



**Minutes for the
Florida Engineers Management Corporation
Board of Directors Meeting
Wednesday, April 8, 2026
Beginning at 9 a.m. or soon thereafter
Via video conference
Tallahassee, FL**

A. Call to Order, Roll Call, Determination of Quorum, and Address Absences

Dr. Tumeo called the meeting to order. Ms. Sammons called roll.

Board Members Present:

Mark Tumeo, PhD., P.E., Chair
Michael Lessne, Public Member, Vice Chair
Safiya Brea, P.E., Vice Chair
Edward Gonzalez, P.E.
Satya Lory, P.E.
David Mica, Public Member

Board Members Absent:

Art Nordlinger, P.E.

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. Brea, seconded by Mr. Gonzalez, to excuse the absence of Mr. Nordlinger, the motion passed.

B. Introduction of guests or visitors.

James Gonzalez, FBPE Public Member, FBPE Chair
Brock Shrader, P.E., FBPE Vice Chair

C. Approval of the Agenda.

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

D. Approval of the Consent Agenda.

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

#1. Minutes of the FEMC Board Meeting held on December 10, 2025

Approved under consent agenda.

#2. 2nd Quarter Report for 2025-2026

Approved under consent agenda.

#3. Turnover Schedule & Independent Contractor Listing

Approved under consent agenda.

#4. FEMC Observers for FBPE Meetings for 2026

Approved under consent agenda.

#5. Non-Compliance Report

Approved under consent agenda.

#6. 300 Day Report

Approved under consent agenda.

#7. Open Case Report

Approved under consent agenda.

#8. Profile of legal cases by year

a) Cases open for 1 year plus

b) Total open cases by year

Approved under consent agenda.

E. Chair's Report

Dr. Tumeo gave a brief report, thanking the group for the honor of serving and humorously promising not to be a problem.

#1. President's Evaluation

As former FEMC Board Chair, Ms. Brea reported that she and Ms. Ramsey met with Ms. Raybon to complete the evaluation. She reported that the meeting went well, there was nothing special to report, and Ms. Raybon is doing a great job.

F. President's Report

#1. Legislative Update

Ms. Zana Raybon provided a legislative and continuing education update to the Board regarding recent activity during the legislative session and ongoing regulatory considerations.

Ms. Raybon reported that SB 800 was the only bill of consequence that passed during the session. The bill increases penalties for unlicensed activity. She noted that several other bills considered potentially detrimental to the profession did not pass. Among those was a previously introduced proposal that would have eliminated all boards except for engineers.

Discussion also focused on continuing education (CE) requirements and the likelihood that the topic will return during future legislative sessions. Ms. Raybon stated that there is interest within the profession in exploring whether CE requirements could be separated from the license renewal process in an effort to improve efficiency and reduce administrative burdens.

Ms. Raybon reminded the Board that information regarding CEUs and the early opening of the reporting system in November was included in the most recent newsletter distributed to licensees. Despite these reminders and the earlier availability of reporting, it is anticipated that a substantial percentage of licensees—estimated at approximately 75 percent—will wait until the final week of February to complete and report their continuing education requirements.

A discussion followed regarding whether individuals who delay reporting until the deadline are more likely to hold licenses in multiple states, given the ongoing renewal cycles associated with multi-state licensure. Ms. Raybon explained that the current system does not provide the capability to collect or analyze that type of data. She further stated that the implementation of a proprietary system would allow for enhanced data collection, tracking, and reporting capabilities in the future.

#2. Sponsorship of Student Summit (FEE Track) at FES Conference (\$2,500)

Ms. Raybon presented the annual request for approval of a \$2,500 sponsorship for the FES Student Summit. The funds will support a presentation to students regarding licensure and establish a presence for the organization at the conference. Ms. Raybon noted that the sponsorship has been very helpful and well appreciated based on prior experience with the event.

Upon motion by Mr. Lessne, seconded by Dr. Tumeo, to approve the sponsorship of the FEE Student Summit at the 2026 FES Conference, the motion passed.

#3. Discussion on Meeting Venues

Ms. Raybon stated that the professional board has discussed the meeting locations and changing them.

The board discussed future meeting venue options following a request from the FBPE Board to explore alternative locations, particularly in Central Florida. While the current Jacksonville Holiday Inn Express venue remains satisfactory and cost-effective, concerns were raised about the quality of hotel accommodations, with some members requesting nicer lodging options.

