

Santa Clara Valley Water District

HANDOUT 1.4B - P. Goeltz

March 25, 2012

Paul Goeltz : Senior Information Technician

Ray Corral : Audio Visual Specialist

Dear Joe Judge

Paul: Here is the full report completed, in which I emailed you Jan 2, 2012 where I said both Ray and I were working on for you. There are a lot of discrepancies that should have a closer look into these, as I mentioned ...could be wrong or could be right. Close to completion of this document some other events took place that Ray became aware of and are included here. This report is highlighting the Boardroom, cancelled AV projects and unused parts, unnecessary spending under the direction of George Kamenjati and Frank Fung that impacts District public funds.

I'm going to start from this past October when I went on medical leave and there were projects in the Boardroom that Ray was to complete and work with the programmer like he has done in the past. George directed Ray thru email and reported out that I was not to be contacted unless thru H.R. When I first left for medical leave there were projects that were supposed to be completed by Ray and the programmer Stephen Anderson, who was paid by George 2 years ago. **None** of these took place : these include the Boardroom, Maple and B-108. The **EOC** seems very questionable also. I designed the a/v system for the EOC (design was approved by Extron), ordered parts, control software and engineering contract. Not only was I taken off the project by George himself, I was to report to the a/v temp when I was allowed to return to work briefly, then they could not accommodate me on new hours. All parts for that project are still sitting in the Winfield warehouse. A redesign has happened with my initial design and parts scrapped, the result is increase in cost. I have had my phone taken away, email cut off, some emails not responded to from George and Frank, I was told if they could not find any work for me they could not accommodate me, all kinds of pushback (I had a email from George that listed job duties that contradicted their decision and was told by H.R. after forwarding that I could start the next day) I also emailed George at the very start of my medical leave if he wanted Ray to pick up the updated Boardroom blueprints which are updated with notes and for us to go over the projects so we can be on the same page and to work on the urgent items in the Boardroom that needed to

be taken care of, George never replied back to me. In the past when I been out both Ray and I were in contact when questions came up so we could be on the same page, I always answer my work phone (George took my phone away also) Ray has informed me that the new a/v temp has been working from the blue prints that are not updated, he got these from George himself when he was already aware that I have the updated correct ones. If there was any questioning that George had regarding projects a simple email or phone call should have happened as there was always communication from all of us prior.

From George Kamenjati: Annual work plan 2011

" Paul is the only person at the district who has complete understanding of the audio visual system in the boardroom, ranging from design and maintenance; he is the unit's main audio video technical reference"

" I assured him my appreciation of his technical talents, and he'll be a major factor in the successful upgrade to the aging Audio Visual system"

Bill Knoff : Annual Workplan 2005

"Paul has been and continues to be dedicated to customer service. He always stays on top of the audio/visual request"

Bill Knoff : Annual Evaluation 7/1/08-6/30/09

"Paul has an exceptional knowledge of the board room audio systems and has demonstrated this with being able to assist with troubleshooting some problems over the phone from memory."

.....

Ray: I want to be upfront also about a situation that I was forced to get outside representation due to both George and Frank Fung and went up the chain of command to get resolve to no avail, so I hope that does not dilute this letter and only one needs to look at Georges management , PR forms the uncompleted work and purchased parts that are still sitting there and money spent- waste and careless spending. What is outlined here in regards to the audio visual system in the Boardroom as well as other av projects that have been cancelled and or not followed up by George himself, directly impact public district funds in the thousands of dollars all under George's direction.

What really was an eye opener to me last week after a mandatory meeting on 3-14-2012 between Frank Fung and myself where i got in trouble. After months and months of mind boggling questioning to myself and Paul Goeltz about why have projects been cancelled, that meeting shined a light on my questioning of thinking that George's decisions for a/v staff to not troubleshoot or repair even the smallest items or outstanding repair items that he was trying to make us look incompetent in our jobs (which still could be the case) but I firmly believe after that meeting with Frank, both George and Frank were letting the a/v system remain problematic so they could make sure that the A/V system upgrade would be approved.

