


EMPLOYMENT APPLICATION		
	<b>City of Palm Bay</b> <b>120 Malabar Road</b>  <b>Palm Bay, Florida - 32907</b> <a href="http://www.palmbayflorida.org">http://www.palmbayflorida.org</a> ( <a href="http://www.palmbayflorida.org">http://www.palmbayflorida.org</a> ) <b>Lynk, Gregg</b> <b>City Manager</b>	<b>Received: 2/27/25,</b> <b>7:35 AM</b> <b>For Official Use</b> <b>Only:</b> <b>QUAL:</b> _____ <b>DNQ:</b> _____ <input type="checkbox"/> Experience <input type="checkbox"/> Training <input type="checkbox"/> Other: _____

PERSONAL INFORMATION		
<b>POSITION TITLE:</b> City Manager		<b>Job Number:</b> 2639
<b>NAME:</b> (Last, First, Middle) Lynk, Gregg		<b>PERSON ID:</b> 11815010
<b>ADDRESS:</b> (Street, City, State, Zip Code) 1309 Braun St NE Palm Bay, FL 32905		
<b>HOME PHONE:</b> (908) 230-1850		
<b>EMAIL ADDRESS:</b> glynk61@gmail.com		
<b>DRIVER'S LICENSE:</b> Yes <b>State:</b> FL <b>Number:</b> L*****0	<b>LEGAL RIGHT TO WORK IN THE UNITED STATES?:</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>HIGHEST LEVEL OF EDUCATION:</b> Master's Degree

PREFERENCES	
<b>MINIMUM COMPENSATION:</b> \$115.00/hr \$240,000.00/yr	<b>ARE YOU WILLING TO RELOCATE?</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Maybe
<b>SHIFTS YOU WILL ACCEPT:</b> Day	
<b>WHAT TYPE OF JOB ARE YOU LOOKING FOR?</b> Regular	
<b>TYPES OF WORK YOU WILL ACCEPT:</b> Full Time	
<b>OBJECTIVE:</b> Utilize experience and skills to assist agency reach its objectives. Driven, results oriented Executive from both the Private and Public Sectors	

EDUCATION		
<b>DATES:</b> from January/1995 to June/1997	<b>SCHOOL NAME:</b> Florida Atlantic University	
<b>LOCATION:(City , State)</b> Boca Raton, FL	<b>DID YOU GRADUATE?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>DEGREE RECEIVED:</b> Master's
<b>MAJOR/MINOR:</b> counselor/ education		<b>UNITS COMPLETED:</b> 48
<b>DATES:</b> from January/1991 to June/1994	<b>SCHOOL NAME:</b> Trinity International University	
<b>LOCATION:(City , State)</b> Miami, FL	<b>DID YOU GRADUATE?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>DEGREE RECEIVED:</b> Bachelor's
<b>MAJOR/MINOR:</b> psychology/theology		<b>UNITS COMPLETED:</b> 136
WORK EXPERIENCE		
<b>DATES:</b> from April/2015 to November/2018	<b>EMPLOYER:</b> City of Palm Bay	<b>POSITION TITLE:</b> City Manager/Chief Executive Officer
<b>ADDRESS: (Street, City, State, Zip Code):</b> 120 Malabar Road Palm Bay, FL 32907		<b>COMPANY URL:</b> www.palmbayflorida.org
<b>SUPERVISOR:</b> City Council - City Council	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
<b>HOURS PER WEEK:</b> 70	<b>SALARY:</b> \$15,166.00	<b># OF EMPLOYEES SUPERVISED:</b> 900
<b>DUTIES:</b> <p>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 consideration; Advisor to the Council on overall government 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.</p> <p>At the direction of City Council, manage departments including police, fire roads public Works, Utilities, Parks and Recs, Facilities, Community Planning &amp; Economic Development, Finance, General Services and Personnel</p>		
<b>REASON FOR LEAVING:</b> <p>new election turned City Council over, My contract was terminated without Cause.</p>		