Rebecca Sammons reported that Requests for Proposals (RFPs) were sent to hotels in Orlando and Tampa, but response rates were limited due to the board's relatively small meeting size and lack of large food and beverage commitments. Zana Raybon emphasized that upgraded venues would significantly increase overall meeting costs through higher room rates, meeting space fees, and attrition costs. She also noted the importance of preserving budget surplus funds for a future proprietary licensure system.

The board reviewed projected cost increases associated with higher-end venues. A prior Embassy Suites meeting in June 2023 cost approximately \$12,000, and comparable future meetings are estimated to total roughly \$31,000 annually for three meetings. In contrast, the current Holiday Inn venue charges minimal meeting space fees and benefits from lower accommodation costs due to board member proximity.

Several members discussed balancing improved accommodations with fiscal responsibility. One proposal included reducing the number of in-person meetings and replacing one with a virtual meeting via Zoom, similar to practices used by other boards. Members also noted the importance of walkable restaurants and convenient amenities near hotels. Rebecca Sammons indicated that proposals from Hyatt House and Hyatt Place in Orlando may better address those concerns.

The board reaffirmed that Orlando and Tampa remain preferred locations due to their central accessibility, concentration of board members, lower travel costs, and statewide

convenience for attendees. Orlando was noted as particularly cost-effective because of its larger hotel inventory and lower government rates.

Additional discussion focused on cost-control strategies. Board members may independently book alternative accommodations and receive reimbursement up to the approved hotel rate. The current Holiday Inn venue was praised for its flexibility, including allowing penalty-free cancellations due to state budget uncertainties. Members generally agreed that if upgraded accommodations are pursued, reducing the number of in-person meetings may be necessary to remain within budget.

The board clarified that concerns center primarily on overnight accommodations rather than meeting spaces themselves. Past experiences with deteriorating hotel conditions and disruptions from large concurrent events influenced preferences toward smaller hotels with dedicated meeting areas. Rebecca Sammons expressed support for venues such as Holiday Inn or Hyatt House that provide quieter, more controlled environments.

#4. Discussion on Engagement of Auditors for the upcoming year(s)

Ms. Raybon discussed the board's audit engagement with Thomas Howell Ferguson (THF) as the board approaches the end of its customary five-year audit cycle. THF has completed four audits for the board, with the upcoming audit representing their fifth year of service.

Board members discussed the current audit arrangement and noted that, although THF was initially more expensive, the process has improved significantly after the first year. Concerns were also raised regarding the limited scope of THF's IT audit work, which previously required the board to engage another firm for a dedicated IT audit.

The board agreed it is too late to change auditors for the upcoming audit cycle and decided to issue an RFP for audit services in the fall following completion of the 2026 audit. The future RFP will include requirements for both financial and comprehensive IT audit services.

The board also discussed conducting a separate IT audit during the current year, noting that two years have passed since the last dedicated IT audit and that funding is included in the current budget.

Action Items

- Staff will prepare and issue the RFP for audit services following completion of the 2025–2026 audit year.
- Staff will coordinate and schedule a dedicated IT audit during the current fiscal year.

#5. 2026 FBPE/FEMC Meeting Calendar

The May Board Ops meeting needs to be rescheduled due to the staff retreat taking place on May 7 and 8. Several members confirmed availability for the new date and time, including Mr. Lessne, Mr. Shrader, and Mr. Gonzalez.

The May Board Ops meeting was rescheduled from **May 8** to **May 15 at 9:00 AM**.

It was also noted that a final decision will be made closer to the date regarding whether the meeting is necessary. If not, a cancellation email will be sent.

#6. 2027 FBPE/FEMC Meeting Calendar

Provided for informational purposes.

G. Vice President's Report

H. Treasurer's Report

#1. Variable Income Statement as of February 28, 2026

Ms. Morris presented the Variable Income Statement for March 2026.

#2. Comparative Income Statement as of February 28, 2026

Ms. Morris presented the Comparative Income Statement for March 2026.

#3. Proposed FEMC Budget for 2026-2027

Ms. Morris presented the proposed FEMC budget for 2026-2027. Discussion followed.

Upon motion by Mr. Mica, seconded by Mr. Lessne, to approve the budget as presented, the motion passed.

#4. Budget Transfers as submitted and approved by DBPR (for informational purposes)

Provided for informational purposes.

I. Unfinished Business

J. Old Business

K. New Business

L. Update from DBPR/FEMC Contract Monitor

M. Community Involvement

N. Announcements

O. Adjourn