Once again on 3-13-2012 there were some technical issues with the AV system, in the boardroom. I reported out like i usually do. George emailed Michelle King to let her know that the av budget did not get thru and that was forwarded to Beau, he responded how much ? Frank then sent the attachment for the amount of \$325,000.00 and justification for the audiovisual system upgrade. It said that it was for the problematic system and was at the end of its life. I thought to myself what?? And that is not true.

The next day George emailed me and directed me not to cc anybody else besides him in regards to troubleshooting and assignments, after I had cced both Frank, Charles and Michelle King on March 13, 2012 about the recent tech problems since they are the ones who report out. I responded to him that I always cc people who need to know and since I disagree with him to contact H.R. and to let me know when. He responded that it would be insubordination if I do not follow his direction and I replied I understand that is why I want H.R. Involved. Frank was cc'ed on this and called for a mandatory meeting to which I responded I did not want to meet with him alone (due to past problems) and only with H.R. present, he said it was mandatory and so I met with him. He started out the meeting like he was going to give me my walking papers " this whole situation between you, George and myself is not working out ok, and there needs to be some changes" I said ok, and he continued that I have been argumentative with George and questioning him a lot. I said what specifically and he responded that the email I sent to Charles Wang were I asked for clarification that we would be troubleshooting now since we were directed by George not to troubleshoot or repair previously (this was sent in email and told verbally by George to a/v staff last year) that I did so to get George in trouble. I replied Charles was already in the email thread before I mentioned that, I then asked Frank did Charles not know that George had directed us not to repair or troubleshoot? He just got all flustered and said he is not going to discuss that with me. Half way thru the meeting he yelled at me (I reported this as people

heard outside his office- a co-worker told me he heard Frank). Towards the end of the meeting Frank said that he does not want to get any more emails from me regarding George anymore (I had sent a email to him the week before when there was a incident and got no reply from him- this was his response to that) he did not want me to cc him anymore in regards to av and that I was only to go thru George as I was directed by him (to point out the obvious if there are discrepancies with George it's going to stay with him if I only go thru him) I replied to him that the reason I do cc him is that he and Charles are the ones who report to staff to keep them updated why wouldn't you want to be included? he said no more and to send emails to George only. I also said that since he is the Unit manager these things should be a concern to him as George's is making bad decisions, he said no more and email George only. This is very odd as Bill Knoff/ Seth Johnson always kept staff updated with the AV system from Paul's input and mine. On 3-3/18/2012 George reported out at our av meeting to all that the av upgrade had been approved.

Months ago I had asked George in our 1on1 meeting if he is keeping staff updated on the av system since they were waiting to secure a a/v company to do maintenance as we are not to touch. He replied that Frank and Charles were the ones to be doing that and not him. I brought this up because we are the ones that people look at and question when problems arise in the boardroom (most recently Linda LeZotte, Richard Santos, Brian Schmidt and Sharon Judkins all for different av issues during our boardmeetings) Beau had asked me awhile back when are we getting the av system fixed as we are always having problems with it. I reported that out at that time with email. I emailed Frank after this meeting and explained this to him and also said I asked Michelle King if she had been kept updated and she said no. Frank responded that he and Charles would be putting a communique to staff. I just recently asked Michelle King again on 3-13-2012 if she has heard from them on the boardroom av status and she replied no. I am not sure if he only sent that to Sharon and Beau.. If not why is it that staff is not being updated by them??

