




COMMISSION AGENDA:

4.9.13 #32

MEMORANDUM

TO: Fellow Members of the Pinellas County Board of County Commissioners

FROM: Kenneth T. Welch, Chairman 

SUBJECT: Appointment of Alternate Member to the Board of Adjustments

DATE: April 9, 2013

Attached are resumes of applicants for an alternate member to the Board of Adjustments, appointed by the BCC. All of the applicants are registered voters in Pinellas County. Please circle one name on the ballot.

MICHAEL CHRISTOPHER FOLEY, ESQ.

625 Court Street ♦ Clearwater, FL 33756 ♦ (727) 515-1714 ♦ mcf@macfar.com

EDUCATION

University of Florida, College of Liberal Arts and Sciences	
Bachelor of Science	1997
Stetson University School of Business Administration	
Master of Business Administration with Honors	2001
Stetson College of Law	
Juris Doctorate	2001

EXPERIENCE AND PUBLIC SERVICE

MACFARLANE FERGUSON & MCMULLEN, P.A.

Partner (2002-Present)

- Provide legal services to an array of private sector and public sector clients with a focus on business litigation, creditor's rights, real estate, administrative and government law.
- Admitted to practice law in all Florida State Courts, the United States Eleventh Circuit Court of Appeals, and the United States District Courts for the Middle District of Florida.

PINELLAS COUNTY SHERIFF'S OFFICE – Sheriff's Citizens Academy

Board Member (2004-present)

- Serve on governing Board providing guidance and fundraising assistance for Pinellas County Sheriff's Office Police Athletic League

TOWN OF BELLEAIR

Infrastructure Review Board, Vice Chairman (2011-present)

- Serve as Vice Chairman of Board that advises the City Commission regarding implementation, operation, effectiveness and status of the City's infrastructure. Review engineering plans and provide recommendations for project timelines and funding to improve upon and maintain the infrastructure needs of Belleair.

Charter Review Commission (2007-2008)

- Reviewed and proposed amendments to City's electorate for consideration while looking to the future to improve the life of all citizens of Belleair by making government more efficient and effective.

BIG BROTHERS BIG SISTERS OF PINELLAS COUNTY

Legal Counsel (2010-present)

- Provide *pro bono* legal services to non-profit providing children facing adversity with strong and enduring mentorship

THE FLORIDA BAR
Business Litigation Section
Environmental and Law Use Law Section

BARNEY MASTERSON INN OF COURT
Member (2006-2008)

SKIP CLINE YOUNG LEADERSHIP SOCIETY, MORTON PLANT MEASE
Member (2005-Present)

REPRESENTATIVE CASE

D.A. Bennett Company v. City of Clearwater, Appeal Number 08-0019AP-88A (Fla. 6th Cir. Ct. December 1, 2008), cert. denied, No. 2D08-6364, 2009 WL 1100399 (Fla. App. 2dDist. April 24, 2009).

g:\mcf\resume\current resume.03.13.13.docx

Tania I Goldman

958 Bayshore Drive
Tarpon Springs, Florida 34689
917-750-0370
tigoldman@hotmail.com

Objective

To become an alternate member on The Pinellas County Board of Adjustment. I have a great interest in real estate and am hoping to enter into the job market in the area of real estate once my daughter enters school full time. I feel that this would be a fantastic opportunity for me and I believe my desire for the position would be a benefit to The Board.

Professional Summary & Skills

Varied background including Legal, Medical, Real Estate, Pharmaceutical experience. Skilled in research, sales and management. During the last eight years I have been a stay at home mom with my two children managing a household while my husband owns and runs a successful and growing OB/GYN practice here in Pinellas County. I am fluent in Polish and have a limited ability with French, Spanish, Hebrew and Russian.

Education

City University School of Law, New York 1998

Juris Doctorate in Law, specializing in Mediation, Real Estate and Health Law

Pace University, New York 1993

Bachelor of Business Administration, minoring in International Management and French

Professional Experience

Legal & Real Estate

- * *Gill Abstract, Corp. - Title and Surety Insurance 1994-1997*
- * *Paul, Weiss, Rifkind, Wharton and Garrison, LLP - Corporate Law 1998*
- * *Barr & Rosenbaum, LLP - Real Estate and Personal Injury 1993*

Pharmaceuticals & Medical

- * *Reliant Pharmaceuticals, Inc. - Sales 2001-2004*
- * *Innovex Pharmaceuticals, Inc. - Sales 1999-2001*
- * *Advanced Imaging Systems, PA - Medical Coding & Billing 1985-1993*

Meinck, Cynthia M

From: Eugene Hendry [bigbubbapa5263@aol.com]
Sent: Thursday, March 28, 2013 6:44 PM
To: Meinck, Cynthia M
Subject: Broad of adjustment

Follow Up Flag: Follow up
Flag Status: Flagged

Eugene Hendry

5027 96th Terrace

Pinellas Park FL 33782

570-881-2255 OR 727-424-4204

Bigbubbapa5263@aol.com

Professional Goal Broad of Adjustment

Education: High School Diploma

Years attended (1999-2003)

Pittston Area High School

Pittston, Pennsylvania

G.P.A. 3.5

- College Prep
- Honors List
- Letterman for football
- Football team captain

Experience: Reading Medical Center

West Reading, Pennsylvania

September 2009 to Present

- Provide secure setting to all patients and staff at facility.
- Assist with 302 transports.
- Attend trauma situations.
- Assist nursing with hostile patients and visitors.

Luzerne County Correctional Facility

Wilkes-Barre, Pennsylvania

May 2007 to August 2009

- Care, custody and control of inmates.
- Provided security to over 200 inmates.
- Mediated between inmates when they had disagreements.
- Assisted inmates to get the needed resources from the community, so they could be independent when released.
- Member of the riot team.
- Trained in CPR, handgun, shotgun, fire safety, suicide prevention.
- Attended Pennsylvania Department of Corrections Elizabeth Training Academy, graduated January 30, 2009 class number 659A.

Pittston City DPW

Pittston City, Pennsylvania

January 2001 to May 2007

- Pick up yard waste, trash, and recyclables.
- Plowed streets in snow and icy weather.
- Paved streets and filled potholes.
- Fixed sewer drain and manhole.
- Drive class B CDL truck to pick up trash.
- Cleaned street with street cleaner.
- Negotiated contracts with recycling centers.
- Grass cutting and summer maintenance of city parks.
- Minor maintenance to city buildings.

Sent from my iPhone

Michael J. McGuinness
200 Skiff Point, Unit 202
Clearwater, FL 33767
978-578-1648

Resident of Clearwater FL since 2004. Currently retired, but licensed as an electrician in both Florida and Massachusetts.

Professional Experience:

Benjamin Franklin Institute of Technology

Instructor, Electrical Program	
Evening Program Faculty (Part Time)	1989 - 1993
Day Program Faculty (Full Time)	2003 - 8/06
▪ Electrical Theory instruction for students in the first year of a two year technical and apprenticeship program.	

McGuinness Electric

Self-employed Electrical Contractor	2002 – 2004
▪ Full service contracting, industrial, commercial and residential	

Reading Municipal Light Company, Reading MA

Senior Station Electrical Technician	1990 – 2002
▪ Maintenance of electrical controls for all substations, fire alarm systems, computer network and high voltage switching systems.	

Consolidated Electric, Norwood, MA

Instructor, Electrical Program	1992 – 1995
▪ Electrical Theory instruction for students in the first year of a two year technical and apprenticeship program.	

All Kraft Construction Company, Peabody, MA

Project Foreman, Electrical	1987 – 1990
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Massachusetts Eye and Ear Infirmary, Boston MA

Electrical Supervisor	1986 – 1987
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McGuinness Electrical Contracting and Consulting, Inc.

Electrical Contractor, self employed	1984 – 1986
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Massachusetts General Hospital, Boston, MA

Lead Electrician 1977 - 1984

Education:

Boston University, Boston, MA, Liberal Arts	1970 – 1971
Northeastern University, Boston MA, Engineering Program	1982 – 1983
Building and Construction, Certificate awarded	1990 – 1991
Facilities Management, Certificate awarded	1990 – 1993
Wentworth Institute, Boston MA	1996 - 1997

Licenses and Certifications:

Local 103, IBEW, Dorchester, MA	1984 – Present
Peabody Vocational, Peabody, MA Electrical Certification	1974
MA Journeyman's Electrical License #E23220	1974
MA Master's Electrical License # A9543	1976
ME Master's Electrical License #4345	1979
Electrical Institute, Boston, MA Industrial and Commercial Power Distribution Certification	1978
Motors/Motor Control Certification	1979
Hoisting Engineers License	2002
13,000 Volts Power Distribution Course Certification	1984
Industrial fire Academy Certification	1985
Commonwealth of Massachusetts Department of Education Certified Teacher #502445546, C23, D23	
Pinellas County Construction Licensing Board Competency Certificate C-9987 Electrical Contractor (Inactive)	2012-2013

Continuing Education Courses and References available upon request

JOSEPH J. MAURO
1950 WHITNEY WAY
CLEARWATER, FLORIDA 33760
727 692-1956 – joejmauro@gmail.com

EDUCATION – BACHELOR OF SCIENCE – ECONOMICS
ST. JOHNS UNIVERSITY COLLEGE OF BUSINESS ADMINISTRATION

Objective – To obtain a challenging and responsible position that will utilize my education and experience in customer service, and administration while providing a mutually rewarding working relationship.

