

FOURTH AMENDMENT TO COUNTY ADMINISTRATOR EMPLOYMENT CONTRACT

This Fourth Amendment to County Administrator Employment Contract (the "Employment Agreement") is made and entered into by and between Manatee County, a political subdivision of the State of Florida, hereinafter referred to as "County," and Charles Bishop, hereinafter referred to as the "Administrator" is entered into this 21st day of April, 2026 (the "Effective Date") as follows:

WHEREAS, Florida Statutes § 125.73 and Manatee County Code § 2-2-22, as may hereafter be amended or renumbered, provide for the appointment, by contract, of a County Administrator by the Board of County Commissioners ("Board"); and

WHEREAS, the County and the Administrator entered an Employment Agreement on September 26, 2023, pursuant to which the Administrator serves as the County Administrator for County; and

WHEREAS, the County and the Administrator have subsequently amended the aforementioned Employment Agreement three times; and

WHEREAS, as of the Third Amendment, the aforementioned Employment Agreement terminates on August 8th 2026; and

WHEREAS, the Board desires to extend the current term of the Employment Agreement for another six months and the Administrator has agreed to this extension.

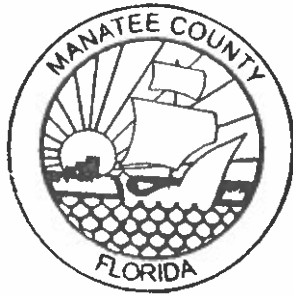
NOW, THEREFORE, in consideration of the premises and mutual covenants herein contained, the Parties agree to the following terms and conditions:

1. Notwithstanding the term previously agreed in the Employment Agreement, as amended through the Third Amendment, the term of the Employment Agreement shall be extended for six months to Monday, February 8th 2027.
2. The County shall reimburse the Administrator for his attorney fees in the contract negotiation process in which he had been engaged in good faith, in an amount not to exceed \$3,000.
3. All other terms and conditions of the Employment Agreement, as amended through the Third Amendment, shall remain in force and effect.
4. Notwithstanding the date of actual execution by the Parties, this Fourth Amendment shall become effective upon the Effective Date set forth in the introductory paragraph.

County:

MANATEE COUNTY, a political subdivision
of the State of Florida

By: its Board of County Commissioners



By: 
Chairperson 4/21/26

ATTEST: ANGELINA COLONNESO
CLERK OF THE CIRCUIT COURT AND COMPTROLLER

By: 
Deputy Clerk

Administrator:

Charles Bishop

By: 
Charles Bishop



April 21, 2026 - Regular Meeting

Subject

County Administrator Contract Renewal

Category

COMMISSIONER AGENDA/COMMENTS

Briefings

None

Contact and/or Presenter Information

Commissioner Dr. Robert McCann

(See Page 2 of this Memorandum for Board Action)

Action Requested

Motion for the Manatee Board of County Commissioners authorize the Chair/County attorney to execute a formal amendment to the current employment agreement with the County Administrator, extending the term of the existing contract through December 31, 2026, under all current conditions, and compensations levels.

Enabling/Regulating Authority

NA

Applicable Advisory Board

NA

Background Discussion

FINDINGS AND JUSTIFICATION:

- Election Year: 2026 is an election year in Manatee County Florida. Four seats are up for election at the BOCC. The County Administrator's contract is due to renew on August 8, 2026. The primary election is only 10 days later, August 18, 2026.
- Board Continuity: The current Board recognizes that the selection and retention of a County Administrator is one of the most significant policy decisions a governing body makes. Extending the current contract through the end of the calendar year ensures that the seated Board following the upcoming election cycle has the direct authority to negotiate and vote on a long-term agreement.
- Operational Stability: This extension prevents a lapse in leadership during the transition period, ensuring that county operations, department management, and ongoing capital projects continue without interruption.

See attached Agenda Update Memo Version 2, 4/14/26 & Update Memo 3, 4/15/26

- **Fiduciary Responsibility:** By maintaining the current "status quo" terms for the remainder of the year, the Board avoids committing the County to long-term financial obligations or structural changes immediately prior to a shift in Board composition.

FISCAL IMPACT: Funding for this extension will be accounted for within this Fiscal Budget.

Attorney Review

Not Reviewed (No apparent legal issues)

Instructions to Board Records

NA Distributed to Pam D'Agostino, County Attorney, 4/24/26, RT

Cost and Funds Source Account Number and Name

NA

Amount and Frequency of Recurring Costs

NA

Motion:

A motion was made by Commissioner McCann, for the Manatee Board of County Commissioners to authorize the Chair/County Attorney to execute a formal amendment to the current employment agreement with the County Administrator, extending the term of the existing contract for six months under all current conditions and compensation level, and pay up to \$3,000 of the County Administrator's fees for this because this is something that we are stopping the negotiation at this time, and we will let the next Board make the decision. The motion was seconded by Commissioner Kruse.

Suggested Amendment

The County Attorney asked if Commission McCann would amend his motion to remove that she is executing the Amendment as it is usually executed by the Chair. Commissioners McCann and Kruse agreed.

The motion carried 5-0, with Commissioner Bearden absent.



April 21, 2026 - Regular Meeting

Subject

Updates to Agenda - April 14, 2026 Version 2

Category

ANNOUNCEMENTS

Briefings

None

Contact and/or Presenter Information

Bobbi Roy, Agenda Division Supervisor, ext 6878

Action Requested

Updates incorporated appropriately

Enabling/Regulating Authority

N/A

Applicable Advisory Board

N/A

Background Discussion

Below are agenda updates(dated April 14, 2026 Version 2) for the meeting of April 21, 2026.

37. Update on the Movement of the Dogs to the Bishop and Jail facilities

The following changes to the background and discussion:

With the Administrator absence at the last meeting, questions remained unanswered for the movement of the dogs. The Commission voted to have a complete update at the next BOCC meeting. This update did not appear of the preliminary draft of the April 21st meeting. The following motion passed unanimously as the last meeting.

48. Motion to direct staff to provide detailed information on how many dogs were moved, when were they moved, who directed the move, who is doing the evaluations on the dogs prior to the move, what evaluation were completed post move.

38. County Administrator Contract Renewal

The following language added to the Background and Discussion:

FINDINGS AND JUSTIFICATION:

- **Election Year:** 2026 is an election year in Manatee County Florida. Four seats are up for election at the BOCC. The County Administrator's contract is due to renew on August 8, 2026. The primary election is only 10 days later, August 18, 2026.
- **Board Continuity:** The current Board recognizes that the selection and retention of a County Administrator is one of the most significant policy decisions a governing body makes. Extending the current contract through the end of the calendar year ensures that the seated Board following the upcoming election cycle has the direct authority to negotiate and vote on a long-term agreement.
- **Operational Stability:** This extension prevents a lapse in leadership during the transition period, ensuring that county operations, department management, and ongoing capital projects continue without interruption.
- **Fiduciary Responsibility:** By maintaining the current "status quo" terms for the remainder of the year, the Board avoids committing the County to long-term financial obligations or structural changes immediately prior to a shift in Board composition.

FISCAL IMPACT: Funding for this extension will be accounted for within this Fiscal Budget.

39. Dismissal of Trespass Charges at Bishop Kennel Facility

The following language added to Background/Discussion:

A vote was previously taken by the County Commission to continue charges despite Charlie Bishop, the County Administrator, stating for the County and its vendors to drop the felony trespass charges, the Commission has the authority by vote to direct the County and its vendors to "drop" the charges. The investigation revealed that the elements of a felony were not present and first-degree misdemeanor charges were presented. The individuals were Summoned to appear on 5/6/2026 at 9 am.