Below is some information on the Boardroom

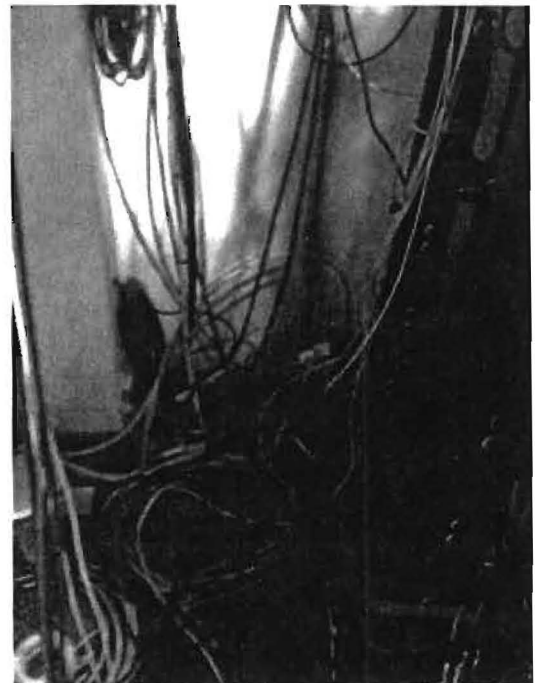
4 AMX power management units were purchased to preserve the component life in the A/V rack, the a/v components were to be plugged into these units to power down nightly and on the weekends to reduce heat and wear and tear. These have been sitting upstairs for over 6 months or more. Stephen Anderson

was paid for this but told not to contact him by George. **(Pics below of AMX Power Management Units- upstairs in 2nd floor HQ)**



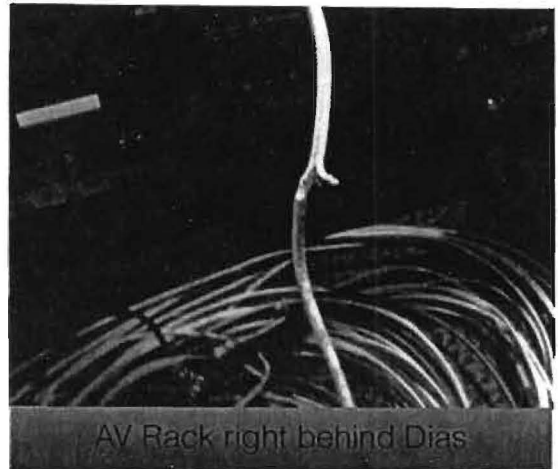
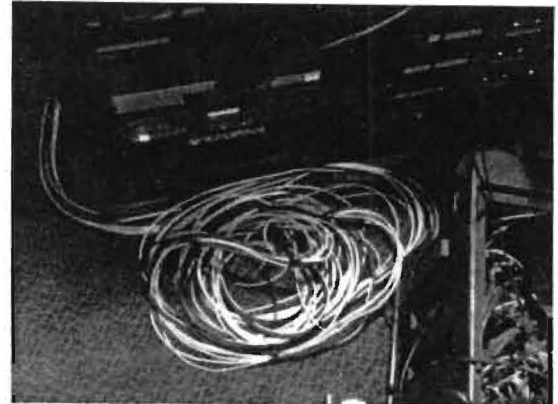
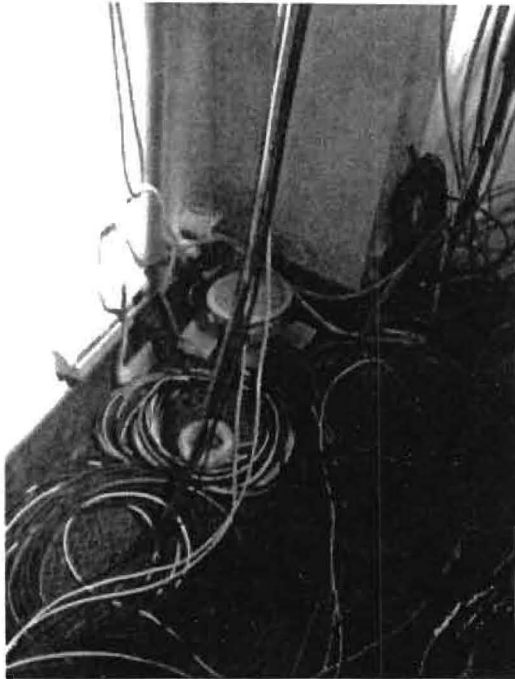
There was numerous parts purchased for Phase 2 and 3 for the Boardroom (cables, connectors, tools AMX parts) that was cancelled . **PTE camera controller** for our main camera was bought this is sitting in admin still, this was supposed to fix the camera issues we were having, Stephen was paid for this also. (Just recently because of not securing av company George finally had to contact him when we had issues)

Royal a vendor (a Telecom company not a AV company) that was used to install some cables in the front and rear of boardroom pulled the cables after a job was cancelled, the cables are just lying behind the rack on the floor making it impossible to go behind the rack with out stepping on these . In the front of the rack there was a cable coiled up together with one that had a tear exposing the wire to the metal and when touching them it went cracking over the av system loudly (this was after we were asked to troubleshoot the system when the program audio would not work when some public speakers wanted to play a cd during one of our recent board meeting) we



- AV Rack right behind Dias

both reported these findings to George he seemed uninterested and to this day almost 4 weeks now it's still in this condition, and since last year when Royal did this work.

