for disabled veterans. One is why one recipient of a property through the now-defunct Homes for Warriors program in Palm Bay suddenly had a \$5,000 Housing and Urban Development loan forgiven after taking possession of the house in 2014, News 6 partner Florida Today reported. The recipient, Army veteran Stephen Hamrick, who lost a leg in Iraq and is 100 percent disabled, was a business partner in 2001 of now-Palm Bay deputy city manager David Isnardi.

Hamrick moved into his mortgage-free property in October 2014. He conceded he had been derelict in repaying a federal Housing and Urban Development small-business development loan — part of a now-defunct small-business initiative administered by the city — and was surprised when Isnardi showed up at his house in his truck one afternoon in August 2015, handed him a manila envelope and drove away. A couple who received a new house under the Homes for Warriors program in 2016 is now trying to sell the home for \$200,000. They will only have to pay the city \$50,000. "He said, 'I have something for you,' and then he left," Hamrick told Florida Today.

Inside the envelope was a document, signed by Palm Bay city manager **Gregg Lynk**, indicating his loan, plus interest, had been forgiven. "I wasn't complaining," Hamrick said. "I just don't know what spawned it." Hamrick had taken out the loan with Isnardi years before, but had failed to repay his share of the loan. Not long after moving into his house, Hamrick said Bob Williams, a Palm Bay building department official who helped with the Homes for Warriors program, visited him and urged him to repay the HUD loan. The optics, Williams told Hamrick, weren't great because he was getting a free home, yet he had an unpaid HUD loan on the city's books. "I knew I needed to start repaying it," Hamrick said. "I had let it go all of those years because of some personal problems and health issues."

Hamrick said he sent a \$200 check to the city sometime after meeting with Williams in care of Palm Bay's city attorney emeritus, Nick Tsamoutales, to start paying off the loan. The check wasn't cashed. And then, in early August 2015, he received a phone call from Isnardi asking if he could stop by Hamrick's house. That's when Isnardi gave him the envelope before driving off without saying what was inside, Hamrick said. The Homes for Warriors program is under scrutiny as the FBI and the Florida Department of Law Enforcement are investigating activities in Palm Bay City Hall. Isnardi left the business soon after joining up with the Hamricks and the couple sold Hoppers a few years later.

Exclusive: Explosive allegations leveled by Palm Bay veterans chief Isnardi became Palm Bay's deputy city manager in May 2015. Isnardi repaid his share of the loan in 2008. Hamrick didn't

Internet – Newspaper Archives Searches

Gregg J. Lynk

(Articles are in reverse chronological order)

and he said he had always remained leery of Isnardi when they would run into each other at various veterans' events. Hamrick told Florida Today earlier this year that Isnardi called him "out of the blue" —in 2013 about the Homes for Warriors program in Palm Bay, and asked if he would be interested. Isnardi, according to Hamrick, told him: "I'm going to put you into a free house." Isnardi denied promising Hamrick a house, saying that he only encouraged him to apply. Isnardi added that the city of Palm Bay was responsible for approving all applicants. Isnardi could not be reached for comment for this story.

Lynk told Florida Today that the city forgave the loan, based on the advice of current Palm Bay City Attorney Andrew Lannon. "The financial documents provided by Mr. Hamrick to the Housing and Neighborhood Development Services Department demonstrated that normal collection methods under Florida law, such as garnishment, would be unsuccessful," **Lynk** said in a statement. "Based on these records, it was apparent that Hamrick had made every effort to repay the loan and, as a wounded warrior who survives solely on VA disability benefits and Social Security, that he did not have the means to pay off the remainder of the loan. Per the advice of the city attorney, it was determined that his circumstances warranted forgiveness of the loan."

Last March, Isnardi asked Hamrick to re-sign some loan papers for the Homes for Warrior house and he reluctantly agreed. The re-signed documents were needed to protect the city's financial interests as it pertained to the properties. "It irks me the way that was presented to me," Hamrick said. "I recognized in hindsight that maybe I shouldn't have signed the new documents." Hamrick said he has met with the FBI and FDLE to discuss the loan and his association with Isnardi.

Internet – Newspaper Archives Searches***Gregg J. Lynk****(Articles are in reverse chronological order)*

Florida Today
June 29, 2017

Palm Bay leaders may triple residential stormwater fees

Authors: Rick Neale and Wayne T. Price

Stormwater fees could more than triple — from \$53.64 to \$177.13 per year — for the typical Palm Bay homeowner. City leaders say current fees cannot cover costs to maintain Palm Bay's sprawling stormwater system of roughly 12,000 aging pipes and culverts, 1,600 miles of swales and 100 miles of canals. What's more, over the years, Palm Bay has racked up an unfunded stormwater construction project backlog topping \$40 million, said Greg Stone, stormwater utility manager. He said these projects are loosely prioritized, but "the next failed road will shuffle the deck" based on impacts to traffic, school bus routes and emergency response times. "You put metal in the ground, we know what's going to happen to the metal. And I also know that people talk about the roads. But you can drive on a bumpy road. You can't drive on a failed culvert," City Manager **Gregg Lynk** said.

Greg Stone, Stormwater Utility Manager for the City of Palm Bay, stands near one of the failed pipes in the city that needs replacing. The city is considering raising rates considerably to fund replacement of pipes throughout the city. "So we need to start proactively repairing our stormwater infrastructure," **Lynk** said. However, stormwater fees have proven historically unpopular in Palm Bay. David Moallem owns about 4,000 lots, making him one of the city's largest property owners — and in a Thursday email to city leaders, he warned that the increases would be "political suicide for those who engineer and support it."

