



CITY OF KISSIMMEE

Office of the City Clerk
101 Church Street . Kissimmee, Florida 34741-5054 . Phone 407-518-2308 . FAX 407-518-2260

PUBLIC NOTICE

REQUEST FOR SPECIAL MEETING

Pursuant to Article II, Administration, Chapter 2, City Commission, Section 12, Special Meetings Call, City of Kissimmee Charter, the City Manager calls a Special Session of the City Commission of the City of Kissimmee, Florida to be held on **Tuesday, May 16, 2023, at 5:00 p.m.** in the **International Conference Room, 5th Floor, City Hall**, 101 Church Street, Kissimmee, Florida 34741, to consider the following items of Business:

1) Interview Kissimmee Utility Authority (KUA) Board Candidates:

5:00 p.m. Reginald Hardee

5:15 p.m. Walter N. Guity

5:30 p.m. Roberto Medina Montero

Mike Steigerwald, City Manager

In accordance with Florida Statutes 286.105: any person wishing to appeal any decision made by the City Commission with respect to any matter considered at such meeting or hearing will need a record of the proceeding, and for such purposes may need to ensure that verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is made.

In accordance with Florida Statutes 286.26, persons needing assistance to participate in any of these proceedings should contact the office of the City Clerk, 101 Church Street, Kissimmee, FL 34741, and (407) 518-2309.



Brian Horton
President & General Manager

1701 W. CARROLL STREET
KISSIMMEE, FLORIDA 34742-3219
407/933-7777 – FAX 407/933-2655

May 5, 2023

Mike Steigerwald
City Manager
City of Kissimmee
101 Church Street
Kissimmee, FL 34741

Dear Mike,

At the May 3 meeting of the KUA Board of Directors, the Board held interviews to fill the current partial term and upcoming board vacancy. Based on those interviews, the KUA Board recommends the following three individuals to the City Commission for further interviews and consideration for appointment to the KUA Board. They are (in no order of preference) Reginald Hardee, Walter Guity and Roberto Medina Montero.

Enclosed is some biographical information on each of the three individuals recommended to you by the KUA Board. Also included for the City Commission to review are the minutes from the May 3rd KUA Board meeting.

I understand that this is on the agenda of the May 16, 2023 City Commission meeting for their consideration.

Thank you for your time and attention in this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "Brian Horton", is written over a horizontal line.

Brian Horton

cc: KUA Board of Directors
City Commissioners
Reginald Hardee
Walter Guity
Roberto Medina Montero

KESSIMMEE UTILITY AUTHORITY

Brief Biographical Information For Potential Authority Member

1. Are you a voter in the City of Kissimmee? Yes X No
2. Is your permanent residence serviced with electricity KUA? Yes X No
3. Do you hold an elected, governmental position? Yes No X
4. Are you employed by the City of Kissimmee? Yes No X
5. Are you aware that Authority Members are nonpaid? Yes X No
6. Are you currently willing and do you have the time necessary to serve as an Authority Member? Yes X No
7. How long have you lived in the Kissimmee Utility service area? 26 years 3 months

8. Formal Education:

Institution Name & Location	Dates Attended	Degree Received	Date Received
University of Idaho	2016	Executive Cert.	
Florida State University		Certified Public Manager	
University of Florida	1987 – 1991		
University States Army	1987 – 1990		

9. Management Experience:

Name & Location	Dates From-To	Title	Degree of Responsibility ¹	No. of Employees ²	Dollars ³
Osceola Historical Society	2020	Board member	Policy and guidance to President	1	362,000
Osceola Council on Aging	2018	Board member	Policy and guidance to President	1	1.8 million
City of Kissimmee Pension Board	2018	Board Member	Pension Policy, COLA, and other recommendations to the City Commission	0	Millions
State of Florida	2000 to Present	District Manager	Technology service and resource management	45	4.3 million
Hyatt	1993 to 2000	Director	Technology service and resource management	15	2.5 million

10. Civic Activities: (Service Club, Church Activities, City Boards, etc.)

I am a member of Bethel AME Church, Kissimmee Lodge 68, Alpha Phi Alpha, Shriner, and Life member of Florida Municipal Electric Association.

¹Managerial, Supervisory, Technical, Professional, Other ²Number of employees for which you were responsible.

³Annual business or budgetary dollars for which you were responsible. (Additional pertinent information may be submitted.)

The above information is true and accurate.