Note: If a complainant drops charges for misdemeanor trespass in Florida, the charges are not automatically dismissed. Because the State, not the victim, prosecutes crimes, the State Attorney has the final authority to continue or drop the case. However, a victim's request to drop charges is highly persuasive and often leads to dismissal.

The specific charge states, "Trespass to dwelling -"entered and remained with the intent to commit an offense thereon."

Attorney Review

Not Reviewed (No apparent legal issues)

Instructions to Board Records

N/A

Cost and Funds Source Account Number and Name

N/A

Amount and Frequency of Recurring Costs

N/A



April 21, 2026 - Regular Meeting

Subject

County Administrator Contract Renewal

Category

COMMISSIONER AGENDA/COMMENTS

Briefings

None

Contact and/or Presenter Information

Commissioner Dr. Robert McCann

Action Requested

Motion for the Manatee Board of County Commissioners authorize the Chair/County attorney to execute a formal amendment to the current employment agreement with the County Administrator, extending the term of the existing contract through December 31, 2026, under all current conditions, and compensations levels.

Enabling/Regulating Authority

NA

Applicable Advisory Board

NA

Background Discussion

Attorney Review

Not Reviewed (No apparent legal issues)

Instructions to Board Records

NA

Cost and Funds Source Account Number and Name

NA

Amount and Frequency of Recurring Costs

NA

PUBLIC COMMENTS – COUNTY ADMINISTRATOR CONTRACT RENEWAL

From: Bern Steiner <bern.steiner@yahoo.com>

Sent: Monday, April 6, 2026 5:28 PM

To: Robert McCann <drbob.mccann@mymanatee.org>; Jason Bearden <jason.bearden@mymanatee.org>; George Kruse <george.kruse@mymanatee.org>

Subject: Concerns about Charlie Bishop proposed contract

Hello Commissioners,

I am a resident of District 5 writing to express serious concern about the proposed new employment contract for County Administrator Charlie Bishop, which I understand is scheduled for discussion tomorrow. Unfortunately, like many business people, I am unable to attend daytime meetings in person, so I am sharing my comments in writing.

From what has been shared publicly, this appears to be an unusually generous and expensive contract. Given Mr. Bishop's past record on the construction side, including significant fines reportedly incurred under his oversight, I do not believe such a contract should move forward without broader public awareness and input. I am also troubled by the prior award of a drone services contract to a company allegedly connected to his girlfriend, which raises serious concerns about cronyism and conflicts of interest. That may be common in Washington, but it is not what we expect or want in little Manatee County.

At a minimum, this proposal should be clearly publicized, with sufficient time allowed for residents to review the details and offer public comment before any vote is taken. To date, this issue has received little media coverage, and many of us have only recently learned of it.

Voters recently replaced several commissioners because we believed they were too closely aligned with developer interests. I am hopeful that you, unlike your predecessors, will insist on transparency, robust discussion, and genuine public participation before committing taxpayers to a long-term, high-dollar contract of this nature.

Thank you for your service and for considering the concerns of your constituents on this important matter. Please feel free to contact me if you have any questions or would like to discuss this further.

Sincerely,
Bernard Steiner

From: Martha Jacobs <mjorders@verizon.net>

Sent: Tuesday, April 7, 2026 2:45 PM

To: Robert McCann <drbob.mccann@mymanatee.org>; Tal Siddique <tal@mymanatee.org>; George Kruse <george.kruse@mymanatee.org>; Jason Bearden <jason.bearden@mymanatee.org>; Mike Rahn <mike.rahn@mymanatee.org>; Amanda Ballard <amanda.ballard@mymanatee.org>

Subject: **Charlie Bishop Contract** public comment submitted & not included today

Dear Commissioners,

Other than my including the incorrect Agenda Item in the Subject heading, I'm not sure why my Public Comment didn't land "somewhere."

I am including it here:

Although the incident occurred weeks prior, Charlie Bishop waited until immediately after two citizens spoke out at a BOCC meeting before having them investigated for felony trespass and a number of other (bogus) destruction of property charges without considering the negligence and OSHA violations he and the county committed by neither securing nor clearly identifying an "active construction zone." The investigating detective found the felony charges and destruction of property charges could not be submitted to the State Attorney because those charges would never stick so he wasted Sheriff's office time (and \$\$\$) as well. Bishop's attempts to silence, intimidate and even willingly destroy the lives of anyone who speaks against him without considering his and the county's own complicity are, in my opinion, unethical if not immoral. Is this really the type of person the taxpayers of Manatee County should be paying a \$255K salary to? I think not.

Additionally, since it's being discussed as I write, I have NEVER known a business to pay overtime/emergency pay to a salaried employee. This is so wrong, especially when there are so many county employees who must work 2 to 3 jobs just to try to survive. At \$255K+ he is more than well compensated to show up to work after a hurricane.

Thank you,

Martha Jacobs
Manatee County Resident / Taxpayer

From: dawn_marblehouse@yahoo.com <dawn_marblehouse@yahoo.com>
Sent: Tuesday, April 7, 2026 4:20 PM
To: Robert McCann <drbob.mccann@mymanatee.org>; Tal Siddique <tal@mymanatee.org>; George Kruse <george.kruse@mymanatee.org>; Jason Bearden <jason.bearden@mymanatee.org>; Mike Rahn <mike.rahn@mymanatee.org>; Amanda Ballard <amanda.ballard@mymanatee.org>
Subject: RE: Administrator Contract Evaluation Provision

Good Afternoon, Commissioners. I hope you are all well and that this email may be helpful toward today's discussion during the BOCC meeting on item #53, "County Administrator Contract Renewal."

As part of the discussion, multiple of you raised your preference that there be a performance evaluation provision included in the county administrator contract. I may have misunderstood, but it appeared as though there were some open questions about what such an evaluation or review process would/should look like, or how it should be designed or undertaken, and what should be included in the contract language.

I was looking through old records of previous county administrators, and as it turns out, there actually *IS* an evaluation requirement that appears to exist in the current administrator contract and in previous versions as executed under prior administrators. Please see attached:

1. Contract for former administrator Cheri Coryea, dated 2019, SEE page 5, SECTION V "Performance Appraisal"

2. Contract for former administrator Scott Hopes, dated 2021, SEE page 2, SECTION III "Compensation", part A).3.

3. Contract for Administrator Charlie Bishop, dated 2023, attached to today's agenda, SEE page 2, SECTION III Compensation, part A).3.

<https://agendaonline.mymanatee.org/OnBaseAgendaOnline/Documents/DownloadFileBytes/ADMINISTRATOR%20BISHOP%202023%20CONTRACT.PDF.pdf?documentType=1&meetingId=740&itemId=65245&publishId=183639&isSection=False&isAttachment=True>

Have a good evening.

Attachments bc20290618doc012 employment contract – dr. scott hopes

From: Will Hargis <willhargis5@gmail.com>
Sent: Friday, April 10, 2026 10:02 AM
To: Jason Bearden <jason.bearden@mymanatee.org>
Subject: County administrator contract.

Hello I'm writing to express concerns about county administrator contract. I seen there will be a meeting at later date about county administrator contract. Mr Charlie Bishop needs to be terminated/ fired . Mr Bishop awarded a No Bid contract to his former girlfriend's company Drone Effects LLC, even though the county had its own drone department. Mr Bishop's handling of Bishop Animal shelter project was a disaster! Mr Bishop also gave an illegal order from former commissioner to code enforcement Chief to tell code enforcement officer to remove sign that was on private property at time code enforcement officer was fired . Mr Bishop' also called in for favor to Bradenton Beach mayor to ask daiquiri deck owner to be seated early. Mr. Bishop doesn't represent county employees very well. There should be New county administrator that represents employees better. Thank you.

