

From: [Chip Block](#)
To: [Sofia Metaxas](#)
Cc: [William P. Doney](#); [Ivelisse Chico-Randazzo](#)
Subject: Re: Screening/Application Process
Date: Friday, May 5, 2023 10:44:28 AM

Thank you, Sofia. I cannot address your comments about candidates nor may I include committee members on my response.

I will attempt to answer your questions at the JIC Commission meeting on Monday when I will give a progress report on our work.

Regards,

Chip

Chip Block
Vice Mayor, Jupiter Inlet Colony
917-923-0056

From: Sofia Metaxas <sametaxas@gmail.com>
Sent: Thursday, May 4, 2023 7:23 PM
To: Chip Block
Cc: William P. Doney; GMedina@tequesta.org; bustor@jupiterinletcolony.org; AnthonyProsser@me.com; M.Rauch@fpl.com
Subject: Re: Screening/Application Process

Good Evening Chip,

Thank you for replying to my email.

Unfortunately it's not what I say that will satisfy peoples suspicion, it's what the committee and decision makers do that will ultimately satisfy their suspicion. I can voice that we should support the committee and give them a chance which, I actually already do. It's hard for any committee to ignore the large support system surrounding Jim Matthews. And, at the end of the day you know as well as I do that there are a lot of families (I personally know of 128) that want to see Jim in the position of Chief. And, furthermore they feel that any small shortcomings that Jim may have can easily be mitigated with a very small amount of training.

To that end, I understand from your email below that all correspondence was going to be viewable to the public and the role was going to be posted. At this time I have not seen

anything posted, no new meeting dates regarding this matter, and none of the correspondences that I know of have been made viewable to the community. So, I just wanted to check in to see where this stands? What are the next steps, when can we expect to hear an update, when will the next meeting be, and when is the role going to be posted?

I look forward to your timely response.

Kind Regards,
Sofia Metaxas

Sent from my iPhone

On Apr 24, 2023, at 1:57 PM, Chip Block <blockc@jupiterinletcolony.org> wrote:

Sofia, thank you for your suggestions. I cannot copy the other members of the committee because of Sunshine Laws.

Everything the committee does is and will be in the open. All documents related to the process will be posted on the web, including all resident correspondence.

As to the job description, I wrote it with John Pruitt's help. I assure you that it was in no way intended to favor or disfavor any candidate for the position.

The purpose of the committee is to nominate and secure the best possible person for the position and to do so openly and fairly. I hope we have the confidence of the community in doing so.

I hope you can help in satisfying those people with unwarranted suspicions that we are people they can trust.

Chip

Chip Block
Vice Mayor, Jupiter Inlet Colony
917-923-0056

From: Sofia Metaxas <sametaxas@gmail.com>
Sent: Sunday, April 23, 2023 6:59 PM
To: Chip Block; GMedina@tequesta.org; M.Rauch@fpl.com;
bustor@jupiterinletcolony.org; AnthonyProsser@me.com
Subject: Screening/Application Process

Good Afternoon Committee Members,

First, thank you for the time you have committed to listening and providing professional oversight and direction on this very sensitive matter. I know this is not easy with so many emotions involved.

To that end, I wanted to follow up with a suggestion regarding the application process for the new Chief...

I know there was concern about having an abundance of emails going directly to the recruiter/headhunter and so her email address was withheld. My husband and I own a staffing firm and I have been a recruiter for the last 15 years. I would like to suggest that an email be set up so members of the community can send their queries, references, or any comments to the recruiter directly. A simple JICforChief@gmail.com just so that there is transparency and consistency. This can easily be done by the recruiter and gmail is free. If I heard correctly all queries would go through Chip and then he would forward them on, however, I think due to the sensitivity of this matter having the recruiter set up an email for transparent communications would be the most fair way to handle this matter.

I have already overheard members of the community discussing their concerns about the possibility of filtered emails. In addition there has been a great deal of concern regarding sudden changes to the Job Requirements from when the role was originally posted. Some members of the community believe this is largely an effort to target and specifically exclude certain candidates from being considered. These types of concerns make transparent communication ever so important. And, at the end of the day this committee was created to settle some of the communities warranted concerns about the lack of fairness and transparency. This suggestion will offer the public a sense of security. It will also eliminate any potential future accusations against the committee that the recruiter was hand fed only certain communications.

So in closing I hope that this email not only brings attention to concerns within parts of the community about the process as it evolves but, that the suggestions set forth are strongly considered to avoid any accusations of an unethical application and screening process that lacked transparency and honesty. As you all likely know there will be so many eyes on this and hopefully this email gives you a chance to attack issues before they are bigger issues.

Again, thank you for taking the time to read this email. And, I am hopeful that this committee will be able to carryout a fair and transparent application process.

Respectfully
Sofia Metaxas
203-733-2592

Sent from my iPhone