Name: Reginald Hardee

(Print or Type)

Address: 2504 MAUI Circle
KISSIMMEE, FL 34741

Telephone: (W) 407.532.3999

(H) 407.847.2084

(C) 321.872.8211

Signature: 

Date: 03-15-2023

Email Address: reginald.hardee@usa.com

Reginald Hardee

Objective

Overall, I am seeking an opportunity to collaborate and provide my services in a capacity comparable to my managerial abilities.

Summary of qualifications

Managed Fiscal budget for the State for nineteen years in the areas of Expenses, Operating Capital, Work Program, and Fixed Capital. I routinely establish, monitor, and adjust policy in the management of State resources. Installed and maintained major technology systems and enterprise applications on a statewide multi-network platform. Generated a positive return on investment by optimizing technology-related procurements

Twenty-three (23) years of experience in managing a staff of fifty in the areas of Infrastructure, PCI Security, Service, and Operations. Maintained a sound team with high-performance results by coaching, counseling, and disciplining employees; planning, monitoring, and appraising job results. Managed and audited project implementations for twenty-two locations in ten states for Hyatt Hotels. Performed professional duties such as Project Management, Inventory Management, Vendor Relations, Revenue Forecasting, Policy Implementation, Procedure Compliance, Statue Amendments, Emergency Operations, Risk Management, Employee Involvement, Tier 3 PCI compliance, and Internal Auditing. Directed Government services to ensure public confidence, reliable services, and a sound investment allocated funds.

Professional experience

City of Kissimmee (Kissimmee Utility Authority), Kissimmee, Florida, *Chairman, KUA Board of Directors*, 10/2013 to 10/2017, *KUA Board of Directors*, 05/2007 to 10/2013

State of Florida (Florida's Turnpike), Ocoee, Florida, *District Information Technology Manager*, 01/2014 to Present, *Acting Technology Director*, 09/2009 to 01/2014, *Information Systems Manager*, 03/2000 to 09/2009

Hyatt Corporate Offices, Orlando, Florida, *Manager – Information Systems*, 3/93 to 7/98 and Atlanta, Georgia *Corporate Director – Information Systems*, 7/1998 to 03/2000

Education

University of Idaho, Seattle, Washington Campus, Enrichment Activities: The Legislative Energy Horizon Institute (LEHI) is designed for elected government officials on the North American energy infrastructure and delivery system. I learned how to further develop state energy policy and develop a more comprehensive understanding of how energy infrastructure operates. I also learned how to make responsible and more informed policy choices by increasing my knowledge of the complex issues associated with the electricity, natural gas, and petroleum infrastructure; the regulation governing this infrastructure; and the interdependencies of our energy sectors.

Florida State, Tallahassee, Florida Enrichment Activities: The Certified Public Manager program consists of 32 days of classroom instruction, supplemented by homework assignments and open-book exams. There are 8 four-day courses, known as Levels 1-8. These Levels were scheduled every 2-3 months and I completed the program in 24 months.

University of Florida, Gainesville, Florida, Enrichment Activities: Member of Army R.O.T.C., Treasurer of NAACP, Member of Alpha Phi Alpha Fraternity Inc., Treasurer of Black Student Union, and Public Relations Coordinator for Student Government

Maynard Evans High School, Orlando, Florida, Enrichment Activities: National Merit Scholar, Lt. Commander of Navy Junior R.O.T.C., Member of Junior Achievement, Member of Varsity Soccer Team, Student Government representative

Accreditations and Civic Memberships

Project Management Professional trained, Florida Certified Public Manager, and Florida Certified Contract Manager. Board of Directors Osceola Council of Aging, City of Kissimmee Fire Pension Board, Osceola Historical Society Board of Directors, Member of Hospitality Financial Technology Professionals, Chief Financial Officer, Bethel AME Church, Central Florida Computer Society, District Director, Kissimmee Masonic Lodge #68, and Potentate, Malta Shriners #143

Your Name	Walter N. Guity
Address	2042 Muscadine Court Apt #B Kissimmee, FL 34741 US
Email (required for confirmation)	walter.guity@outlook.com
Phone	+1 808-367-8487
Are you a voter in the City of Kissimmee?	Yes
Is your permanent residence serviced with electricity by KUA?	Yes
Do you hold an elected, governmental position?	No
Are you employed by City of Kissimmee?	No
Are you aware that Authority Members are non-paid?	Yes
Are you currently willing and do you have the time necessary to serve as an Authority Member?	Yes
Are you a sworn law enforcement officer?	No
How long have you lived in the Kissimmee Utility service area? Please list how many years and months.	0 years 8 Months