From: Louie Roseman <louieroseman@gmail.com>
Sent: Sunday, April 12, 2026 12:24 PM
To: George Kruse <george.kruse@mymanatee.org>; Tal Siddique <tal@mymanatee.org>; Jason Bearden <jason.bearden@mymanatee.org>; Amanda Ballard <amanda.ballard@mymanatee.org>; Mike Rahn <mike.rahn@mymanatee.org>; Robert McCann <drbob.mccann@mymanatee.org>
Subject: Bishop contract thoughts

Chairman & county commissioners,

To keep this brief I would suggest each of you read The Bradenton Times opinion article today (Sunday April 12) about the contract. Mitch sums it up. The article reminded me of the many issues that have occurred.

A few of you were part of the original problem putting Mr Bishop in place, a few inherited the problem.

As Mitch says:

BOCC Should Not Give Bishop Cadillac Contract Ahead of Elections

Thank you,
Louie Roseman
Manatee County resident



April 21, 2026 - Regular Meeting

Subject

Updates to Agenda - April 15, 2026

Category

ANNOUNCEMENTS

Briefings

None

Contact and/or Presenter Information

Bobbi Roy, Agenda Division Supervisor, ext 6878

Action Requested

Updates incorporated appropriately

Enabling/Regulating Authority

N/A

Applicable Advisory Board

N/A

Background Discussion

Below are agenda updates (dated 4/15/26) for the meeting of April 21, 2026:

ANNOUNCEMENTS

Generic Public Comments

- This agenda item was updated to include additional generic comments.

REGULAR

Attorney

Item 44, Draft County Administrator Contract

- This agenda item was added to the Agenda.

COMMISSIONER AGENDA ITEMS

Items for Discussion

Item 37, Update on the Movement of the Dogs to the Bishop and Jail facilities

- This agenda item was updated with public comments.

Item 38, County Administrator Contract Renewal

- This agenda item was updated with public comments.

Item 39, Dismissal of Trespass Charges at Bishop Kennel Facility

- This agenda item was updated with public comment.

Item 42, Update on ONDCP White House Homeless Summit Update

- This agenda item was added to the Agenda.

Item 43, Letter of Agreement Authorizing Crime Stoppers of Manatee County, Inc.

- This agenda item was added to the Agenda.

Attorney Review

Not Reviewed (No apparent legal issues)

Instructions to Board Records

N/A

Cost and Funds Source Account Number and Name

N/A

Amount and Frequency of Recurring Costs

N/A

PUBLIC COMMENTS – COUNTY ADMINISTRATOR CONTRACT RENEWAL

From: DD <davidd4300@gmail.com>

Sent: Monday, April 13, 2026 5:47 PM

To: Tal Siddique <Tal@mymanatee.org>; George Kruse <george.kruse@mymanatee.org>; Robert McCann <drbob.mccann@mymanatee.org>; Amanda Ballard <amanda.ballard@mymanatee.org>; Mike Rahn <mike.rahn@mymanatee.org>; Jason Bearden <jason.bearden@mymanatee.org>

Subject: CHARLIE BISHOP HISTORY OF NON COMPLIANCE with county public record policy

It is long, I know. But it is a factual documentation of Mr Bishop's history of non compliance with county policy and public records law.

At last Tuesday's BoCC meeting, in response to public concern about Charlie Bishop's history of public records violations, Board Chair Tal Siddique told us don't worry, he (Tal) solved the problem by putting compliance language in Mr. Bishop's new contract. I literally laughed out loud.

This detailed post will document the following:

In 2022, Mr. Bishop was named in a public records lawsuit that the county lost - and yet Bishop continued to violate the law by using only his personal phone to conduct county business.

In their answer to that lawsuit, County attorneys told the court that Mr. Bishop would no longer use his personal phone to conduct county business - and yet Bishop continued to violate the law by using only his personal phone to conduct county business.

In October 2023, after Bishop was named Administrator, the county introduced and implemented an official county policy prohibiting all employees from using their personal phones for county business - and yet Bishop continued to violate the law by using only his personal phone to conduct county business.

At least since 2021, the County attorney has presented a detailed, 195 page Government in the Sunshine training webinar to elected and high level county officials - and yet Bishop continued to violate the law by using only his personal phone to conduct county business.

On September 17, 2024, Judge D. Ryan Felix entered a Final Judgement against Manatee County that, among other things, ordered taxpayers to pay the plaintiff's legal fees and mandated the use of county-issued phones with text-capturing software.

Yet, apparently, a court order isn't enough so that Commissioner Siddique is forced to try a new strategy to get Mr Bishop to follow the law. Come to think of it, the

commissioner may be right. Mr. Bishop obviously doesn't care about transparency and following the law when taxpayers are on the hook for his actions. Maybe docking his pay may finally be the trick.

What a disgrace - that we have to put it in his contract that following the law is part of his job.

CHARLIE BISHOPS HISTORY OF DISDAIN FOR PUBLIC RECORDS LAW

- 1.
- 2.
3. PLAINTIFF'S COMPLAINT AND COUNTY RESPONSE IN COURT CASE 2022-CA-3276
- 4.

On 8-9-2022, Michael Barfield and The Florida Center for Government Accountability (FCFGA) filed a complaint (lawsuit) against Manatee County for failing to provide public record text messages created on the personal phones of Scott Hopes, Charlie Bishop and Robert Reinshuttle. (This post will discuss just Mr. Bishop.)

Link to original complaint:

<https://drive.google.com/file/d/1LgD5yxL0iayJ0dOpWMhVVK9jkX7WKB7Q/view?usp=sharing>

The complaint reads on page 6 : "...on June 23, 2022, Plaintiff (Barfield) made a third records request seeking...All texts sent to or from Charlie Bishop between January 2, 2022, through June 23, 2022, including on any personal, nongovernmental account."

The next few pages of the complaint go through the repeated attempts of Mr. Barfield to gain compliance and the county's delays and excuses for not providing the records. Then from page 8 of the complaint::

"To date, the COUNTY has been unable to fully comply with the record requests ... The COUNTY has failed to perform mandatory duties under the Public Record Act by providing Plaintiff with public records made or received pursuant to law or in connection with the transaction of official business"

On 8-25-2022, County attorney Doug Polk filed the county response.

Link to County response to complaint:

https://drive.google.com/file/d/1Ac5s3FgUKidRMm6Gk9MSMg_H0B2NI6wq/view?usp=sharing

The county position admitted they were not previously in compliance, but that corrective steps had been taken so that going forward, Mr. Bishop would comply with the law.

From page 5 of the county response, starting in paragraph 15:

“Manatee County acknowledges that the records requested were not timely produced because of the County's current information technology limitations...Manatee County is, and since March 1, 2022, has been in the process of upgrading its ability to capture and archive texts as set forth in the above timeline”... “The County is in final contract negotiations with an archiving service that will archive all future texts from County issued phones and anticipates completing the contract within the next 30 days. Manatee County is in the process of acquiring new phones for County staff... and anticipates that process to be completed by the end of 2022.”

Specifically related to Mr. Bishop, on pg 3 paragraph 11, the county attorney tells the court that Mr. Bishop had been issued a county-own cell phone but that: “Charlie Bishop did not use his County issued phone until after June 23, 2022.”

Remember, Mr. Barfield had requested texts from Jan 1 - June 22, 2022, so of course, Bishop just happened to start using his county issued phone on June 23.

The truth is, as will be documented in this post, Mr. Bishop continued to use only his personal phone to conduct county business - even after he became County Administrator on Sept 12, 2023. (He became acting admin on August 3, 2023)

- 2.
- 3.
4. OFFICIAL COUNTY POLICY PROHIBITING THE USE OF PERSONAL DEVICES
- 5.

The record in court case 2022-CA-3276 includes the under-oath depositions of county technology specialist Ron Hardy and former Records Dept. Manager Debbie Scaccianoce. In those depositions we learn that in October, 2023, the county established a new county-wide policy that prohibited the use of personal phones for county business.