On June 15, city officials mailed about 77,000 notices to affected landowners warning of possible fee hikes. The Palm Bay City Council will discuss the proposed stormwater fee hike at 7 p.m. July 6, and officials expect dozens of concerned residents to attend and voice their opinion. Work crews are replacing stormwater pipes on Lamplighter Drive near Giaralda Circle in northwest Palm Bay. City officials may considerably raise stormwater fees to tackle a \$40 million-plus project backlog. The city stormwater utility fee was created in 2010. Palm Bay charges most single-family homeowners \$4.47 per monthly utility bill, or \$53.64 annually. This program generates about \$3.5 million per year. Duplexes, triplexes, condominiums and mobile homes are charged at lower rates.

Council members will decide whether to replace these fees with special assessments that would be billed each November by the Brevard County Tax Collector's Office. Seventy-six percent of Palm Bay homeowners would pay \$177.13 annually, or a monthly rate of \$14.76. That rate applies to houses measuring 1,501 to 2,700 square feet. Assessments would clock in at \$123.99 for small houses (100-1,500 square feet) and \$247.98 for large houses (2,701-4,600 square feet). Rates for larger houses, condominiums, commercial land and other properties would be calculated using different formulas. Stormwater assessment collections cannot be spent on unrelated uses or projects, Stone said. Palm Bay officials say stormwater upgrades will improve the health of the Indian River Lagoon.

Internet – Newspaper Archives Searches***Gregg J. Lynk****(Articles are in reverse chronological order)*

Critics of the fee increase include Russell Dejaiffe, a retired transportation engineer who lives on Almansa Street Northeast, and Carol Wilcox, a Palm Bay Realtor who lives in the city and owns two rental properties there. Both were somewhat shocked after receiving their letters from the city. It was the annual percentage increase that initially jumped at out Wilcox. "It's a huge increase and you don't really know what's going on," Wilcox said, adding she's unsure if the fee hike will be passed along to her tenants in her rental properties. "I have no idea how they came up with this amount," Wilcox said. "It's the reason I want to go the meeting on July 6, to see what they have to say."

The City of Palm Bay is considering raising rates considerably to fund replacement of stormwater drainage pipes throughout the city, many of which are in bad shape. Dejaiffe, who worked on road projects in Michigan and Florida, said of the increase "I'm just sick about it." He wants to make sure the payments are equitable applied. For example, Dejaiffe said, larger homes with pools, larger garages, should pay more than property owners with less of an "impervious footprint." "There are no specifics on where they got the numbers for a 'typical' house," Dejaiffe said.

On June 19, a telephone hotline (321-952-3437, option 5) debuted to field questions and concerns from the public. As of Tuesday, the stormwater hotline had fielded 359 phone calls, said Karyn Barber, city spokeswoman. She said the hotline was deactivated Wednesday because the volume of calls did not warrant the staffing. Palm Bay enacted its first stormwater utility fee back in 1991, but city council members dumped the fee by year's end amid fierce backlash from residents. During a Monday appearance on WMMB-AM radio host Bill Mick's show, Stone said some residents told him they haven't seen city employees working on swales and ditches in front of their homes in five or six years. "We know. There's no money to do anything. So we're going to be very careful to be very visible with these projects, and spend this money wisely," Stone said. "They're going to see us get to work. We're ready to get to work," he said.

Internet – Newspaper Archives Searches

Gregg J. Lynk

(Articles are in reverse chronological order)

Florida Today
February 14, 2017

Palm Bay City Manager Gregg Lynk may get \$50,000 raise

Author: Rick Neale

Palm Bay City Manager **Gregg Lynk** may get a pay raise totaling about \$50,000 during his 22nd month on the job. **Lynk** was hired in April 2015 as part of a City Hall leadership shake-up, which was initiated by a newly elected City Council conservative majority. He had no previous city management experience. **Lynk** earns an annual salary of \$140,876, a \$250 monthly expense allowance, the use of a 2015 Ford Explorer, and other benefits. He also receives roughly \$9,000 per year in deferred pension benefits, said Ron Clare, deputy city manager. Thursday night, council members were expected to discuss boosting **Lynk's** salary to \$175,000 and his annual deferred pension benefits to \$24,000. However, on Tuesday, Deputy Mayor Harry Santiago — who proposed the contractual changes — postponed the council discussion until further notice to work on details. He and **Lynk** have discussed the topic during the past month.

Palm Bay is Brevard County's largest city with 107,888 residents, U.S. Census statistics show. During Palm Bay's 2015 city manager search, Santiago said consultants told council members that Palm Bay's salary range was small, considering its demographics and geographic size. According to backing materials for Thursday's presentation, city managers earn \$199,928 in Pompano Beach (population 105,000), \$196,757 in Clearwater (population 112,387), and \$189,342 in Lakeland (population 100,000).

In other General Development Corp.-founded cities, city managers earn \$169,949 in North Port (population 62,345) and \$190,000 in Port St. Lucie (population 179,413), the presentation shows. Nationwide, the average salary for managers of cities with more than 100,000 residents is \$217,893, the International City/County Management Association reports. "It is about a \$50,000 jump. However, it is — at least in my opinion — somewhat of a correction as to what the salary should be for a city of our size," Santiago said. "We brought **Gregg** in lower because we understand that he didn't have that experience working with cities, but he did have a lot of experience in the private sector. He's done very well, I believe, in carrying out the vision of the council with regards to smart growth and commercial development here in the city of Palm Bay," he said.

On the other hand, Councilman Jeff Bailey opposes the proposed pay raise. "I don't think it's normal for city managers who have less than two years of experience to come in and start approaching what the average salary is of other people with decades more experience," Bailey said. "I really do think it's going to take more time to evaluate the success of getting somebody who came from the private sector and seeing how they fit in this role. It's not something that should be evaluated in two years," he said. "Management's job is to keep the best talent for the least cost to the taxpayers here. It doesn't seem like much of a negotiation. If we tell him we're going to give him a \$10,000 raise, is he going to say no, he wants \$50,000?" he said.