Billy Jacks Burger Shack February – November 2012 727-403 1936 – Chris Corby
Work as a prep cook, operated deep fryer, served food, dishwasher, clean the cooking and common areas – general kitchen duties. menu includes, burger, wraps, sandwiches, fries, and appetizers.

January 2006 – April 2010 – Racetrack Announcer & Mutuel Teller 727-812-3339
As an announcer committed to adding to the excitement of the Racetrack experience- personally wrote ads and programmed all the music for the post parades. As a mutuel teller handled the betting for the customers at Derby Lane and other racetracks nation wide.

Poker Dealer 1994 - 2006
Seminole Casino –taught and opened poker dealer schools, poker room dealer, - 954-961-3220
floor person and manager
Cruise Ships –
Sun Cruz, - 954-929-3800-
Regal Empress, Sea Escape, Vegas Express, Princessa – poker/manager dealer
Dania Jai Lai - poker dealer - 954-927-2841
Pompano Park – poker dealer - 800-843-4753

Turnberry Condominiums – 1990 - 1994 - 305-935-3000
Security Officer for luxury condominium with high profile occupants

Jack Christy Properties - 954-921-5505
Building Maintenance for their properties
Liquor store salesman and bartender

New York City Department of Personnel - 212-331-6000
Personnel Manager and Recruiter- represented the Department Commissioner in various areas
(i.e. crisis intervention, child support, addiction services)

New York City Department of Social Services - 212-331-6000
Personal Manager and Executive Assistant to the Deputy Commissioner
Developed monthly planned action reports (hiring, firing, promotions)
Counseled entry level employees hired as case workers
Participated in procedures for 450 employees

New York City Office of Management and Budget - 212-788-5800
Executive Assistant to the Budget Examiners
Modification of the NYC Budget on a daily basis, budget allocations for the Budget Director and the Mayor

Licenses-State of Florida para-mutual, card room dealer, and instructor, Greyhound Association of America
Executive, Merchant Marine Z Card-International status, unarmed security officer.
Computer skills – MAC, PC

March 31, 2013

Personal Resume of

Jerry L. Tetro
13310 72nd Terrace North
Seminole, Florida 33776 (Unincorporated)

Please consider the following resume as an application for the open alternate member position on the Pinellas County Board of Adjustment

Resident of Pinellas County since 1973 Unincorporated since 1984
Married since 1970 Two children, four grandchildren
Born Fulton, NY

Military: Member of NY, Florida National Guard Honorable Discharge with 6 years Company Clerk experience

Education: Bachelor of Business Administration with Major in Accounting, Drake College, Various continuing education courses in construction, real estate, computer courses, internet marketing, writing, taxes, accounting.

Current Licenses active: State of Florida Real Estate Salesperson, State of Florida Certified Contractor since 1976

Work Experience: Extensive experience in the Homebuilding industry in Pinellas having built over 1000 homes since 1973 in various companies I was a principal partner in. Also have some Commercial building experience.

Applicable experience to position: Have appeared in front of the Board of Adjustments for various variances over the years along with being in the audience to oppose applications for a variance, and have applied for administrative variances.

Have a complete understanding of the intricacies of building on narrow lots, zoning implications, side, rear and front yard setback requirements, building height restrictions and fence height restrictions, drainage, utility easements etc. and because I did quite a bit of scattered lot construction from Pinellas Point to Tarpon Springs understand requirements in both unincorporated County along with the various municipalities in Pinellas County.

In summary: I have learned over years of working with the public how to listen, understand, explain, and diffuse upset customers, homeowners, home owner associations and even building officials in a calming manner.

My contact information : hammersmith@tampabay.rr.com 727 397 9826
References on request

KITTY G. GRUBB
ATTORNEY-AT-LAW
7631 CARVER COURT
SEMINOLE, FL 33772-4948

ADMITTED IN ALABAMA AND TENNESSEE ONLY

PHONE
(727) 319-4238
TELEFAX
(727) 319-8409

Kenneth T. Welch, Commission Chairman
Karen Williams Seel, Commission Vice Chair
(Alphabetical order)
Charlie Justice
Susan Latvala
Janet C. Long
John Morroni
Norm Roche
% Board of County Commissioners
315 Court St.
Clearwater, FL 337756

Re: Pinellas County Board of Adjustment – Alternate Member Vacancy

Respectfully-submitted, timely letter and enclosures from **Kitty Grubb**

KITTY G. GRUBB
ATTORNEY-AT-LAW
7631 CARVER COURT
SEMINOLE, FL 33772-4948

ADMITTED IN ALABAMA AND TENNESSEE ONLY

PHONE
(727) 319-4238
TELEFAX
(727) 319-8409

March 29, 2013

Kenneth T. Welch, Commission Chairman
Karen Williams Seel, Commission Vice Chair
(Alphabetical order)
Charlie Justice
Susan Latvala
Janet C. Long
John Morroni
Norm Roche
% Board of County Commissioners
315 Court St.
Clearwater, FL 337756

Re: Pinellas County Board of Adjustment – Alternate Member Vacancy

Dear Honorable Commissioners:

Introduction. This respectfully-submitted, timely letter and its enclosures concern the above-referenced. As some of you may not know me/not know me well, hopefully the enclosed summary resume and related news articles will provide information helpful to you.

Background. By way of background, I've lived in Seminole, Florida for over 14 years. I am an attorney licensed in the States of Alabama (35+ years) and also Tennessee (32+ years). Similarly, I am a certified mediator in 3 States, including the State of Florida, as well as formerly being an internationally-certified arbitrator. I have been chosen 100's of times to serve as an independent neutral mediator. Likewise, I currently serve as an arbitrator for various entities, including being on the US Federal Mediation and Conciliation Service's (FMCS') Roster of

Arbitrators, the Florida New Motor Vehicle ("Lemon Law") Arbitration Board, etc. In my capacity as an arbitrator, I have been chosen 100's of times as a third-party decisionmaker.

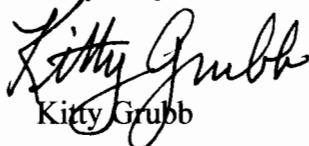
Volunteering, Including Elections and Sports. You may know me/know of me from my volunteering. For years, I have served as a Precinct Supervisor-Clerk for the Pinellas County Supervisor of Elections Office; as my schedule permitted, I further have served as the Precinct Supervisor-Clerk for a combined 5 precincts in a Municipal Election, and also worked early-voting. Others of you may know me from my sports involvement; for years, I have refereed local FHSAA and youth sports.

Questions or Further Information. If you have any questions or need further information, then please do not hesitate to contact me.

Conclusion. Expression of Thanks. I thank you for allowing me to respectfully submit this letter and its enclosures. Consideration shown my candidacy for this position is of course most appreciated.

Continuing professional and also personal regards to each of you.

Very truly,


Kitty Grubb

Enclosures

Kitty Grubb
7631 Carver Ct.
Seminole, FL 33772-4948
727-319-4238

Licensed Attorney: States of: Alabama (35+years); and Tennessee (32+ years). Both Bar-admissions by examination. A sampling of significant legal cases of Kitty Grubb's:

- Served for 14+ years as **sole** plaintiffs' Class Counsel in what was then the largest EEO Federal-sector administrative Class Action and related litigations, featuring 19,462 Class Members, against 2 Federal Agencies. Instead of the Class Members' getting script coupons or other *de minimus* value relief, the Settlement Agreement contained no (0) limits on individual Class-Member relief, no (0) splitting of a settlement fund, etc. – full, unlimited, financial, and personnel relief available, with presumption of entitlement. Such Class Action was one of the very few to ever successfully challenge a Federal educational qualification-standard – first year after implementation of new standard, on a national basis, applicant-pool went from less than 2% female to 25+% female; countless female-employees received retroactive, multi-level promotions, back-pay, etc.; and so forth. Additionally, and noteworthy, **despite litigating that case and related litigations for over 14 years, Kitty Grubb took no (0) money (\$0) whatsoever from any individual Class Member's respective conferred-relief, nor from the Class', monetary relief, either;**
- Kitty Grubb filed several other successfully-resolved EEO Class Actions, receiving substantial individual, and also systemic, relief for literally 1,000's and 1,000's of Class Members;
- Further, *pro bono* (for free/no \$0), Kitty Grubb and another attorney filed two (2) groundbreaking cases to prevent the closure/force the opening of 2 county school systems, which systems had closed/would immediately close, due to funding shortages and accumulated budget deficits. **Despite death threats and other similar acts trying to discourage her, Kitty Grubb continued with these litigations until the respective school systems were opened/remained open and operational.** Thereafter, to assure one of these school systems complied with its legal obligations, and to assist additionally with such system's operations and logistics, Kitty Grubb further *pro bono* served as County School Board Attorney for 2 school years.