<b>DATES:</b> from May/2012 to January/2015	<b>EMPLOYER:</b> Correctional Healthcare Company	<b>POSITION TITLE:</b> Business Development and Operations Executive
<b>ADDRESS:</b> (Street, City, State, Zip Code):  Greenwood Village, CO		
<b>SUPERVISOR:</b> James Anderson - Sr VP	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
<b>HOURS PER WEEK:</b> 50	<b>SALARY:</b> \$6,667.00	<b># OF EMPLOYEES SUPERVISED:</b> 4
<b>DUTIES:</b> Expand company to Southeaster 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 outsource those service to the company		
<b>REASON FOR LEAVING:</b> company was acquired		
<b>DATES:</b> from April/2009 to November/2011	<b>EMPLOYER:</b> Atlantic City Rescue Mission	<b>POSITION TITLE:</b> Executive Consultant
<b>ADDRESS:</b> (Street, City, State, Zip Code):  Atlantic City, NJ 08401		
<b>SUPERVISOR:</b> Ron Kollman - Executive Director	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
<b>HOURS PER WEEK:</b> 40	<b>SALARY:</b> \$4,167.00	<b># OF EMPLOYEES SUPERVISED:</b> 40
<b>DUTIES:</b> Evaluate ongoing service deliverables and identify areas for improvement at Rescue Mission ? Coordinate with Director of Business Development and Executive Director of Community Partnerships to create strategy to increase donor base and completion of RFP's for new business opportunities. ? Assisted in creation of annual strategy with Executive Director of Community Partnerships and Director of Business Development to ensure that goals and budget are met. ? Initiated time study analysis for organization ? Oversaw quality control for service deliverable ? Implemented and trained employees on cognitive behavioral programming through National Institute of Corrections. ? Collaborate with county and community agencies to ensure seamless transition for residents of the Mission to other housing and/or other eligible services. ? Responsible for Outreach and community collaborations		
<b>REASON FOR LEAVING:</b> economy, low donations		

<b>DATES:</b> from June/1998 to March/2009	<b>EMPLOYER:</b> BI Incorporated	<b>POSITION TITLE:</b> East Coast Regional Manager
<b>ADDRESS:</b> (Street, City, State, Zip Code):  Boulder, CO		<b>COMPANY URL:</b> www.bi.com
<b>SUPERVISOR:</b> Randy Schwartz - Manager	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
<b>HOURS PER WEEK:</b> 60	<b>SALARY:</b> \$8,333.00	<b># OF EMPLOYEES SUPERVISED:</b> 150
<b>DUTIES:</b> 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. Designed business development strategies, reviewed RFP's and determined suitability of potential business in terms of "fit" and potential profitability, oversaw lobbying efforts and represented the company in contacts with clients, elected officials, public officials and the press. Provided oversight and management regarding new program implementation including financial, staff and facility planning, contract fulfillment and all operational service provisions/contractual obligations of regional Centers. Established and managed highly successful business relationships and promoted BI product/services with/to clients including NJ Division of Parole, Federal Government, Drug Court Administrators, Juvenile Justice Commission and Federal Division of Probation. Collaborate with Senior Staff and proposal division to create compliant proposals to RFP's with support of "What Works" and evidence based practices. Provide support and insight with delivery of individualized models for juvenile/adult adult offender populations which incorporate best practices and integrate cognitive behavior modality, education, electronic monitoring, and GPS. Cultivated working relationships with key members of the NJ political community including Chairman of the State Appropriations Committee, Senate President, Assembly Speaker and other influential government officials. Developed/administered annual operating budgets; consistently met budget requirements while surpassing margin targets without sacrificing quality of services and developed staffing plans compatible with budgets/goals. Secured funding for a State Juvenile Initiative and created /implemented a Juvenile Reentry Model. Implemented and managed the company's "What Works" initiative and Quality Assurance program; consistently received excellent site reviews from both internal QA and customers/agencies. Implemented the Juvenile Culinary Apprenticeship in collaboration with JJC, Local 54 and the Casino Industry. Served as voting member of Atlantic County Criminal Justice Advisory Bd. and Coalition of Community Corrections. Introduced Day Reporting Services to Federal Probation and Drug Court; established DRC's in (7) NJ/NY locations. Efforts were key in accomplishing growth in annual revenues; significantly grew business/presence in NJ and NY. Expanded NJ business from (1) Center with 50 clients to (7) Centers with over 300 clients.		
<b>REASON FOR LEAVING:</b> mergers and acquisitions		
<b>DATES:</b> from November/1994 to February/1998	<b>EMPLOYER:</b> Florida Department of Children and Families	<b>POSITION TITLE:</b> Public Assistance Specialist

