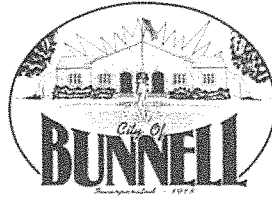


CATHERINE D. ROBINSON  
MAYOR

JOHN ROGERS  
VICE-MAYOR

LARRY WILLIAMS  
CITY MANAGER



*Our Community is all about  
Neighbors*

COMMISSIONERS:

ELBERT TUCKER

BILL BAXLEY

BONITA ROBINSON

## **BUNNELL CITY COMMISSION SPECIAL MEETING AGENDA**

**Wednesday, December 2, 2015 at 6:00 PM**

**201 W. Moody Boulevard/S. Forsyth Street, Bunnell, FL 32110**

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**A. Call the Meeting to Order and Pledge Allegiance to the Flag.**

**Roll Call:**

**Invocation for our Military Troops, First Responders and National Leaders.**

**B. Interview Internal Candidates for City Manager Position:**

6:00 PM – Dan Davis

7:00 PM – Stella Gurnee

8:00 PM – Fernand “Tib” Tiblier

**C. Discussion.**

**D. Call for Adjournment.**

**Please see posted copy of this agenda at Bunnell City Complex Bldg. and on our website [www.BunnellCity.us](http://www.BunnellCity.us).**

**NOTICE:** If any person decides to appeal any decision made by the City Commission or any of its boards, with respect to any matter considered at any meeting of such boards or commission, he or she will need a record of the proceedings, and for this purpose he or she may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is based, 286.0105 Florida Statutes.

**Any person requiring a special accommodation at this meeting because of a disability or physical impairment should contact the City Clerk’s office at (386) 437-7500.**

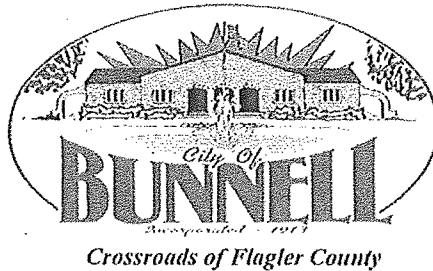
**THE CITY OF BUNNELL IS AN EQUAL OPPORTUNITY SERVICE PROVIDER.**

*Posted by City Clerk’s office on November 25, 2015*

CATHERINE D. ROBINSON  
MAYOR

JOHN ROGERS  
VICE-MAYOR

LAWRENCE WILLIAMS  
CITY MANAGER



COMMISSIONERS:

ELBERT TUCKER

BILL BAXLEY

BONITA ROBINSON

November 24, 2015

Dear Mayor, Vice-Mayor, and Commissioners

As an internal applicant for the City Manager position, I ask you to carefully consider my resume of experience, education, certification, leadership, management, and community involvement. I excelled at every level of my decorated 20-year Air Force career, earning early promotions at every rank. I was hand-picked by General H. Norman Schwarzkopf to be on his personal staff that deployed to Saudi Arabia during the Persian Gulf War because of my reputation in his Command. I superbly managed multi-million dollar defense budgets and contracts. I graduated with honors from every Leadership School and Academy I attended while in the service. I achieved a Bachelor of Science degree in Organizational Management, from Colorado Christian University where I also graduated with honors. As a City Clerk and deputy, I have gained invaluable city government experience. Managing meeting agendas and staff reports, authoring ordinances and resolutions, working closing with City Attorney's, City Managers, Department Heads, and the Commission are just a handful of duties and responsibilities that give a Clerk a unique perspective and insight into all departmental functions within a city. My 32 years of Air Force and City Government experience have prepared me for the next step in my career...managing the City of Bunnell.

I have owned a home and lived in Bunnell for 12 years, and have no plans to move. As a Bunnell resident, I care about my neighbors, business owners, our loyal city staff, and our city's future. I am very involved in our community, from leading the men's ministry at my church, being elected Finance Officer by the Bunnell AMVETS Post members, to serving on the Board of Directors of the United Way of Volusia-Flagler County. I have also been very involved in the Florida Association of City Clerks, chairing many committees and building a priceless network of experienced clerks around the state. Finally, I work well with my fellow employees and directors, many of whom have voiced their support and hopes that I will be their next City Manager. I'm ready for this...and will not let you down. My desired salary is \$67,000.

Very Respectfully,

Daniel E. Davis, MMC  
Deputy City Clerk

DANIEL E. DAVIS, MMC  
928 Gallberry Ct, Bunnell, FL (386) 547-1294 dnkdavisfl@gmail.com

**OBJECTIVE**  
City Manager

**LOCAL GOVERNMENT EXPERIENCE**

Sep 14 – Present	Deputy City Clerk	City of Bunnell, FL
Jul 09 – Apr 13	City Clerk	City of Bunnell, FL
Aug 07 – Jul 09	Deputy City Clerk and Land Acquisition Manager	City of Palm Coast, FL
Dec 03 – Aug 07	Records Manager	City of Palm Coast, FL

**US AIR FORCE CAREER**

May 01 – Jul 03	Chief, Information Technology / First Sergeant	Tyndall AFB, FL
Jun 96 - May 01	Superintendent, Information Management & Training	Peterson AFB, CO
Apr 92 – Jun 96	Chief, Information Management	Falcon AFB, CO
May 90 – Apr 92	Commander in Chief's Secretary	McDill AFB, FL