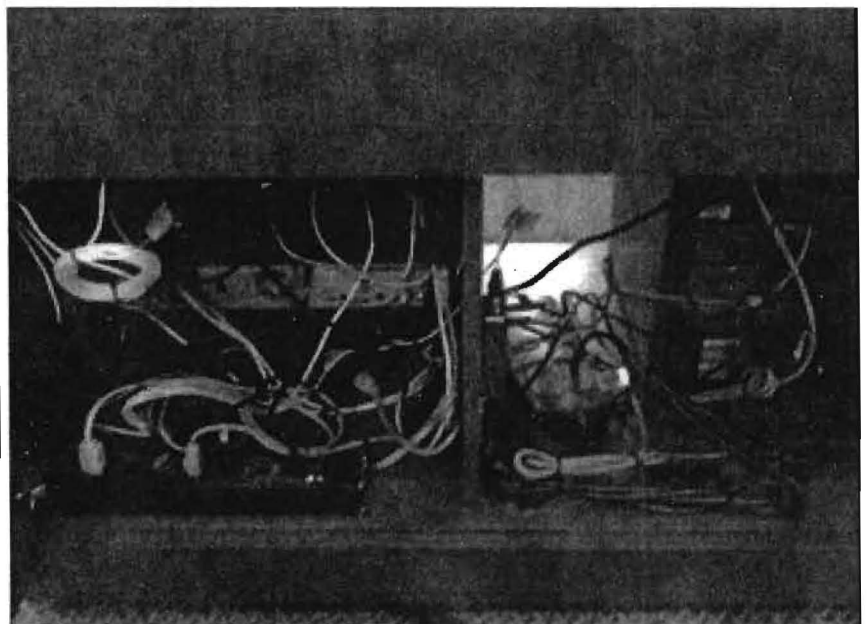


Here is an example of the new podium that we were asked by George to install, notice the cable management, cables wrapped up and coiled nicely. But yet he takes no action on a/v rack. The podium was installed 3/15-16/2012 the new av temp did most of the work.

Riverview a A/V company that was finally secured had to come down twice within a week. The first time when I reported out the Assisted listening had went down, we were asked by George to

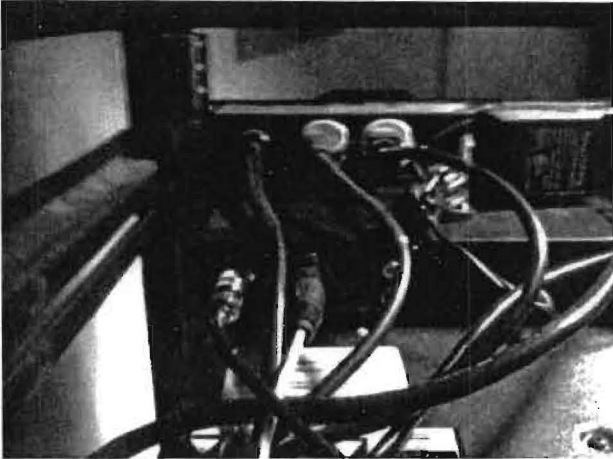


trouble shoot and I did with the software avoiding the rack due to it being a mess,



Mike the A/V temp troubleshooted the rack but came up with nothing. Riverview came out and a few hours later found out that the problem was 2 wires to the antennas we not plugged in (a simple secure connection was all that was needed) . The very next week they had to come down once more to fix the program audio (cd audio) and found that a RS232 connector that should be screwed in was disconnected. (**Antenna cable - Left, RS232 Cable- right**)

March 20, 2012 Riverview came down once again, one of the issues he came across was a video cable that was not plugged in, he said its very suspicious,



that this is the third cable he has found unplugged.