Please list any formal education you've had including the institution name & location, dates attended, the degree received and the date received.	Hawaii Pacific University / Masters in Public Adminstion & Certification In Non-Profit Management /June 2020 to Dec 2022. Hawaii Pacific University / Masters in Human Resources Management / Aug 2018 to May 2019. Hawaii Pacific University / BA Human Resources Management / Feb 2016 to May 2018 US Army Senior Non-Commission Officer Leader's Course/ Advanced Leadership and Management Development/ Jan - Apr 2010
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Please upload a copy of your resume.	https://kua.com/wp-content/uploads/vfb/2023/04/Walter-N.-Guity-Resume-2023.pdf
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Please list any additional supporting documents you'd like to provide.

Please list any management experience you've had including the name & location, the dates from-to, your title, degree of responsibility, number of employees for which you were responsible and budgetary dollars for which you were responsible.	Employee Relations Specialist Goodwill Industries Central Florida Aug/2022 to Present 7531 South Orange Blossom Trail, Orlando FL 32809 • Ensures that employees adhere to company policy and procedures. • SOP creation and implementation • Serves as a strategic business partner for the South and Eastern regions with over 750 employees • Conducts investigations, and recommends corrective progressive disciplinary actions up to termination. HR Strategic Partner (Program Coordinator) Goodwill Industries Hawaii Aug/2019 to Oct/2021 1075 South Beretania Street Honolulu, HI 96814 • Supervised SEE Hawaii Works' staff assignments, workloads, work schedules, and attendance, approve timecards, and conducted
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training

- Served as a Human Resources Strategic Partner for over seventy-five small businesses with less than 100 employees throughout Hawaiian Isles, providing internal guidance and organizational development regarding human capital
- Managed program, supported a robust budget of \$250,000.00; Tracked expenditures/ transactions; Generated quantitative and qualitative reports for the Hawaii Department of Human Services

United States Army – Various Locations

Jul/1998 to Aug/2011

25th ID Division G1/Senior Human Resources Sergeant

- Awarded Bronze Star for tactical and technical HR services during a combat operation in Iraq.
- Subject Matter Expert Adviser to unit commanders on all Human Capital aspects.
- Ensured that units followed all US Army regulations, laws, policies, and directives; Supervised both military and DOD civilian personnel assignments, workloads, work schedules, and attendance, and approve civilian timecards
- Supervised operations orders, and daily tasks; devised detailed plans which support execution of the mission and executive staff intent
- Responsible for over \$50 million dollars of equipment and a \$5 Million operational budget.
- Responsible for over 120, 000 military, their family, and DOD civilians.

Resources Personnel Action Sergeant

- Responsible for all personnel and administrative actions in support of 489 Service members and their families
- Managed processes, reviewed, and coordinates administrative tasks pertaining to personnel accountability, strength management, evaluations, awards, promotions, and reductions; processes needed

updates to Soldiers' electronic files
 Human Resources Supervisor
 • Responsible for personnel and administrative support; reviews, tracks, and processes NCOERs (Evaluations) and submitted awards
 • Ensured timely and accurate submission of personnel actions enter into HIRIS (iPERMS/SIDPERS).
 Personnel Specialist
 • Responsible for distribution of the battalion mail and correspondence; maintains operational readiness of equipment within the section; trains four Soldiers within the section on administrative tasks

Please list any civic activities: (Service Club, Church Activities, City Boards, etc.)

American Society of Public Administration
 Member – (Jun 2019 to Present)
 Greater Orlando Society for Human Resource Management – Jul 2022 to Present)
 Society for Human Resources Member – (Feb 2017 to Present)
 National Organization of Blacks in Government (BIG) – (May 2013 to Present)
 VITA Tax Program, Site Coordinator, Honolulu HI (2020-2021 Tax Years)
 Bronx Community Board Memeber 1992
 Bronx Non-Boading Youth Memeber 1991-1992

Date

04/06/2023

Acknowledge

By submitting this form, I acknowledge I have reviewed all the necessary documents listed on this page.

Captcha

WALTER N. GUILTY
Kissimmee, FL
808-367-8487
walter.guity@outlook.com

POLICY IMPLEMENTATION | COMMUNICATION | CONFLICT RESOLUTION

Bilingual [English | Spanish], US Army Veteran with 20 years of proven ability to be a corporate steward interacting and collaborating with multiple levels of management and diverse cultural audiences. Exceptional relationship builder with keen skills, a high level of initiative, attention to detail, and commitment to excellence and growth. Recognized as a catalyst and driver of organizational effectiveness throughout my career, championing a variety of successful programs and initiatives. Career supported by a BA in Human Resources Development, an MHRM, and an MPA from Hawaii Pacific University.