Internet – Newspaper Archives Searches

Gregg J. Lynk

(Articles are in reverse chronological order)

Lynk declined comment for this story. Previous Palm Bay city manager Sue Hann was hired in June 2011 for \$149,256, and she earned \$157,577 when she resigned in December 2014. Lee Feldman's salary ranged from \$121,000 to \$167,000 during his tenure, which lasted from October 2002 to June 2011.

Internet – Newspaper Archives Searches

Gregg J. Lynk

(Articles are in reverse chronological order)

Hometown News: Palm Bay (FL)

June 3, 2016

Palm Bay City Manager’s One-year report

Author: newsML@hometownnewsol.com

Since **Gregg Lynk** stepped into the role of City Manager last year, Palm Bay has seen a great deal of positive growth and change. In April 2015, the Palm Bay City Council directed Mr. **Lynk** to address issues of public safety, move major projects forward and pursue avenues for economic growth. The one-year progress reports submitted by the city’s departments highlight a number of successes and provide a glimpse into the good things to come for Palm Bay’s continued advancement.

In 2015, a number of public safety needs were addressed, including upgrades to equipment and the purchase of 19 new police cars and two new fire trucks. The police training facility, also known as “The Range,” completed a \$1 million improvement project funded by the Florida Legislature, and improvements at the facility continue after being awarded an additional \$800,000 in state funding.

Meeting some of the critical public safety needs has allowed Palm Bay Fire-Rescue crews to respond to nearly 14,000 calls for service, with more than \$30 million in property saved as a result. Additionally, in the past year, the Palm Bay Police Department has reported a 9-percent drop in the city’s crime rate, attributing the decrease, in part, to the dedication of the officers and civilians connecting with the community and making public safety education a priority. Under the direction of Mr. **Lynk**, the city has seen progress in many important projects and programs in the last year.

In August, Council approved a budget for the roads program that has now reached \$4.4 million. Based on recommendations from the City’s Road Advisory Board, the program began work in February 2016. The program, to date, has completed the rejuvenation and full-depth reclamation portions of the project and has the first full reconstruction project (St. Audre) fully funded.

The Palm Bay Parks and Recreation Department grew with the acquisition of three significant parcels of property from Brevard County, which included Palm Bay Regional Park, The Greater Palm Bay Senior Center and the Palm Bay Aquatic Center. This acquisition included more than \$20 million in infrastructure, \$500,000 in equipment and substantial financial contributions through the year 2020. The strengthening real-estate market in Palm Bay has resulted in a residential and commercial development upswing.

New and future development projects include the Southern I-95 Interchange Development, multiple new subdivisions, and more than \$30 million in new commercial development along the Bayfront. The Growth Management Department saw a significant increase in service demands from the development community with building permits issued valued at more than \$124 million dollars. The Economic Development and External Affairs Department (EDEA) was created in

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Gregg J. Lynk

(Articles are in reverse chronological order)

October 2015 to capitalize on Palm Bay’s strengths and opportunities, while mitigating weaknesses and threats in a competitive economic development environment. The newly formed department brought in nearly \$900,000 in revenue to the city through real estate sales, special events revenues, grant funding and an inter-local agreement for vet services.

Mr. **Lynk** attributes the successes of year one to the support and trust he has received from council, city employees and the residents of Palm Bay. “We are only moving forward from here,” Mr. **Lynk** said. “I am grateful to the team of dedicated employees that has worked alongside me to execute the vision of council. The growth and success we have seen this year has truly been a team effort. I hope everyone is ready, because year two is going to bring even more to Palm Bay, and I can’t wait for everyone to experience it with me.” The City Manager One Year Report, outlining accomplishments from each department, can be found at www.palmbayflorida.org.

Internet – Newspaper Archives Searches

Gregg J. Lynk

(Articles are in reverse chronological order)

Florida Today
December 29, 2015

Palm Bay City Hall turnover claims 12 officials in 2015

Author: Rick Neale

As 2015 draws to a close, a dozen key Palm Bay City Hall officials boasting nearly 233 years of combined experience have left their posts this year as a new management team settles in. The mass departure of key administrators occurred after the pivotal November 2014 election, when Tres Holton and Jeff Bailey narrowly won City Council seats and forged a new conservative majority with Harry Santiago.

The Palm Bay City Hall complex.

The latest to leave City Hall was Suzanne Sherman, acting deputy city manager/assistant to the city manager. After nearly a decade of service in Palm Bay, she resigned Nov. 20 and started work Dec. 3 as Satellite Beach's assistant city manager. Palm Bay City Manager **Gregg Lynk**, who started work in late April, said the majority of the dozen departees left of their own free will. "No matter what, you're not going to please everyone. Here's how I judge things: I sleep very well at night. So that tells me I'm doing the right things," **Lynk** said.

Leadership exodus strikes Palm Bay City Hall

He said he is implementing City Council's vision focusing on public safety, roads and economic development. "The employee morale is great. Staff is motivated. A lot of things are getting done. People are being heard. I don't have the answers to everything. I want people's input — and that speaks volumes about the administration," he said. "You're always going to have naysayers. And here's what I say to the naysayers: Just judge us by our results," he said. Other Space Coast governments have hired some of Palm Bay's departed administrators. Former city manager Sue Hann — who resigned in April, days before a City Council discussion on her employment contract — is director of planning and project management for Brevard Public Schools.

