From: Cook-Bryan
Sent: Wednesday, June 26, 2019 2:19 PM
To: Pumar-Pam
Subject: FW: Written Offer - Monroe County PMII

Please make sure this one is included also.

From: Knight-Cary
Sent: Wednesday, June 19, 2019 11:19 AM
To: Wilson-Kevin <Wilson-Kevin@MonroeCounty-FL.Gov>; Cook-Bryan <Cook-Bryan@MonroeCounty-FL.Gov>
Subject: FW: Written Offer - Monroe County PMII

FYI, and the beat goes on. 😊

Cary Knight
Director, Project Management
Public Works & Engineering
Monroe County – The Florida Keys
1100 Simonton Street, Suite 2-216
Key West, Florida 33040
305.292.4527 (O)

FLORIDA HAS A VERY BROAD RECORDS LAW. MOST WRITTEN COMMUNICATIONS TO OR FROM THE COUNTY REGARDING COUNTY BUSINESS ARE PUBLIC RECORDS AVAILABLE TO THE PUBLIC AND MEDIA UPON REQUEST. YOUR EMAIL COMMUNICATION MAY BE SUBJECT TO PUBLIC DISCLOSURE.

From: JS [mailto:jch021@hotmail.com]
Sent: Tuesday, June 18, 2019 6:43 PM
To: Knight-Cary <Knight-Cary@MonroeCounty-FL.Gov>
Subject: Re: Written Offer - Monroe County PMII

Cary,

Thank you for the job offer, it is surely a dream job in the area where our family wants to live. Regretfully, I need to decline the offer. The health care costs are the deal breaker, once you deduct the cost of a family plan from the salary, unfortunately we cannot afford to live in the keys. I appreciate you considering me and hope that I can find a job opportunity with Monroe county in the future that will work for me economically.

Respectfully,

Jason E Schneider
From: Haag-Rhonda
Sent: Thursday, June 20, 2019 7:43 AM
To: Cook-Bryan <Cook-Bryan@MonroeCounty-FL.Gov>
Subject: Re: Declined Job Offers - Tracking

Bryan is next Monday okay? I have an out of town meeting I'm headed out to...

I went through 3 job offers for my sr project manager position which were all originally declined because of low salary (for the level of work required) or cost of living. I have notes on what was verbally offered (by working through H/R) but not formal written offer letters. I didn't see the point of writing a letter when they had already declined the offer in a verbal conversation. You could verify though by contacting them... one said she wouldn't come for anything less than $100,000 after she checked rentals in key largo... just a few months ago.

The Keys are not Shangri-La for everyone... My candidates had a sincere interest in helping the natural environment here, but not at the expense of their personal financial security.

-Rhonda

Sent from my iPhone

On Jun 19, 2019, at 7:25 PM, Cook-Bryan <Cook-Bryan@monroecounty fl.gov> wrote:

Senior Managers –

If you have any emails or records of job offers that you have made to candidates and the candidate has declined, either directly due to pay rate or indirectly due to money-related factors like housing or health insurance costs, please send them to me and Pam Pumar.

We would appreciate as much detail as you have, such as: salary we offered, salary the candidate desired, etc.

We want to gather as much of this story as possible as we continue to make the case on the Evergreen study.

Thank you,
Bryan

Bryan Cook
Employee Services Director
Monroe County (Florida Keys)
Hi Bryan – I have not had a declination of a job yet, but I have a current situation, as you know, that is as follows:

I advertised for an engineering project manager 2 back in fall of 2018. The position requires someone with roadway engineering/construction experience. I received approximately 7 or 8 responses (I am sending this from memory so let me know if we need the very exact details). The ones that were from local people included an author and several others, some of whom worked in local government but had no specific background in roadway engineering and/or road construction. There was one individual who had his PE in civil engineering but he took a job (I believe remotely) making somewhere near what he had been making while working remotely for FHWA (over $100,000).