- | | | |
|---------------------|----------------------------------|---------------------------------------|
| • English Spanish | • Mediation & investigations | • Human Resource Management |
| • Coachable | • Data/Trend Analysis | • Collaborative and Team oriented |
| • Customer Service | • Excellent interpersonal skills | • Professionalism and confidentiality |

OVERVIEW OF KEY CONTRIBUTIONS

- **Project Management and Leadership** – Created plans by adapting technology and best practices that aligned with the scope and vision of the organization to promote schedule, budget, and completion of the task.
- **Operations Management** – Served as Subject Matter Expert. Demonstrated leadership in numerous operations by creating support plans and personnel oversight. Possess a comprehensive background in strategic management, total compensation execution, and employer engagement.
- **Training and Development** – Demonstrated the ability to assimilate new ideas, concepts, methods, and technologies. Dedicated and innovative team builder with a superior work ethic.

TECHNICAL SKILLS

Operating Systems | Microsoft Windows. **Software** | MS Office 365 (Word, Excel, PowerPoint, Outlook) Zoom, MS Teams, Google Docs, Data Analytics, Tableau, ADP, Kronos, PeopleSoft, QuickBooks, and other programs.

PROFESSIONAL EXPERIENCE

Employee Relations Specialist | Goodwill Industries Central Florida **Aug/2022 to Present**
7531 South Orange Blossom Trail, Orlando FL 32809

- Ensures that employees adhere to company policy and procedures.
- Serves as a strategic business partner for the South and Eastern regions
- Conducts investigations, and recommends corrective progressive disciplinary actions up to termination.

Human Resources Generalist (Remote) | AVMAX Audio Visual Integrations, LLC **Feb/2016 to Jul /2021**
1686 Randall Ave., Bronx, New York 10473

- Screened, recruited, and interviewed applicants; On-boarded, trained new employees and conducted an exit interview
- Implemented company culture, values, and policies
- Accurately maintained employee files; Maintain employee records in payroll/HRIS systems.

HR Strategic Partner (Program Coordinator) | Goodwill Industries Hawaii **Aug/2019 to Oct/2021**
1075 South Beretania Street Honolulu, HI 96814

- Supervised SEE Hawaii Works' staff assignments, workloads, work schedules, and attendance, approve timecards, and conducted training
- Served as a Human Resources Strategic Partner for over seventy-five small businesses with less than 100 employees throughout Hawaiian Isles, providing internal guidance and organizational development regarding human capital
- Managed program, supported a robust budget, tracked expenditures/ transactions; Generated quantitative and qualitative reports for the Hawaii Department of Human Services

(Continued)

Purchasing Department Specialist | Malolo Beverages & Supplies
20 Sand Island Access Rd, Honolulu, HI 96819

Aug/2012 to Feb/2016

- Identified suppliers of goods and services; Negotiate terms with over sixty out-of-state suppliers on prices, quality of goods, quantities deadlines, expectations, etc.
- Created purchase orders and tally these with supply requests and orders; Monitor inventory to ensure the flow of goods remains positive
- Assisted the accounting department with accounts payables and accounts receivables

United States Army – Various Locations
Senior Human Resources Sergeant

Jul/1998 to Aug/2011

- Awarded Bronze Star for tactical and technical HR services during a combat operation in Iraq.
- Subject Matter Expert Adviser to unit commanders on all Human Capitol aspects.
- Ensured that units followed all US Army regulations, laws, policies, and directives; Supervised both military and DOD civilian personnel assignments, workloads, work schedules, and attendance, and approve civilian timecards
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Human Resources Supervisor

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EDUCATION / CERTIFICATIONS

Masters, Public Administration, Hawaii Pacific University, University, Honolulu HI (Dec/ 2022)
Masters, Human Resources Management, Hawaii Pacific University, Honolulu HI (May/2019)
Bachelor of Science, Human Resources Development, Hawaii Pacific University, Honolulu, HI (May/2018)
Advanced Leadership and Management Development Course, US Army Fort Jackson South Carolina (Apr 2010)
Equal Opportunity Leader Course, US Army Schofield Barracks, Hawaii (Sep 2009)