<b>ADDRESS:</b> (Street, City, State, Zip Code):  Plantation, FL			
<b>SUPERVISOR:</b> Betty Dukes - Public Assistance Supervisor		<b>MAY WE CONTACT THIS EMPLOYER?</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
<b>HOURS PER WEEK:</b> 40		<b>SALARY:</b> \$2,250.00	
<b>DUTIES:</b> ? Determined client eligibility for federally-funded programs via data collection and interviewing techniques. ? Effectively managed a caseload of over 250 cases; completed caseload requirements within designated time frames. ? Significantly improved processing standards by reducing the individual error rate to less than 2%. ? Promoted self-sufficiency in clients by providing appropriate referrals/linkages to essential outside services. ? Trained new employees and assumed a supervisory role in absence of senior worker.			
<b>REASON FOR LEAVING:</b> relocated			
<b>DATES:</b> from June/1985 to October/1993		<b>EMPLOYER:</b> NYS Department of Corrections	
		<b>POSITION TITLE:</b> Corrections Officer	
<b>ADDRESS:</b> (Street, City, State, Zip Code):  Fishkill, NY			
<b>SUPERVISOR:</b> Lt. Bodge		<b>MAY WE CONTACT THIS EMPLOYER?</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
<b>HOURS PER WEEK:</b> 40		<b>SALARY:</b> \$3,000.00	
<b>DUTIES:</b> -Completed Civil Service Test in 1983, called in 1985 and obtained a maximum security clearance. -Implemented facility regulations, evaluated risk situations and managed conflicts in an assertive/confident manner. -Maintained a cooperative interface with administration and other staff to ensure a safe environment.			
<b>REASON FOR LEAVING:</b> relocated			
<b>CERTIFICATES AND LICENSES</b>			
<b>TYPE:</b> LSI-R Assesment			
<b>DATE ISSUED:</b> June 1998	<b>EXPIRATION DATE:</b> No expiration	<b>NUMBER:</b>	<b>ISSUING AGENCY:</b>
<b>TYPE:</b> Motivational Interviewing			

<b>DATE ISSUED:</b> January 2007	<b>EXPIRATION DATE:</b> No expiration	<b>NUMBER:</b>	<b>ISSUING AGENCY:</b>
<b>TYPE:</b> Social Responsibility Therapy			
<b>DATE ISSUED:</b> April 2005	<b>EXPIRATION DATE:</b> No expiration	<b>NUMBER:</b>	<b>ISSUING AGENCY:</b>
<b>TYPE:</b> Moral Reconation Therapy			
<b>DATE ISSUED:</b> June 1998	<b>EXPIRATION DATE:</b> No expiration	<b>NUMBER:</b>	<b>ISSUING AGENCY:</b>
<b>TYPE:</b> FEMA certified			
<b>DATE ISSUED:</b> April 2016	<b>EXPIRATION DATE:</b> No expiration	<b>NUMBER:</b>	<b>ISSUING AGENCY:</b>

<b>SKILLS</b>
<b>OFFICE SKILLS:</b> Typing: 37 WPM
<b>OTHER SKILLS:</b> Microsoft Office - Expert - 10 years, 0 months
<b>LANGUAGE(S):</b> Nothing Entered For This Section
<b>SUPPLEMENTAL INFORMATION</b> Nothing Entered For This Section

<b>REFERENCES</b>		
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Kristine Isnardi	<b>POSITION:</b> County Commissioner
<b>ADDRESS:</b> (Street, City, State, Zip Code)		
<b>EMAIL ADDRESS:</b> krisisnardi@gmail.com		<b>PHONE NUMBER:</b> 321-288-1230
<b>REFERENCE TYPE:</b> Personal	<b>NAME:</b> Joe Shields	<b>POSITION:</b> Catai President
<b>ADDRESS:</b> (Street, City, State, Zip Code)		

<b>EMAIL ADDRESS:</b> jshields@salvuspublicaffairs.com		<b>PHONE NUMBER:</b> 973-270-7615
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> William Curry	<b>POSITION:</b> Deputy Executive Director NJ Parole Board/retired
<b>ADDRESS:</b> (Street, City, State, Zip Code)		
<b>EMAIL ADDRESS:</b> bcxfiles@comcast.net		<b>PHONE NUMBER:</b> (609) 915-6435
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Harry Santiago	<b>POSITION:</b> Councilman
<b>ADDRESS:</b> (Street, City, State, Zip Code)		
<b>EMAIL ADDRESS:</b> harrysantiago@gmail.com		<b>PHONE NUMBER:</b> 321-557-3823