Chad Shoultz (deputy city manager) now works at West Melbourne City Hall as deputy city manager/engineering director. Edyie McCall (business development administrator) is now the city of Titusville's economic development director, and Tim Ford (Bayfront Community Redevelopment Agency administrator) is Titusville's redevelopment planner. Yvonne Martinez (community information coordinator) now works as the Cocoa Police Department's public information officer. Palm Bay City Manager **Gregg Lynk** will be the subject of a special Palm Bay City Council meeting, after Mayor William Capote wrote a letter, seeking his resignation. Elia Twigg, public works director, was placed on paid administrative leave in May and offered a separation agreement, which she declined. She was fired in late August. The following month, she was hired as senior project engineer/local agency manager with Target Engineering Group, a Coral Gables-based firm specializing in road and bridge construction projects.

Mary Greene expressed alarm over the City Hall exodus. "It kind of scares me, and it's not even necessarily as the Brevard Democratic Party chair. This kind of scares me as a citizen. They

Internet – Newspaper Archives Searches***Gregg J. Lynk****(Articles are in reverse chronological order)*

definitely said they were going to take the city in a different direction while they were running for office — and they did. Whether that will end up being a good thing or a bad thing remains to be seen," Greene said. Greene's husband, Ken, served on City Council from 2002-05 and 2010-14. He lost his Seat 5 race against Bailey, who won 50.2 percent of the vote. Mary Greene said Palm Bay city workers still talk to Ken, and they are afraid to speak out publicly for fear of losing their jobs. However, Ron Clare, human resources director, offered a different view. Doug Muldoon, police chief, resigned effective Jan. 23 (employed with the city for 38 years, five months). "I think that the general mood of the city is better. Naturally, some folks would like to have bigger raises faster because they feel that they've given stuff up for years, and things are better so we should make everything right. Well, obviously you can't. But this administration is doing everything it can to bring all of the infrastructure-type items up to speed, including police cars, fire engines, all of those kinds of things," Clare said. "It's awfully tough for a city to recover (from) the economic downfall that we've had," he said.

Lynk said he does not dwell on the past. As recent accomplishments, he cited a series of right-of-way agreements and impact-fee credits negotiated with developers to help set the stage for construction of the St. Johns Heritage Parkway near the future Interstate 95 interchange near Micco Road. Interchange construction is scheduled to start in summer, and Palm Bay leaders hope the new roadway will lead to development of thousands of acres as the long-discussed Emerald City community. In Palm Bay, **Lynk** noted that the unemployment rate going down, household income is increasing, the crime rate is dropping, and residential and commercial building permits are on the rise. "These are all tremendous things that should be shared," **Lynk** said. He predicted that "2016 is going to be an exciting year for Palm Bay."

City Hall shake-up

A dozen key Palm Bay officials have left their posts this year. In chronological order:

- Doug Muldoon, police chief, resigned effective Jan. 23 (employed with the city for 38 years, five months)
- Edyie McCall, business development administrator, resigned effective Feb. 27 (employed for four years, four months)
- Alice Passmore, city clerk, terminated by City Council on April 14 (employed for 42 years, two months)
- Sue Hann, city manager, resigned effective April 15 (employed for 17 years, four months)
- Tim Ford, Bayfront Community Redevelopment Agency administrator, resigned effective June 1 (employed for 32 years, nine months)

- Chad Shoultz, deputy city manager, resigned effective June 12 (employed for 16 years, five months)
- Heidi Lapin, parks and recreation director, resigned effective June 12 (employed for three years, 11 months)
- Bill Pehaim, housing and neighborhood development services specialist, resigned effective June 27 (employed for 16 years, nine months)
- Dave Watkins, growth management director, retired effective Aug. 7 (employed for 30 years, two months)

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Gregg J. Lynk

(Articles are in reverse chronological order)

- Elia Twigg, public works director, terminated on Aug. 28 (employed for 10 years, one month)
- Yvonne Martinez, community information coordinator, resigned effective Sept. 16 (employed for 10 years, seven months)
- Suzanne Sherman, acting deputy city manager/assistant to the city manager, resigned effective Nov. 20 (employed for nine years, 10 months)

Source: Palm Bay Human Resources

Internet – Newspaper Archives Searches

Gregg J. Lynk

(Articles are in reverse chronological order)

Hometown News: Palm Bay (FL)

August 14, 2015

City, county discuss possible park changes

Author: Tony Judnich

In the new budget year, the city might take over management of Palm Bay Regional Park and other recreation facilities that are currently run or co-managed by Brevard County. Details on the possible changes, including their effect on park personnel, are far from being solidified however, City Manager **Gregg Lynk** said Aug. 7. “The county is asking us to help do some things,” he said. “There are a lot of negotiations going on, but it would be a disservice to say now what will happen. We’re having preliminary discussions, but nothing has been worked out yet.”

The 2016 budget year starts Oct. 1. In a letter attached to Palm Bay’s proposed fiscal 2016 budget and addressed to the City Council, Mr. **Lynk** wrote that the city is “anticipating the addition of Palm Bay Regional Park and other recreational amenities to be transferred from the county to the city. (Operational) funding from the county is required to fund the new additions prior to the actual transition.” Mr. **Lynk** also wrote that the changes are not proposed in the new budget, but “will be forthcoming in fiscal year 2016 as the specifics of the transitions are worked out with county officials. We are and will continue to assess the current organizational staffing to improve efficiencies within the city.”

‘We’d love to have them’

The 200-acre Palm Bay Regional Park, 1951 Malabar Road N.W., includes the 18,000-square-foot Ted Whitlock Community Center, fishing lakes, various athletic fields, basketball and volleyball courts and a dog park. Besides running the regional park, the county helps manage the Palm Bay Aquatic Center, 420 Community College Parkway S.E. The center, which is on the Palm Bay campus of Eastern Florida State College, is managed via a partnership involving the city, the county and the college. In addition, the building that houses the Greater Palm Bay Senior Center, 1275 Culver Drive N.E., is leased from the county, according to information from the center. It costs roughly \$1 million a year to operate the Palm Bay Regional Park and the aquatic and senior centers, Venetta Valdengo, an assistant county manager who oversees the county Parks and Recreation Department, said Aug. 7.