Here is a link to a screenshot of county IT specialist Ron Hardy's deposition, pgs 19-20, confirming county policy prohibiting personal phones for county business:

<https://drive.google.com/file/d/1fnjCNmJKqeoIDhBqCc5LKKpTD29ZTE-/view?usp=sharing>

And near the end of former Records Mgr Scaccianoce's deposition, county attorney Doug Polk, in cross examination, informs Scaccianoce about the new county policy that prohibits all county employees from using personal phones for county business.

Link to screenshot of pg 78, Scaccianoce Deposition:

<https://drive.google.com/file/d/1N2URMx-WfFUJE6oLyem5EKSbCveU4j5a/view?usp=sharing>

- 3.

- 4.
5. MANATEE COUNTY TRAINING WEBINAR: GOVERNMENT IN THE SUNSHINE
- 6.

At least since 2021, the county attorney has trained top county officials on the requirements of the Public Records law. Here is a Link to County Training webinar on Government in the Sunshine:

<https://drive.google.com/file/d/1msxh5gvLs6ADU2C4RPcyaHbsmOdLwO17/view?usp=sharing>

Specifically, the training warns repeatedly against the use of personal devices. For example, page 126 warns: "Don't use private accounts to engage with constituents on matters that are county business" https://drive.google.com/file/d/1oYcVfo61QU-PSZMgiHNpM7dSsz_kAm-y/view?usp=sharing

More warnings on Pg130: "Don't use personal accounts to post government information;" and "Don't use private accounts to engage...on matters that are county/public business" and "Make a clear distinction between official, campaign, and private accounts"
<https://drive.google.com/file/d/1Bzo7lg4VhuzjhcZ0JG15ml0kDnGvDk1g/view?usp=sharing>

From Pg 39: "Public Records can include electronic communication like email, IM, Facebook posts, Snapchat, Twitter and text messages."
<https://drive.google.com/file/d/1DRroG72zA6NHZt5Yu9QkDdwYIOYtQNRN/view?usp=sharing>

Pg 70: "Destruction and Disposal of Electronic Records may only occur in accordance with rules of the Department of State's Division of Library and Information Services."
https://drive.google.com/file/d/14OubN763yvSnFVx1FSIqPYab1SlaDu_y/view?usp=sharing

Pg 72: lays out the civil and criminal penalties for violating the Public Records Act. Civil penalty is up to a \$500 fine. Criminal penalty for knowingly violating is up to 1 year imprisonment and \$1000 fine.
<https://drive.google.com/file/d/1eUtk9aF-KYhdUqpMW8xh0w4D0siTp8Xy/view?usp=sharing>

From pg 47: "If an individual uses a private email account (or other social media platform) to conduct public business, he or she becomes personally responsible for complying with the Public Records Law."
https://drive.google.com/file/d/15fmDPql_7aWn6EO0tRpEdLVAWzFChN-/view?usp=sharing

On pg 134: A discussion of a 2009 City of Venice court case involving the use of private email and text messages. The slide points out the lawsuit cost Venice taxpayers close to \$1million in legal fees.

https://drive.google.com/file/d/1n91OdNoGDGNF6sXkoljn19odnS2V_9Se/view?usp=sharing

From pg 136: A discussion of a related 2018 City of Venice court case involving deletion of public record text messages. This case cost Venice taxpayers \$45,000 in legal fees.

https://drive.google.com/file/d/1naXqC9jsxp4_R4BP8Q54ngbYj4OWH_Y2/view?usp=sharing

4.

5.

6. TO RECAP WHAT THE RECORD SHOWS

7.

-
-
- Charlie Bishop was given a county cell phone prior to June 23, 2022 (records will show
- it was on June 14, 2022)
-
-
-
- On August 25, 2022, county attorney Doug Polk told the court that Mr. Bishop started
- using only his county-issued phone for official business starting on June 23, 2022.
-
-
-
- In October, 2023, after Bishop became the Administrator, the county announced an official
- county-wide policy prohibiting county employees from using personal phones for official business
-
-
-
- As far back as 2021, The County has formally trained and advised high level and elected
- officials against the use of any personal accounts or devices to conduct county business.
-

- 5.
- 6.
7. RECORDS THAT CONFIRM BISHOP'S NON COMPLIANCE - Request #35314 and 35309.
- 8.

On Feb 16, 2024, I submitted record request 35314 for "all text records from Mr. Bishop's county-issued cell for period January 15 - 19, 2024." (I chose a short period of time to avoid fees)

The County records dept responded: "There are no responsive records..."
https://docs.google.com/document/d/11KTXyZL0dgo5XODJl67C4X_xipRXEtN3niMTa11Aq2U/edit?usp=sharing

The response also included the monthly bill for Bishop's county-issued phone for period Jan 10 - Feb 9 2024. The bill confirms Bishop's county cell phone account was established almost 2 years earlier on June 14, 2022. The amount due, \$50.05, is the minimum flat charge. The bill shows no charges for phone or text usage.

Link to Charlie Bishop's monthly county cell phone bill for period Jan 10-Feb 9, 2022.
https://drive.google.com/file/d/1SH5PZYyMZ_BxCJoyKMfxgGkPEY4Czrxk/view?usp=sharing

On the same day, Feb 16, 2024, I submitted request #35309 asking for Bishop's text records on any device, personal or county issued, for the same period, Jan 15-19, 2024. 35 days later, on March 22, I received a list of texts from Bishop's personal phone (ending in 9037). The list was produced by an iphone app called iMazing, which allows the phone's owner to download whatever texts are selected in spreadsheet format. Link to request 35309:
<https://drive.google.com/file/d/1pQAH7VJxJwSMb-N8ewdEBt4Ca71Fr36t/view?usp=sharing>

Link to list of texts that Bishop provided from his personal phone in response to request 35309:
https://drive.google.com/file/d/16S_-Z4EnNz10iJXisnnnABW-mM0I3VM6/view?usp=sharing

The record requests 35314 and 35309 confirm that, as of February 9, 2024, Mr Bishop continues to use only his personal phone to conduct county business.

- 6.
- 7.
8. ADDITIONAL CONFIRMATION OF NON COMPLIANCE: PANTHER SIGHTING FB POST REQUEST 37635
- 9.

A closer look at the texts that Bishop provided from his personal phone (in response to Request 35309 above) shows just 3 conversations. The last conversation takes place on the morning of 1/17/24 and starts with an “attachment” sent to Bishop’s inbox from either KVO or KVO’s assistant Jorge. The attachment was followed by messages: “That was quick!”, “5200 views”; and “Channel 10 and 13 running it tonight.” All of these messages are in Bishop’s inbox, sent by KVO or Jorge.

https://drive.google.com/file/d/16S_-Z4EnNz10iJXisnnnABW-mM0I3VM6/view?usp=sharing

Initially, I wasn’t concerned about the attachment, but on 5/29/24 I submitted a separate request #37635 asking for the attachment.

Keep in mind that this “attachment” is on Bishop’s personal phone. As we know from pg 48 of former records manager Deb Scaccianoce’s deposition (available on the court website), when the records department receives a request for records from a personal phone, they send the request to the phone owner. Also keep in mind that electronic records like emails and texts can only be disposed per a schedule from the Dept of State division of library and information services. For most electronic records it is 5 years.

The response I receive from my request for the attachment is that “the requested attachment does not constitute county business.”

https://drive.google.com/file/d/1dk6AK9CxMbT6mWULmZ7J2G78T_uiPlzR/view?usp=sharing

The reality is that we know the attachment sent the morning of Jan 17 was, in fact, related to county business. On 1/16/24 at 3:17pm, Manatee County posted a video on FB of a panther strolling through Duette preserve.