AWARDS

HPU Dean's List BA, MHRM, and MPA
Bronze Star Medal
Combat Action Badge
Meritorious Service Medal
Army Commendation Medal (5th Award)
Army Achievement Medal (6th Award)
Army Good Conduct Medal (3rd Award)
Meritorious Outstanding Volunteer Service Medal

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VITA Tax Program, Site Coordinator, Honolulu HI (2020-2021 Tax Years)

Your Name	Roberto Medina Montero
Address	4308 CreeksideBlvd Kissimmee, FL 34746 US
Email (required for confirmation)	robertomed1958@gmail.com
Phone	+7872080667
Are you a voter in the City of Kissimmee?	Yes
Is your permanent residence serviced with electricity by KUA?	Yes
Do you hold an elected, governmental position?	No
Are you employed by City of Kissimmee?	No
Are you aware that Authority Members are non-paid?	Yes
Are you currently willing and do you have the time necessary to serve as an Authority Member?	Yes
Are you a sworn law enforcement officer?	No
How long have you lived in the Kissimmee Utility service area? Please list how many years and months.	Dos años y cuatro meses.

Please list any formal education you've had including the institution name & location, dates attended, the degree received and the date received.

Administrador de Finca -Extención Agricola
2022 Puerto Rico
Universidad Ana G Méndez - Cuidado
Respiratorio 1984 Puerto Rico
Pontificia Universidad Católica - Ponce Puerto
Rico 1983 Tercer año Biología
Certificacion Covid-19 Departamento de Salud
2019

Please upload a copy of your resume.

<https://kua.com/wp-content/uploads/vfb/2023/04/INGLES-RESUME-2023.docx>

Please list any additional supporting documents you'd like to provide.

Please list any management experience you've had including the name & location, the dates from-to, your title, degree of responsibility, number of employees for which you were responsible and budgetary dollars for which you were responsible.

Fundación Contra la Obesidad - Trabajo en equipo (30 participantes y personal administrativo 5) Mayo a diciembre 2019
Supervisor del proyecto - Trabajar de mano a mano el proyecto de Calidad de vida, perdida de peso, siembra de árboles, limpieza de áreas en comunidades, playas y programa educativo.
Medina Recycling - Trabajo en equipo (24 personas) enero -julio 2021 Programa piloto
Gerente General - Dirigir al grupo capacitarlos -coordinar eventos y trabajo administrativo.
Responsabilidad económica de \$250,000.00

Please list any civic activities: (Service Club, Church Activities, City Boards, etc.)

Fundación Contra La Obesidad, Inc - Eventos educativos para mejorar la Calidad de Vida
Medina Recycling, Inc - Programa educativo para la prevención de evitar llenar los vertederos de material dañino al ambiente.
Eventos de recogido de plasticos, botellas entre otros.

Date

04/07/2023

Acknowledge

By submitting this form, I acknowledge I have reviewed all the necessary documents listed on this page.

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Professional Profile or Capabilities

Field Interviewer - University of Puerto Rico Medical Sciences Campus - Working directly with the public.

Zentrum Media Group – CEO Orlando Logistics – Social networks.

Covid-19 Training Certificate - Puerto Rico Department of Health

Certified Respiratory Therapist (National Board for Respiratory Therapy Education)

Radio Moderator

Certificate in Metabolism

Computer Course

Achievements Obtained

I have been able to belong to companies and found others where my experience and studies have been useful to achieve goals and objectives for different companies.

Academic Training

Third year in Natural Sciences (PUCPPR)

Associate Degree in Respiratory Care (UAGM)

Certifications in Environmental Areas and Health Care

Computer Management

Availability

Immediately

Skills

Customer Service - Organized - Punctual - Empathy - Work under pressure - Proactive - Adaptability - Communication - Creativity - Teamwork - Leader

References

Available upon request

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Computer Management

Availability

Immediately

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References

Available upon request

REGULAR MEETING OF KISSIMMEE UTILITY AUTHORITY HELD WEDNESDAY, APRIL 5, 2023
AT 3:30 P.M., BRINSON BOARD ROOM, JAMES C. WELSH ADMINISTRATION BUILDING, 1701
WEST CARROLL STREET, KISSIMMEE, FLORIDA

Present were Director Manny Ortega, Director Ethel Urbina, Director Rae Hemphill, Director Jeanne Van Meter, Mayor Olga Gonzalez, President & General Manager, Brian Horton, General Counsel, Grant Lacerte and Recording Secretary, Margie Boles.