### **Agency - Wide Questions**

1. **Are you a current employee of the City of Palm Bay?**  
No
2. **How did you hear about employment with the City of Palm Bay?**  
Friend
3. **If you answered "Other" to the previous question, briefly describe where you heard about employment with the City of Palm Bay.**
4. **Were you ever employed by the City of Palm Bay?**  
Yes
5. **Are any of your relatives (by blood or marriage) employed by the City of Palm Bay?**  
No
6. **Have you ever been dismissed or asked to resign?**  
Yes
7. **If answered "YES" to any question above, explain in the space provided.**  
I was City Manager of Palm Bay and was terminated without cause in November of 2018
8. **Have you ever been in the U.S. Armed Forces?**  
No
9. **If "YES", list dates of active duties.**
10. **Do you wish to claim Veteran's Preference? If "YES", a copy of your DD214 member 4 must be submitted for eligibility prior to posting close date (per Florida Administrative Code 55A-7.013).**  
No

11. **Are you an active volunteer with the City of Palm Bay?**

No

**Job Specific Supplemental Questions**

1. **Do you possess a valid Driver's License and have and maintain an acceptable driving record?**

Yes

2. **This position requires a bachelor's degree in business or public administration. Please select from the list below your highest level of completed education.**

Master's Degree or higher in business or public administration

3. **How many years of experience do you have in the administration and management of municipal programs and personnel?**

Less than 5 years

4. **Do you have experience in a business, non-profit organization, or government entity?**

Yes

5. **Are you a member of the International City and County Management Association (ICMA)?**

No

6. **Do you have an ICMA Credentialed Manager designation?**

No

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By clicking on the 'Accept' button, I hereby certify that every statement I have made in this application is true and complete to the best of my knowledge. I understand that any false or incomplete answer may be grounds for not employing me. I understand that if employed, **false statements, misrepresentations** or **omissions** on this application or any other material required for employment shall be considered sufficient cause for disciplinary action or dismissal, regardless of when and how discovered. I understand that I will have to produce documentation verifying identity and employment eligibility in the U.S. I understand that I may be required to take and pass a physical examination after a conditional offer of employment is made and employment is contingent on the results of that examination. I further understand that the physical examination will include a drug and/or alcohol screen. Any illegal or controlled substance which shows in my test result will cause my immediate disqualification for employment with the City. I authorize my former employers to furnish their records of my service. This includes all information they may have concerning me, whether on record or not. I also release my former employers from any liability for any damage in providing this information. I understand that I must notify the Human Resources Division of any changes in my name, address, or phone number.

In order for Human Resources to fully evaluate your education and experience it is required that you complete the education and work experience section of your application. Applications may be rejected if incomplete.

This application was submitted by Lynk, Gregg

**Gregg Lynk**  
[glynk61@gmail.com](mailto:glynk61@gmail.com)

Please consider this letter as a formal request to be considered for the position of City Manager for Palm Bay, Florida.

From 2015 thru 2018, I had the honor of serving as City Manager of Palm Bay and led one of the greatest turnarounds in the city's history. After years of neglected infrastructure, I successfully developed and implemented strategic initiatives that reduced costs, focused resources on the most critical needs, and shifted the tax base from its bedroom community past to a healthier business-residential balance. Here are a few of the city's accomplishments under my leadership:

1. Exceeded growth management goals with a targeted campaign to increase the commercial tax base. We set a 3-year goal of \$60 million in new commercial development. We nearly doubled that goal, bringing in \$108 million.
2. Refinanced bonds saving the city \$6 million over the life of the bond and improved the city's bond rating two years in a row.
3. Investments made to neglected storm water infrastructure such that no discharges were made into the Indian River Lagoon during my tenure, despite two of the worst hurricanes in the region in over a decade.
4. Despite massive infrastructure upgrades and improvements, the millage rate went down, thanks to our responsible economic development.

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.

If you want to know what I was like as a manager of people, just ask them. I think you will find they were empowered, effective and happy because of my management style. Please talk to people and find out for yourselves.

There are significant opportunities before Palm Bay. And while there are challenges to overcome, this is my home, and I truly believe Palm Bay can be the shining star of Brevard. Choose to put in a proven leader that knows how to hit the ground running.