When asked whether the aquatic and senior centers are among the facilities that are part of the city/county talks, Mr. **Lynk** said, “If they’re in Palm Bay, we’d love to have them” under city management. “We have a great parks-and-rec guy (in city Parks and Recreation Department Director Fred Poppe) and a good facilities department,” he said. “We’re hoping these (possible changes) will be mutually beneficial” to the city and county. Ms. Valdengo said county and Palm Bay officials have already discussed the possible park changes several times. The negotiations have included discussions about the city’s potential use of county voter-approved park referendum money to support the transitions, she said. “One of our greatest challenges is having sufficient funding to maintain the parks that we have,” Ms. Valdengo said about the county.

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Gregg J. Lynk

(Articles are in reverse chronological order)

“One of the ways to accomplish that would be to decrease the number of parks we have under our control.”

Palm Bay, in turn, would benefit by having control over the parks in question, such as issues regarding their potential expansion, she said. In the past, the County Commission has approved similar management transitions for recreational areas and facilities in other cities, such as Satellite Beach and Melbourne, Ms. Valdengo said. Now, in addition to Palm Bay officials, the county has been talking with Cape Canaveral, Cocoa Beach and Indian River officials about transferring the management of county-run parks in those municipalities, she said.

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Gregg J. Lynk

(Articles are in reverse chronological order)

Hometown News: Palm Bay (FL)

August 7, 2015

Council focuses on budget, roadwork

Author: Tony Judnich

City residents have plenty of opportunities to give their input on Palm Bay’s proposed \$60.7 million fiscal 2016 budget. Fiscal 2016 starts Oct. 1. The proposed budget includes \$4.5 million that might be set aside for road improvements, which have been requested by many Palm Bay residents for years. The \$4.5 million figure represents an almost 600 percent year-over-year increase for road funding, City Manager **Gregg Lynk** said in a July 24 public announcement. Mr. **Lynk**, whose first day on the job was in late April, has noted that Palm Bay has more than 500 miles of roads that need rebuilding.

The city’s Road Advisory Board was scheduled to give its latest roadwork recommendations to the City Council on Aug. 6. The council plans to review the overall, proposed fiscal 2016 budget at workshops scheduled for 6:30 p.m. Tuesday, Aug. 11 and Thursday, Aug. 27. Then, the council plans to vote on whether to give initial approval to the budget during its first budget hearing at 6:30 p.m. Thursday, Sept. 10. The second and final budget hearing, when the council will vote on whether to adopt the proposed budget — as well as a possible lower millage rate — is scheduled for 6:30 p.m. Thursday, Sept. 24.

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Gregg J. Lynk

(Articles are in reverse chronological order)

[CB&A Note: Only the information relevant to **Gregg Lynk** is listed below.]

Hometown News: Palm Bay (FL)

May 1, 2015

Council approves contract with new city manager

Author: Tony Judnich

New City Manager **Gregg Lynk** will earn a starting annual salary of \$136,073.

In a 4-1 vote, the City Council approved that salary figure while finalizing an employment contract with Mr. **Lynk** at a special meeting on April 21. He was named city manager on April 14. Councilwoman Michele Paccione, who earlier was the only council member to not choose Mr. **Lynk** as one of her top two manager picks, cast the lone “nay” vote April 21 on his contract.

Mrs. Paccione told Mr. **Lynk**, who was sitting in the audience in the Council Chambers, that she meant “no disrespect” for not voting for him as city manager. She said she and other Palm Bay residents had wanted someone with government experience. Councilman Tres Holton, who earlier had made Mr. **Lynk** his second choice as manager, said at the April 21 meeting that both Abraham Lincoln and Ronald Reagan started out with no government experience but became great leaders. “It’s time to think outside the box,” Mr. Holton said. “I’m excited about the future, and I say, ‘Let’s get started.’”

Mr. **Lynk’s** contract includes a severance clause provision that requires the city to pay him 10 weeks of compensation if he is terminated without cause, or because of general dissatisfaction with his job performance. The clause is prohibited if he is fired because of misconduct. While Mr. **Lynk** had sought 20 weeks of compensation as part of the clause, Councilman Jeff Bailey made a motion to make it 10 weeks, with the possibility of increasing it to 20 after Mr. **Lynk’s** initial 12-month review. Mayor William Capote, Deputy Mayor Harry Santiago Jr. and Mr. Holton agreed with Mr. Bailey on this arrangement.

As city manager, Mr. **Lynk** also will be provided with a 2015 Ford Explorer, which he can use for city business and private purposes. The vehicle is valued at a little more than \$26,000. Mrs. Paccione wondered if the city had a slightly older automobile in its vehicle fleet for Mr. **Lynk**, who lives in Palm Bay. But other council members said he should be behind the wheel of the 2015 model while representing the city both locally and in other parts of the state. This mid-size utility vehicle also is the right choice, Mr. Holton said, because, “It’s no secret that we have a lot of potholes in the city.”

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Gregg J. Lynk

(Articles are in reverse chronological order)

Hometown News: Palm Bay (FL)

April 24, 2015

New city manager prepares to roll up his sleeves

Author: Tony Judnich

Gregg Lynk seems to relish the full plate of city business before him. Planning for the new city budget, examining pension and infrastructure issues, and filling key employee positions are some of the tasks the City Council wants him to tackle in the upcoming months. Mr. **Lynk**, whose professional resume dates back to 1985, mostly in the private sector, was named Palm Bay's new city manager on April 14. That's when the council held a special meeting to cast ballots for its top managerial choices among seven finalists for the job. A total of 79 applicants had sought the position.

