

To: Mr. Jerry Cameron, County Administrator

From: Faith Alkhatib, County Engineer

Date: June 24, 2021

Subject: Evaluation Memo

Thank you for copying me with your thoughts, I was somewhat surprised. I know you are leaving soon and appreciate the advice you're providing.

First, I cannot recall any time the Engineering Department has failed giving another department or individual information within our expertise or knowledge. If any department feels differently, then in the spirit of team work, I suggest we be brought together to discuss it. Some don't fully appreciate our role and professional responsibility as engineers.

There is one thing that the Engineering Department does more than most others, we work with state and federal agencies due to our assigned grants and the projects. We have been very successful because we are precise, collaborative, dependable and accountable. I know all the departments strive in the same way in their own work assignments.

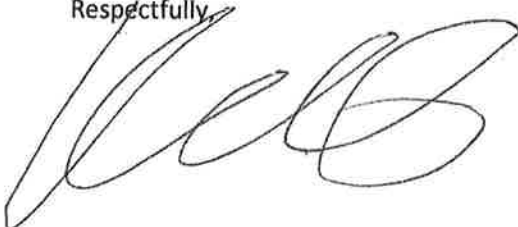
Yes, I do raise hard questions and challenge some proposals and some may think that is negative. It is meant to be a part of the process of acting in the best interest of Flagler County residents, for both short and long term goals to be met. This is entirely consistent with what you have taught about long term thinking and solving problems.

Thank you for appreciating the Engineering Department for obtaining funds and completing projects on budget. These projects are milestones for Flagler County, for example the Matanzas Woods Interchange, rebuilt dunes, replacement bridges at Princess Place, and the upcoming pedestrian bridge across SR 100, all with federal funds.

We perform with great dedication and attention to details to make our projects successful. I do view all of our projects as critically important. We pursue with one vision and as you know with great intensity.

I admit thinking about your words that our intensity may make others we work with to be ill at ease. Perhaps meeting with the Department Directors may help everyone to better understand and improve collaboration within the organization. The opportunity has to be provided for this to work and I am more than willing to participate and contribute to such a process.

Respectfully

A handwritten signature in black ink, appearing to read 'F. Alkhatib', written in a cursive style.