



## Agenda

Board of Directors Meeting  
November 21, 2025 - 8:30 AM EST

Grand Hyatt  
Tampa Bay – Hillsborough County  
Roseate Spoonbill (2<sup>nd</sup> Floor)

1. **Call to Order:** Chad Williams at 8:31 am

2. **Officer Reports:**

- a. Secretary’s Minutes – Chris Simpron presented minutes from last meeting.  
Motion to approve: Deborah Snyder; Second: David Ricks; Motion passed unanimously.
- b. Treasurer’s Report - Spencer Anderson

<b>2025-2026 FACERS Treasurer's Expense Report (as of 11/18/25)</b>			
Date	Payee	Expense Description	Amount
11/5/2025	George Gadiel	NACE Annual Conference Registration Reimbursement: Full Delegate Registration (\$845), Stadium Tour (\$50), Service Fee (\$26.85)	\$921.85
11/5/2025	DPE - Design & Print Solutions	2025 Fall Meeting: 3 Foam <u>Core Boards</u> (@\$36/ea), 1 Banner <u>Stand</u> (@\$125), 5 <u>Banners</u> (@\$70/ea) Tax (6.5% = \$37.90)	\$620.90
11/3/2025	Clothesline	FACERS Polo Shirts (3 Nike Dry-Fit)	\$231.71
9/25/2025	George Gadiel	NACE Travel Reimbursement: Meals (\$34.83, \$21.89, \$19.44, \$168.25, \$27.97, \$42.43), Hotel (2 <u>nights @ \$156.78/nt</u> ), Rideshare To-From Destination Airport (\$26.24, \$30.92), Home Airport Parking (\$48)	\$733.53
9/2/2025	George Gadiel	NACE Travel Reimbursement: Airfare (\$606.36)	\$606.36
8/18/2025	FAC	FACERS Annual Administration Fee 2024-2025 (10% of annual revenue of \$107,265): Sponsorships (\$73,000=\$7,300), Meeting Registrations (\$18,275=\$1,827.50), Membership Dues (\$15,990=\$1,599)	\$10,726.50
8/21/2025	FAC	FACERS Expenses Paid by FAC for 2025 Annual Meeting: Canva Subscription Split (\$23.99), QR Code Generator Split (\$70), FACER Social Transportation (\$1,858.12), QR Code <u>Monthly</u> Subscription (\$7.87), Black Angus FACERS Social (\$5,099.01), FAC Travel Expense Bell Capt Tips (\$125), FACERS Hotel Food & Beverage and AV (\$16,843.70), Postage (\$9.58)	\$24,036.27
<b>Total Expenses</b>			<b>\$37,877.12</b>

Motion to approve: Ramon Gavarrete; Second: Deborah Snyder

- c. Vice President's Report - David Ricks  
Presentations are good. Ramon has a few proposed changes.

### 3. Committee Reports and Updates:

- a. **Membership** – Spencer Anderson

Nothing to report

- b. **Budget** – Ramon Gavarrete

Good financial standing. Thanks to sponsorship and Amy. Committee made recommendations for FY 2026. Increase membership fees for active members from \$130 to **\$180** (county/municipal) and sustaining (corporate) from \$180 to **\$250**. Current membership fees have been in effect since 2018. It's been \$130 and \$175 to \$180 since 2018. Another recommendation is to increase registration for conferences from \$100 to **\$150** and sustaining from \$175 to **\$225** (non-members). Current fees have been in effect since 2016. Funding for NACE State Director for two out of state travel. Attends to full meeting and national conference. Funded 4 people for NACE conference. Could not get 4 people. Need to discuss proposal for FAC.

- c. **FAC Update** – Emily Anderson

Emily provided update in September and October financials with final registration list and FAC Letter of Agreement. FAC Legislative Day will be held January 21<sup>st</sup> at Challenger Learning Center in Leon County and registration is now open. Letter Agreement between the Florida Association of Counties and FACERS increasing the association management fee from the current percentage of ten (10%) percent to fifteen (15%) percent of all FACERS dues, fees, sponsorships and all other non-NACE revenues for the preceding twelve (12) months. The Letter Agreement was amended in 2016 to allow for ten (10%) percent of all FACERS dues, fees, sponsorships and all other non-NACE revenues, which remains in effect to date. FAC manages five (5) total affiliates and for those that are on a percentage basis fee (FACA, FACM and FACERS), FAC is seeking an increase from 10% to 15% in 2025-2026.

The FACERS Annual Meeting will be held at the *Hilton Orlando*, **June 24-25, 2026**. Registration will open in March 2026. FAC staff will open the Call for Presentations in January 2026 with closing date of February 28, 2026. Encourages participants to register as soon as the registration opens to avoid not getting a hotel room.