**QUALIFICATIONS and ACCOMPLISHMENTS**

- Responsible for all administrative functions of the City of Bunnell, to include City Commission (2009 – 2013)
- Prepared/noticed agendas/minutes for Commission meetings and workshops (2007 – present)
- City Records Manager: Procured first-ever electronic records management system--trained staff
- Prepared, processed, and certified commission-adopted ordinances (City law), resolutions, and proclamations
- Supervisor of Elections: Successfully facilitated four city elections
- Served as IT Liaison between City and IT contractor, assembled team and led new website development; instituted 25% annual replacement of staff PCs, assisted staff with IT issues, maintained computer inventory
- **Acting City Manager and Public Information Officer (PIO):** Approved media releases, edited newsletter
- Prepared/managed City Clerk's office budget—kept track of all expenditures, lowered budget each year
- Obtained internationally recognized Master Municipal Clerk certification—highest level
- **Managed City land acquisitions:** Appraisals, environmental audits, title searches, sale contracts, negotiations
- **Chaired City of Palm Coast's Records Committee and Employee Recognition Committee**
- Proficient in Microsoft Word, Excel, PowerPoint, Outlook, optical scanning and some financial software
- Served 20 years in USAF, honorably retiring as E-8 (Senior Master Sergeant)
- **Certified Air Force Records Manager**
- **Project Manager** for 3-year \$1.7 million Air Force IT contract and a \$3.5 million operations budget
- **Supervised** 8 IT and administrative personnel. Supervised design and development of multiple databases
- Selected to be General H. Norman Swarzkopf's personal secretary while deployed to the Persian Gulf during Operations Desert Shield/Desert Storm. Presented Bronze Star Medal by General for valor

**FORMAL EDUCATION**

BS	Organizational Management	1996	Colorado Christian University (Honors)
AAS	Administrative Management	1994	Community College of the Air Force (Honors)

**PROFESSIONAL CERTIFICATIONS**

Master Municipal Clerk (MMC) – 2012	Certified Municipal Clerk (CMC) - 2007
Electronic Records Manager - Master Level (ERMm) – 2008	Notary Public

**PROFESSIONAL ORGANIZATIONS**

International Institute of Municipal Clerks (IIMC)  
Florida Association of City Clerks (FACC) – **Chaired** By-Laws/Manual Revisions Committee  
Association of Records Managers of America (ARMA)

**OTHER AFFILIATIONS AND MEMBERSHIPS**

United Way Board of Directors (2010 – 2013), Allocations Panel Chair (2005 – present)  
Palm Coast Community Church Life Group Leadership Team & Men's Ministry Leader (2013 – Present)  
AMVETS Finance Officer (2009 - 2013)

# University of Wisconsin

Upon the Recommendation of  
the Faculty and by virtue of the authority vested in them,  
the Board of Trustees of the University has conferred upon

**Daniel F. Harris**

the degree of

**Bachelor of Science**

in

**Organizational Management**

With all its rights, honors, and privileges.

In witness whereof the seal of the University and the signature  
of the proper officers are hereunto affixed.

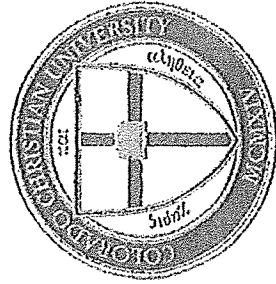
Given this fourth day of May in the Year of Our Lord, nineteen hundred ninety-six.

Ronald R. Schmidt

President

Gene R. Marshall

Academic Vice President



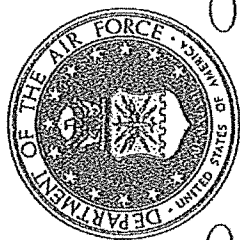
Leroy A. Dunn

Chairman, Board of Trustees

E. Roger Zinner

Registrar

# Community College of the Air Force



The Commander, Air Education and Training Command  
by virtue of the authority vested by law  
and on the recommendation of the College does hereby confer on

**Daniel E. Davis**

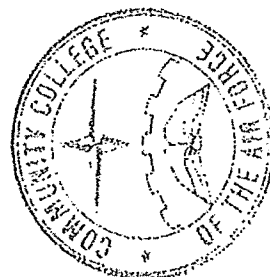
the degree of

**Associate in Applied Science**

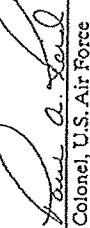
**Administrative Management**

with all rights and privileges pertaining thereto

Given this 31st day of January 1994



In witness whereof the Seal of the College  
and our signatures are hereto affixed

  
Colonel, U.S. Air Force

President, Community College of the Air Force



General, U.S. Air Force

Commander, Air Education and Training Command



Hereby Confers The Designation of

# Master Municipal Clerk

Upon  
*Daniel E. Davis, MMC*

In Fulfillment Of Requirements Prescribed By The  
International Institute Of Municipal Clerks.

Certified This 30 Day Of January 2012 A.D.