Mr. **Lynk**, 53, received the most votes for the position. He was the first choice of Mayor William Capote and the second choice of Deputy Mayor Harry Santiago Jr., Councilman Jeff Bailey and Councilman Tres Holton. "I see he has a lot of potential," Mr. Capote said after Mr. **Lynk** was chosen. Mr. **Lynk** received hearty congratulations from the council and various city employees and residents. "This is an exciting time," Palm Bay resident Tom Roberts, who often attends council meetings, told him. "There's a lot to be done here," Mr. **Lynk** replied. As Mr. **Lynk** comes aboard, Interim City Manager Chad Shoultz will return to his former role as deputy city manager, Mr. Capote said.

The Daytona Beach Shores-based consulting firm of Colin Baenziger & Associates led the manager search. After Mr. **Lynk** was chosen, Dave Collier, the firm's senior vice president, said he would meet soon with Mr. **Lynk** and city staff to negotiate a proposed salary arrangement. That would later go before the council for its approval.

Mr. **Lynk** and the other six finalists had met informally with council members and city residents on April 12 at the Holiday Inn Express on Malabar Road. The finalists were then interviewed by the council at a special public meeting April 13 at City Hall. At the latter session, Mr. **Lynk** told the council, "I have high expectations for (city departments') management, and for myself."

During that meeting, Mr. Capote asked him about his economic-development vision for Palm Bay. "We need to stop the bleeding," Mr. **Lynk** said. "Why are businesses leaving? Why do we have vacant strip malls?" Among other suggestions, he said the city should look at drawing both local and international businesses, and addressing zoning issues to make Palm Bay more attractive to businesses.

Background

Mr. **Lynk** said he moved to Palm Bay from New Jersey last December, and that he had wanted to live in Palm Bay ever since he visited it while on a business trip in 2010. According to his resume, his most recent position was as the director of business development for Correctional Healthcare Companies of Greenwood Village, Colorado, from 2012-14. According to his

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Gregg J. Lynk

(Articles are in reverse chronological order)

resume, he was recruited by this “\$300 million firm to enhance public image and name recognition with the business community through new business development (counseling/drug treatment centers and medical services for prison inmates), community outreach and aggressive networking.”

From 2010-11, Mr. **Lynk** served as operations manager for the Atlantic City Rescue Mission in Atlantic City, New Jersey. The mission had a \$16 million annual budget, and Mr. **Lynk** evaluated “ongoing service deliverables and identified areas for improvement for operations and budget,” he said in his resume.

His employment history also includes having served as the East Coast director of operations and development for BI Inc., a \$500 million company in Elizabeth, New Jersey, from 1998-2009. There, his duties included creating an annual budget of \$30 million, designing business development strategies and overseeing lobbying efforts, according to his resume.

Local flavor

Mr. **Lynk** was one of several local candidate finalists for the Palm Bay job who did “not fit the traditional mold,” as requested by some members of the council, according to a March 30 memo from Baenziger & Associates. The other local candidate finalists were Vicki Northrup, president and CEO of the Greater Palm Bay Chamber of Commerce, and Armando Martinez, a Palm Bay resident and former city manager and director of public safety of Bunnell. Mr. Martinez was the second choice of Mr. Capote and Councilwoman Michele Paccione.

After Mr. **Lynk** was chosen, Mr. Capote talked more about his top choice. “Some people say some of these other “job applicants” have qualifications through the roof,” the mayor said. “But I’m looking for a game-changer,” without spending a fortune on the manager’s salary. “You want (someone as powerful as four-time Super Bowl-winning New England Patriots Coach Bill) Belichick, but we’ll take a risk on (Mr. **Lynk**) and see what we can do,” Mr. Capote said.

City resident Bill Battin, a regular attendee of the council meetings, said he will hold off on making judgments of the new city manager “until I see how things work out within the city.”

Other shoes to fill

The already tall order of challenges that face Mr. **Lynk** as city manager grew even higher at the council’s April 14 regular meeting that followed his selection. At the regular session, the council voted 3-2 to fire longtime City Clerk Alice Passmore without cause. She began working for the city on Jan. 15, 1973, according to the city Human Resources Department.

After he talked at length about recent emailed exchanges between her and City Attorney Andrew Lannon regarding the two charter officers’ differing views on the state’s Sunshine Law, in relation to city advisory boards, Mr. Bailey made a motion of no-confidence against Ms. Passmore. Mr. Lannon, who usually sits next to Ms. Passmore at the council meetings, did not attend the April 14 session. He began working for the city on Nov. 3, 2008. Mr. Santiago seconded the motion, and Mr. Holton also voted for it. Mr. Capote and Mrs. Paccione voted

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Gregg J. Lynk

(Articles are in reverse chronological order)

“nay.” “She’s been our clerk for a long time. She’s only giving an opinion on a city issue,” Mrs. Paccione said. “To degrade Alice . . . I’m shocked and ashamed at the way you’re treating Alice. Her opinion matters as much to me as our attorney’s.” Mr. Capote said, “In my opinion, there is a professional way of doing things and an unprofessional way of doing things. You’re given a leadership position (such as being elected to the council), you embrace it. This is coming full circle, and I’m not very happy right now.” Ms. Passmore should have been given the opportunity to address the issue privately, Mr. Capote added.

Mr. Santiago said although Ms. Passmore has served the city for many years, her “years of service are not in question.” Rather, the constant stepping on one charter officer’s toes by another is the issue, he said. “This head-butting has to stop,” he said of Ms. Passmore’s and Mr. Lannon’s differences. Deputy City Clerk Terese Jones will serve as interim clerk, council members said.