At the very end, he was was talking to us both and said that "there is a lot of configuration that can be used but you guys don't utilize about 80% of the system, there is a lot of redundancy with the system and he went on to say that a lot of these problems that we are having could be solved if there was communication between each other."

Paul: Redundancy like every staff and directors spot has a full av system that does not get used (this does not need to be replaced) training would be beneficial.

ED Giver - Installations Division Field Supervisor : Riverview Systems Group

(408) 702-5474

Spinitar who do a upgrade a couple of years ago to the Audio Visual system while Bill Knoff was Unit Manager, paid \$60,000+... Why a upgrade so soon?

Paul- 30% of equipment in A/V rack is usable in a digital environment

- **AMX Power Management** bought not used. programmer pre-paid, no follow up
- **Vendors called** If general maintenance from onsite av staff would happen it would have prevented recent issues we were having including the following with Chair LeZotte mic (vendor found and cleaned the mic connectors **3-26-2012 updated just today at our Boardmeeting it occurred again and she was frustrated, so I figured I troublehoot on the spot and did a simple procedure that seem to fix it, time will tell. I did so because we were live and in a situation.)**, Director Santos touch screen going off (I changed the sleep mode from 5 min. To 15 min)
- **PTE Camera controller** not installed, I have reported out camera issues recently, this would have prevented that. Controller and programmer work paid
- **Positrack camera controller** was purchased but cannot be used due to the PTE not installed
- **COB AV AMX Panel** still out and not returned Stephen Anderson has this
- **Log in code** written by Stephen Anderson las year-paid no work done
- **EOC** -Redesign and parts still sitting in warehouse to be returned, new design and new parts to be ordered.
- **Maple Room** cancelled last year by George, no reason given to this day, I emailed Penny Larussa and she was not aware and questioned why. If it was not for me inquiring it would not been addressed, it is now getting underway, still no acknowledge from George as why it was cancelled first place.
- **B-108** parts ordered work cancelled
- **Podium:** A brand new Boardroom podium was purchased instead of having our carpenter Scott McKnight who was originally scheduled by AV team to build one, George decided to purchase one instead.
- **Public Address Speaker** was purchased when I emailed it needs to be sent in for repair. Thousands were spent and we could have sent in for repair or purchased a battery as we did when the exact same speaker had issues. Paul had purchased a battery and installed it prior the price was around \$300. Not only a repair would have been more cost savings to District, George did not need to purchase a new one as their was no urgency and we have other options, like the brand new speakers that were purchased (4 Mackie speakers are sitting in our warehouse unused) over a year ago.

- **3-26-2012.** Just today at our Boardmeeting when I came in after my training I was informed that our Sony DSR went down after a error occurred and would not start up so they swapped it out. He followed up with a email for me to look for a brand new one with extra capabilities, when I get a chance. Around 2 pm I was informed from the other av tech that George was already looking for one (he does this constantly, ask's me, then does it himself or intercepts av tickets to micromanage and take the lead) He is already to purchase a new one without me taking a look at it (even though we are told no troubleshooting). I have seen this error before and it clears up due to the tape not being put in properly (updated: 3-28, I got a chance to look at it, the tape was stuck, i recommend repair) We have 2 other DSR that do the same thing and no need to spend upwards of 4k or more for a new one with all the bells and whistles that he is asking for. All we do is record to the tape for backup if the Granicus system fails, if it does we capture the back up tape and transfer it to Granicus, if Granicus is successful which it is 99% of the time we just record over the tapes. There is no additional need for it to be on network etc. More unnecessary spending from him.

We have all the emails to backup what is written here and will compile them also. PR forms can be referenced with dollar amounts, dates and parts/service.

Not only has this put us in a position with having to deal with the av system in the boardroom, it has put the Directors and District Staff as well since they are the ones having to use it and I am pretty sure they are unaware of IT management directions.