Academic Achievement: Concerning academic achievement, it is reasonably believed Kitty Grubb possesses more LL.M.'s (advance graduate law degrees) than any attorney in U.S. history. Kitty Grubb was conferred 4 distinct LL.M.'s, also a Graduate Law Certificate in Employee

Benefits Law, and has completed 16 hours towards her 5th LL.M, an LL.M. in (Environmental Law) (subspecialty focus: Healthcare Law):

- Georgetown University Law Center - **LL.M. (Labor and Employment Law)**. Honors in *Labor Agreement Enforcement*, and co-recipient, honors in *Practice and Procedures Before the N.L.R.B.*; - **LL.M. (Securities Regulation - with distinction)**. Honors in: *Federal Regulation of Financial Institutions*, and *Small Business Financing and Venture Capital*. Member, Student Bar Association (SBA). - **Graduate Law Certificate in Employee Benefits Law** (Certificate requires successful completion of: 5 courses in Employee Benefits Law, including *Pension & Other Deferred Comp. I, II*, and *ERISA: The Fiduciary Provisions*, and a legal research paper meeting LL.M. standards);
- George Washington University Law School - **LL.M. (Litigation and Dispute Resolution)**. Honors in *The American Jury*. **16 hours towards 5th LL.M., an LL.M. in (Environmental Law) (subspecialty focus: Healthcare Law)**; and
- New York University Law School - **LL.M. (Taxation)**. Co-recipient, highest grade in: *Tax Penalties and Prosecutions*, and *Taxation of Comp. I*.

(Many specialized graduate law courses, including: *Environmental Issues - Business*; *Air Pollution Control I*; *Toxic Tort Litigation*; etc.)

Kitty Grubb “worked her way” through all of her graduate legal education.

JD *cum laude*. Finished in the **top 5%** of graduating law-school class of 2013. Associate Editor, *Law Review* - published. Selected to *Curia Honoris*. Selected to *Who's Who*. Recipient, W. D. Rollison Award. Dean's List. Phi Delta Phi Legal Fraternity Certificate of Merit. *Am. Jur.* Awards – 6. Legal research instructor – 2 semesters. Legal intern (academic credit) – US Federal District Judge, and 2 Alabama trial court judges.

Kitty Grubb “worked her way” through all of her JD legal education.

Sample of Additional Training: U.S. Federal Mediation and Conciliation Service (FMCS) Institute Arbitration Training (40 hours);

- Harvard University Law School Program of Instruction for Lawyers – 2 week-long full-sessions;
- University of Wisconsin – Milwaukee's Center for Consumer Affairs – 2 full sessions;
- ALI-American Bar Association (ABA) Continuing Legal Education (CLE) Indepth Program (1 week);

- University of South Florida Mediation Institute (40 hours);
- United States Postal Service REDRESS™ (mediation) Program (40 hours total);
- Supervisor of Elections Office, Pinellas County, FL – many courses concerning State and County elections, laws, and procedures; and
- State of FL Attorney General's Office – numerous arbitration, hearings, and evidence training's.

Awards, Listings, Etc.: *The Washington (DC) Times' "Who's Who"* – listed, with photograph, as one of the “five employment-practice experts’ (names) you need in your Rolodex”;

- **The Patient Advocate Foundation “Most Outstanding Patient Advocacy and Healthcare Lawyer”.** “(Kitty Grubb) makes time to talk, as well as to truly listen”, “challenges us, yet understands us – treats all of us as if there were only one of us”, “reflects – in fact, exemplifies – that lawyers can indeed be counselors of law, as well as advocates”, and was being honored for her (my) demonstrated “courage and compassion”;
- **2011 Tampa Bay Magazine, “Best of Tampa Bay” – Business Attorneys;**
- *Martindale-Hubbell AV* (the highest) judicial- and peer-review legal rating;
- Recipient: 1994 (1st) Honoree (a Named Grant in Kitty Grubb's honor), Eleanor Roosevelt Award, AAUW and local Chapter. “In recognition of outstanding commitment to women and minorities, exemplifying the goals and ideals of Eleanor Roosevelt”, including Ms. Roosevelt's statement, “ ‘It is today that we must create the world of the future’ ”;
- 1986 Annie P. Selwyn Award (most outstanding female professional in East Tennessee) (age 32). A woman “ ‘of achievement, rare character’ ”, displays “courage, compassion, and commitment” in her personal life and career, etc.;
- 1989 Knoxville, TN YWCA's Tribute to Women Award – Government Category (then-youngest recipient) Kitty Grubb was not then a government employee, but rather, conferred such Award for her extensive contributions resulting in good/better government. “Recognized leader in the legal profession”, “first female ever appointed and confirmed” to TN Board of Professional Responsibility, “frequently consulted by Federal and state legislators for advice”, “establish(ed) landmark legal precedence”, “head of a successful team in a number of class action suits”, and so forth;
- Member, Million Dollar Advocates Forum (trial lawyers with “demonstrated exceptional skill, experience, and excellence”);
- Cited, with photograph and lengthy article, in the Feb. – March, 1990 *Alabama Alumni Magazine* “‘Bama People” - for *pro bono* litigation “responsible for two Tennessee county school systems being open”, including “prevent(ing) the closing of the Campbell County School system and forc(ing) the Morgan County School System to reopen after having been

closed for several weeks due to financial difficulties.” “One of several hundred women nominated for the YWCA award”, and upon learning of her selection, stated, “ ‘I was shocked and humbled. I was proud of my family and friends because you don’t do these things alone’ ”. “Wanted to be a lawyer since her childhood and worked as a law clerk in high school before attending the University”;

- Member, 2011 Martindale-Hubbell *Bar Register of Preeminent Lawyers* – 4 legal fields;
- 5 Alabama State Bar Continuing Legal Education (CLE) Awards;
- National Association for Practical Nurse Education and Service, Inc. (NAPNES) Meritorious Awards – 3;
- 1986 Overlook Mental Health Center Meritorious Award;
- 3 total Certificates of Appreciation and Merit from various organizations;
- Listed in countless *Who’s Who* or similar biographical’s, including 1st selection for *Who’s Who in American Law* - age 32;
- Nominee: *The Wall St. Journal’s* “50 Women to Watch” Award; 1991 ABA Commission on Women’s Margaret Brent Award; 1990 Rosa Parks Award; etc.;
- Former Chairperson, National Employment Lawyers’ Association (NELA) National Task Force on Employment Insurance Coverage;
- Former member, NELA National Legislative Policy Committee; and
- Elected FL-NELA’s US Federal Court-Middle District of FL Area Representative, 2002; re-elected, 2003.

Sample of Professional Positions and Memberships: Former Vice-Chair, ABA T.I.P.S. Employer-Employee Relations Committee, 2004 - 07. Former president, East Tennessee Lawyers’ Association for Women, 1991. ABA Young Lawyer Division (YLD) representative and coordinator for State of Tennessee – 2 terms, 1984 - 86. Former member, American Public Health Association.

Professional Alternate Dispute Resolution (ADR) Activities: Former Arbitrator and Hearing-Panel Neutral - Nationwide, one of the very few Neutral’s chosen to hear and decide Third-Stage Hearing matters for the major national class-action settlement, *Cremin, et. al. v. Merrill Lynch & Co.*, administered by the Claim Resolution Process at Northwestern University School of Law. (Federal-court overseen class-action settlement);

- Member, US Federal Mediation and Conciliation Service’s (FMCS’) Roster of Arbitrators;
- Member, State of Florida New Motor Vehicle “(Lemon Law)” Arbitration Board (appointed by State of FL Attorney General; re-appointed by a different State of FL Attorney General);

- Member, or former member, many national and international Arbitration Panel Rosters, including several Rosters in the U.S. securities industry: FINRA (NASD), NYSE, NFA, CBOE, PHLX, etc.;
- Formerly, internationally-certified arbitrator, ACI Arb. (London) (by exam);
- State of Florida qualified-arbitrator;
- Member, DeMars & Associates, Ltd. Panel of Arbitrators;
- Former member, American Arbitration Association (AAA) Panel of Arbitrators – Washington, DC;
- Former member, Ford Motor Co. Dispute Settlement Board – 2 Regions: Washington, DC Region, and Orlando Region;
- Former Early Expert Evaluator (EEE), Pilot Pension Dispute Resolution Project (ABA TIPS, US Department of Labor, and US Senate Committee on Aging - Robert B. McKay Justice Fund); and
- Substantial ADR, including EEE, training. One of only 3 Arbitrators selected as a panelist at “Arbitrators Speak” session with President and all key officers, NASD-DR - February, 2003.