Last December, former City Manager Sue Hann resigned from her position after she learned that most of the council members no longer supported her. On Dec. 4, the council voted 4-0 to approve contract settlement terms with Ms. Hann. Mrs. Paccione did not attend that meeting. Ms. Hann now serves as the director of planning and project management at Brevard Public Schools. Former Palm Bay Police Chief Doug Muldoon retired from his post on Jan. 23. Former Deputy Chief Mark Renkens is serving as interim chief. Other recent city personnel changes include the resignation of Parks and Recreation Director Heidi Lapin.

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Gregg J. Lynk

(Articles are in reverse chronological order)

<http://www.njaca.org/documents/NJACAnewsletterSummer-Fall07.pdf>

The Corrections Journal for NJ-ACA
Summer/Fall 2007

BI and New Jersey: Retain Common Goal of Enhanced Public Safety Through Innovative Offender Supervision

Stephen Owens, 35, says his addiction to drugs consumed his life and became the underlying reason for his criminal convictions, which landed him in several New Jersey prisons—from Rahway to Riverfront to Yardville—earlier in his life. After spending nine years behind bars for robbery, Mr. Owens was referred by the New Jersey State Parole Board to the Elizabeth Day Reporting Center (DRC), an innovative program opened in 1998 and operated by BI Incorporated, a company that works with more than 1,000 correctional agencies nationwide and many in New Jersey, including the New Jersey Judiciary, Juvenile Justice Commission, Probation Services and the Parole Board.

Mr. Owens says he went into the program with his eyes closed and his mind already made up. Yet, after immersion into the program, he dropped his guard, opened up and started to learn about himself. Mr. Owens spent 120 days going to the BI Elizabeth DRC before graduating from the program in 2005. He has stayed busy since, earned his Commercial Drivers' License and maintained a job driving trucks for an occupational center. BI staff was instrumental in helping Mr. Owens make the connection with the state Division of Vocational Rehabilitation Services to get this driving instruction. He has stayed free and clean from drugs since his release—a top goal of New Jersey public safety officials.

As New Jersey continues to move toward a public safety and correctional system that demands accountability from offenders but also keeps an eye toward successfully transitioning them back into communities, it sometimes works closely with community-based providers such as BI Incorporated to achieve its goals. BI Incorporated has worked with probation, pretrial, and parole agencies at the federal, state, and local level since 1985. Few states have integrated the alternatives to detention that BI provides—from electronic monitoring equipment and program support to intensive reentry programs for juvenile and adult offenders transitioning back to community life—better than New Jersey. Realizing its prisons and local jails were overcrowded, New Jersey officials made it a goal to reduce recidivism so that former prisoners, such as Mr. Owens, could become contributors to their local communities versus individuals who commit repeat offenses, generate new victims, and further stretch a tight state budget.

Mr. Peter Barnes, recently appointed chairman of the State Parole Board, vowed to continue to target recidivism rates when he took office in March for retired Judge John D'Amico, a strong proponent of the DRC system. "Our goal is the successful reentry of ex-offenders back into society. Under my Chairmanship, the Parole Board will focus on the main obstacles that lead ex-offenders to turn to crime: Lack of employment opportunities; lack of education and job skills; lack of strong family connections; drug addiction; and mental illness," said Mr. Barnes.

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Electronic Supervision Drives Compliance to Supervision Orders

BI supports correctional agencies in New Jersey with a variety of products and services. First, BI provides electronic supervision technologies to monitor about 1,000 adult and juvenile offenders daily in New Jersey communities with many technologies, including systems that use Global Positioning System (GPS) tracking technology, traditional Electronic Monitoring systems, in-home systems that monitor for offender sobriety, and more. BI's technology helps closely monitor offenders in the community for adherence to court- and agency-ordered schedules, curfews, and patterns of behavior. In particular, these systems ensure offenders are where they are supposed to be at certain times or additional sanctions can be applied.

Day Reporting Expanded in NJ

Secondly, BI offers Day Reporting programs. BI helped the state open the Elizabeth DRC—the one that Mr. Owens attended—for high-risk parolees who were likely to fail conditions of parole and return to prison at high expense to Garden State taxpayers. Since opening in 1998, more than 3,500 offenders have worked their way through Elizabeth's intensive treatment and training program. In fact, the Elizabeth DRC was so well received that it prompted New Jersey to partner with BI to open three additional Day Reporting Centers in Plainfield, Atlantic City, and Perth Amboy in recent years. Each of these BI DRCs provides supervision, treatment and training programs for adults and juveniles. The Centers are typically in close proximity to the state's parole offices (in Elizabeth the DRC is in the same building as Parole), allowing for close collaboration and coordination of services.

The community-based DRCs have been successful in stabilizing parolees released to community supervision, helping them deal with addictions and obtaining and maintaining employment. Today, more than 200 individuals go to a BI operated DRC daily in New Jersey. "Our DRCs deliver a balanced program that stresses intensive supervision, accountable treatment, and a strong emphasis on connecting parolees with long-term resources in the community, including employers and educational institutions, so that these individuals live crime-free lives," says John Thurston, BI's VP of Reentry and Field Services.

Changing Behavior, Developing Skills

While highly structured, each BI DRC tailors its community integration efforts to match local needs. For example, in Atlantic City BI teamed up with Local 54, a powerful 17,000-member service worker union, to develop an intensive chef training program—right in the Atlantic City DRC office. Parolees who completed the culinary training are finding employment in some of Atlantic City's best restaurants and casinos. In Elizabeth, the Day Reporting Center developed a close relationship with Ford Motor Co. for an automotive certification program, and more recently the office is working with a local community college to begin a Next Step college curriculum for ex-offenders.