Regards,

## Gregg Lynk

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

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

#### Summary of Experience and Qualifications

- As Chief Executive of Florida's 16<sup>th</sup> 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

##### **Executive Consultant**

**2019 – Present**  
**Palm Bay, Florida**

##### **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.

##### Key Accomplishments:

- Developed, led to passage and executed a \$60 million, 10-year plan to address decades of deferred maintenance of critical city infrastructure.
- 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:

- Closed 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.

## Gregg Lynk

- 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

- Reassessed 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.

### **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.
- Immediately generated profits by leveraging existing customers to quickly establish 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.

### **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, Member
- Florida City/County Management Association

Background Check Summary for  
GREGG JOHN LYNK

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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 See Personal Disclosure Explanation For record found on page
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
Credit	Very good since his 2011 bankruptcy.
Bankruptcy	Chapter 7 filed December 2011 Closed December 2013 See Personal Disclosure Explanation for record found on page

Background Check Summary for  
GREGG JOHN LYNK

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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.

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

**Personal Disclosure Questionnaire**

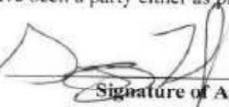
Name of Applicant: Gregg Lynk

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?  
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 convicted of driving while intoxicated?  
Yes ☒ No ☐
7. Have you ever sued a current or former employer?  
Yes ☐ No ☒
8. Do you have a personal My Space/Face Book or other type of Web Page?  
Yes ☒ No ☐
9. Do you have a personal Twitter Account?  
Yes ☐ No ☒
10. 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 ☒
11. 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](mailto:Lynelle@cb-asso.com) or via fax to (888) 539-6531 no later than 5:00 PM PST 07/29/19.

(Note: Please be sure to sign the form with your actual signature if you are sending Fax or PDF Document)

Property of Colin Baenziger & Associates

Background Check Summary for  
GREGG JOHN LYNK  
Personal Disclosure Explanation

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To: Lynelle Klein, Vice President for Operations  
From: Gregg Lynk, [glynk61@gmail.com](mailto: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 life saving 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 plead 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 reprinted for public consumption.

Question number 8 – any type of web page.

I do have a FaceBook account.

Reference Notes  
Gregg J Lynk

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Harry Santiago— 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 stormwater. 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 stormwater 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

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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.

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Tres Holton—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

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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 stormwater 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 Council member 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

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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.

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Jim Stables— 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

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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 anger 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 circumstance 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, stays 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

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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 storm water 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. 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.

## Reference Notes Gregg J Lynk

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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.

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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.

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.

Reference Notes  
Gregg J Lynk

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Mr. Lynk is a steady influence. He assembled 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 straightforward 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 brainstorming 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 council members 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 anyway, 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.

Words or phrases used to describe Gregg Lynk:

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

## Reference Notes Gregg J Lynk

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**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.

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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 operated 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 groundbreaking 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.

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 dumpsites 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.

## Reference Notes Gregg J Lynk

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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 needed 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 Council members 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.

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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

## Reference Notes Gregg J Lynk

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responsiveness in addressing issues. He is honest and straightforward. 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 present 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 state 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 where 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 government 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

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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.

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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

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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.

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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

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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 Council member 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 been 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.

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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

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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 quick 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 place.

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.

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Prepared by: Lynelle Klein  
Colin Baenziger & Associates

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## CB&A Internet Research

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Internet—Newspaper Archives Searches  
Gregg Lynk  
(Articles are in reverse chronological order)

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Florida Today  
November 21, 2018

Palm Bay City Manager Gregg Lynk fired by 3-2 vote during special meeting  
Author: Rick Neale

PALM BAY — 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-voted 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 regard to

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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.

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.

Hometown News: The Beaches (FL)  
June 15, 2018

Waterstone project moves forward, neighbors sue city  
Author: Amy Lyon

BREVARD COUNTY — 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 landowner to the west of Waterstone, James Sartori of Willow Brook Farms and Andrew Michata of Rolling Meadow Ranch, who 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 landowners' 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.

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(Articles are in reverse chronological order)

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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 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 [Waterstone] 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.”

Hometown News: Palm Bay (FL)  
May 11, 2018

**City to pay Lannon's accruals, says 'no' to settlement offer**

Author: Amy Lyon

PALM BAY — 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 "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 Hamment, 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. Hamment on May 3 and forwarded that day to council members. Mr. Hamment 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. Hamment. "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. Hamment 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.