Certified Mediator: 3 States - AL, FL, and TN. Member or former member, many court and private-sector Mediation Panel Rosters, including: NYSE; USPS REDRESS™ I and II Panel; EEOC internal Mediator Panel - RESOLVE; and also many EEOC District and Area Offices’ Mediation Panels - i.e., Atlanta, Birmingham, Denver, Memphis, Miami, Nashville, New Orleans, and Tampa. (It is reasonably believed Kitty Grubb was **named to more EEOC Mediation Panels than any other ADR professional in the South**); and a Guest CME Lecturer, States of TN (my presentation later lauded in the Winter, 2006 *Tennessee ADR News* for “provid(ing) ‘very practical advice’ ”), and also NC, respective Annual CME Convention.

Professional Ethics: Former member, Tennessee Board of Professional Responsibility (then-youngest selectee) (unanimously appointed, and re-appointed, by TN Supreme Court): 5 years; Chief Judge – then-most 3-Board-Member Hearing Panels in Board history; 3 times, Chairperson, Formal Ethics Opinion Panel; and formerly, for 3 additional years, a Hearing Committee Member for this Board.

Election Precinct Supervisor-Clerk: Pinellas County, FL Elections Precinct Supervisor-Clerk (Precinct #254 (formerly # 266)) – All 2002 to present general elections. Additionally, selected to serve as Precinct Supervisor of 5 combined precincts in a Municipal Election, as well as selected to work early-voting.

Judge of Student-Competitions: Judge: 2006, 2008, 2010, and 2012 Stetson Law School ADR Try-outs;

- National (Law Student) Client Counseling Competition - National Championship Rounds – 2006;
- Presiding Judge, Round 4, Dean W. Gary Vause Division, American (intercollegiate) Mock Trial National Competition – 2005; and
- Judge for 3 Rounds, Presiding Judge for 1 Round, American Mock Trial National Competition – Brown (Semi-final) Rounds - 2006.

Featured in Publications: Feature story/Page 1 (with color photo), Sept. 15, 2009 *Seminole Beacon* concerning “*Local Attorney Eyes Olympics*”;

- Kitty Grubb’s precinct was featured in the Pinellas County (FL) Supervisor of Elections’ *Fall, 2010 Stars & Stripes* with coverage and also with a “hats off” tribute for the “compassion and for the way (such precinct and all its personnel) handled an emergency concerning a stricken-voter”;
- Feature story (with several color personal photos), Pinellas County (FL) Supervisor of Elections’ June, 2009 *Stars & Stripes* publication -- for Kitty Grubb’s “innovative ideas and wholehearted commitment” to the electoral process;
- Featured, with photograph, in March, 2006 *Referee* (the international magazine for sports officials) for extraordinary community and civic service concerning Hurricane Katrina volunteer relief, including being “at the forefront” (providing immediate and direct onsite work with victims and evacuees) - “(C)ouldn’t stay home after the news of the hurricane’s devastation was clear.” “I could not, in good consciousness, sit there, watch all that devastation and human anguish on TV and not try to be of some help to those suffering so much”
- Cited in the Oct. 22, 2003 *Wall Street Journal* concerning a NASD-DR arbitration matter in which she (Kitty Grubb) served as chairperson.
- Cited in the July 15, 2003 *Washington Post*, “Arbitration”, page E4 for “treat(ing) people like big boys and girls. I say, ‘Tell me how long you need (to try your matter)’ said Florida arbitrator Kitty Grubb, who sits on 40 to 60 panels a year. ‘I can start when people say they want to start I’ve done them at night’ ”
- Fall, 2004 *Journal of Practical Nursing* -- for outstanding contributions to nursing education and healthcare;
- 2002 *St. Pete (FL) Times* -- for outstanding Elections Precinct Supervisor-Clerk work (Due to utilizing new technologies, countless election precincts throughout Florida could not then-render timely services, if they ever became operational at all that day. Yet, Kitty Grubb’s precinct stood in sharp contrast, for its professionalism, efficiency, timely rendition of services, courteousness, etc.); and

- Cited in: Williams, Joan C., and Segal, Nancy, “Beyond the Maternal Wall: Relief for Family Caregivers Who Are Discriminated Against on the Job”, 26 *Harvard Women’s Law Journal* 112 (Spring 2003).

International Outreach: Member of an international conflict-resolution delegation to South Africa.

Lectures, Teaching, and Other Similar Endeavors: The Distinguished Visiting Guest Lecturer concerning “Medical Jurisprudence and Healthcare Law” at a medical school – 2002-12 (re-invited for 2013);

- **100’s and 100’s of** professional education lectures, all pro bono (for free/no \$0);
- Continuing legal education (CLE) lecturer, American Bar Association (ABA) Labor and Employment Law Section – National Institute (ABA’s highest teaching and lecturing level) – 1998, and 1999;
- 2005, and 2009 National Association of Practical Nurse Education and Service’s (NAPNES’) National Convention Keynote Speaker, as well as a guest lecturer;
- State Convention Keynote Speaker, State of Arkansas LPN Convention;
- Guest Lecturer, 2010 FL-NELA Spring Convention;
- Guest lecturer, 2008, and 2009 Florida High School Athletic Association (FHSAA) Leadership Conference;
- CLE lecturer, ABA Tort Trial & Insurance Practice Section (TIPS) – 2008 Midwinter Convention;
- CLE lecturer, ABA TIPS Midwinter, 2006 Convention;
- CLE lecturer, 2005 FL-National Employment Lawyers’ Association (NELA) Chapter Winter Convention;
- CLE lecturer, 2005 NELA National Convention;
- CLE lecturer, 2005 FL-NELA Spring Seminar - Topic: “Arbitration”;
- Continuing professional-education lecturer: NASD 2003 Spring Securities Conference – lecturing on “Alternative Dispute Resolution: Options, Process, and Procedures” (only NASD-DR Arbitrator then-selected to so lecture);
- CLE lecturer, FL-NELA Fall 2002 Seminar;
- CLE lecturer, NELA Annual Convention-2002;
- CLE lecturer, ABA TIPS Nov., 2001 Seminar;
- CLE lecturer, FL-NELA Fall 2000 Seminar;
- CLE lecturer, ABA Annual Convention - 2000 (New York City);
- Guest lecturer, St. Louis Black Employment Program (B.E.P.) Council, 1998, 2000, and 2002;

- CLE lecturer, ABA TIPS 1998 Seminar;
- CLE lecturer, ABA Federal Service Labor & Employment Law Committee - Midwinter 1997 Meeting; and
- Guest lecturer, Blacks-in-Government (B.I.G.) 1997 National Convention – Forum Issues.

Other Educational Endeavors and Interviews: Former member, Editorial Board, *Employment Practices Liability Consultant* (EPLIC) (International Risk Management, Inc.);

- Former adjunct professor: 2 colleges, teaching upper-level business and pre-law courses;
- One of Kitty Grubb's lectures on the legal and personnel aspects of discrimination and sexual harassment was filmed and made a mandatory seminar for many employees at a community college; and
- Interviewee – several publications, including: *Washington Post*, *Washington Times*, *USA Today*, *Business & Health*, etc.

Sampling of Some of Kitty Grubb's Other Public-Service Activities:

Alumni: Most Outstanding University of Alabama Out-of-State Alumni Chapter President in US, 1984, and Certificate of Merit, 1983 – University of Alabama National Alumni Association;

- Former President, Suncoast Chapter (2000-01), and also former President, East TN Chapter, University of Alabama National Alumni Association 1984, along with holding other positions, including: secretary, treasurer, vice president, etc. in that Chapter;
- Georgetown University Law Center Alumni Admissions Interviewer (2011-); Georgetown University Alumni Admissions Interviewer -2003. Former founding member of Board, and also Club Secretary – The Georgetown Alumni Association Club of Tampa Bay;
- George Washington University School of Law Alumni Admissions Contact Person; and
- Former member, New York University Alumni Association -- FL West Coast Chapter.

