

**Minutes for the  
Florida Engineers Management Corporation  
Board of Directors Meeting  
Wednesday, December 10, 2025  
Beginning at 1 p.m. or soon thereafter  
Tallahassee, FL**

A. Call to Order and Pledge of Allegiance to the Flag

Ms. Brea called the meeting to order. Ms. Raybon called roll.

B. Roll Call, Determination of Quorum, and Address Absences

**Board Members Present:**

Safiya Brea, P.E., Chair  
Edward Gonzalez, P.E.  
Satya Lory, P.E.  
Art Nordlinger, P.E.  
David Mica, Public Member

**Board Members Absent:**

Mark Tumeo, PhD., P.E., Vice Chair  
Michael Lessne, Public Member

**Staff Present:**

Zana Raybon, FEMC President, FBPE Executive Director  
John Rimes, FEMC Vice President  
Michele Morris, FEMC Treasurer, FBPE Controller  
Rebecca Sammons, FEMC Secretary, FBPE Assistant Executive Director

Upon motion by Ms. Lory, seconded by Mr. Nordlinger, to excuse the absences of Dr. Tumeo and Mr. Lessne, the motion passed.

C. Introduction of guests or visitors.

Jamie Graham, P.E., FES  
Bill Lampkin, FBPE Public Information Officer

D. Approval of the Agenda.

Upon motion by Mr. Mica, seconded by Mr. Gonzalez, to approve the agenda, the motion passed.

E. Approval of the Consent Agenda

Upon motion by Mr. Nordlinger, seconded by Ms. Lory, to approve the consent agenda, the motion passed.

#1. Minutes of the FEMC Board Meeting held on October 7, 2025

Approved under consent agenda.

#2. 24-25 FEMC Annual Report

Approved under consent agenda.

#3. 1<sup>st</sup> Quarter Report for 2025-2026

Approved under consent agenda.

#4. Turnover Schedule & Independent Contractor Listing

Approved under consent agenda.

#5. Non-Compliance Report

Approved under consent agenda.

#6. Open Case Report

Approved under consent agenda.

#7. Profile of legal cases by year

Approved under consent agenda.

- a) Cases open for 1 year plus
- b) Total open cases by year

#8. 300-day report

Approved under consent agenda.

F. Chair's Report/Comments

## G. President's Report

### #1. Discussion on Proposed Flex Leave Policy

Ms. Raybon discussed the proposed flex leave policy, and discussion followed.

Upon motion by Mr. Mica, seconded by Mr. Gonzalez, the policy as presented in the meeting materials was approved. The motion passed unanimously.

### #2. 2026 FBPE/FEMC Meeting Calendar

Provided for informational purposes.

### #3. FEMC Observers for FBPE Meetings in 2026

#4. Ms. Raybon stated that we need volunteers to observe the FBPE meetings in 2026. The board members volunteered for the following months:

February: Mr. Gonzalez

April:

June: Ms. Brea

August: Ms. Lory

October: Dr. Tumeo

December: Mr. Mica

### #5. Proposed 2027 FBPE/FEMC Meeting Calendar

Provided for informational purposes.

## H. Vice President's Report

## I. Treasurer's Report

#1. Variable Income Statement as of October 31, 2025 (November 30, 2025, statement will be sent out prior to the meeting or handed out at the meeting)

Ms. Morris presented the Variable Income Statement.

#2. Comparative Income Statement as of October 31, 2025 (November 30, 2025, statement will be sent out prior to the meeting or handed out at the meeting)

Ms. Morris presented the Variable Income Statement.

J. Election of Officers for 2026

#1. Election of Chair and Vice Chair

Upon motion by Mr. Mica, seconded by Mr. Gonzalez, to accept the Nominations Committee recommendation of Dr. Tumeo as FEMC Chair for 2026 and Mr. Lessne as FEMC Vice-Chair for 2026, the motion passed.

#2. Vote on annual appointment of FEMC Officers for 2026

Zana Raybon, President  
John Rimes, Esquire, Vice President  
Rebecca Sammons, Secretary  
Michele Morris, Controller/Treasurer

Upon motion by Mr. Nordlinger, seconded by Mr. Gonzalez, to accept FEMC Officers as presented for 2026 and approve the Nominations committee minutes, the motion passed.

#3. Minutes from FEMC Nominations Committee Meeting

K. Unfinished Business

L. Old Business

M. New Business

N. Update from DBPR/FEMC Contract Monitor

O. Community Involvement

P. Announcements

Q. Adjourn