**FY2013 UNMET NEEDS
SERVICES & SUPPLIES (\$&S)**

DIVISION	Division Priority # (1, 2, 3, etc.)	Unit	Unit Manager	Fund	ProjNo/Name	Acct/Acct Name	Type (Consultant/Temp/other)	Unmet Need Amt.	Description	Business Impact	Training Required	
715	1	735	Frank Fung	11	60101011 / Audio Visual Maint / Support	6131 Computer Programming Services	Programming Services	10,000	Programming support for replacing audio- video system	This project provides for the programming, installation and replacement of the HQ boardroom audio-video (AV) system. The HQ boardroom AV system was built in 1999 and has reached its end of life. The business impact of not funding this project is failure of the board of directors to hold public meetings.	Yes	
715	1	735	Frank Fung	11	60101011 / Audio Visual Maint / Support	6199 Other Professional Services	Professional services	125,000	Installation services for replacing audio-video system			
715	1	735	Frank Fung	11	60101011 / Audio Visual Maint / Support	7043 Equipment-Computers	Hardware	200,000	Hardware for replacng audio-video system			
								\$335,000	TOTAL requested Unmet Needs			

Ray Corral

From: Paul Goeltz
Sent: Thursday, October 06, 2011 12:02 PM
To: Ray Corral
Subject: FW: Prices on the upgrade

From: George Kamenjati
Sent: Thursday, September 08, 2011 2:22 PM
To: Paul Goeltz
Subject: RE: Prices on the upgrade

Let's meet tomorrow about this when you come back from the Library setup.


Does 10 AM work for you?

George Kamenjati

Please check for Audio Video resource availabilities on our Web-Calendar when planning for meetings or events. Make sure to reserve and submit your requests to the helpdesk at least 3 working days in advance. <http://srv-oabustool/webcalendarav/>

Our Equipment loaning site is <http://srv-oatools/phpscheduleit/index.php>

Our Service Center site is <http://srv-oatools/MyHelpdesk/index.php>

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From: Paul Goeltz
Sent: Thursday, September 08, 2011 2:19 PM
To: George Kamenjati
Subject: RE: Prices on the upgrade

Thanks George, I will take this info and come up with a (i.e. larger view) for you. Already based on having the equipment in 131, that will add a considerable cost. Does 131 have room for 3 racks, or do not worry about that? Any idea's you have please pass them along. The links are for info only.

<http://www.amx.com/products/categoryTouchPanels.asp>

http://www.amx.com/products/Optima_HDMI.asp

<http://www.amx.com/products/categoryMatrixSwitchers.asp>

<http://www.amx.com//techdocs/NI-X100.HardwareReferenceGuide.pdf>

<http://www.amx.com/products/categoryDigitalMediaSwitchers.asp>

<http://taiden.com/newEbiz1/EbizPortalFG/portal/html/index.html>

<http://www.taiden.com/newEbiz1/EbizPortalFG/portal/html/CategoryList.html?>

<http://taiden.com/newEbiz1/EbizPortalFG/portal/html/CategoryList.html?>

<http://www.amx.com/products/categoryArchitecturalConnectivity.asp>

<http://www.amx.com/products/categoryLightingControls.asp>

<http://www.amx.com/products/categoryDigitalSignage.asp>

<http://www.amx.com/products/categoryTelevisionDistributionSystem.asp>

<http://www.amx.com//techdocs/0332624.pdf>

From: George Kamenjati
Sent: Thursday, September 08, 2011 11:20 AM
To: Paul Goeltz
Subject: RE: Prices on the upgrade

From: Paul Goeltz
Sent: Thursday, September 08, 2011 11:12 AM
To: George Kamenjati
Subject: RE: Prices on the upgrade

Why not put the equipment racks were they should go next to the user??

By user you mean administrator... which is you and ray correct?

Will there be a Heat issue? Do we need cooling there?.

Again your expertise is needed here,

Remember you are the senior tech.

As there will require lots of cable and extenders, to put them there. They should go behind the av area.

DVI, CAT 5, or HDMI with vga inputs?

You Decide what is best, you are the expert Senior tech. probably it will be a combination.

Again, if this is hard for you to figure out on your own, please let me know asap.