*Chris Shally*  
IIMC President

*Chris Shally*  
IIMC Director of Education

## CERTIFICATE OF RELEASE OR DISCHARGE FROM ACTIVE DUTY

1. NAME (Last, First, Middle) DAVIS, DANIEL ERIC		2. DEPARTMENT, COMPONENT AND BRANCH AIR FORCE -- REG AF		3. SOCIAL SECURITY NUMBER [REDACTED]		
4a. GRADE, RATE OR RANK SMSGT	b. PAY GRADE E8	5. DATE OF BIRTH (YYYYMMDD) [REDACTED]		6. RESERVE OBLIGATION TERMINATION DATE (YYYYMMDD) N/A		
7a. PLACE OF ENTRY INTO ACTIVE DUTY NEW ORLEANS LA		b. HOME OF RECORD AT TIME OF ENTRY (City and state, or complete address if known) BAKER LA				
8a. LAST DUTY ASSIGNMENT AND MAJOR COMMAND HQ AFCEA (FOA)			b. STATION WHERE SEPARATED TYNDALL AFB FL			
9. COMMAND TO WHICH TRANSFERRED NOT APPLICABLE				10. SGLI COVERAGE <input type="checkbox"/> NONE AMOUNT: \$250,000		
11. PRIMARY SPECIALTY (List number, title and years and months in specialty. List additional specialty numbers and titles involving periods of one or more years.) 3A091- Information Management 19 years 10 months		12. RECORD OF SERVICE		YEAR(s)	MONTH(s)	DAY(s)
		a. DATE ENTERED AD THIS PERIOD		1983	Apr	08
		b. SEPARATION DATE THIS PERIOD		2003	May	31
		c. NET ACTIVE SERVICE THIS PERIOD		20	01	23
		d. TOTAL PRIOR ACTIVE SERVICE		00	00	00
		e. TOTAL PRIOR INACTIVE SERVICE		00	04	22
		f. FOREIGN SERVICE		00	08	07
		g. SEA SERVICE		00	00	00
h. EFFECTIVE DATE OF PAY GRADE		2000	Feb	01		
13. DECORATIONS, MEDALS, BADGES, CITATIONS AND CAMPAIGN RIBBONS AWARDED OR AUTHORIZED (All periods of service) Bronze Star, Joint Service Commendation Medal with 1 device, Joint Service Achievement Medal, Air Force Commendation Medal with 1 device, SEE REMARKS		14. MILITARY EDUCATION (Course title, number of weeks, and month and year completed) Basic Military Training, 6 weeks, Apr 83; Information Management Apprentice Course, 6 weeks, Sep 83; USAF Senior NCO Academy, 7 weeks, Jun 00;				
15a. MEMBER CONTRIBUTED TO POST-VIETNAM ERA VETERANS' EDUCATIONAL ASSISTANCE PROGRAM				YES	X	NO
b. HIGH SCHOOL GRADUATE OR EQUIVALENT		X		YES		NO
16. DAYS ACCRUED LEAVE PAID 2.5	17. MEMBER WAS PROVIDED COMPLETE DENTAL EXAMINATION AND ALL APPROPRIATE DENTAL SERVICES AND TREATMENT WITHIN 90 DAYS PRIOR TO SEPARATION				YES	NO
				X		
18. REMARKS 1DDM 13 Defense Meritorious Service Medal, Air Force Achievement Medal with 3 devices, Outstanding Airman of the Year Ribbon, NCO Professional Military Education Ribbon with 2 devices, Small Arms Expert Marksmanship Ribbon with device, National Defense Service Medal with 1 device, Southwest Asia Service Medal with 3 devices, Air Force Training Ribbon with 1 device, Air Force Longevity Service Award with 3 devices, Kuwait Liberation Medal Saudi Arabia, Kuwait Liberation Medal Kuwait, Air Force Organizational Excellence Award w/2 devices, Joint Meritorious Unit Award, SEE CONTINUATION SHEET The information contained herein is subject to computer matching within the Department of Defense or with any other affected Federal or non-Federal agency for verification purposes, and to determine eligibility for, and/or continued compliance with, the requirements of a Federal benefit program.						
19a. MAILING ADDRESS AFTER SEPARATION (Include Zip Code) DANIEL E. DAVIS P.O. BOX 540 BUNNELL, FL 32110		b. NEAREST RELATIVE (Name and address - include Zip Code) W.C. DAVIS JR. 5303 SOPHIE ANNE DR. ZACHARY, LA 70791				
20. MEMBER REQUESTS COPY 6 BE SENT TO: TL DIRECTOR OF VETERANS AFFAIRS				X	YES	NO
21. SIGNATURE OF MEMBER BEING SEPARATED MEM NOT AVAILABLE TO SIGN		22. OFFICIAL AUTHORIZED TO SIGN (Typed name, grade, title and signature) DONALD L. HOWARD, MSgt, USAF Supt. Relocations [Signature]				

SPECIAL ADDITIONAL INFORMATION (For use by affiliated agencies only)		
23. TYPE OF SEPARATION RETIREMENT		24. CHARACTER OF SERVICE (Include upgrades) HONORABLE
25. SEPARATION AUTHORITY AFI 36-3203	26. SEPARATION CODE RBD	27. REENTRY CODE 2V
28. NARRATIVE REASON FOR SEPARATION SUFFICIENT SERVICE FOR RETIREMENT		
29. DATES OF TIME LOST DURING THIS PERIOD (YYYYMMDD) none		30. MEMBER REQUESTS COPY 4 (Initials)

1. NAME (LAST, FIRST, MI) 2. DEPARTMENT, COMPONENT AND BRANCH 3. SOCIAL SECURITY  
DAVIS DANIEL ERIC AIR FORCE REG AF

4a. GRADE, RATE, OR RANK 4b. PAY GRADE 4c. DATE OF SEPARATION  
SMSGT E8 2003 May 31

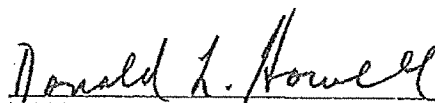
ITEM 13: Air Force Good Conduct Medal w/6 devices, Meritorious  
Service Medal w/1 device.

ITEM 14: NCO Academy, 6 weeks, Sep 92; NCO Leadership School, 4 weeks,  
Mar 89.

Subject to Recall to active duty and/or annual screening.