The 2026 Legislative Session will kick off on January 13, 2026. FACERS Public Policy liaison, Courtney Mooney, will be providing bi-weekly legislative updates via email to the FACERS membership. At times, there may be a request for information sent out by the FAC Public Policy team, please respond to those requests in a timely manner as it will be information that is requested by a state agency, the House, Senate or Governor's Office.

Ramon encourages our members to provide comments to make sure our comments and concerns are heard. If we have any questions, please feel free to reach out to Courtney Mooney.

The FACERS Fall Meeting finished with **104 registrants** and raised **\$35,500 in sponsorships**. The final registration list is attached hereto. There continues to be an issue with sponsorships and registrations that will need to be discussed during the Board meeting. Emily highlighted recurring issues with last-minute attendee changes by sponsors, which complicate logistics and record-keeping. Emphasis placed on following established registration deadlines.

The 2026 FACERS Fall Meeting will be held at the *Sawgrass Marriott* in St. Johns County on **December 2-3, 2026**. Registration will open in September 2026. Call for Presentations will open about 6 weeks before registration.

The 2026 FACERS membership drive will open **January 5, 2026**, and run through **July 1, 2026**. The 2025 FACERS membership finished with **137** members. The breakdown of members is as follows:

60 County Members  
28 Counties  
7 Municipal Members  
42 Sustaining

d. **NACE** - George Gadiel

Next NACE Conference is in Arlington, Texas, on April 13-16, 2026. Seven people are going that includes Ramon Gavarrete, David Ricks, Chad Williams, George Gadiel, Deborah Snyder, Christopher Simpron, and Amy Blaida. Added Jim Stivender (past president) as the 4<sup>th</sup> person. Budgeted for the past president NTE \$2,500. Florida will host in 2030. Hotel registration opens on Dec. 15<sup>th</sup>.

e. **Legislative** – Cate Thompson (not present)

Amy Blaida provided an update on her behalf. HB 75 was withdrawn and refiled. Will get more legislative updates as discussed by Emily and working with Courtney Mooney. Talked to Eric Poole. Trying to get more involved. Will schedule executive committee meeting with NACE reps.

f. **Awards** – George Gadiel (no update as of this time)

g. **Scholarships** – Marcy Cook

Clarification requested on historical processes for substituting liaisons. Four people are designated as liaisons on the website. FIU, USF, UF-Fred Schneider (new liaison: Brian Singleton), UCF-Steve Farrell (new liaison: Jim Stivender), FSU & Florida Gulf Coast (endowment office). Next steps include contacting the four designated liaisons to collect baseline numbers and development requirements for scholarship endowments. Find a volunteer to find a vendor endowment/co-sponsor. Need to know who we have been awarding over the years. We have no real record. Need to know when it's awarded so we can send congratulatory letters. Goal is to establish and maintain a comprehensive record of scholarship recipients and ensure liaisons are responsible for tracking this information. Endowment is \$25,000. FIU awarded 2 recipients with \$2,000 each. Schools typically require a minimum contribution; baseline amounts will be confirmed with liaisons. Brian Kauffman will reach out to FSU.

h. **Greenbook** – Brian Singleton

Jackie with FDOT recently provided an update for the Greenbook as part of the Fall Conference topics. FDOT hired a consultant to update the Greenbook. New updated version will be released in March next year.

i. **LAP Community of Practice** – Chad Williams (no update as of this time)

Next meeting date is January 29<sup>th</sup>. Chad will send out a notification on mid-January to members if there's any topics we would like to discuss. This is our opportunity to get information from FDOT with any issues.

j. **LTAP** - Pei-Sung Lin, CUTR (not present)

k. **T-Squared** - Nithin Agarwal (not present)

Ramon volunteered to approach Jasper to obtain T-Squared representation in our meetings

l. **Website** – Chris Simpron

Met with the new consultant volunteer, Mr. Marcello Tavernari, PE, and Amy Blaida. No information on some of the website links. Need to update and provide baseline information. Plans to meet monthly with Chris, Amy and Marcello to ensure pages are kept current and accurate. May include Chad and Ramon or anybody else who wants to be a part of the website committee. Will include Emily and Ashley when necessary or when appropriate. Just updating the content. No meeting minutes are currently uploaded on the website. The group agreed to prioritize uploading minutes, board materials and relevant content for transparency and member engagement.

m. **Sponsorships** - Amy Blaida

The FACERS Fall Meeting raised **\$35,500 in sponsorships**. Annual meetings are maybe \$10K more. Plans to revamp the sponsorships. Board considered feedback on social event attendance and discussed holding the main social on Wednesday (from 6-9pm) instead of Thursday, as some attendees depart early. Welcome reception on Tuesdays from 6-8pm sponsored by FAC.

n. **Newsletter** – Jamie Brooks

All is well. Ashley is going to send an email next week.