Link to County FB post on 1/16/24:

<https://www.facebook.com/watch/?v=3313700005592954&ref=sharing>

and

https://drive.google.com/file/d/1qAfsX8Z7ML_-wMLQ6DccGZE_UYSVUz_8/view?usp=sharing

The text “5200 views” that Bishop does produce surely describes the FB post. Additionally, “Channel 10 and 13 running tonight” is also about that FB post. It was actually channel 8 (not 10) and 13 that ran the story on the evening of 1/17/24.

Link to screenshot of 1/17/24 Channel 13 report on panther sighting at Duette Preserve:

<https://drive.google.com/file/d/1X3SVnk2d3GoCupXU3cxW5AHIG5AGDz1L/view?usp=sharing>

Link to screenshot of 1/17/24 Channel 8 report on panther sighting:

https://drive.google.com/file/d/1St5qtbuf71WQDoVA3PWTt0caM3zMZkP_/view?usp=sharing

In this case it was just a FB post, but the reason why the violation matters is that it could have been an attached county contract proposal. Or an attached zoning ordinance amendment sent by Carlos Beruff. Does anyone believe Charlie Bishop has been saving his county-related texts and attachments for 5 years?

Deleting, or not producing a public record upon request is a violation of public records law 119.07

7.

8.

9. ADDITIONAL NON COMPLIANCE, FAILURE TO PRODUCE SATCHER TEXT RECORDS

10.

In further research, I found other public record text messages sent to or from Charlie Bishop that he should have provided in response to my request 35309 but he did not. For example, I requested the public record text messages of James Satcher for the same short period of time - Jan 15-19, 2024.

Link to request 35327 asking for texts of James Satcher on any device:

<https://drive.google.com/file/d/15osRmzT-a0luT1TssqG8KutLDJc9k6jN/view?usp=sharing>

In response, Satcher screen printed text messages from his phone, emailed them to himself, then emailed that email to commissioner aide Kelli O'malley, who emailed the screenshots to records manager Lacy Pritchard, who then emailed the email of the email of the email with the phone screen shots to me.

It takes a close look, but that lone text conversation that Mr. Satcher provided was a conversation with Charlie Bishop, dated 1-16-24 at 8:58 pm. The conversation is about a water shut off reported in multiple neighborhoods including Prosperity Lakes, Regency Oaks, Moccasin Wallow Fairways and 2 more.

Link to Satcher's response to my request 35327: https://drive.google.com/file/d/1JG-0gMNWRzDe2OnUWCo0Z6tk_dHDT-AP/view?usp=sharing

Again, here is the list of all of Charlie Bishop's reported texts during the period Jan 15-19, 2024:

https://drive.google.com/file/d/16S_-Z4EnNz10iJXisnnnABW-mM0I3VM6/view?usp=sharing

We know the Satcher text conversation is not listed by Bishop, but it should have been. Deleting or failing to provide a public record on request is a violation of public records law Florida Statute 119.07

- 8.
- 9.
10. FAILURE TO PROVIDE DEPOL TEXT RECORDS
- 11.

I later discovered additional texts, between Bishop and Courtney Depol in that same short period of time, that should have been provided by Bishop but wasn't. I found these texts because other county employees were using their county-issued phones - so their text messages are saved in the county's database. I probably could have found many more texts to Mr. Bishop had I requested texts from other county employees.

Here is Link to the text records produced from Courtney Depol's county-issued phone. The highlighted texts (and the attachment of a message from Jodie Fiske) are between Depol and Bishop's personal phone.

https://drive.google.com/file/d/1myd2oahi4jHQSaqahD_n2lcLps4fiucp/view?usp=sharing

These records establish that Bishop continued to use only his personal phone to conduct county business at least through January, 2024.

The county recently revamped their public records portal, which caused me to lose quick access to my record requests made in the previous portal. However, I was able to find a request I made for texts on Bishop's county-issued cell phone for the period August 5 - 6, 2024 (Hurricane Debby). The response was that there were "no responsive records."

<https://drive.google.com/file/d/10Q1luL6KEg2ymti7uipcGFfF89myXlq/view?usp=sharing>

So it is probable that Bishop is still only using his personal phone for texting county business through at least August 2024.

- 9.
- 10.
11. SCACCIANOCE DEPOSITION - RETALIATORY TERMINATION
- 12.

Finally, as mentioned earlier, the record in court case 2022-CA-3276 includes the 94-page deposition of former Records Dept Manager Debbie Scaccianoce. Ms Scaccianoce led the Records Dept for 11 years, from 2012 - 2023. Up until June, 2022, the Records Dept fell under Property Management, headed by Charlie Bishop. In June, 2022, Administrator Hopes moved Records to fall directly under the Administrator. When Bishop became the Acting Administrator in August, 2023, one of his first actions was to terminate Debbie Scaccianoce.

On pages 72-75, Scaccianoce describes how she was fired by Charlie Bishop after she refused a request from Commissioner VanOstenbridge to inflate charges in order to

deter the release of records that included KVO's texts. The exchange starts with the highlighted section in the link below of just pages 72-75 of the deposition:

https://drive.google.com/file/d/11_eeph6dqnMC0q9tD-RSmtuIN4lyqHnR/view?usp=sharing

Ms Scaccianoce had known and worked with Mr. Bishop for many years. This story of her vindictive termination tells us all we need to know about Charlie Bishop.

- 10.
- 11.
12. THE FINAL JUDGMENT IN COURT CASE 2022-CA-3276
- 13.

On Sept 17, 2024, the court entered its Final Judgment against Manatee County in case 2022-CA-3276. Some of what the court ordered:

- implementation of the SMARSH software system to archive text messages on county-issued
- electronic devices allowing the capture and retention of text messages, and phone and text activity logs in a uniform and consistent manner.
- a written policy that prohibits employees from conducting official county business on
- any personal electronic
- implementation of an audit process that will allow for a third-party audit of the County's
- Information Management System that will verify that the processes in place are accurately capturing and storing public records on mobile devices
- providing ongoing training in the importance of compliance with the Public Records Act
- The County acknowledges and agrees it will comply with the provisions of the Public Records

- Act, including, but not limited to, section 119.021(2), and Rule 1B-26.003, Fla. Admin. Code, relating to electronic record keeping.
- Plaintiff is awarded its reasonable attorneys' fees and costs in the amount \$75,000.
- The Court expressly retains jurisdiction to enforce the provisions of this Consent Final Judgment.

Link to Final Judgment 2022-CA-3276

https://drive.google.com/file/d/1c7o-H2mAiJKIPkeEz_sv1qvmfSZILgbG/view?usp=sharing

One would hope that, with the court now having officially retained jurisdiction, that Mr. Bishop would not need a contract stipulation in order for him to finally start complying with the law.

Manatee County deserves better.