/////////////////////////////////NOTHING FOLLOWS/////////////////////////////////

MBR NOT AVAILABLE TO SIGN  
DAVIS DANIEL ERIC

  
DONALD L HOWELL, MSgt, USAF  
Supt, Relocations



## References

Larry Williams  
City Manager  
City of Bunnell

Chief Tom Foster  
Chief of Police  
City of Bunnell

Sandi Bolser  
City Clerk  
City of Bunnell

Fernand "Tib" Tiblier  
Director of Utilities, Public Works, and Engineering  
City of Bunnell

Donnie Wines  
IT Director  
City of Bunnell

Billy Wight  
Lead Pastor  
Palm Coast Community Church  
1 Pine Lakes Parkway  
Palm Coast, FL  
386-931-3066

John Williams  
Area Director  
Man in the Mirror  
Palm Coast, FL  
386-237-4229

Ray Salazar  
President and CEO (Retired November 2015)  
United Way of Volusia-Flagler Counties  
Daytona Beach, FL  
386-275-1937

Stella L. Gurnee  
3 Zinc Place, Palm Coast, FL 32164  
Home Phone: (386)586-6929 Cell: (386)439-9423

City of Bunnell  
Mayor, Vice Mayor and Commissioners

November 24, 2015

Please find attached my resume for consideration for the upcoming City Manager vacancy. I have spent most of my career in a public service role starting with the United States Army. I have been privileged to serve and uphold the public trust that has been given me during my career.

I believe that I can be of further service to the Commission, citizens, and employees of the City of Bunnell by serving in the role of City Manager. In addition to specific goals of the Commission, I believe I can be instrumental in the continued enhancement of the City's financial health. I also would recommend focusing on economic development for the City. Another important recommended focus would be training and development of the City's most valuable assets, City employees. The City has an excellent team of Department Heads. Through good communications and efficient operating practices I believe we can be successful in the continued improvement of the City.

I look forward to discussing with you the opportunity of my service as City Manager. I am grateful for the trust you have already placed with me in the role of Finance Director.

Respectfully yours,

*Stella L. Gurnee*

Stella L. Gurnee  
3 Zinc Place, Palm Coast, FL 32164  
Home Phone: (386)586-6929 Cell: (386)439-9423

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### Professional Summary

- Thirty three years of successful Non-profit/Governmental managerial, accounting, budget, and customer service skills.
  - Over thirteen years of Governmental managerial, accounting, budget and customer service skills.
  - Possess excellent computer and technical managerial, accounting and budget skills.
  - Ability to work under pressure in fast-paced environment.
  - Able to build and maintain solid business relationships with individuals on all levels through honest and effective communication.
- 

### Skills and Accomplishments

- Developed balance budget (revenues and expenditures) for the City of Bunnell during a significant financial crisis in the first several weeks of employment with the City. Continued contribution to the City's financial stability through development of a balanced budget for the current fiscal year.
  - Implemented numerous accounting and other software programs. Identified and implemented corrections for numerous set up errors in the City's financial software package.
  - Oversee the budget, accounting, utility billing and customer service functions for several City governments. Developed numerous policies, procedures and training programs.
  - Responsible for insuring all budget development adheres to the State's Truth in Millage (TRIM) rules for several City Governments.
  - Coordinated all audits including internal, external, workman's compensation, and State and Federal audits for several City governments.
  - Primary responsibility for Federal and State grant reporting and monitoring. Coordinated and developed numerous FEMA reimbursement requests with a 97% recovery rate. Managed successfully the appeal of several FEMA claims.
  - Developed independent monitoring and recalculation system for large Utility Billing function.
  - Engage in continuing process improvement development.
  - Served on previous City government investment committee directing investments to insure the best return within the guidelines of the established investment policy.
  - Instrumental in developing internal loan options at several City governments to refinance debt at a lower rate.
  - Experienced in developing budget models for use in numerous analysis activities such as union negotiations, pension reviews, out-sourcing and contract options.
- 

### Professional Experience

<u>Finance Director</u>	City of Bunnell	2014-present
<u>Comptroller</u>	City of Port Orange	2002-2014
<u>Finance Specialist</u>	City of St. Augustine Beach	2002-2002
<u>Assistant Controller</u>	Embry Riddle Aeronautical University	1984-2002
<u>Accounts Payable/Payroll Analyst</u>	Community Hospital of Bunnell	1982-1984
<u>Personnel/Finance NCO/Aircraft Electrician</u>	United States Army	1975-1982

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Education-Bachelor of Science, Accounting, University of North Florida, Jacksonville, FL

Technical-Tyler, H.T.E, Oracle, Bi-Tech, Monarch, Microsoft Office Suite, Adobe, FEMA certifications

THE FIRST BAPTIST CHURCH OF JACKSONVILLE, FLORIDA

has conferred on

Stella Louise Turner

the degree

Bachelor of Business Administration

and all the rights and privileges thereto appertaining.  
In witness whereof, this diploma, duly signed, has  
been issued and the seal of the University affixed.

Issued by the Board of Regents upon recommendation of the Faculty of the  
College of Business Administration at Jacksonville, Florida, this twenty-eighth day of April, A.D., 1990.

*Boyd C. ...*  
Governor

*Charles F. Edwards*  
Chairman, Board of Regents



*Adam ...*  
President

*Edward A. Johnson*  
Dean

**Amy De Vries**

---

**From:** Stella Gurnee  
**Sent:** Wednesday, November 25, 2015 10:58 AM  
**To:** Amy De Vries  
**Cc:** Larry Williams; Catherine Robinson; John Rogers; Elbert Tucker; Bonita Robinson; Bill Baxley  
**Subject:** Re: City Manager Position  
**Attachments:** diploma.pdf

Amy,

I just reviewed your e-mail regarding the application process for the City Manager position. I have already submitted my resume. As requested in your e-mail, please find my diploma attached. Regarding salary requirements, given the level of responsibility I believe the salary should be greater than the highest paid Department Head. At his anniversary date this Department Head should be making approximately \$67,500. Therefore I would request a salary of \$68,000 but I would not require the \$200 a month auto allowance given to the current City Manager. In addition please find my references below:

Wayne Saunders  
City Manager  
City of St. Pete Beach  
(727)363-9231

Greg Kisela  
City Manager  
City of Destin  
(850)837-4242

Please let me know if you need any additional information.