I received an application from an individual with a BS in civil engineering, has passed the EIT exam but has not yet obtained his PE license. This person had 4 years 3 months of engineering experience with Tennessee DOT as a bridge inspector, inspection team manager and eventually capital project manager. Starting salary $42,000, salary when he left $63,000. He left TDOT to work for a large asphalt contractor in 9/17 and was still there at the time of his application to us (January 2019) and was making a salary of $77,250.

Based on our current pay scale we could start him (above the minimum for the job) at $63,912.20; this includes credit for years above the minimum and for several FDOT certifications that he has obtained. He indicated that the minimum that he could accept would be $77,000 to $80,000, which is his current pay range (in Memphis where the cost of living is considerably lower). Interestingly enough, using the Evergreen study revised pay ranges we could offer him a salary of $78,339.12.

This candidate is aware of the high cost of living in the Keys and is interested in moving because he and his wife do not like the crime in Memphis and they do not want to raise their child there, so there is a “non monetary” aspect to his desire to move here but there is a minimum below which he cannot accept.

Let me know if you want to discuss this or if you need more specific details.

Sincerely,

Judith S. Clarke, P.E.
Director of Engineering Services
Monroe County
1100 Simonton Street
Key West, Florida 33040

Office: 305-295-4329
Good Morning All,

I am flattered to have been chosen for a phone interview with your team. Regrettably, I wish to withdraw from the process for the Deputy Director, Airport Ops and Security. I would love to continue with the interview process but know how valuable your time is. Ms. Leto emphasized the importance of researching housing options, prior to moving on with the process. I painstakingly looked at all options to allow for myself and my young family to move to your beautiful community but simply could not locate a viable option. As I stated in my cover letter, I lived in a resort community and know how difficult it can be to attract talent and secure a workforce. I feel that this position was truly a perfect fit for me and it saddens me to have to send this email. I want to thank you all for your time and consideration and hope that you find a great match for your organization. I will continue to look for opportunities with your organization and hope that future circumstances will make them possible.

Best Regards,

Ryan Collins

On Mon, May 20, 2019 at 3:05 PM Leto-Beth <Leto-Beth@monroecounty-fl.gov> wrote:

Good afternoon,

You have made the short-list of qualified applicants for the position of Deputy Director, Airport Operations & Security at the Key West International Airport. Please set aside Tuesday, June 11, 2019 for a phone interview. You will receive a separate email with a short series of questions for you to answer and return a couple of days before the phone call. The email will include the call-in number and access code and a suggested time for your phone interview.

Please let me know if you are still interested in the position and wish to participate in the phone interview.

Best regards,

Beth Leto, CPM
Sr. Airport Business Manager
Key West International Airport
Beth,

I am requesting to be removed from consideration for the Deputy Director of Airport Operations & Security position. After in depth research for housing, I do not feel the salary offered will allow for a similar quality of life to which my family is accustomed. I would like to thank Richard, Thomas, and yourself for your time and consideration you have given me for this position.

Thank you,

Jon Vrabel

Sent from Mail for Windows 10

From: Leto-Beth
Sent: Friday, June 14, 2019 2:54 PM
To: jon.e.vrabel@gmail.com
Subject: Re: EYW Deputy Director of Airport Ops & Security

I'm glad that works.

Thanks!
Beth Leto, CPM
Sr. Airport Business Manager
Key West International Airport
3491 South Roosevelt Blvd.
Key West, FL 33040
Phone: 305-809-5239
www.eyw.com

Sent from my iPhone

On Jun 14, 2019, at 2:34 PM, "jon.e.vrabel@gmail.com" <jon.e.vrabel@gmail.com> wrote:

Beth,

I can make that work. I will fly down on the 30th.

Thank you,

Jon

Sent from Yahoo Mail on Android
From: Cook-Bryan <Cook-Bryan@MonroeCounty-FL.Gov>
Sent: Thursday, June 27, 2019 5:07 PM
To: Pumar-Pam <Pumar-Pam@MonroeCounty-FL.Gov>
Subject: FW: Per Your Request

Pam,

Please add Cheryl's recruiting note below.