The cooking program, connection with the automotive program, and collaboration with the local community college are only one component of the DRC programming for the adult parolees and juvenile offenders. Specifically, each BI DRC follows a three-phase approach to working with clients: supervision is most intense in the first several weeks; treatment and training is

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Gregg J. Lynk

(Articles are in reverse chronological order)

maximized during the central portion of the program; and then the client is prepared for more independent status as they prepare for transition to traditional parole status. Clients participate in the program from several months up to a year, with progress performance based. Many clients return after they complete the DRC programming to consult with counselors or offer words of encouragement to new participants. “When you’re doing negative things, you can’t really see the light on the other side of the tunnel. Today, I’m like a shining light,” says Mr. Owens proudly. Each BI DRC demands daily check-ins and uses sophisticated electronic compliance technologies (as needed), advanced drug testing techniques, computerized data collection and intensive case management. The DRCs in New Jersey are open six days a week and participants attend classes such as:

- Substance abuse education and treatment
- Adult basic education and GED preparation
- Life Skills classes
- Cognitive skill training
- Parenting and family classes
- Anger management
- Employment skills building and career development counseling
- Aftercare

BI’s offender classes and approach follows research that finds cognitive behavioral programs get the best results. BI’s DRC model is based on evidence-based practices to target client risks and needs. For example, the cognitive skill training, a core component of the DRC program, includes Moral Reconciliation Therapy, developed by Dr. Gregory Little and Dr. Ken Robinson. MRT targets observable characteristics related to criminal offending and aims to alter how offenders think, how they make judgments and decisions about right and wrong, and to promote actions and behaviors focused on changing negative relationships. Many of the graduates of the DRC remark this cognitive skills training has had a strong impact on their lives. Through the BI DRC classes, the goals of the program include:

- ⇒ Reducing recidivism
- ⇒ Targeting 100 percent employment or full-time school enrollment upon program completion
- ⇒ Generating significant savings for taxpayers through lower incarceration costs
- ⇒ Altering the parolees’ attitudes and behavior through treatment and training

“BI’s goal is to support busy probation and parole offices with programs for parolees who need extra attention. We want participants to remain crime-free, find and keep jobs, stay sober and avoid drug use. These outcomes produce big benefits to the community and the individual,” said BI’s **Gregg Lynk**, BI’s New Jersey State Director.

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Gregg J. Lynk

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January 5, 2006

Culinary Program Holds Graduation

The fourth class of culinary students graduated today from a collaborative vocational program between the New Jersey Juvenile Justice Commission (JJC), the New Jersey State Parole Board, Respond, Inc., and Union Local 54. The graduates were joined by community members; Howard L. Beyer, Executive Director, JJC; Robert McDevitt, President, Local 54; Wilbert Mitchell, Executive Director, Respond Inc., and **Gregg Lynk**, State Director, Behavioral Interventions, to celebrate the milestone. The Respond Culinary Program is an innovative culinary course for residents of the JJC's Camden and Campus Residential Community Homes located in the City of Camden and Blackwood respectively, and juvenile and adult parolees at a day reporting center in Atlantic City, which is operated by Behavioral Interventions, Inc. The program provides a myriad of culinary-based vocational skills to prepare participants for jobs in the restaurant industry.

"The JJC is dedicated to realizing the individual potential of young people and working to change their futures," said Howard L. Beyer, Executive Director, Juvenile Justice Commission. "The JJC is stepping up its efforts to help juveniles transition successfully back into their communities. By providing them with career skills, we can help them overcome the challenges they face once they leave the structure of the JJC. The Respond Culinary Program not only provides excellent career opportunities, but also helps young people establish relationships in their communities. This inter-agency and public/private collaboration is yet another example of combining all available resources to help enact positive change in the lives of New Jersey's troubled youth and its communities."

The culinary program is a realistic, work-based learning experience. The intense 16-week course allows the participants to experience everyday situations such as punching a time clock, and the inspection of their uniforms by a Chef Instructor, in addition to sanitary practices and food preparation. "The partnership between the New Jersey Juvenile Justice Commission, the State Parole Board, Local 54 and Respond, Inc. has brought creativity in programming and a local neighborhood-based capacity to the training of selected students. Respond is looking forward to the expansion of the program at the present site and at a larger facility that is currently under renovations. For more than 38 years, Respond has worked with local communities to determine needs and to provide exceptional services to children, youth, adults and families. This partnership highlights what Respond is about," said Wilbert Mitchell, Executive Director of Respond, Inc.

Local 54 provides the curriculum and funding for this innovative program, which is managed by a JJC Youth Transition Coordinator, who was an executive in the food industry prior to joining the JJC. In addition to classroom and hands-on kitchen exercises, the curriculum includes field trips to the Taj Mahal's main kitchen and Borgata's Pastry Shop located in Atlantic City, the Hilton Hotel's banquet hall in Cherry Hill, and the Sysco Food Show in Philadelphia, allowing

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students to observe the food industry first hand. Local 54 was awarded a New Jersey Department of Labor Youth Transition to Work (YTTW) grant in 2003. One prerequisite of this grant project was to develop partnership with schools, post-secondary institutions, community-based organizations, and employers to provide apprenticeship opportunities to New Jersey's youth.

"This project is a perfect example of partnership at work. Aside from the conventional training, this program gives the participants confidence in themselves and instills a work ethic, which many have never experienced. This program works together to provide a comprehensive background in the hospitality industry as well as life skills," said Robert McDevitt, President, Local 54. "This marriage is one of mutual respect and admiration which includes a sense of urgency to see these young adults succeed and thrive. Local 54, the JJC, the Parole Board, and Respond, Inc., an admirable resource and source of support to the City of Camden, could not provide these opportunities without one another. This relationship should be an example to other organizations that partnerships do work," continued McDevitt.

The students have worked very hard to achieve the skill level necessary to complete the program. The JJC, with the help of its partners in the community, will assist JJC youth who complete this program locate employment in the food services industry.

Research Compiled by: Cara Slade and Tammie Browder
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