A. MEETING CALLED TO ORDER

Director Ortega called the meeting to order at 3:30 p.m.

B. PLEDGE OF ALLEGIANCE TO THE FLAG

The Board members and staff recited the Pledge of Allegiance.

C. APPROVAL OF AGENDA

ACTION: Director Hemphill made a motion, seconded by Director Van Meter to approve the agenda.

MOTION PASSED 4 – 0

D. AWARDS AND PRESENTATIONS

1. FLORIDA MUNICIPAL ELECTRIC ASSOCIATION (FMEA) SAFETY AWARD

Brad McKown, Safety Administrator shared that KUA was presented with a third place 2022 FMEA Safety award. FMEA member utilities are placed into categories based on their total annual worker-hours and rewarded for the most incident-free records. KUA was awarded third place in the group of Florida utilities and Mr. McKown presented the plaque to the Board.

2. FLORIDA MUNICIPAL ELECTRIC ASSOCIATION (FMEA) AND AMERICAN PUBLIC POWER ASSOCIATION (APPA) LINEMAN RODEO RECOGNITION

Aaron Haderle, Manager of Transmission & Distribution Operations recognized the following employees for their participation in the FMEA Lineman competition held in Orlando in February and the APPA Lineworkers Rodeo held in March at Kansas City, Kansas: Danny Kelly, Chris Yarborough, Brendan Leflamme, Shane Paras, Kyle Bezold, Cory Breen, Robert Rivera, Ethan Shellabarger, Josias Cabrera, Billy White, Jamie Boswell, and Eddie Gluc.

The Board congratulated all of the linemen and a group photo was taken.

3. 5-YEAR SERVICE AWARD – CORY BREEN, APPRENTICE LINEMAN II, OPERATIONS
4. 5-YEAR SERVICE AWARD – ETHAN SHELLABARGER, LINEMAN I, OPERATIONS
5. 5-YEAR SERVICE AWARD – KARL GLASS, APPRENTICE LINEMAN I, OPERATIONS
6. 5-YEAR SERVICE AWARD – ALVIN FRED, SUBSTATION ELECTRICIAN, OPERATIONS
7. 15-YEAR SERVICE AWARD – INGRID BONILLA, PART TIME CUSTOMER SERVICE REPRESENTATIVE II, CUSTOMER SERVICE
8. 15-YEAR SERVICE AWARD – JEFF SURAT, FINANCIAL ANALYST II, FINANCE & ADMINISTRATION
9. 15-YEAR SERVICE AWARD – YARISSA RODRIGUEZ, CUSTOMER SERVICE SPECIALIST, CUSTOMER SERVICE
10. 15-YEAR SERVICE AWARD – ADA HEREDIA, CUSTOMER SERVICE REPRESENTATIVE I, CUSTOMER SERVICE
11. 15-YEAR SERVICE AWARD – CHRISTINA GOOD, UTILITY BILLING & COLLECTIONS REPRESENTATIVE I, CUSTOMER SERVICE

12. 20-YEAR SERVICE AWARD – CHRISTINE INFANTE, CALL CENTER SUPERVISOR, CUSTOMER SERVICE
13. 20-YEAR SERVICE AWARD – VANESSA LUGO, HUMAN RESOURCES MANAGER, HUMAN RESOURCES
14. 25-YEAR SERVICE AWARD – BILL KENNEDY, POWER PLANT MECHANIC/OPERATOR, OPERATIONS
15. EMPLOYEE OF THE MONTH FOR MAY 2023 – JOSHUA OTANO, WAREHOUSE CLERK, FINANCE & ADMINISTRATION

Mr. Horton congratulated Joshua for being selected employee of the month for May 2023.

E. HEAR THE AUDIENCE

Director Ortega asked if anyone from the public would like to address the Board on an item that is not listed on the agenda. In hearing none, the Board moved forward to the agenda.

F. CONSENT AGENDA

ACTION: Director Van Meter made a motion, seconded by Director Urbina, to approve items 1 – 3 under consent agenda.

MOTION PASSED 4 - 0

1. APPROVAL OF MINUTES FOR APRIL 5, 2023 BOARD MEETING
2. CITY OF KISSIMMEE EVENTS SPONSORSHIP

RECOMMENDATION: Approve the \$25,000 sponsorship to support the City of Kissimmee's annual programs and events.