David Daniels



Public Comment

Submitted On: Apr 14, 2026, 05:09PM EDT

Manatee County Government

Full Name	First Name: Glen Last Name: Gibellina
Email	glengibellina@gmail.com
Which meeting is this public comment for? (Please select date of meeting)	April 21, 2026
Topic/Agenda Item	Bishop contract
Comment	Reposting a Bradenton Times article by Mitch Maley Facts are stubborn things by Mitch Maley This week, Manatee County Commissioners sent an egregiously generous contract proposal to perpetually extend the employment of County Administrator Charlie Bishop back to the drawing board. While I'm glad a majority of commissioners were unwilling to sign off on such unwarranted largesse, I think the real conversation needs to be whether they should renew Bishop's contract in the first place. Let's revisit the circumstances in which Bishop was elevated. When developers gained complete control of the board following the 2020 elections, their first order of business was to sack Cheri Coryea, the county's highly qualified administrator, who was effectively punished for moving ahead with the purchase of the Musgrave property. Never mind that she was fulfilling her job requirement of enacting policy passed by the duly elected county commission. This massive swath of land adjacent to the county's Lena Road landfill would extend its life cycle by decades, while also being the future site of several county facilities necessitated by the rampant development of formerly rural parts of the county's eastern corridor. Developers, who had long sought to purchase the land and build more houses on it, wanted the deal squashed, seemingly to prevent the landowners from profiting by selling it elsewhere. The new 2020 board—which included current commissioner George Kruse—moved to fire Coryea during the very first meeting after it was seated. Kruse initially declined to provide the fourth vote, but was later manipulated into flipping and provided the swing vote to axe the county's first female administrator, who had worked her way up from the ground level over three decades of employment with the county. Kruse later broke with the development bloc of the BOCC he had campaigned with and called his vote to terminate Coryea the worst mistake of his time in office. Coryea was immensely popular with the rank and file, and her unceremonious dismissal tanked morale, to put it mildly. Soon after, pretty much everyone who had anything to do with the Musgrave acquisition was forced to resign or be fired, and many other top employees resigned on principle. To say the loss of institutional knowledge was staggering would be an enormous understatement. It is still felt within the ranks of several departments to this day. Coryea was eventually replaced by Scott Hopes, a Manatee School Board member who was criminally unqualified for the job and was eventually canned for running the county in a manner that seems to have been literally criminal, resulting in multiple felony charges for which he is currently awaiting trial. The board then unsuccessfully attempted to install the head of a local developer lobbying group, only to wind up embarrassed enough to promise the public a national search to finally provide a qualified candidate with no ties to local developers. The public paid handsomely for that search, but when it didn't seem to yield a candidate the commissioners' overlords found suitable, it was decided that the best they could possibly do was elevate Bishop, the former property management director whom Hopes had promoted to Deputy County Administrator. Bishop was pretty much the highest-ranking member of the administration to survive the Coryea administration bloodbath. In other words, one of the few that developers didn't have a problem with, which should tell you everything you need to know. The highlights of his resume at that point included unpermitted renovations to the county administration building when the new board decided the old digs weren't up to their standards. Bishop oversaw the jobs and used Property Management staff to do much of the labor. This included equipping Hopes' office with remote blinds, noise-canceling speakers to prevent "leaks," bulletproof glass at the 9th-floor entry, and other dubious upgrades. TBT then discovered that he had also overseen unpermitted renovations on the

building's second floor.

While Bishop was serving in a dual role as Deputy County Administrator and Director of Property Management, that department contracted with Bishop's girlfriend's drone company, despite having an established in-house drone program with trained staff and equipment designed to reduce outsourcing costs. That sounds a lot like a conflict of interest and perhaps the misuse of a public position. TBT was told at the time that the matter was "under investigation," although it was never discussed when commissioners decided he was their best option for the top post.

In 2022, the county announced that the administration building's parking garage had deteriorated to the point where the entire structure would need to be rebuilt. Then-commissioner Kevin Van Ostenbridge told WFLA 8 that, "A maintenance plan was not put in place in the late 80s, and it wasn't put in place in the 90s, and it wasn't put in place in the 2000s, so the ball was sort of dropped by an awful lot of people over a very long time." In August of 2023, Bishop, now the County Administrator, told commissioners that a structural engineer's report revealed the parking garage had "only two years remaining." Well, Bishop was named Director of Property Management in 2015. So, apparently, he was one of the ball droppers while he headed the department for the next seven years. That's not exactly a ringing endorsement.

In 2024, commissioners approved the execution of a \$1.8 million agreement with Sweet Sparkman for a pre-design criteria package for the total design and rebuild of the parking garage. The proposed project had an estimated cost of nearly \$85 million. The BOCC consensus shifted toward directing staff to explore public-private partnership opportunities to offset rebuild costs. The next year, every penny budgeted toward the garage was shifted to the deeply sketchy acquisition of another county administration building in the far-flung southeast corner of the county.

No commission meetings or work sessions were held to inform the public that the county administration was seeking a new administration building or had even identified a need for one. TBT first learned of the plan when the meeting agenda was published on a Monday evening. Key specifics were missing from the agenda details—such as what would become of the parking garage. We requested additional information, but were told that nothing further would be made available before the scheduled meeting presentation and board vote on Tuesday.

In November 2024, Bishop marked the old Bradenton City Hall property, which the county owned, as surplus, despite also claiming the county needed it to park workers while the downtown parking garage was being repaired/rebuilt. Months earlier, the surplussing of the parcel was passed on a consent agenda, without discussion. The consent item also approved the publication of an ITN for its sale.

According to Manatee County Ordinance 14-26, the process to declare county-owned property as surplus begins with a recommendation from the county administrator. That recommendation must address several qualifying requirements of the subject property, including whether it has public use value and any conditions of a sale. In addition to the surplus being placed on the consent agenda by Bishop, the sale contract was also added to the consent agenda, only to be pulled by Commissioner Jason Bearden, who cried foul.

Commissioner George Kruse was skeptical of the contract terms, which he called "terrible," saying, "We are basically giving someone the option, not an obligation, to purchase one of the premier development sites in downtown Bradenton for eight grand—we spent more than eight grand writing this contract." The deal was ultimately approved, 4-2 (Commissioners Kruse and Bearden dissenting). Politically-connected developer Ron Allen was the purchaser.

The administration's cabinet also expanded under Bishop. He retained a third deputy county administrator position created by Hopes and added a new Chief of Staff position, which was filled by one of the candidates from the national search. When that employee resigned, Bishop rebranded that slot as the Director of the newly created Department of Government Relations.

Stephanie Garrison was hired for the new position, despite her only prior government work being two months in Florida Senator Joe Gruters' office. During Garrison's confirmation hearing before the board, then-Deputy County Administrator Courtney De Pol said that Garrison "honed her skills in policy development and stakeholder relations" as a senior legislative aide for Gruters. Garrison was hired by the county at a starting base salary of \$160,000.

Bishop also continued to grow the Public Communications Division, even reallocating a Public Safety position to elevate an employee the county had hired as a videographer to the newly created Communications Manager role, which included a \$40k pay bump that elevated his salary to six figures. The department seemed to serve more as in-house PR for the administration than as a public information outlet, and at times it appeared to benefit sitting commissioners seeking reelection.

On the public communication end, the missteps were many. Hurricane Debbie was marked by poor coordination and a lack of clarity in information being pushed to residents who received urgent IPAWS alerts instructing them to “leave NOW” due to a dam release. The county provided no supporting information on its website or social media at the time. In fact, communications were dark for hours except for the emergency texts. After finally posting about the dam release around 1:00 p.m., the county’s social media went completely silent for about five hours, with no additional updates during a critical period of the emergency.

Earlier that morning, the county had Commissioner Mike Rahn publicly address the storm from the EOC, rather than someone from Emerge



April 21, 2026 - Regular Meeting

Subject

Updates to Agenda - April 20, 2026

Category

ANNOUNCEMENTS

Briefings

None

Contact and/or Presenter Information

Bobbi Roy, Agenda Division Supervisor, ext 6878

Action Requested

Updates incorporated appropriately

Enabling/Regulating Authority

N/A

Applicable Advisory Board

N/A

Background Discussion

Below are agenda updates (dated 4/20/26) for the meeting of April 21, 2026:

REGULAR

Attorney

Item 44, Draft County Administrator Contract

- This agenda item was updated with public comments.

Government Relations

Item 33, Update of progress on Housing and Urban Development (HUD) Community Development Block Grant - Disaster Recovery (CDBG-DR) Grant and Lasting Manatee Program, Robert Burke, Business Services Manager, and Edrick Sweeting, Grant Supervisor

- This agenda updated to reflect presenters as Robert Burke, Business Services Manager, and Odugo Ohizu, Communications Coordinator - CDBG-DR.