From: Sullivan-Cheryl
Sent: Thursday, June 27, 2019 4:48 PM
To: Cook-Bryan <Cook-Bryan@MonroeCounty-FL.Gov>
Subject: Per Your Request

Bryan,

Attached is an article you may or may not know about, but thought you might find it an interesting read from Brevard Co.

Also, you wanted to know about hiring problems at all levels. I have a position which has been open for over a month, we advertised in house only, then on the Monroe County open site, receiving no interest. I started running it in the Citizen, Key's News and Free Press last Saturday, June 22, as of today we still don't have any applicants. The pay grade is: 106, and I have it in the paper starting at $34,341.00, plus benefits.

Thanks
Cheryl

Cheryl Sullivan
Director of Solid Waste Management
Yikes. We aren't even close to that. Thank you, Luli.

Sheryl Graham
Sr. Director
Monroe County Social Services
Bayshore Manor, Community Support Services
In-Home Services, Monroe County Transit, Nutrition
1100 Simonton Street, 2-257
Key West, FL 33040
(305) 292-4510 (office)
(305) 295-4359 (fax)

On Jul 30, 2019, at 8:34 AM, Francis-Lourdes <Francis-Lourdes@monroecounty-fl.gov> wrote:

My apologies for not responding sooner, I was out of the office yesterday. Mr. Raber said that he makes about $50,000. With Marlin. He said he was looking for something closer to $19-$20/hr or about $38,000 at least per year.

Lourdes Francis
Administrator
Monroe County Social Services
1100 Simonton St. Room 1-195
Phone: 305-292-4511
Fax: 305-295-4359
Email: francis-lourdes@monroecounty-fl.gov

From: Graham-Sheryl
Sent: Monday, July 29, 2019 7:28 PM
To: Cook-Bryan <Cook-Bryan@MonroeCounty-FL.Gov>
Cc: Thurston-Alana <Thurston-Alana@monroecounty-fl.gov>; Francis-Lourdes <Francis-Lourdes@MonroeCounty-FL.Gov>; Pumar-Pam <Pumar-Pam@MonroeCounty-FL.Gov>
Subject: Re: Daniel Raber

Luli will need to talk to him, if she doesn’t already know, what dollar amount he would need to accept the job with us. The amount we offered him is on the new hire paperwork. I don’t have it in front of me.

Sheryl Graham
Sr. Director
Monroe County Social Services
Bayshore Manor, Community Support Services
In-Home Services, Monroe County Transit, Nutrition
1100 Simonton Street, 2-257
Key West, FL 33040
(305) 292-4510 (office)
(305) 295-4359 (fax)

On Jul 29, 2019, at 4:13 PM, Cook-Bryan <Cook-Bryan@monroecounty-fl.gov> wrote:

Any idea about how far we were off in dollars? “We offered him: $____ and he would need at least $____ to accept the job with us.”

Pam and I can then determine the approximate percentage that our offer was below where he needed to be (his personal market rate), which we can use in our business case for the salary study.

Thanks,
Bryan

From: Graham-Sheryl
Sent: Monday, July 29, 2019 3:16 PM
To: Thurston-Alana <Thurston-Alana@monroecounty-fl.gov>; Cook-Bryan <Cook-Bryan@MonroeCounty-FL.Gov>; Francis-Lourdes <Francis-Lourdes@MonroeCounty-FL.Gov>
Subject: RE: Daniel Raber

He was making commission at Marlin, delivering fuel. I don’t know how that would work. Luli interviewed him and talked with him after about his license, so I’m sure she has more insight.

Sheryl L. Graham, M.A., CWDP, GCDF
Sr. Director, Monroe County Social Services:
Bayshore Manor, Community Support Services
In-Home Services, LIHEAP, Nutrition
SHIP, Transportation Services (MCT)
Weatherization Assistance Program
1100 Simonton Street 2-257
Key West, FL 33040
305.292.4510 (Office)
305.295.4359 (Fax)
graham-sheryl@monroecounty-fl.gov

‘One moment can change a day, one day can change a life, and one life can change the world.’ Buddha
Florida has a broad public records law. E-mail communications can be public record and made available to the public and media upon request. Your e-mail communication may be subject to public disclosure.