3. APPROVAL OF SUBORDINATION OF EASEMENT AGREEMENTS WITH OSCEOLA COUNTY TO SUPPORT THE BOGGY CREEK ROAD WIDENING PROJECT

RECOMMENDATION: Approve the Subordination of Easement Agreements with Osceola County for Parcels BCR-1125, 7125, 1115, 7115, 7024, and 7027; and authorize the President & General Manager to execute all necessary documents.

G. PUBLIC HEARING - None

H. INFORMATIONAL PRESENTATIONS (REQUIRING NO ACTION)

1. CUSTOMER SATISFACTION SURVEY RESULTS REPORT

Ms. Henderson introduced Mr. Michael Vigeant, CEO of GreatBlue Research.

Mr. Vigeant shared information on the following areas:

- Ratings KUA's organizational characteristics
- Satisfaction with customer service
- Perception of contact resolution
- Perception of corporate culture
- Usage and satisfaction with the phone application, mobile billing, and online chat functions
- Awareness of, and likelihood to participate in, renewable energy initiatives
- Demographic profile of respondents

Mr. Vigeant advised that among residential customers, KUA's overall satisfaction rating is 86.8% and among the commercial customers, KUA's overall satisfaction rating is 90.7%

Director Urbina asked about the overall satisfaction rating, are we able to have an average satisfaction rating that would give us in fact the average of all of the questions to compare to the overall. Mr. Vigeant advised that it can be available and presented both ways.

Director Ortega asked for those questions that asked for follow up, if any negative comments were added are those available. Mr. Vigeant advised that the comments are available in the larger report.

Director Ortega asked if the change on how we communicate depends on age, or demographics, is this data tracked. Mr. Vigeant advised yes it is tracked and we can work with Ms. Henderson to run different cross tabulations of the data, by age, by preference for communication.

Director Urbina inquired would it be possible to contact those who receive funds from the Good Neighbor fund, as they would be able to answer the survey. Mr. Vigeant advised he will work with Mr. Henderson on this initiative.

I. OLD BUSINESS

1. APPROVAL OF AWARD (IFB 22-048-CV) TO TERRY'S ELECTRIC FOR THE INSTALLATION OF A SECOND AUTOTRANSFORMER AT MARYDIA SUBSTATION

Wes Infinger, Assistant Vice President of Engineering & Operations, advised that in April of 2021 the Board authorized staff to move forward with engineering services necessary to support the addition of a second 230KV/69KV, 125 MVA Auto Transformer bank at the Marydia Substation to address electric capacity needs. Terry's Electric provided the lowest cost bid at \$744,461.

ACTION: Director Van Meter made a motion, seconded by Director Urbina to approve the award for IFB-22-048-CV to Terry's Electric for the installation of a second autotransformer at the Marydia substation for \$744,461.00, plus a 10% construction contingency and authorize the President & General Manager to execute any necessary contract documents.

MOTION PASSED 4 - 0

J. NEW BUSINESS - None

K. STAFF REPORTS

1. CORPORATE COMMUNICATIONS SEMI-ANNUAL REPORT

Tiffany Henderson, Director of Corporate Communications provide an overview on the new Smart Waiver implementation and how this has alleviated the long lines during the events at the lakefront. Ms. Henderson thanked IT for their assistance with this program. Ms. Henderson also shared some Facebook statistics for example, highest reach on a post, highest reactions on a post and highest comments on a post.

Director Urbina asked if KUA could have something attached to the logo that references that we are public power. Ms. Henderson advised adding a "tag line" can be reviewed.

Ms. Henderson highlighted that KUA will soon have a mascot. Director Ortega recommended this idea and staff is currently working on it. The public will ultimately select the mascot using online voting. Ms. Henderson advised that the mascot will make its debut at the Fourth of July celebration event at the lakefront. The Board expressed their excitement on having a KUA mascot.

At 4:30 pm, Director Ortega requested a 15-minute recess to prepare for the interviews.

At 4:45 pm, Director Ortega called the meeting to order.

L. BOARD INTERVIEW SESSION

At 4:45 pm, Mr. Lacerte introduced the first candidate, Reginald Hardee. Mr. Horton introduced him to the Board however, before beginning the interview process; Mr. Horton began by informing Mr. Hardee, that since his application was submitted for the full five-year term beginning October 1, 2023 through September 30, 2028, a KUA Board Member resigned creating the need to fill an immediate partial term beginning May 16, 2023 through September 30, 2023. Given this development, are you able and willing to assume the partial term beginning May 16, 2023 should you be appointed by the City of Kissimmee Commission? Mr. Hardee advised that he would be able to serve the immediate partial term.