REPORTS

Development Services

Item 36, Report on Environmental Compliance Field Solutions - follow up to Agenda Item #50 on April 7, 2026, Nicole Knapp, Development Services Director, and Charlie Hunsicker, Natural Resources Director - District 1

- This agenda item was updated with a public comment.

COMMISSIONER AGENDA ITEMS

Items for Discussion

Item 37, Update on the Movement of the Dogs to the Bishop and Jail facilities

- This agenda item was updated with public comments.

Item 38, County Administrator Contract Renewal

- This agenda item was updated with public comments.

Item 39, Dismissal of Trespass Charges at Bishop Kennel Facility

- This agenda item was updated with public comments.

Item 43, Letter of Agreement Authorizing Crime Stoppers of Manatee County, Inc.

- This agenda item was updated with a Letter of Support from Ed Brodsky, State Attorney, 12th Judicial Circuit.

Attorney Review

Not Reviewed (No apparent legal issues)

Instructions to Board Records

N/A

Cost and Funds Source Account Number and Name

N/A

Amount and Frequency of Recurring Costs

N/A

PUBLIC COMMENTS – COUNTY ADMINISTRATOR CONTRACT

From: Becky Brothers <thebeckybrothers@gmail.com>
Sent: Saturday, April 11, 2026 7:05 PM
To: Tal Siddique <tal@mymanatee.org>; Amanda Ballard <amanda.ballard@mymanatee.org>; Robert McCann <drbob.mccann@mymanatee.org>; George Kruse <george.kruse@mymanatee.org>; Jason Bearden <jason.bearden@mymanatee.org>; Mike Rahn <mike.rahn@mymanatee.org>
Subject: Urgent Concern Regarding Proposed Actions and Leadership Decisions

Commissioners Siddique, Ballard, McCann, Kruse, Bearden, Rahn, and Mr. Bishop,

I am writing to express serious concern regarding the reported pursuit of criminal charges against volunteers who, by all available accounts, acted without criminal intent while attempting to bring transparency to conditions within the county kennels.

Pursuing charges against engaged community members—particularly those advocating for animal welfare—is deeply troubling. It raises questions not about “precedent,” but about judgment and proportionality. These individuals were not acting to steal or damage property. They were responding to public concern and attempting to shed light on an issue that matters to this community.

The decision to move forward with charges appears, at minimum, misaligned with the values of transparency and public service, and at worst, risks being perceived as retaliatory. That perception alone should give pause.

There is also growing concern within the community regarding the leadership and direction of the current administration. Reports of a work environment where individuals feel discouraged from speaking openly, combined with actions like these, contribute to a broader erosion of trust. Public confidence depends on accountability—not punishment of those who raise concerns.

Additionally, with Mr. Bishop’s contract up for renewal in August, the Board should carefully evaluate this decision. The Board of County Commissioners exists to serve the people of Manatee County—not to consolidate power or reappoint individuals whose leadership has raised significant and ongoing concerns within the community.

At this time, I do not support renewing Mr. Bishop’s contract. It is in the best interest of the community to seek out qualified leadership that demonstrates integrity, due diligence, transparency, and a clear commitment to serving the people of Manatee County—not personal or internal interests.

The county should discontinue any pursuit of criminal charges in this matter against the two individuals. This does not serve the interests of justice or the community, and instead gives the appearance of vindictiveness in response to being called out for poor decision-making related to the new kennels.

This moment calls for leadership grounded in accountability and trust. Moving forward with criminal charges against citizens, while simultaneously considering the continuation of current leadership under these circumstances, sends the wrong message to the community.

The people of Manatee County are paying attention. We expect decisions that reflect fairness, sound judgment, and a genuine commitment to public service.

Respectfully,
Becky Brothers

From: Laura Liddell <thx4jesus@live.com>
Sent: Friday, April 17, 2026 12:28 AM
To: Jason Bearden <jason.bearden@mymanatee.org>
Subject: Thoughts on Bishop Shelter and Contract

[You don't often get email from thx4jesus@live.com. Learn why this is important at <https://aka.ms/LearnAboutSenderIdentification>]

Hello Commissioner Bearden;

My name is Laura Liddell and I am a long time Manatee County resident, homeowner, and taxpayer. I live in Ellenton, District 1 where Carole Ann Felts was my commissioner, (may she rest in peace. I was shocked and extremely sad to learn of her passing).

I am writing to you at large because I would like express by extreme displeasure, concerns and dissatisfaction at the way the entire Bishop shelter situation has been handled. The animal community has to speak up for them. They have no voice.

I feel like promises were made and not kept, I'm very upset about it all; from it not being a promised concrete block facility, to a promised UF study that never happened, to the kennels being no larger than a large crate, not attached or built for inclement weather, lack of shade, the increased noise, the stress, the ongoing construction which causes more noise stress and leads to unnecessary aggression, no turf for the play yards, the drainage situation and just everything that has gone from bad to worse, dogs digging out -all of it. Not good. The dogs were moved way too soon and situation with the volunteers over the past year who were only trying to make things better; they are not the enemy but rather an integral part of the team. I feel like it's a disaster waiting to happen and I would like to ask; beg, for the animals to please be moved back to Palmetto until the construction and changes are finished so it is safer and more usable for the animals and the workers. Please! They are still property of Manatee County and have to live with decisions being made on their behalf.

On the subject of the county administrator's contract being up for renewal - I am very dissatisfied with how he has failed to handle The Bishop shelter as well as the other issues that have come to light with the use of his personal cell phone and many other things, please see David Daniels open letter for further. Oh my word. Had that been another county employee they would've been severely reprimanded if not fired. And you seriously want to pay him \$255,000? I read the Bradenton.com article where it pointed out your very thoughtful changes to his contract, which I agree with for future reference. I'm asking you to look at the big picture though, and please ask yourself if the benefits of keeping him as our administrator outweighs the liability he is currently causing the county? If it were up to me, I would vote heck no and look for somebody else who truly wants to make a difference that can do the job. There are too many problems with him aside from the Shelter fiasco which is disturbing enough, which is why he really needs to go. Please, please please vote no.

Lastly, and I do not mean any of this disrespectfully all. This Shelter is one huge issue among many others, but this one involves living creatures. Man's best friend. Dogs that never thought they'd be living in a cramped noisy shelter with only an hour at best out of their kennels. I would like to know - do we really have to come out in droves for this shelter situation to be fixed and for people to do their jobs, in the best interest of the animals ? We should not have to, but what is it going to take? There has been plenty of expert advice and suggestions given to the commissioners from people who know, yet it seems like it's fallen on deaf ears. I would have been so thankful for their suggestions if I were in your shoes, and done my best to implement them. Again, these are living creatures who have to live with the decisions being made, and so do the employees and volunteers. I know when I'm not an expert in an area I personally find value relying on verified expertise and advice of others, and you all have this for free! Especially ones with no ulterior motives except love and concern for the animals, which should be a common goal. Maybe create an animal advisory board or steering committee of admin, experts and volunteers? Those work!

Please, please please, I would greatly appreciate your consideration in these matters. I am very distressed over this whole situation. Where there's a will there's a way, I hope and pray you find it.

Thank you for listening and I hope to see you all on Tuesday.

Respectfully submitted,

Laura Liddell
Ellenton, Fl

Sent from my iPhone

From: Cheri Lindgren <clindgren58@gmail.com>
Sent: Friday, April 17, 2026 7:16 PM
To: Jason Bearden <jason.bearden@mymanatee.org>
Subject: Request for Removal of County Administrator

Dear Commissioner Bearden,

We are writing to express our strong support for the removal of County Administrator Charlie Bishop based on a documented and ongoing pattern of noncompliance with Florida's Public Records laws.

At last week's BOCC meeting, it was suggested that concerns about Mr. Bishop's history could be addressed through compliance language in his contract. Respectfully, the public record shows that prior directives, policies, training, and even a court order have already failed to change his behavior.