To summarize, I'm not asking you to DETAIL the design; for now I just need a MACRO view (i.e. larger view) of the system.

From: George Kamenjati
Sent: Thursday, September 08, 2011 10:38 AM
To: George Kamenjati; Paul Goeltz
Subject: RE: Prices on the upgrade

See responses under your emails

From: Paul Goeltz
Sent: Thursday, September 08, 2011 10:28 AM
To: George Kamenjati
Subject: RE: Prices on the upgrade

We have cable now? You want to keep that?

I rely on your expertise what is best, but I would say chose what best support Digital environment..

Are we taping to hard disk or tape?

I rely on your expertise what is best, but I would say recording on disk is best and faster.

So the equipment racks you want in 131?

Yes

The committee meetings that system must tie in also right?

Also tie in the Back office /conference of the Directors.

Pre function rid of the old crt or keep them

I rely on your expertise what is best, but I would say chose what best support Digital environment

From: George Kamenjati

Sent: Thursday, September 08, 2011 9:55 AM

To: Paul Goeltz

Subject: RE: Prices on the upgrade

You've been using the board room for many years, and you have an IDEA on what they want, You would think it's that way, but unless you meet with the end users, you really have no idea? I will try.

- 1- Of course no satellite,
- 2- For now let's focus on the Board room, we can Do the in between building later (provision for it)
- 3- Don't make it more complex than what it is.

Basically here what we need:

- 1- Digital / Ethernet based system to be located in room B-131
- 2- Boardroom coverage to include:
 - a. Cameras
 - b. Podium
 - c. 9 Dias Seats
 - d. 3 Chiefs seats
 - e. 2 COB seats
- 3- Feed to IPTV and Granicus
- 4- Voting System.

The End user or stake holders will be engaged when the Consultant comes in.

I just need approximate list of hardware and cost.

When you make the list please put hyperlink to each product specs.


If this is something you can't do please let me know asap and I'll manage.

George Kamenjati

Please check for Audio Video resource availabilities on our Web-Calendar when planning for meetings or events. Make sure to reserve and submit your requests to the helpdesk at least 3 working days in advance. <http://srv-oabustool/webcalendarav/>

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Our Service Center site is <http://srv-oatools/MyHelpdesk/index.php>

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From: Paul Goeltz
Sent: Thursday, September 08, 2011 9:43 AM
To: George Kamenjati
Subject: RE: Prices on the upgrade

I will try, but how to design a system without end user information, or what the room will look like.(podium, front/rear table) and many others. Digital cat 5, HDMI, DVI, which one?? Bluetooth, recording, granicaus, the old system is sent through the building, MATV, CATV, cable or satellite? Displays, who gets pc's, there is so many variables. Please don't assign tickets until then.

From: George Kamenjati
Sent: Thursday, September 08, 2011 9:16 AM
To: Paul Goeltz
Subject: RE: Prices on the upgrade

How about Friday 9/23 as a final dead line.


That will give me only one week to squeeze it in the first budget pass; I really do not miss out on the opportunity to have the upgrade into the budget.

George Kamenjati

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Our Service Center site is <http://srv-oatools/MyHelpdesk/index.php>

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From: Paul Goeltz
Sent: Thursday, September 08, 2011 9:12 AM
To: George Kamenjati
Subject: RE: Prices on the upgrade

George I have been working with Steve on BR issue's as you said that is first. And we had committee meetings yesterday today and tomorrow. I had some questions about what you want, which I had sent before, we are not going to ask the end user what they want need? Or we are just designing a room for digital use? What about recording, Bluetooth, and a host of other items. What do the directors want, how can a design happen if we don't know about the front table, rear table, podium etc. Next week is free except Monday am Steve is calling back in , and the 15th I can work on it but have to be with royal It took 3 straight days just to do EOC, and another to do changes. And more changes coming.


Amx and voting is for sure digital as in cat 5, DVI, HDMI or provisions for all??

From: George Kamenjati
Sent: Thursday, September 08, 2011 8:54 AM
To: Paul Goeltz
Subject: Prices on the upgrade

Paul, don't forget tomorrow's deadline to report on the cost to upgrade the A/V system.