Health/Emergency: Trained by Hospice, and volunteer for Hospice-sponsored events, such as "Hops for Hospice";

- Certified, Community Emergency Response Team (CERT) member, Largo, FL Fire and Rescue Department (via a program sponsored and funded by US Department of Homeland Security);

- Hurricane-Katrina volunteer relief-worker for VolunteerMobile - Command Center, and also for Volunteers of America, doing general and special needs assessments in Bayou la Batre;
- Volunteer, Salvation Army's local Tampa outreach efforts, Haitian Earthquake Relief;
- Volunteer lawyer - ALYLS/FEMA Katrina Victims' Lawyer Referral Service;
- Former member, American College of Legal Medicine;
- Member, State of FL Medical Reserve Corps Volunteer (Pinellas County);
- Member, State of FL Rapid Response Radiation Team Volunteer (RRRT-V);
- Member, American Red Cross;
- Fully "badged and deployable" concerning emergencies, with specialized training in: bioterrorism (Texas A&M - Texas Engineering Extension Service, "Bioterrorism: Mass Prophylaxis Preparedness & Planning". 4/11-12/2011); pandemics; nuclear radiation (The Oak Ridge Institute for Science and Education (ORISE), "Emergency Management of Radiation Accident Victims" (REAC/TS training); etc.;
- Also completed Field Investigator Response and Surveillance Training ("FIRST");
- Chosen as the Operations Floor Leader, "2011 Operation MedStock POD (Point of Dispensation) Exercise" – large (and also filmed) training conducted by Pinellas County, FL Department of Health;
- Successfully completed several US FEMA courses, including 800-level courses;
- In training for the State of FL Long-Term Care Ombudsman Program; and
- Life member, National Association of Practical Nurse Education and Service (NAPNES).

Sports: Trained at The Julian Wolf School (The Referee College), The US Olympic Training Center, Chula Vista (near San Diego), CA, and also trained at The Julian Wolf School (Advanced Referee College), US Olympic HDQ's, Colorado Springs, CO;

- Finalist, 2012 Olympics – London, England – Games Maker – Technical Specialist;
- Certified FHSAA sports official – basketball; and FHSAA sports official - football – electronic clock operator and scoreboard operator (ECO);
- Selected a sports official for 13 USSSA Elite Invitational Tournament basketball games;
- Certified USRowing assistant referee;
- Formerly, an officer, Pinellas Area Referees, Inc. (PAR); 2007-08 PAR Grievance Committee Chairperson-Permanent Arbitrator - all grievances; and participant, 2008 PAR Annual Training Camp;
- Former member: Suncoast (FL) Basketball Association, and Chairperson, its Disciplinary and Grievance Committee;
- Member: USRowing; FHSAA – sports official; and National Association of Sports Officials (NASO);
- 2009 Morton Plant Ironman Triathlon volunteer;

- Community Ambassador: 2008, and 2009 Dr. Pepper ACC Football Championship Game; 2009 Super Bowl; 2009 SEC Men's Basketball Championship Tournament; 2009 NCAA Women's Volleyball Championship; 2011 NCAA Men's Basketball Tournament – 2nd Round; and 2012 NCAA Men's Frozen 4 Championship; and
- Volunteer referee, 2009 Tampa Mayor's (Rowing) Cup Regatta.

Youth: Former participant, Pinellas County (FL) School System: 5 Great American Teach-In's;

- Former participant, "Doorways Program" (mentoring program for at-risk students);
- Former participant, C2C Program (character-awareness and character-building program); and
- February, 2003, Palm Harbor, FL Elementary-School selectee as the assembly speaker on "Fairness", along with speaking individually with, as well as to, 8 classes of elementary students concerning "Fairness".

Kitty Grubb has volunteered to speak with and to **3,000+** school students.

Some of Kitty Grubb's Other Community/Civic Endeavors: 2007, and 2008 Clearwater Jazz Festival volunteer;

- Pinellas County Coordinator and Director, National Sportsmanship Day, 2004;
- Volunteer: "Bands at the Sands 4"; "Battle of the Bands at the Sand", and also "Sun, Sand, and Symphony," Treasure Island, FL. - Memorial Day, 2012, 2009, and also 2004;
- 2012 Brews with Attitude (Tampa);
- Life member, Seminole (FL) Friends of the Library;
- Volunteer Captain, 2012 Tampa Bay Host Committee for the Republican National Committee (RNC) Convention (Host Committee was the IRC section 501(c) non-partisan/non-political organization to help organize and host the RNC Convention and its 1,000's of delegates and guests);
- Life member, Phi Delta Phi Legal Fraternity;
- Former member, national, and also local chapter, NAACP;
- Founding Board member, and Secretary, Boulevard Woodlands Homeowners Association (Seminole, FL); and
- Member, *USA Today's* Super Bowl Ad-Rating Panel, and former member, one of *USA Today's* Travel Panels.

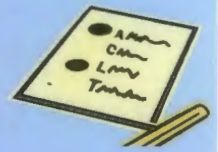
Program and Scholarship Founder: Founder, Time of Caring and Kindness (T.O.C.K.) Program (A program to increase awareness of the need for EEO in healthcare, including, but not limited to, EEO in the delivery of all healthcare services by licensed healthcare professionals, and to provide a formal program for remediating inequalities in healthcare-EEO);

- Founder, Stella M. Harrell NAPNES Nursing Scholarship Awards (for nursing instructors, nurses, and nursing students in the Virgin Islands) (to enhance greater nursing education and nursing diversity);
- Founder, Harry S. Goldsmith Scholarship Awards (for nursing students) – at a NC community college; and
- Founder, Myrtle W. Davis Scholarship Awards (for licensed nurses and nursing students) (Convention tuition-assistance) – State of Arkansas LPN Association.

Background and Security Clearances: Currently hold FL Level-II background and security clearances from: Pinellas, and also Hillsborough, County School Systems; FL DOH; etc.

Grower/Farmer: Local hobby citrus-grower. Co-owner, Grubb Farms, Seymour, TN.

Stars & Stripes



A Newsletter for Pinellas County Poll Workers

June 2009

A Message From Supervisor of Elections Deborah Clark: Great Job!

Fall will be here before you know it. The St. Petersburg Primary is scheduled for September 1, and Belleair Bluffs has also scheduled a mail ballot special election to be conducted the same day.

If you are a poll worker in St. Petersburg, please be on the alert for your assignment letters, which include class dates and times.

Municipal elections are critically important to the local governing of our communities. We strive to conduct each election with care, precision and integrity.

We will continue to use the new procedures this fall that worked so well during the 2008 General and/or 2009 March Municipal Elections:

- ▶ New clerk binders provide all of your reference materials at your fingertips
- ▶ Signs for Steps 1-4 posted at each station inside the polling place remind voters to sign in, pick up a ballot, vote the ballot, and take the ballot to the scanner
- ▶ Ballot tickets make balancing much easier after polls are closed

Always remember to contact the Call Center if you have any questions

See DEBORAH CLARK, Back Page



It takes thousands of dedicated, hard-working poll workers to conduct a smooth countywide election. For this issue, we have chosen to spotlight one of our enthusiastic clerks – Kitty Grubb.

Kitty was born in South Carolina but now calls Florida her “home state,” since she has resided more than 10 years. She was bothered by the ridicule that Florida faced after the 2000 General Election and decided to answer the call of civic duty as a poll worker.

Kitty has been an attorney for over 30 years and is a distinguished visiting professor of medical jurisprudence at Quillen College of Medicine at East Tennessee State University.

During basketball season, she also referees high school basketball games.

Election Spotlight: Precinct Clerk Kitty Grubb



Kitty Grubb, right, with fellow team member

In 2002, Kitty was assigned the clerk position at Precinct 266.

“I have been there ever since. I love where I work and have developed a great

See SPOTLIGHT, Page 2

This is Your Last Printed /Mailed Newsletter!

Sign Up for Future *Stars and Stripes* in New Electronic Format

This edition of *Stars and Stripes* will be the **last printed newsletter** distributed via mail.

We are pleased to announce a new electronic format for our *Stars and Stripes* newsletter for poll workers coming this fall. With increasing paper and printing costs and decreasing budget dollars, it just makes sense to provide this newsletter in a more convenient and economical manner. And, we’re saving a few trees to boot.

All future newsletters will be

emailed as PDF documents to as many poll workers as possible, then posted to our Web site for additional viewing options and greater audience.

We will also email occasional news updates such as election dates, assignment letters mailed, other election information, and legislative updates.

Visit our Web site and click on **Poll Worker / Poll Worker Newsletter** to sign up for future editions! ☆

Spotlight



Planning meetings build team spirit

From Page 1

relationship with the other poll workers there and our voters," Kitty said.

On the job, there are many challenging duties, but all involve overseeing the polling place to ensure a fair and accurate Election Day.

"As a poll worker, you are the guardian of voter confidence," she said.

Kitty especially enjoys the camaraderie among the poll workers as they work together.

"Our poll workers

are fine people," she said. "They truly care about what they are doing."

Even though the days are long, Kitty says working as a poll worker is well worth the effort. She has developed some interesting strategies to build a strong staff and reduce any anxiety poll workers may feel. She conducts rehearsals with poll workers and role-plays potential scenarios to guarantee accuracy during the stressful day.

"We also make our site colorful with balloons, flowers, and other decorations.

Decorations galore lend a festive atmosphere to the Polling Place

If the voters can make the effort to come out, we can make an effort to make the day special," she said.