Stella

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**From:** Stella Gurnee  
**Sent:** Tuesday, November 24, 2015 2:50 PM  
**To:** Amy De Vries  
**Cc:** Larry Williams; Catherine Robinson; John Rogers; Elbert Tucker; Bonita Robinson; Bill Baxley  
**Subject:** City Manager Position

Amy,

Please find attached my application for the City Manager position.

Thanks!

Stella

**Fernand J. (Tib) Tiblier, Jr., PE**  
758 N. SR 415  
Osteen, FL 32764-9004  
Home: 407-323-9475  
Mobile: 407-474-3963  
E-mail: fernandt@aol.com



#### **Career Objective**

Long term senior level affiliation with a highly ethical local government

#### **Education**

**M.S., Environmental Engineering,**  
University of Central Florida, Aug 1986  
**B.A., Chemistry / Biology,**  
Drury College, May 1982

#### **Specialty Training**

**OSHA Training Certificate,** May 2009  
**AASHTO Highway Workzone Safety,** Sep 2007  
**FEMA Mock Hurricane Exercise,** Emmitsburg, MD,  
May 1999  
**FEMA Disaster Relief Training,** Emmitsburg, MD,  
Feb 1998

#### **Professional Memberships**

**Florida Engineering Society-** President (2006),  
Vice-President (2005), Treasurer (2004) and  
Secretary (2003) of Daytona Beach Chapter,  
**MATHCOUNTS State Committee,** 2002-2011.  
**National Society of Professional Engineers**  
**American Public Works Association**  
**American Water Works Association**

#### **Papers and Presentations**

**A Model for Tracking Self-Directed Team Productivity,** a description of an originally authored data base, Chastain-Skillman, Inc., 4<sup>th</sup> Quarter Newsletter, Oct 2007  
**The Effects of Trace Organic Carbon on Aluminum Solubility,** Master's Degree Research and Thesis, 1986

#### **Awards and Selected Community Service**

**Biographical Listing in Marquis Who's Who** continuously since 1994, various volumes  
**Awarded Three (3) Deltona Mayor's Certificates of Appreciation,** 1997-2005  
**Certificate of Honor from Volusia County School Board** for work with youth in MATHCOUNTS Program, 2003 and 2004  
**Special Service Awards (2) from Deltona Civic Association,** 1999  
**Longwood Planning and Zoning Board,** 1997  
**Longwood City Commission Award** for exemplary service, 1996  
**Seminole County Road Impact Fee Citizens Advisory Committee,** 1989-1990

#### **Professional Licensure**

**Professional Engineer:** Florida, No. 45405, since 1992

#### **Experience**

Mr. Tiblier has administered and performed on numerous and diverse civil and environmental engineering pursuits. His areas of specialization include Public Works and Water Utilities administration, stormwater management, environmental permitting, water and wastewater treatment, wastewater collection/ transmission systems, water distribution systems, hydraulic computer modeling and the creation of technical reports and graphics with MS Office Software. Utilizing relationship skills built on fervor for service and an appreciation of people, Mr. Tiblier has accrued a wealth of industry contacts and enduring alliances throughout his career. Mr. Tiblier's experience features eighteen years of service as a public sector engineering manager, twelve years of which were at the level of local government Department Director, presently with the City of Bunnell, Florida.

#### **Employment History Summary**

Entrepreneurial services offered by Fernand J. Tiblier, Jr., PE, Professional Engineer (Oct 2009-Present), include full-time **Capital Projects Management for the City of New Smyrna Beach** for their multi-million dollar annual program involving various paving, drainage, streetscaping, shoreline management, airport maintenance and public parks enhancement projects. Additionally Mr. Tiblier's private sector venture has produced three publicly offered published works which embody his simple life philosophy, first introduced in the May 2010 debut of his [www.bluegreenandred.com](http://www.bluegreenandred.com) website.

Mr. Tiblier served as an **Engineering Manager for the Orlando office of Black & Veatch Corporation (Nov 2007-Oct 2009).** In this capacity he was charged with ensuring quality client service and successful execution of several newly completed projects which involved potable water transmission, wastewater treatment, wastewater transmission and stormwater retrofit for public sector clients, namely the Utilities Commission, City of New Smyrna Beach; Lakeland Water Utilities and the City of Ocala.

Mr. Tiblier served as a **Senior Project Manager for the Orlando office of Chastain-Skillman, Inc., (Oct 2006-Nov 2007)**. Mr. Tiblier performed client service, engineering design, permitting and construction phase services for Polk County Utilities, Toho Water Authority and for private industry.

**As Utilities Director for the rapidly growing City of Winter Garden, Florida, (Jul 2004-Jul 2006)**, Mr. Tiblier presided over a staff of 34 employees. He was in responsible charge of the production of over 5 million gallons per day of potable water, reclamation of over 2 million gallons per day of wastewater, a \$4 million annual operating budget and a just under \$6 million annual capital improvements budget.