From: Thurston-Alana
Sent: Monday, July 29, 2019 3:11 PM
To: Graham-Sheryl <Graham-Sheryl@MonroeCounty-FL.Gov>; Cook-Bryan <Cook-Bryan@MonroeCounty-FL.Gov>; Francis-Lourdes <Francis-Lourdes@MonroeCounty-FL.Gov>
Subject: RE: Daniel Raber

You were bringing him in at 3.2% above entry.

Thanks

Alana

Alana Thurston
Coordinator Human Resources
<image001.jpg>
Monroe County Board of County Commissioners
The Historic Gato Cigar Factory
1100 Simonton Street, Suite 2-268 | Key West, Florida 33040
Direct Line (305) 292-4461 | Direct Fax Line (305) 292-4454

From: Graham-Sheryl <Graham-Sheryl@MonroeCounty-FL.Gov>
Sent: Monday, July 29, 2019 3:09 PM
To: Cook-Bryan <Cook-Bryan@MonroeCounty-FL.Gov>; Thurston-Alana <Thurston-Alana@monroecounty-fl.gov>; Francis-Lourdes <Francis-Lourdes@MonroeCounty-FL.Gov>
Subject: RE: Daniel Raber

Lul, did you ask him what kind of salary he would need to come over to us – to leave Marlin? His salary expectations were blank on the Interview Report. Was he thinking he would be brought in above the minimum (without a passenger endorsement and without a CDL/B)?

Sheryl L. Graham, M.A., CWDP, GCDF
Sr. Director, Monroe County Social Services:
Bagshaw Manor, Community Support Services
In-Home Services, LIHEAP, Nutrition
SHIP, Transportation Services (MCT)
Weatherization Assistance Program
1100 Simonton Street 2-257
‘One moment can change a day, one day can change a life, and one life can change the world.’ Buddha

Florida has a broad public records law. E-mail communications can be public record and made available to the public and media upon request. Your e-mail communication may be subject to public disclosure.

From: Cook-Bryan
Sent: Monday, July 29, 2019 3:02 PM
To: Graham-Sheryl <Graham-Sheryl@MonroeCounty-Fl.Gov>; Thurston-Alana <Thurston-Alana@monroecounty-fl.gov>; Francis-Lourdes <Francis-Lourdes@MonroeCounty-FL.Gov>
Subject: RE: Daniel Raber

How far off were we?

From: Graham-Sheryl
Sent: Monday, July 29, 2019 2:38 PM
To: Thurston-Alana <Thurston-Alana@monroecounty-fl.gov>; Francis-Lourdes <Francis-Lourdes@MonroeCounty-FL.Gov>
Cc: Cook-Bryan <Cook-Bryan@MonroeCounty-FL.Gov>
Subject: RE: Daniel Raber

It wasn’t your fault at all or a timing issue. It was a salary issue.

Sheryl L. Graham, M.A., CWDP, GCDF
Sr. Director, Monroe County Social Services:
Bayshore Manor, Community Support Services
In-Home Services, LIHEAP, Nutrition
SHIP, Transportation Services (MCT)
Weatherization Assistance Program
1100 Simonton Street 2-257
Key West, FL 33040
305.292.4510 (Office)
305.295.4359 (Fax)
graham-sheryl@monroecounty-fl.gov

‘One moment can change a day, one day can change a life, and one life can change the world.’ Buddha
Florida has a broad public records law. E-mail communications can be public record and made available to the public and media upon request. Your e-mail communication may be subject to public disclosure.