Thanks to Kitty for her innovative ideas and wholehearted commitment! ☆



Presidential Trivia!

1. Which NINE presidents never attended college?
2. Which NINE presidents are portrayed on U.S. paper currency?
3. Which SIX presidents are portrayed on U.S. coins?
4. ___ was the tallest president at 6'4 while ___ was the shortest at 5'4.
5. Washington's salary as president was ___; President Obama's salary:___.
6. Who was a soldier, U.S. Congressman, U.S. Senator & Florida governor?
7. My presidential pets included a mockingbird and two bear cubs, a gift from Lewis and Clark. Who am I?
8. Genealogists have determined that ___ was distantly related to a total of 11 U.S. Presidents, 5 by blood and 6 by marriage.
9. Which president was a successful Hollywood actor, debuting in 1937, and acting in over 50 films?
10. Which president declared the Americas "henceforth not to be considered as subjects for colonization by any European power"?

See TRIVIA SOLUTION, Next Page

Municipal Elections Shaping Up For September & November

In addition to the St. Petersburg Primary on **September 1** and the Largo/St. Petersburg Municipal General on **November 3**, several municipalities are in the process of scheduling special elections on the same dates.

The **Belleair Bluffs** City Commission decided on May 18 to conduct a special election on **September 1** with a charter amendment question, according to City Clerk Debra Sullivan. The Commission decided on June 15 to conduct this election by mail ballot.

The **Gulfport** City Council is planning to hold a special annexation election for the unincorporated portion of Precinct 212 on **November 3**, according to City Clerk Lesley DeMuth.

The **St. Pete Beach** City Commission is also planning to conduct a special election with charter amendment questions on **November 3**, according to City Clerk Theresa McMaster. ☆

St. Pete Times 10/6/02

The job of poll worker just keeps getting harder

By THOMAS C. TOBIN
Times Staff Writer

As dozens of South Florida poll workers struggled to start their voting machines the morning of Sept. 10 — the dawn of another dreadful election — everything came together like a dream at Precinct 266 in mid Pinellas County.

An hour before the polls opened, there was time to conduct one more test of the new touch screen machines. With half an hour left, workers had little to do but straighten their county-issue No. 2 pencils.

Kitty Grubb, a 50-year-old Seminole lawyer, set the tone with her cheerful South Carolina accent, a talent for organization and a determination to treat the voters as "guests."

Grubb decorated the polling place with banners, flowers, balloons and a red-white-and-blue tablecloth. Children

who came with their parents got stickers and balloons. When a voter arrived without his glasses, several poll workers offered him theirs.

"We just tried to make it friendly and engaging and draw them in," said Grubb, a rookie poll worker who signed up after Florida's 2000 election debacle, thinking the state could use all the help it could get.

"I wanted it to work right," she said.

Though exceptional, conditions at Precinct 266 were not perfect. Like thousands of polling places across Florida, the staff put in a 15-hour day for nominal pay. They pushed hard through a busy morning and evening, fought boredom in the afternoon and suffered the scowls of voters who were not properly registered.

Now, as the state tries again to

Please see **POLL WORKERS** B8



Kitty Grubb, left, supervises Precinct 266 in Seminole. Working with her, from left, are Herbert Karkheck, Ann M. Eades, seated, and Lillian Stevenson. Gwen Galbreath, right, is Grubb's secretary.

and help. My wife computer literate"ning, 64, retireders in software and echnology for Raytheon Co. "We e." ey signed up for ic involvement." es, who became a ounty poll worker e was motivated by as many people as to the polls. The nt of the League of in New Jersey, she hen too few people hat means their going to run the James, 69. "That r my heart."

place or improve on a system that relies so heavily on the volunteer spirit of mostly older citizens.

"Maybe we need to look at how we're doing this," he said, echoing voices in Broward and Miami-Dade counties, which, on Nov. 5, will staff an election for the first time with large numbers of county workers.

With more attention on the issue now, the nation's poll worker problems stand a better chance of getting solved, said Grubb, the Pinellas lawyer who decorated her precinct.

It had better improve, she said, noting how people make the "heroic" effort to vote. In her precinct, they arrived in wheelchairs and attached to oxygen tanks. They

Poll workers

from B8

redeem itself in the Nov. 5 general election, Florida's poll workers have the added burden of working under a spotlight after years of laboring in comfortable anonymity.

With 60 percent of Floridians voting on new machinery for the first time, the state's greatest fear on Sept. 10 was that voters would somehow flub the process, as many did in November 2000. Instead, the voters adapted nicely. Ill-trained poll workers caused errors in just enough precincts to throw the Democratic governor's race into doubt for a week.

A mix of women and men, white, black, Asian and Hispanic, the 40,000 to 50,000 Floridians who serve as poll workers are less diverse when it comes to age.

Those who aren't retired are largely middle-aged people with stable careers that allow them to take time off. They wish more younger people would join their ranks. They are weary of the jokes about "Floriduh." And they are troubled by the state's continuing problems, centered in Broward and Miami-Dade counties.

"They weren't as well-trained as we were," lamented Mina Griest, 62, of Hudson, who has been a Pasco County poll worker for about four years. "It's a shame. Why should we be (poorly) reflected on because of two counties?"

Despite the problems, many poll workers said in interviews that they enjoy the bonds they develop with their colleagues, and most of them spoke of an abiding conviction that what they do on Election Day somehow advances the cause of democracy.

For Joyce Russell, who served in her first election on Sept. 10, working at the polls allowed her to help minority voters in her racially diverse precinct in Town 'N Coun-

A 55-year-old black woman, she works as Hillsborough County's African-American liaison.

"I had no idea that so many people went in and didn't know what they were doing, and didn't ask or didn't feel like they could," Russell said, referring to November 2000. As a voter, she had come to regard the polling place as a "stoic" room where voters got in and out with as little human contact as possible.

Her background, she said, gave her the ability to notice the subtle body language of minorities who were "having trouble and didn't want to ask."

At first, Lori White of Broward County grudgingly agreed to work at the polls because her husband asked her to. "But now that I've been through this, I'd definitely be back again," she said.

Why?

The day went so poorly, she figures the county could use the help. "This really is important and needs to be done well," White said.

Of the eight voting machines in her Hollywood precinct, one never worked and two kept breaking down. The cell phone promised by the supervisor of elections never materialized, leaving them isolated for most of the day with a strange feeling: "It was like we

were holding our own little election."

Once, she said, they borrowed a voter's cell phone to call for help.

"It just didn't seem well organized," said White, 41, who with her 40-year-old husband, Dan, defied the common wisdom that younger people with families don't have the time to be poll workers.

The parents of five children ages 6 to 14, they arranged for friends to collect the kids from school, feed them dinner and put them to bed on Sept. 10. "It's good for them to know that this is important," Lori White said of her children.



Photo courtesy of Kitty Grubb

Poll worker Kitty Grubb decorated the polling place for voters. "We

Local attorney eyes Olympics

By BOB McCLURE

Article published on Tuesday, Sept. 15, 2009

SEMINOLE – While most people have their eyes peeled on the field at high school football games, Kitty Grubb of Seminole is busy in the press box as a member of the referee team.

As an assistant clock operator and spotter, Grubb, 57, is a long way from the court rooms where she gained notoriety as one of the nation's top arbitration and mediation attorneys. But in essence, she is not.

By working with the Sunshine Football Officials Association, she is strengthening her local credentials for what she hopes will result in being selected as an international sports mediator and arbitrator at the Olympic level.

Grubb said the position, which is a volunteer job, makes key decisions involving international sports.

"For example, is the South African runner (Caster Semenya) a male or female runner?" she said. "Does Tanya Harding get to skate (after the Nancy Kerrigan incident)? Which team actually won a gold medal in skating? Who wins a time trial, such as in running and bicycling?"

Grubb said there are various ways to resolve things but resolutions are key to the success of international sports and, ultimately, international relations.

"It's important that nations compete in a friendly manner," she said. "It started with Ping Pong Diplomacy with (former president Richard) Nixon and China. (Ping pong competition between the U.S. and China) opened the door for the U.S. and China to restore relations."

In a few weeks Grubb will attend The Referee College at the Olympic Training Center in Chula Vista, Calif., for a three-day crash course in becoming an international rowing official.

"It's the third most populous sport," Grubb said. "I'm a candidate trainee to become a rowing referee. I'm half way there."

Sports have long been a part of her life since growing up in the small town of Chesterfield, S.C.

"All my relatives played sports," she said. "For me, it was basketball and horseback riding. Then later on, I played basketball in high school and lettered."

After that she attended and played basketball at Sullins College in Bristol, Va., before transferring to the University of Alabama and later earning her first law degree from Cumberland College outside Birmingham, Ala.

Grubb followed that up by graduating in the top 5 percent of her class at New York University Graduate School of Law with an LL.M degree in taxation law.



