

**MINUTES FROM THE KEYS NEPOTISM POLICY WORKSHOP OF THE UTILITY BOARD OF THE CITY OF KEY WEST, FLORIDA, HELD AT 3:00 P.M. ON WEDNESDAY, MARCH 22, 2017 AT THE KEYS ENERGY SERVICES BOARD ROOM LOCATED AT 1001 JAMES STREET, KEY WEST, FLORIDA**

The above referenced workshop of the Utility Board of the City of Key West, Florida, convened at 3:13 P.M., on the above date and location and was called to order by Chairman Batty.

**Utility Board Members Present**

Peter Batty, Chairman  
Mona Clark, Vice Chair  
Charlie Bradford, Member  
Timothy Root, Member  
Steven Wells, Member

**Staff Present**

Lynne Tejeda, General Manager & CEO  
Jack Wetzler, Assistant General Manager & CFO  
Edee Delph, Executive Assistant to GM/CEO & UB  
Julio Torrado, HR & Communications Director  
Dale Finigan, Engineering & Control Center Director  
Erica Zarate, Customers Services Director  
Fred Culpepper, Transmission & Distribution Director  
Dan Sabino, Generation Director  
Stan Rzas, Compliance Administrator  
Heather Arencibia, Human Resources Supervisor  
Bryan Veliz, Transmission & Distribution Supervisor

**Other Present**

Paul Ryder, KEYS Labor Attorney  
Tiffany Curry, Associate for UB Attorney Nathan Eden

Mrs. Tejeda informed the Board that at a Regular Utility Board meeting in January, Mr. Root asked the Utility Board to make changes to relax the current Nepotism Policy and the Board requested a workshop to discuss the current policy further.

Mr. Torrado reviewed KEYS current nepotism policy with the Board and the proposed nepotism policy change proposed by Mr. Root.

Mr. Ryder reviewed numerous legal issues and cited case law.

Mr. Torrado provided the Board with comparisons of local governmental agencies and other Florida utilities and of those discussed, the majority is stricter than the State Statute.

Chairman Batty informed the Board that Ms. Carol Schreck has asked to address the Utility Board and asked her to approach the podium.

Ms. Schreck stated changing the current nepotism policy would weaken the policy and not support an effective and positive working environment but would undermine it. She provided several reasons she would not be in favor of changes to the current policy. Mrs. Schreck asked the Board to seriously look at the consequences and weigh what truly serves the ratepayers and staff.

Chairman Batty thanked Mr. Schreck for her comments.

The Utility Board discussed various nepotism scenarios that could face the utility and how a change to the nepotism policy could impact those scenarios. They also discussed the possibility of restructuring the organization's Transmission and Distribution Department. Mrs. Tejeda informed the Board that KEYS has engaged Baker Tilly to analyze existing organizational structures, functions and operational efficiencies of all departments within KEYS and provide recommendations and guidelines for transitioning to the future organizational structure.

After discussion, it was the consensus of the Board for staff to provide the Board with additional information after the organizational study is complete and the Board would readdress at that time.

(A copy of the power point presentation is available upon request)

### **ADJOURNMENT**

The KEYS Nepotism Policy Workshop of March 22, 2017, was adjourned by Chairman Batty at 4:28 P.M.

APPROVE:

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Peter Batty, Chairman

ATTEST:

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Lynne E. Tejeda, General Manager/CEO & Secretary

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