From: Thurston-Alana
Sent: Monday, July 29, 2019 2:36 PM
To: Graham-Sheryl <Graham-Sheryl@MonroeCounty-FL.Gov>; Francis-Lourdes <Francis-Lourdes@MonroeCounty-FL.Gov>
Cc: Cook-Bryan <Cook-Bryan@MonroeCounty-FL.Gov>
Subject: RE: Daniel Raber

Sorry to hear that 😞 I was trying to get him onboard quickly for you.

Alana

Alana Thurston
Coordinator Human Resources
<image001.jpg>
Monroe County Board of County Commissioners
The Historic Gato Cigar Factory
1100 Simonton Street, Suite 2-268 | Key West, Florida 33040
Direct Line (305) 292-4461 | Direct Fax Line (305) 292-4454

From: Graham-Sheryl <Graham-Sheryl@MonroeCounty-FL.Gov>
Sent: Monday, July 29, 2019 2:35 PM
To: Thurston-Alana <Thurston-Alana@monroecounty-fl.gov>; Francis-Lourdes <Francis-Lourdes@MonroeCounty-FL.Gov>
Cc: Cook-Bryan <Cook-Bryan@MonroeCounty-FL.Gov>
Subject: RE: Daniel Raber

He just backed out on us due to salary.

Sheryl L. Graham, M.A., CWDP, GCDF
Sr. Director, Monroe County Social Services:
Bayshore Manor, Community Support Services
In-Home Services, LIHEAP, Nutrition
SHIP, Transportation Services (MCT)
Weatherization Assistance Program
1100 Simonton Street 2-257
Key West, FL 33040
305.292.4510 (Office)
305.295.4359 (Fax)
'One moment can change a day, one day can change a life, and one life can change the world.' Buddha

Florida has a broad public records law. E-mail communications can be public record and made available to the public and media upon request. Your e-mail communication may be subject to public disclosure.

From: Thurston-Alana
Sent: Monday, July 29, 2019 2:32 PM
To: Graham-Sheryl <Graham-Sheryl@MonroeCounty-fl.gov>; Francis-Lourdes <Francis-Lourdes@MonroeCounty-fl.gov>
Subject: RE: Daniel Raber

I can send him for his DOT physical at Physician's Health Center in the upper keys, to get that out of the way.

Alana

Alana Thurston
Coordinator Human Resources
Monroe County Board of County Commissioners
The Historic Gato Cigar Factory
1100 Simonton Street, Suite 2-268 | Key West, Florida 33040
Direct Line (305) 292-4461 | Direct Fax Line (305) 292-4454

From: Graham-Sheryl <Graham-Sheryl@MonroeCounty-fl.gov>
Sent: Monday, July 29, 2019 2:27 PM
To: Thurston-Alana <Thurston-Alana@monroecounty-fl.gov>; Francis-Lourdes <Francis-Lourdes@MonroeCounty-fl.gov>
Subject: RE: Daniel Raber

He is NOT coming.

Sheryl L. Graham, M.A., CWDP, GCDF
Sr. Director, Monroe County Social Services:
Bayshore Manor, Community Support Services
In-Home Services, LIHEAP, Nutrition
SHIP, Transportation Services (MCT)
Weatherization Assistance Program
1100 Simonton Street 2-257
'One moment can change a day, one day can change a life, and one life can change the world.' Buddha

Florida has a broad public records law. E-mail communications can be public record and made available to the public and media upon request. Your e-mail communication may be subject to public disclosure.

From: Thurston-Alana
Sent: Monday, July 29, 2019 1:35 PM
To: Francis-Lourdes <Francis-Lourdes@MonroeCounty-FL.Gov>
Cc: Graham-Sheryl <Graham-Sheryl@MonroeCounty-FL.Gov>
Subject: Daniel Raber

Hi Lourdes,
Is Daniel coming this afternoon?

Thanks

Alana

Alana Thurston
Coordinator Human Resources
<image001.jpg>
Monroe County Board of County Commissioners
The Historic Gato Cigar Factory
1100 Simonton Street, Suite 2-268 | Key West, Florida 33040
Direct Line (305) 292-4461 | Direct Fax Line (305) 292-4454