**As an Engineering Project Manager for McKim & Creed, PA, Daytona Beach Office (Oct 2000-Jul 2004)**, Mr. Tiblier was responsible for the planning, organization and implementation of project scopes, schedules and budgets as well as directing project teams. Local government clients included the City of Daytona Beach Utilities, Ormond Beach Public Works, Volusia County Solid Waste and the City of Edgewater.

**As Public Works Director and City Engineer for the City of Deltona (Dec 1996- Aug 2000)**, Mr. Tiblier presided over the creation and administration of the first Public Works Department (25 members) for a newly incorporated city of over 70,000 population and 46 square miles of land area. He innovated programs to enhance and maintain stormwater management systems, a 420-mile roadway network, sidewalk & bikeway facilities and aquatic and roadside vegetation control. Mr. Tiblier developed simplified approaches to outsourcing of professional services and tracking productivity of the workforce. He developed a Multi-Year Capital Plan for collector roadway reconstruction. Mr. Tiblier initiated the design of a new City Hall and Public Works Facility. Attentive to his role in public service, Mr. Tiblier attended various neighborhood, school, and civic group meetings communicating the mission of the Public Works Department. He formulated and administered the annual department budget of \$4.5 million. Mr. Tiblier headed up a program to develop a citywide stormwater master plan.

While employed by the **City of Longwood (Jul 1986-Nov 1996)**, Mr. Tiblier progressed from an entry level Assistant City Engineer (1986-1989) to City Engineer (1989-1992) and then to the **Public Works Director/City Engineer position (1992-1996)**. He was in responsible charge of 30-member Public Works Department overseeing operations, design and construction activities for

Water and Wastewater Utilities; Stormwater Management; Streets and Rights-Of-Way; Fleet Maintenance and Engineering. Mr. Tiblier served the City of Longwood as Chairman of the Design Review Board charged with ensuring environmental and regulatory compliance for private development.

Administering an annual budget of \$3 million, Mr. Tiblier served as Public Works representative and spokesman at public meetings in administrative and budgetary matters and as chief engineering advisor to the City Administrator.

**As a Graduate Research Assistant of the University of Central Florida (1983-1986)**, Mr. Tiblier's part time research duties included atomic emission spectrometer analysis of trace metal contaminants in surface and potable water with resulting data published in research studies. Additional laboratory experience included analyses of water for trace organic matter, nutrients, alkalinity, turbidity, fluorescence and conductivity.

#### **Software Proficiencies**

Microsoft Office (all modules), Microsoft Project, Primavera Contract Manager, Water Gems, Sewer CAD, EPANet, ICPR, Ponds and SMADA

#### **Lagnappe**

Born and raised in New Orleans, LA where he graduated Summa Cum Laude from Jesuit High School in 1978. Mr. Tiblier has lived in the Orlando, FL area, since 1983. He is married to the former Janine Cousineau since 1990 with one child, Amanda, born 1992.

#### **Selected Project Experience**

A summary of selected project experience is attached as a supplement to this resume.

## **Fernand J. (Tib) Tiblier, Jr., PE**

### **Project Experience**

#### **Selected Project Experience as an Engineering Manager for Black & Veatch Corp.**

**Smith St. Pumping Station and Glencoe Water Treatment Facility Improvements-Project Manager/ Engineer- Team coordination, civil engineering, permitting and construction phase services for a new high service potable water pumping station and a retrofitted transfer pumping station located at a water treatment facility for Utilities Commission, City of New Smyrna Beach, FL, 2008- 2009.**

**20-Inch Potable Water Transmission Main-Project Manager/ Engineer- Design and permitting of a 3.2-mile pipeline with a carrying capacity of 9 MGD for Utilities Commission, City of New Smyrna Beach, FL., 2008-2009.**

**West Lakeland Wasteload Reduction Facility- Construction management engineering for a 1.5 MGD average daily flow industrial wastewater pretreatment facility to treat high strength industrial wastewater and relieve over burden to the City of Lakeland's Glendale Water Reclamation Facility. Supporting infrastructure included a triplex lift station, a 16-inch influent force main and a 20-inch effluent force main for the City of Lakeland, FL, 2007-2009.**

**Drane Field Road Wastewater Booster Pumping Station and Air Park Master Pumping Station- Construction management oversight for an enclosed 10,000 gpm wastewater booster pumping station and a 2,500 gpm master pumping station for the City of Lakeland, FL, 2007-2009.**

**Old City Yard Drainage Retention Area Phase II- Project Manager/ Engineer- Stormwater modeling, permitting and design of a wet detention stormwater management system serving a 127 acre urban drainage basin. This project also involved a successful Letter of Map Amendment through FEMA for the re-designation of 100-year flood plains to ensure optimum development of the basin for City of Ocala, FL, 2008-2009.**

#### **Selected Project Experience as a Senior Project Manager for Chastain-Skillman, Inc.**

**Walk-In-Water Estates PWS Well #2 Engineering design and permitting of a new public supply well for Polk County Utilities, 2007.**

**Walk-In-Water Estates Lemon Drive Water Main Improvement Engineering hydraulic modeling, design and permitting of a new water main trunkline for fire flow and build-out capacity enhancement for Polk County Utilities, 2007.**

**RaceTrac Service Station, Eagle Lake, Florida Stormwater management modeling, design and permitting of a wet detention system of a service station and convenience store for RaceTrac Petroleum Corporation, 2007.**

**Lake Wilson Road Master Lift Station – Hydraulic modeling and construction phase project management for a wastewater interconnecting system between Polk County's Northeast Regional Utilities Service Area collection network and Toho Water Authority's treatment facility for Polk County Utilities, 2007.**