George Kamenjati

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Our Service Center site is <http://srv-oatools/MyHelpdesk/index.php>

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From: Ray Corral <Ray-Corral@sbcglobal.net>
Subject: Fwd: "Be Seeing You"... it means quite a lot...
Date: December 9, 2012 4:04:34 PM PST

From: George Kamenjati
Sent: Friday, April 29, 2011 9:06 AM
To: Ray Corral; Dave Mahaffey
Subject: RE: "Be Seeing You"... it means quite a lot...

Ray, you've got a great pharmacy next door, take advantage of it; it will ease the hard time, and walls will be blurry in no time.

From: Ray Corral
Sent: Friday, April 29, 2011 9:04 AM
To: Beatriz Portugal; George Kamenjati; Information Technology Unit
Subject: RE: "Be Seeing You"... it means quite a lot...

Yeah.... Doing Hard Time for sure! Good thing I am a dreamer.

From: Beatriz Portugal
Sent: Friday, April 29, 2011 8:13 AM
To: George Kamenjati; Information Technology Unit
Subject: RE: "Be Seeing You"... it means quite a lot...

Quote from Red: ([The Shawshank Redemption](#) 1994)

These walls are funny. First you hate 'em, then you get used to 'em. Enough time passes, you get so you depend on them. That's institutionalized.

Prisoner 2201

From: George Kamenjati
Sent: Friday, April 29, 2011 8:07 AM
To: Information Technology Unit
Subject: RE: "Be Seeing You"... it means quite a lot...

I'm glad I have you as my cell mates for the next 5 years of so... your smiling faces make time goes faster.

Best regards
Prisoner 1737.

From: Steve Wing
Sent: Thursday, April 28, 2011 6:56 PM
To: All Users
Subject: "Be Seeing You"... it means quite a lot...

Paul Goeltz
615 Orvis ave
San Jose, CA

Dear Chair and fellow boardmembers and staff.

Paul Goeltz previous Senior IT/AV Technician. I'm here to discuss the proposed Audio/Visual system upgrade of \$335k that was requested by Frank Fung and George Kamenjati, - with no input from existing A/V staff. In addition to that, the gross negligence from HR, Labor Relations and the Union. I have been under constant manipulation, lies and cover ups from Administration, IMD manager, IT Unit manager and Supervisor which went as far to disclose personal information and diagnose me with a disorder which I do not have, which is a issue to my long term disability. I know I was cut off and pushed out.

Mismanagement ultimately made me make the choice to finally medically retire, but be assured if I had been treated fairly per the SCVWD Policies, I would still be a employee today.

What I've been through this past 2 years is unacceptable.

Is this behavior from staff something that you as Boardmembers condone? even though you speak about no bullying/hostile work environment and the policies that are set fourth. Why is there such a disregard to the policies? From both Staff and IT Management? Are these policies ignored purposely to desperately cover up the truth at no cost? Which brings me back to the issue of the upcoming A/V upgrade that was requested by Frank and George.

Can any of you say that the boardroom needs this system upgrade of a tune of \$335K which cost is expected to go up? Besides the minor technical glitches that could easily have been fixed by A/V Staff, but was directed not to troubleshoot or repair. I have always been available over the phone when I am out to give direction to a/v staff if there is a issue, however they were instructed by George Kamenjati to not contact me. Never has the no contact rule applied when I had been previously out.

I don't see a need for a whole system upgrade.

Why did Frank and George requested ?

I have more emails and proof that shows their pattern mismanagement.

I have submitted paperwork to support what I am saying here today, including the report that was given to former CAO in July 2012 that details the Audio Visual system and personnel issues.. In addition a couple of red flag emails for you to see, which is just the tip of the iceberg, as I have more to submit.

Look at the av rack behind you does that look maintained?

Do you know that you could be using the voting system that was requested? the existing a/v system will support it.

I hope you as public servants ask questions since we are held responsible with public funds.

If I can be of any help please contact me.

Thank you Paul Goeltz

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@pgoeltz

my only phone is 408 899 9692 home Google