Mr. Horton began in the interview asking the board approved questions. The interview ended at 4:59 pm. The Board asked if he had any questions for them. Mr. Hardee asked, in remembering from his experience, there are rules and policies in place (NERC, FERC) that must be followed however, if one rule or policy could be removed or updated, what would it be. Director Ortega shared that he would like to modify the Sunshine Law and make it more practical dealing with each other as Board members.

Mr. Hardee thanked the Board for their time and consideration.

At 5:03 pm, Mr. Lacerte introduced the second candidate, Walter Guity. Mr. Horton introduced Mr. Guity to the Board however, before beginning the interview process, Mr. Horton began by informing Mr. Guity, that since his application was submitted for the full five-year term beginning October 1, 2023 through September 30, 2028, a KUA Board Member resigned creating the need to fill an immediate partial term beginning May 16, 2023 through September 30, 2023. Given this development, are you able and willing to assume the partial term beginning May 16, 2023 should you be appointed by the City of Kissimmee Commission? Mr. Guity advised that he would be able to serve the partial term.

Mr. Horton began in the interview asking the board approved questions. One of the questions was to explain the knowledge of the Sunshine Law. Mr. Guity advised he was not aware. Mr. Horton asked Mr. Lacerte, General Counsel to provide a quick explanation of the Sunshine Law. Mr. Guity advised he is aware of this law.

The Board asked if he had any questions for them.

Mr. Guity asked what would be a vital aspect, key or knowledge, skill sets that would be essential to be on this Board. Director Hemphill shared that each board member has their unique set of skills and experience to bring to the Board.

The interview ended at 5:18 pm. Mr. Guity thanked the Board for their time and consideration.

At 5:18 pm Mr. Lacerte introduced, Mr. Roberto Medina to the Board. At this time, Adriana Seda, Communications Specialist, introduced herself to Mr. Medina and advised that she would act as the interpreter for the interview process.

Mr. Horton introduced the Board to Mr. Medina however, before beginning the interview process, Mr. Horton began by informing Mr. Medina, that since his application was submitted for the full five-year term beginning October 1, 2023 through September 30, 2028, a KUA Board Member resigned creating the need to fill an immediate partial term beginning May 16, 2023 through September 30, 2023. Given this development, are you able and willing to assume the partial term beginning May 16, 2023 should you be appointed by the City of Kissimmee Commission? Mr. Medina advised yes he is available.

Mr. Horton read each question then allowing Ms. Seda to translate. One of the questions was to explain the knowledge of the Sunshine Law. Mr. Medina advised he was not aware of this law. Mr. Lacerte provided a quick explanation of the Sunshine Law. At 5:57 pm, the interview process ended with Mr. Horton asking if he had any questions for the Board.

Director Urbina asked Mr. Medina a question in Spanish and translated to the Board herself. Director Urbina asked what kind of level of English do you speak, is a translator out of necessity or convenience. Mr. Medina advised it is necessity as he has recently arrived from Puerto Rico and has registered for English classes to assist with his communication.

The Board thanked him for his interest. Mr. Medina thanked the Board for the opportunity and personally thanked Adriana Seda for assisting him during this process.

Mr. Lacerte reminded the Board that prior to 2012 the KUA Charter required the Board to interview applicants and make one choice and send a nominee to the City Commission; the City Commission would vote on that person. In 2012, the Charter was amended and it removed any official role from the KUA Board. Since then, City Commission asked that the KUA Board send three names for the City Commission to interview and then select. Mr. Lacerte recommends that the Board discuss the applicant's merits and make the decision on sending the names to the City Commission for their consideration.

Director Ortega recommends the Board make a motion to send the three names, and then have a discussion prior to a final vote.

At this time, the Board discussed the qualifications for all three candidates; several Board members expressed concern on Mr. Medina's ability to serve on the Board.

ACTION: Director Van Meter made a motion, seconded by Director Hemphill to submit the following three names to the City of Kissimmee for their consideration at their upcoming Commission meeting on May 16, 2023 (in no specific order) Reginald Hardee, Walter Guity and Roberto Medina.

MOTION PASSED 4 – 0

M. HEAR THE ATTORNEY, GENERAL MANAGER, DIRECTORS

Mr. Horton shared the dates of the upcoming events.

N. ADJOURNMENT

Director Ortega adjourned the meeting at 6:06 p.m.

Chair

Secretary