1. **New Business:**

a. **Discussion on Committees**

Will create a selection committee. Chad is seeking suggestions on how we should start selecting topics. Currently, we have online submissions. FAC keeps a list of topics and repository of presentations. Presenters should follow instructions for the online submittals. Vice President will be the Chair of the Selection Committee. President will also sit on the committee. Per Ramon, we need somebody who's not an engineer but someone who has experience of maintenance and operations. Need more on management and leadership side. Need to provide more for non-engineers to make it balanced. Proposing to have equal number of presentations when it comes to technical/engineering, leadership and operations if possible. Possibly inviting the Secretary of Transportation every couple of years to talk about leadership. Ramon encouraged members who directly manage operations and asked their staff to present. Discussion included hosting pre-social happy hours and using connections to increase participation. The goal is to strengthen and build leadership pathways for emerging and young professionals. Board expressed interest in leadership-focused and balanced programming featuring diverse and dynamic speakers and generational-awareness content. Will update the guidelines for call for presentations based on Ramon's inputs. Motion to approve: Ramon Gavarrete; Second: Jim Stivender. Motion passed unanimously. Further discussions on reducing the presentation to 30 minutes long and 10 minutes Q&A. Discussions on providing presenters with certificates, cups or mugs.

b. **Discussion on proposed FACER's Travel Policy**

Board needs to establish a uniform travel policy for implementation. Not paying for first class or upgrades. Any coach or economy class is acceptable. Motion to approve: Deborah Snyder; Second: David Ricks; Motion passed unanimously

Amended FAC Agreement from 10% to 15%. Ramon evaluated both 10% and 15% and we are still good with the budget.

Motion to approve: Chad Williams; Second: Deborah Snyder; Motion passed unanimously.

Budget for scholarships. The Board discussed the endowment and scholarship funding, including the need to determine baseline numbers for new scholarships and the typical minimum contributions expected by schools. The proposed budget includes an increase of all Endowment Funds by \$5,000 each. Each University Representative to contact each Foundation office.

Motion to approve: Brian Singleton; Second: David Ricks; Motion passed unanimously

## 2. Open Forum

Amy is discussing Steve Ferrell with HDR where the FACERS paid him to perform and provide entertainment in the past for the FACERS Social. There was some discussion in lieu of FACERS paying him if he can come and perform in June then we would donate to the Second Harvest Food Bank of Central Florida. When he does these huge concerts in Orlando once a year, he raises a ton of money. He raised over \$300K for this organization since 2008 and everything has been going to charity. Instead of paying him we could just donate to the 2nd Harvest Food Bank of Central Florida for whatever amount the Board wants. He never promotes his company when performing. Emily Anderson said that whatever the Board decides, she needs general counsel to run through it an amount based on by laws if donations are allowed to make sure that everything is okay. Someone suggested that if we can just pay him and he can donate the money then that should not be an issue. David Ricks suggested that if we paid him in the past then we can just do it that way and not complicate things up.

Brian Singleton appreciates Ramon and Amy for everything that they do for the CEU certificates, but he doesn't think that what we're doing aligns with the new rules for the Florida Administrative Code (FAC). It says that the PE number must be shown on the face of the certificate. Emily said that she attached the agenda with the summary and the topics and the speakers. Brian is aware that it's attached but the Administrative Code says on the face of the certificate. Emily expressed concerns about how they can achieve it when we have a two-day conference. Brian expressed the need to talk to FBPE since he doesn't want to be an engineering organization that does not comply with FAC. Amy Blaida confirmed that the representative she contacted has not responded to her question about this issue and will follow up with her.

3. **Next meeting:** Scheduled February 27,2026 – 9:00 AM

4. **Adjournment:** Meeting ended at 9:55 am

## 5. Attendees:

Deborah Snyder, Chad Williams, David Ricks, Ramon Gavarrete, George Gadiel, Brian Singleton, Gator Howerton, Jaime Brooks, Spencer Anderson, Christopher Simpron, Marcy Cook, Chance Powell ([chance.powell@mywaltonfl.gov](mailto:chance.powell@mywaltonfl.gov)), Brian Kauffman, Emily Anderson, Amy Blaida, Jim Stivender Jr., Marc Bernath, Marcello Tavernari