**Polk County Road 540A Utility Relocation Project Manager/ Engineer for collection, transmission and distribution system alignments and enhancements within a rural-to-urban roadway section conversion and widening project for Polk County Utilities, 2007.**

**Mountain Lake Villas Stormwater management modeling, design and permitting for an upscale residential development near Lake Wales, Florida for Mountain Lake Corporation, 2007.**

**SunAir Lift Station #76 Rehabilitation Design and permitting of a replacement wastewater lift station with emphasis on relief of historical flooding for Polk County Utilities, 2007.**

**Biosolids Master Plan A 20-year planning horizon evaluation and capital needs assessment of biosolids management for a municipal utility system anticipating a near ten-fold growth for Toho Water Authority, 2007.**

**Walk-In-Water Estates Community Water System Master Plan Project Manager/ Engineer for a Master Water Treatment and Distribution System Master Plan, including system hydraulic**



modeling, capital improvement planning, and regulatory compliance assessment, for Polk County Utilities, 2006.

**Mt. Olive Wastewater Treatment Facility- Updated Capacity Analysis Report** State mandated report to FDEP for Polk County Utilities, 2006.

**Selected Project Experience as Utilities Director for the City of Winter Garden, Florida**

**Reclaimed Water Ground Storage and High Service Pumping** Initiated the design of the City of Winter Garden's first large scale reclaimed water distribution program, 2006.

**City of Ocoee Reclaimed Water Partnership (Principal Author and Negotiator)** Developed viable partnerships for the future of water supply in the region, for Winter Garden, 2006.

**System Hydraulic Modeling** Led the effort to introduce the most current tools for the efficient design of collection and distribution infrastructure for Winter Garden, 2005-2006.

**Radio Read Meters Retrofit Program** Spearheaded the conversion of all water meters to remotely read types for Winter Garden, 2005-2006.

**Louis Dreyfus Cllrus Corporation Asset Acquisition and Reclaimed Water System Retrofit** Served as lead staff contact during negotiations to acquire 13.2 miles of pipeline and appurtenant treatment facilities. These new assets form the basis for accelerating the commencement of the State mandated reclaim water distribution in the southern service area of the City, for Winter Garden, 2005.

**East Crown Point Water Main Extension Design, Permitting and Construction Management** Potable main extension to serve developing areas along the City's eastern border, 2005.

**Selected Project Experience as an Engineering Project Manager for McKim & Creed, PA**

**Ormond Beach Elementary School Parking Lot** Site civil engineering, stormwater management design and local government permitting for an urban parking facility for Volusia County School Board, 2004.

**Palm Coast City Walk** Civil land development design and environmental permitting for a 13-acre upscale office and retail Business Park for a private developer, 2004.

**I-4/ SR44 Economic Development Initiative** Team coordination planning design and environmental permitting of a 43.3 acre industrial park. Project features complex wetlands permitting through the local Water Management District, for Volusia County, 2003.

**Stonecrest Wastewater Treatment Plant Modifications** Design and permitting of process and site enhancements including paving, drainage and upgrading of activated sludge treatment system for Florida Water Services, 2003.

**1000 Palm Coast Parkway** Land development planning, environmental permitting and engineering for a commercial office building site for a private developer, 2003.

**Water Distribution System Modeling for City of Palm Coast** Provided system modeling and design of water distribution system enhancements to serve area of rapid growth for Florida Water Services, 2002.

**LPGA Blvd. Master Lift Station** Engineering design and environmental permitting of a master lift station (ultimate capacity of 6 MGD) for the City of Daytona Beach, 2002.

**Highridge Estates Wastewater Collection and Transmission System** Sanitary Collection system design and permitting for a residential subdivision for the City of Daytona Beach, 2002.

**South Peninsula Wastewater Collection and Transmission System for the City of Daytona Beach** Engineering design team member of design build project to bring wastewater service to 1000 new customers for Progressive Contractors, Inc., 2002.

**Daytona Memorial Park Site Development Plan** Site Stormwater management and roadway design and environmental permitting of an urban cemetery for Daytona Memorial Park, 2002.

**Lift Stations 50 & 51 Rehabilitation Project** Sanitary transmission system upgrade design and environmental permitting for the City of Daytona Beach, 2002.

**West Volusia Transfer Station Operating Permit Renewal** Prepared engineering report and

evaluation for environmental permitting of waste transfer station for Volusia County Solid Waste, 2002.

**Klenk Construction and Demolition Landfill Closure Assessment** Landfill closure financial and environmental assessment for Volusia County Code Enforcement, 2002

**Riviera Estates Blvd./ City of Holly Hill Site Development Plan** Stormwater management and utility systems design and environmental permitting of an upscale six lot subdivision for Don Nielsen, 2002.

**SR 953 Watermain Project for City of Marco Island** Provided system modeling and design of water distribution system enhancements to serve area of rapid growth for Florida Water Services, 2002.

**Wastewater System Modeling** Computer modeled wastewater collection and transmission system for the City of Daytona Beach, 2001.

**Manatee County Sludge Drying Equipment Evaluation** Product and systems study and evaluation for County government, 2001.

**Hermli's Trail Roadway Reconstruction** Rehabilitation of a roadway bed sinking due to organic settlement utilizing sheet piling, for the City of Altamonte Springs, 2001.

**Sterthaus Drive Roadway Reconstruction Project** engineering, permitting and bidding assistance for a 4,000 LF stretch of urban collector roadway for City of Ormond Beach, FL, 2001.

**Cassen- Granada Bridge Underpass** Engineering construction manager for construction of a pedestrian park and observatory for City of Ormond Beach, 2001.