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Gregg Lynk  
(Articles are in reverse chronological order)

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Hometown News: Melbourne, West Melbourne (FL)  
April 20, 2018

City manager highlights health of Palm Bay  
Author: Amy Lyon

BREVARD COUNTY — 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 repair 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.

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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.

Hometown News: Palm Bay (FL)  
June 3, 2016

**Palm Bay City Manager's One-year report**  
Author: newsML@hometownnewsol.com

PALM BAY — 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 report submitted by the city's departments highlights a number of successes and provides 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 throughout the year 2020. The strengthening of a real-estate market in Palm Bay has resulted in a residential and commercial development upswing.

New and future development projects include the Southern 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.

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Gregg Lynk  
(Articles are in reverse chronological order)

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The Economic Development and External Affairs Department (EDEA) was created in 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](http://www.palmbayflorida.org).

Hometown News: Palm Bay (FL)  
August 14, 2015

City, county discuss possible park changes  
Author: Tony Judnich

PALM BAY — 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 Departments 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.

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Gregg Lynk  
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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 transition, she said. "One of our greatest challenges is having sufficient funding to maintain the parks that we have," Ms. Valdengo said about the county. "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 Lantic officials about transferring the management of county-run parks in those municipalities, she said.

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Gregg Lynk  
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Hometown News: Palm Bay (FL)  
August 7, 2015

Council focuses on budget, roadwork  
Author: Tony Judnich

PALM BAY — 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 Lynk  
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Hometown News: Palm Bay (FL)  
May 1, 2015

Council approves contract with new city manager  
Author: Tony Judnich

PALM BAY — 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.”

New city clerk

At the April 21 meeting, the council also approved appointing former Deputy/Interim City Clerk Terese Jones as the new city clerk. She has worked for the city for 17 years and replaces former, longtime City Clerk Alice Passmore, who a majority of the council agreed to fire without cause at the April 14 meeting. At that session, Mr. Bailey made a motion of no confidence against Ms. Passmore after he discussed her and City Attorney Andrew Lannon’s differing views on the state’s Sunshine Law, in relation to city advisory boards.

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Mr. Santiago and Mr. Holton agreed with Mr. Bailey to fire Ms. Passmore without cause, while Mr. Capote and Mrs. Paccione voted ~~that~~ <sup>they</sup>. Ms. Passmore had worked for the city for more than 42 years. At the April 21 meeting, former City Councilman Milo Zonka said the actions of the three councilmen who agreed to fire Ms. Passmore were “childish and immature” and “probably didn’t represent a fair fight.”

Mr. Zonka served on the council from 2007-10. He was Palm Bay’s deputy mayor from 2008-09. “I respect Alice and she would be one of the few people to pull me into her office when I was out of line,” Mr. Zonka said at the meeting. ~~He~~ <sup>Held</sup> Mr. Bailey, Mr. Holton and Mr. Santiago to “enjoy the ego trip, guys, and enjoy the consequences of it ~~well~~.”

Mrs. Paccione said while she thinks Ms. Jones will do a great job as city clerk, she could not believe Ms. Passmore was fired in public. The way Ms. Passmore was dismissed was not a way to treat any human being, Mrs. Paccione said. ~~M~~ <sup>B</sup> Bailey said he was “not going to disparage or put this city at risk of any type of lawsuit.” He then suggested that Mr. Capote could write something up in recognition of Ms. Passmore’s years of service with the city.

Regarding the new city clerk, Mr. Bailey said, “I think Teresa is going to bring the right type of attitude and the teamwork we need from our charter officers.” Mr. Capote said, “Sometimes life isn’t fair, but we have to move forward. A new dawn has come, and we have to make the best of what we have.” The council agreed to table discussion of Ms. Jones’ new contract until a later meeting. Some council members said they were comfortable with paying her a salary of around \$90,000, instead of the \$101,521 that she requested.

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Gregg Lynk  
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nj.gov  
January 5, 2006

### Culinary Program Holds Graduation

ATLANTIC CITY - The fourth class of culinary students graduated today from a collaborative vocational program between the New Jersey Juvenile Justice Commission (JJJ), 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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Gregg Lynk  
(Articles are in reverse chronological order)

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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.

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