Photo by BOB McCLURE

Arbitration and mediation attorney Kitty Grubb can be found in high school press boxes Friday nights serving as an assistant clock operator and spotter.

That was just the beginning.

For more than 14 years she fought and later won a case involving an EEO challenge to the qualifying standards for promotions used by two federal agencies. The case involved 19,462 individuals in a class action that resulted in a relief settlement.

The case was noteworthy because it removed barriers to full employment and mobility of more than 10,000 female federal workers.

Even more impressive, she did it at no expense to the plaintiffs.

While in the process of litigating the case, Grubb found time to pick up additional law degrees in securities regulation from Georgetown University Law Center and litigation and dispute resolution from George Washington University Law School.

Eleven years ago, she came to Florida to retire and admits "it got boring."

That's when Grubb became involved as a Florida-qualified arbitrator and certified mediator with cases involving the Financial Industry Regulatory Authority, the largest independent regulator for securities firms.

But Grubb's story doesn't end there. She stays busy as a life member of the Seminole Friends of the Library, works as a local precinct supervisor during elections and a member of the Community Emergency Response Team through Largo Fire Rescue.

In addition, she has served as a community ambassador for the Super Bowl, Atlantic Coast Conference football championship game, Southeastern Conference Basketball Tournament and a volunteer for the Morton Plant Mease Triathlon and the Great American Teach-In.

Grubb also serves regularly as a guest lecturer on legal issues to fourth-year medical students at East Tennessee State University and performed disaster assistance following Hurricane Katrina in Bayou LaBatre, Ala. She will soon work as a volunteer with Hospice of the Florida Suncoast.

In addition to the football officials association, Grubb also officiates basketball games through the Pinellas Area Referees, as well as USSSA contests and Junior Magic basketball games.

Her interest in sports comes from many factions but Grubb said it teaches many good lessons.

"Most everyone wants to win but there's something to be learned from losing," she said. "First, you learn you don't like losing. So it teaches you to find new, improved or different ways to accomplish your goals. It teaches ethics and sportsmanship and the realization of knowing you won't hit all your shots and that you have to practice to get better. We learn that there's always somebody better than we are."

Grubb said it's erroneous to think constantly about winning and being the best.

"This is not to disrespect a national championship," she said, "but we have the tendency to forget who finished No. 2 or No. 3. You've normally got some close competition and any of those teams easily could have been the winner.

"Sports are good because you use them throughout your life," Grubb added. "But it's not your whole life. You have to remember you're always one injury away from not having a life in sports."

Grubb said there is a shortage of good high school officials and encourages anyone with an interest in sports to become involved.

For information, go to FHSA.org, click on the Contest Officials link, and then the link on "How to become an official."



Patient Advocate Foundation News

Wednesday, August 08, 2001 2:55:45 PM

Legal News & Notes

Attorney Kitty G. Grubb

Most Outstanding Patient Advocacy and Healthcare Lawyer

Kitty G. Grubb, Esq. of Seminole, Florida has practiced law for almost 25 years. *The Washington Times* listed Attorney Grubb "Who's Who," listing her among the "Five employment-practice experts (names) you need in your Rolodex". Attorney Grubb was graduated in the top 5% of her law class and inducted into *Curia Honoris*. Later, she was conferred advanced law degrees, LL.M's: in Labor & Employment Law; in Securities Regulation (with honors); and a Graduate Law Certificate in Employee Benefits Law, all from Georgetown University Law Center. Attorney Grubb also received an LL.M. in Taxation from N.Y.U. School of Law; she received her fourth LL.M., an LL.M. in Litigation and Dispute Resolution, from George Washington Law School and has 16 hours towards her 5th LL.M., an LL.M. in Environmental Law (subspeciality focus: Healthcare Law). It is reasonably believed Attorney Grubb is the only attorney to have ever been conferred all of such distinct LL.M.'s.

Attorney Grubb served as the sole Class Counsel for the largest, administratively-certified Federal-sector EEO Class Action in U.S. history, 19,462 Class Members. That case was successfully resolved after a decade+ of intense and complex litigation; such Class Action was also featured 3 times in the Federal Times. Attorney Grubb has served as Class Counsel in numerous, successful major EEO Class Actions, including one involving approximately 1,200 minority Federal-sector employees.

She is also an Internationally-Certified Arbitrator, as well as a Certified Mediator. In such regard, Attorney Grubb serves as an Arbitrator and decides cases for a widely diverse group of entities, ranging from self-regulatory organizations (such as the New York Stock Exchange (NYSE), National Association of Securities Dealers (NASD), Philadelphia Stock Exchange, etc.) to Ford Motor Company Dispute Settlement Board. She holds the title ACI Arb (London, England) (by examination). Additionally, Attorney Grubb serves as an Early Expert Evaluator (EEE) for the Pilot Pension Dispute Resolution Project, as well as serving on various Mediation Panels, such as the U.S. Postal Service REDRESS™ Program and the Equal Employment Opportunity Commission (EEOC) Mediation Panel.

Attorney Grubb was conferred Membership in the Million Dollar Advocates Forum, based upon her "demonstrated exceptional skill, experience, and excellence in (Trial) Advocacy" in receiving several multi-million dollar settlements or verdicts. Additionally, she was selected for The Eleanor Roosevelt Award and the Annie P. Selwyn Award, and a nominee for The Rosa Parks Award for her "courage, character, and commitment" to civil rights, as well as a nominee for the ABA Commission on Women's Margaret Brent Award. *Who's Who in American Law* first selected Attorney Grubb at age 32.

Attorney Grubb has twice taught at the American Bar Association's (ABA's) highest educational and training level, the ABA's National Institute, concerning employment law and has given in excess of 400 lectures for continuing legal education (CLE) or continuing professional education (CPE). Attorney Grubb is frequently interviewed by media reporters, including being quoted

extensively by *Business Health* in its November 1998 issue. Further, she served as a Board Member on a State's Board of Professional Responsibility for five years, for three additional years on its Hearing Committee, and served three times as Chairperson, Formal Ethics Opinion Panel. She also serves on the Editorial Board of the *Employment Practices Liability Consultant* publication. Of particular note, Attorney Grubb was one of only 23 professionals selected worldwide to participate as a Member of the first International Conflict Resolution Delegation to South Africa.

Concerning patient advocacy and healthcare, Attorney Grubb frequently guest lectures on such topics and was invited to participate in the inaugural Dean's Month to be held in April 2002 at Quillen College of Medicine (E.T.S.U.), Johnson City, Tennessee. Similarly, in November 2001, she will again guest lecture for the ABA in a national CLE program on disabilities, jointly-sponsored by the ABA Section of Tort and Insurance Practice, and of Labor and Employment Law.

Our Foundation's featuring of Attorney Grubb on our website is due to her ongoing commitment to ensuring that patients' voices are heard, their rights, respected. Further, whenever any member of the Foundation's staff calls to speak with her, be it early in the morning or late at night, Attorney Grubb is constantly so upbeat that her cheerfulness is imparted to us. She makes time to talk, as well as to truly listen; she always asks our staff how their day is going, how their families are, and so forth, and then usually shares some humorous story or poignant quote relevant to the personal information we just relayed. For example, recently, during the course of their conversation, one of our staff members told of a personal disappointment, to which Attorney Grubb replied by quoting the Late Vince Lombardi, "It isn't whether you get knocked down. It's whether you get up again". Attorney Grubb challenges us, yet understands us—treats all of us as if there were only one of us, a saying she often shares. By so doing consistently to patients, doctors, other healthcare providers, and to our own staff, she reflects—in fact, exemplifies—that lawyers can indeed be counselors of law, as well as advocates. We so honor Attorney Grubb for her courage and compassion in endeavoring to assure that healthcare has the elements of *both* concern for patients' health and of **care**. Our Foundation commends and salutes Attorney Grubb, accordingly.

Who's who Five employment-practice experts you need in your Rolodex

Kitty Grubb

Principal,
Grubb Law
Firm,
Alexandria



Resume: Principal, Grubb Law Firm, Alexandria and Knoxville, Tenn., 1989-present; arbitrator, mediator, consultant and lecturer on employment issues.

Member: Chairman, National Employment Lawyers Association Task Force on Employment Insurance Coverage.

Greatest accomplishment: Successfully serving as sole plaintiffs' counsel for 11 years for a class-action suit with 19,482 class members.

On the record: "The most mismanaged and neglected business resource is human. In today's technocratic state, regrettably, the focus on technology has concomitantly devalued employees and employment."

You can reach me at: 703/329-0467

Jeffrey Tenenbaum

Lawyer,
Galland, Kha-
rasch & Garlin-
kle,
Washington



Resume: Legislative assistant, Rep. Peter Kostmayer, Pennsylvania Democrat, Washington, 1990-93; legal section staff director, American Society of Association Executives, Washington, 1993-96; lawyer, Galland, Kharrasch & Garlinkle, 1996-present; lecturer and author on employment law.