**Chassahowitzka Utilities** Preliminary layout and engineering design of a public water distribution system and a low-pressure sanitary sewer system for Florida Water Services, 2001.

**Residuals Facility- Tomoka Landfill** Principal engineering designer of an industrial site plan for Volusia County Solid Waste, 2001.

**Daytona Wastewater Master Plan** Principal author and graphics designer for a 20-year planning, computer modeling and capital improvement program for the wastewater collection and transmission systems of the City of Daytona Beach, 2001.

**Selected Project Experience (Concept through Construction)**, as Public Works Director and City Engineer for City of Deltona

**Eastbrook Ave. Retention Pond Outfall Project** Gravity storm sewer relief for a land-locked stormwater retention system, 2000.

**Monument Outfall Drainage Improvements** Pressure system relief for a land-locked stormwater retention system, 2000.

**E. Normandy Roadway Demonstration Project** Rural 2-lane to urban 3-lane roadway conversion project including drainage, traffic control, pavement markings, 1999.

**City-wide Stormwater Retention Pond Retrofit and Maintenance Program** Aggressive maintenance program for stormwater volume storage and groundwater recharge, 1998-2000.

**Quincy/ Pendleton Drainage Improvements** Underdrain relief of localized high ground water table, 1999.

**Boys and Girls Club, Campbell Park** Land planning, building relocation, permitting, development and interior alterations for local chapter Boys and Girls Club, 1998-99.

**Providence Blvd. Median Landscaping Improvements** Curbing, landscaping and irrigation system enhancements, 1998.

**Beechdale Drive (Phase 1) Drainage Improvements** Provided relief of street and front yard flooding, 1998.

**Fayetteville/ Cambridge Drainage Improvements** Closure of open ditch in up-scale residential neighborhood, 1998.

**City-wide Stormwater Master Plan** Master basin study and long-range capital improvement program development, 1997-2000

**Various Urban Collector Roadway Intersection /Signalization Improvements**, 1997-2000.

**Public Works Productivity Tracker** Author of a Microsoft Access database program, 1997

**Tulsa Drive Drainage Improvements** Pressure and overland system relief for a land- locked stormwater retention pond, 1997.

**Sumatra Av. Drainage Improvements** Provided relief of backyard flooding, 1997.

**Selected Project Experience (Concept through Construction), as Public Works Director and City Engineer for City of Longwood**

**North St. Industrial Park Gravity Collection System and Lift Station Design**, permitting and construction oversight for installation to provide sanitary service to established industrial park, 1996.

**Longdale Industrial Park Vacuum Sanitary Sewer System Design (Engineer of Record)**, permitting and construction oversight for installation of shallow depth collection system serving an established Industrial Park, 1995-1996.

**Bistline Ave. Paving; Relder Ave. Paving; 2<sup>nd</sup> Place Paving** Several notable examples of design, permitting and construction oversight for paving and drainage of dirt road featuring in place mixing of soil cement for the City of Longwood, 1992-1996.

**City of Longwood Water Main Extension Projects** Design, permitting and construction oversight for installation of numerous water main replacement and extension projects, 1989-1996.

**Lake Wayman Outfall Project** Design and reconstruction of failed 24" storm sewer with addition of outfall control structure, 1994.

**Church Ave. Gravity Collection System, Force Main and Lift Station**, Design, permitting and construction oversight for installation to provide sanitary service to Longwood's Historic District, 1994.

**Church Ave. Reconstruction** Design, permitting and construction oversight for 2 ½ mile roadway reconstruction project for City of Longwood including historic style brick pavers, urban section drainage & bike route, 1992.

**City of Longwood Water Conservation Plan** Author of document appended to St. Johns River Water Management District Consumptive Use Permit Renewal, 1992.

**City of Longwood Water Distribution System Handbook** Principal author of KYPIPE computer model with explanatory text, 1991.

**Longwood Drainage Improvements** Design, permitting and construction oversight for a host of miscellaneous neighborhood drainage enhancements, 1990.

**Highland Ave. Stormwater Pump Station Design**, permitting and construction oversight for stormwater pump station established in a residential land locked drainage sub-basin, 1989.

**Longdale- 48" Gravity Storm Sewer Design** and construction oversight of 48" gravity sewer storm sewer to replace erosion plagued open channel, 1988.

## DegreeVerify Certificate

Transaction ID#: 0127663069

Date Requested: 11/19/2015 13:12 EST

Requested by: FERNAND TIBLIER

Date Notified: 11/19/2015 13:14 EST

Status: Confirmed

Fee: \$18.50

### INFORMATION YOU PROVIDED

Subject Name: FERNAND  
First Name

JOSEPH  
Middle Name

TIBLIER  
Last Name

Name Used While  
Attending School:  
(if different from above)

Date of Birth: 03/11/1960  
mm/dd/yyyy

School Name: UNIVERSITY OF CENTRAL FLORIDA

Degree Award Year: 1986

Attempt To: Verify a degree

### INFORMATION VERIFIED

Name On School's Records: FERNAND J TIBLIER

Date Awarded: 08/02/1986

Degree Title: MASTER OF SCIENCE

Official Name of School: UNIVERSITY OF CENTRAL FLORIDA

Major Course(s) of Study: ENGINEERING

Dates of Attendance: 08/22/1983 to 08/02/1986

Tiblier (Cont'd)

References:	Yrs Known	Contact Phone
David Ponitz, PE, Utilities Director, Ormond Beach	14	386-677-0311
Scott Martin, PE, Volusia County Engineering	19	386-822-2677
Christian Nagle, AICP, Volusia County Zoning Official	27	386-717-6888

Salary Request \$75,000/ year; Continue in FRS Pension Plan