Member: Board of trustees, Greater Washington Society of Association Executives Foundation; Government Affairs Advisory Council, GWSAE; editorial advisory board, American Society of Association Executives' Association and Law Policy legal journal.

Greatest accomplishment: Being successful at a job he lives and breathes while keeping his family his top priority.

On the record: "Document. A good paper trail is critical to the successful defense of any employment suit — and will usually win it for you. Train all supervisors to regularly document employees' performance."

You can reach me at: 202/342-6774; jtenenba@glmg.com

Chester Merritt

Vice president,
American
Society of
Association
Executives,
Washington



Resume: Director of insurance, American Automobile Association, Washington, 1980-89; vice president, American Society of Association Executives, 1989-present.

Member: Board of directors, Coordinated Benefits Advisory Board, ASAE Insurance Co., USA Comp Ltd.

Greatest accomplishment: Creating several insurance and financial services programs for members and associations while at AAA and ASAE.

On the record: "Employment practice claims in nonprofit organizations are just as severe and as frequent as in the for-profit sector. Nearly 80 percent of association professional liability claims are a result of employment practices liability."

You can reach me at: 202/626-2835; cmerritt@asaenet.org

Bill Dalton

Regional sales
manager,
Philadelphia
Insurance Cos.,
Columbia, Md.



Resume: Regional manager, Philadelphia Insurance Cos. (PIC), a niche underwriter and provider of directors and officers and employment practices insurance, 1989-present.

Member: Trustee, Roman Catholic High School Alumni Association; volunteer, Hands on Baltimore.

Greatest accomplishment: Opening three offices for PIC that have all seen consistent growth and profitability.

On the record: "Although nonprofit and for-profit entities tend to have diverse missions, they share similar exposures in employment-related issues, and these exposures must be realized."

You can reach me at: 410/884-6985; bdalton@erols.com

Robin Conrad

Vice president,
National
Chamber
Litigation
Center Inc.,
Washington



Resume: Environmental counsel, National Chamber Litigation Center Inc., 1983-85; director of litigation, NCLC, 1985-90; vice president, NCLC, 1990-present; attorney-adviser to the Environmental Protection Agency and author on legal issues affecting business.

Member: American Corporate Counsel Association; Washington Metropolitan Corporate Counsel Association.

Greatest accomplishment: Developing a successful moot-court program to help business lawyers prepare for U.S. Supreme Court arguments in landmark cases.

On the record: "It's essential that American business goes toe-to-toe with the trial lawyers who clog the courts with frivolous lawsuits and prevent justice from being served."

You can reach me at: 202/483-5337

ment category have long list of achievements

YWCA's programs. Adams, who joined the planning commission in 1968, worked her way up to become its head in 1994. She supervises a staff of 40. Her nomination cites her as a strong and effective advocate of responsible growth and planning which reap benefits for the community.

She has been president of the Tennessee American Planning Association and was named Public Administrator of the Year in 1993 by the East Tennessee Chapter of the American Society of Public Administrators, which honored her for "professional expertise and career achievements."

In addition, she is a member of the Knoxville Beautification Board and the Leadership Knoxville Class of 1987, and is an officer of the East Tennessee chapter of the Alabama Alumni Association.

Farmer became the first African partner in her law firm in 1994, four years after joining it.



Adams



Farmer



Grubb

Active in the Knoxville Bar Association, she has been chairwoman of the commercial banking and bankruptcy law section of the Tennessee Bar Association.

She was a charter barrister member of the Knoxville chapter of the American Inns of Court, an honorary organization devoted to enhancing lawyers' advocacy skills and ethics. She is a member of the University of Tennessee Chancellor's Associates, which advises the head of the Knoxville campus, and of the UT College of Law Dean's Circle.

She is a board member of the United Way, and is or has been president of the Executive Women's Association and the Children's Center of Knoxville Inc. She has been legal adviser to the Knoxville Junior League, active in fund raising for the Knoxville Museum of Art and a deacon at Second Presbyterian Church.

✓ Grubb's selection to the state ethics' board is recognized as one of the highest honors bestowed on a lawyer, indicating "integrity and respect at the

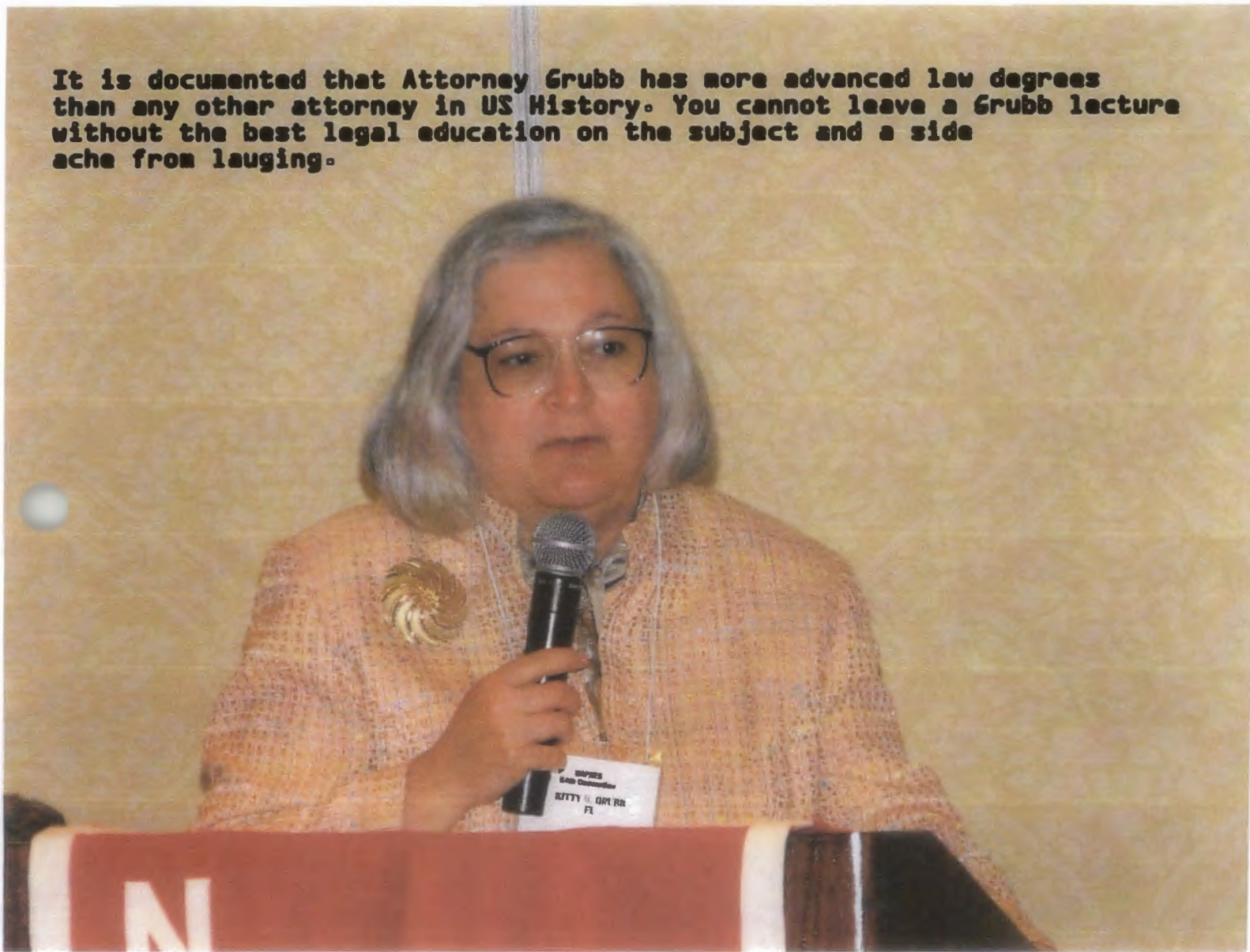
highest level." She graduated from New York University Graduate School of Law in the top 5 percent of her class.

She has headed the successful legal team in a number of class action cases, including one that had blocked promotional opportunities for 3,000 federally employed women. She also filed and received a settlement in a case against the Knoxville city schools over advancement of women and minorities, her nomination says.

Grubb also successfully fought the Campbell County school system to prevent its closing due to insufficient funds. Four years later, Campbell hired her to represent it in several complex education cases. She also was one of two lawyers successful in forcing the opening of schools in Morgan County.

She also provides help to other government agencies, often for free. In 1986, she won the Overlook Mental Health Center's Meritorious Award.

It is documented that Attorney Grubb has more advanced law degrees than any other attorney in US History. You cannot leave a Grubb lecture without the best legal education on the subject and a side ache from laughing.



*From NAPNES' Annual Convention
and its online journal. Attorney Grubb*