The facts are clear:

- In 2022, Manatee County lost a public records lawsuit (Case No. 2022-CA-3276) involving failure to produce text messages, including those of Mr. Bishop.
- In its official court response, the County assured the court that corrective measures had been taken and that Mr. Bishop would comply going forward.
- Despite this, records requests in 2024 show that Mr. Bishop continued conducting county business exclusively on his personal phone, with no corresponding records on his county-issued device.
- In October 2023, the County implemented a formal policy prohibiting the use of personal devices for official business. This policy was ignored.
- County leadership, including Mr. Bishop, has received extensive "Government in the Sunshine" training since at least 2021, explicitly warning against this exact conduct.
- On September 17, 2024, a judge issued a Final Judgment against the County, mandating specific corrective actions and awarding \$75,000 in legal fees to be paid by taxpayers.

Additional records raise further concerns about incomplete or missing disclosures, including text communications with other officials that were not produced when requested, as well as materials deemed "not county business" despite clear evidence to the contrary.

Taken together, this is not a one-time mistake or misunderstanding. It is a sustained pattern of disregard for transparency requirements, even after:

- formal legal action,
- explicit policy changes,
- repeated training,
- and a binding court order.

Public trust depends on accountability. When a County Administrator repeatedly fails to comply with the law—and does so in ways that expose taxpayers to financial liability—it undermines confidence in the entire system of governance.

This issue is not about politics or personality. It is about adherence to the law and the basic standards expected of public leadership.

For these reasons, we urge you to take action to remove Mr. Bishop from his position and restore accountability and transparency in county administration.

Thank you for your time and for your service to our community.

Sincerely,

Roger & Cheri Lindgren

District 5, Manatee County



Public Comment

Submitted On: Apr 18, 2026, 07:29PM EDT

Manatee County Government

Full Name	First Name: Diana Last Name: Adams
Email	dadamm@aol.com
Which meeting is this public comment for? (Please select date of meeting)	April 21, 2026
Topic/Agenda Item	General / item 44
Comment	We have no confidence in our current County Administrator. We urge the county to take immediate action to move in a more positive direction by appointing new leadership. The next County Administrator must be fully committed to serving the needs of our citizens and carrying out their duties with transparency, accountability, and integrity, including the proper use of county-issued resources.

From: DD <davidd4300@gmail.com>
Sent: Monday, April 20, 2026 12:05 AM
To: Tal Siddique <Tal@mymanatee.org>; Robert McCann <drbob.mccann@mymanatee.org>; George Kruse <george.kruse@mymanatee.org>; Amanda Ballard <amanda.ballard@mymanatee.org>; Jason Bearden <jason.bearden@mymanatee.org>; Mike Rahn <mike.rahn@mymanatee.org>
Subject: Section IV of proposed Admin Contract

CAUTION: This email originated from an external source.
Be suspicious of Attachments, Links and Request for Login Information and utilize the REPORT MESSAGE Button in Outlook if you feel this is a Phishing email.

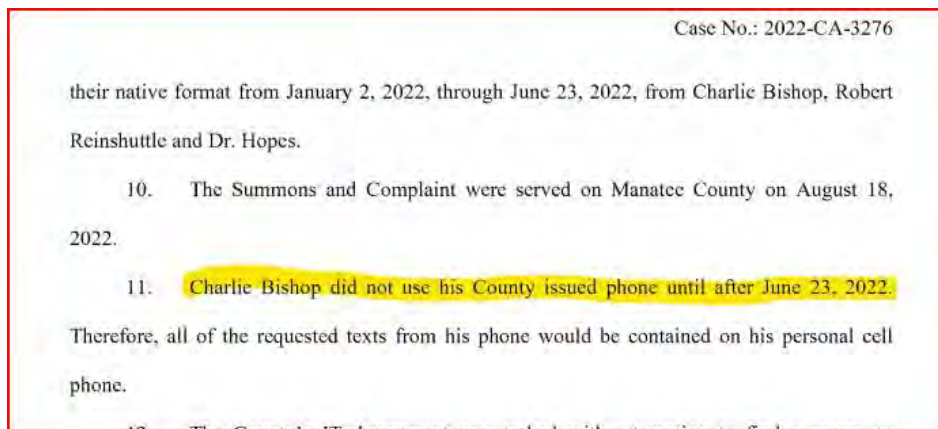
I'm sorry, but I am baffled as to why Section IV is needed to be in Mr. Bishop's proposed new contract:

SECTION IV – BENEFITS A. Cell Phone. The County shall provide Administrator with a County-owned cell phone with email and texting capability for business use and shall pay all fees and costs for same... Administrator is prohibited from using any personal cell phone to conduct County business.

We know that Mr. Bishop was named in a 2022 lawsuit for not providing records from his cell phone, and in response, the county attorney tells the court that Mr. Bishop started using his county phone as of June 23, 2022.

Link:

https://drive.google.com/file/d/1AmSGwZ6MB2U_S-PfN7BSEjmwhlGuwtl7/view?usp=sharing



We also know that Mr. Bishop has had a county-issued cell phone since June 14, 2022. (see picture below of Mr. Bishop's cell phone bill for period Jan 10 - Feb 9, 2024 -circled in red, the bill shows the start date of service-June 14, 2022).

Link:

<https://drive.google.com/file/d/1cu6RLqL-0ImvmPw2RB0EjjMMQqH0eXuR/view?usp=sharing>

Summary for Charlie Bishop: 941-290-0966
0010020500

Your Plan

4G NW UNL Min&MSG+Email&Data
\$65.00 monthly charge
Unlimited monthly minutes

UNL Text Messaging
Unlimited M2M Text
Unlimited Text Message

Email & Web Unlimited
Unlimited monthly gigabyte

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23% Access Discount

M2M National Unlimited
Unlimited monthly Mobile to Mobile

UNL Night & Weekend Min
Unlimited monthly OFFPEAK

UNL Picture/Video MSG
Unlimited monthly Picture & Video

Have more questions about your charges?
Get details for usage charges at
b2bventzonwireless.com.

Monthly Charges

4G NW UNL Min&MSG+Email&Data	01/10 - 02/09	65.00
23% Access Discount	01/10 - 02/09	-14.95
Detail Billing		.00
		\$50.05

Usage and Purchase Charges

Voice	Allowance	Used	Billable	Cost
Calling Plan	minutes	unlimited	2	---
Total Voice				\$0.00

Messaging	Allowance	Used	Billable	Cost
Text	messages	unlimited	1	---
Total Messaging				\$0.00

Data	Allowance	Used	Billable	Cost
Gigabyte Usage	gigabytes	unlimited	.003	---
Total Data				\$0.00

Total Usage and Purchase Charges: \$0.00

Surcharges

Fed Universal Service Charge	.30
Regulatory Charge	.16
	\$0.46

Total Current Charges for 941-290-0966: \$50.51

From that same monthly bill, we also know that the phone is being billed only the flat minimum charge. There are no charges and no minutes for calls or texts. The bill shows just 2 calls and 1 text for the entire month, at zero minutes. Probably a butt dial wrong number made by someone else.

So we know that, despite having had a county issued phone since June, 2022, and despite being named in a 2022 lawsuit for not providing public records from his personal cell phone, and despite the county attorney swearing to the court that Mr Bishop started using his county -issued phone starting on June 23, 2022.... despite all of that, Mr. Bishop continued to violate the law and county policy by using his personal phone to conduct county business at least through Feb 2024.

It gets worse. I also submitted a public records request for Bishop's text records during the peak of the County Dam release during Hurricane Debby, August 5, 6, 2024. The response is that there are no texts or calls on Bishop's county -phone. (See screenshot below). So he was violating the law and policy for over 2 years.

Link:

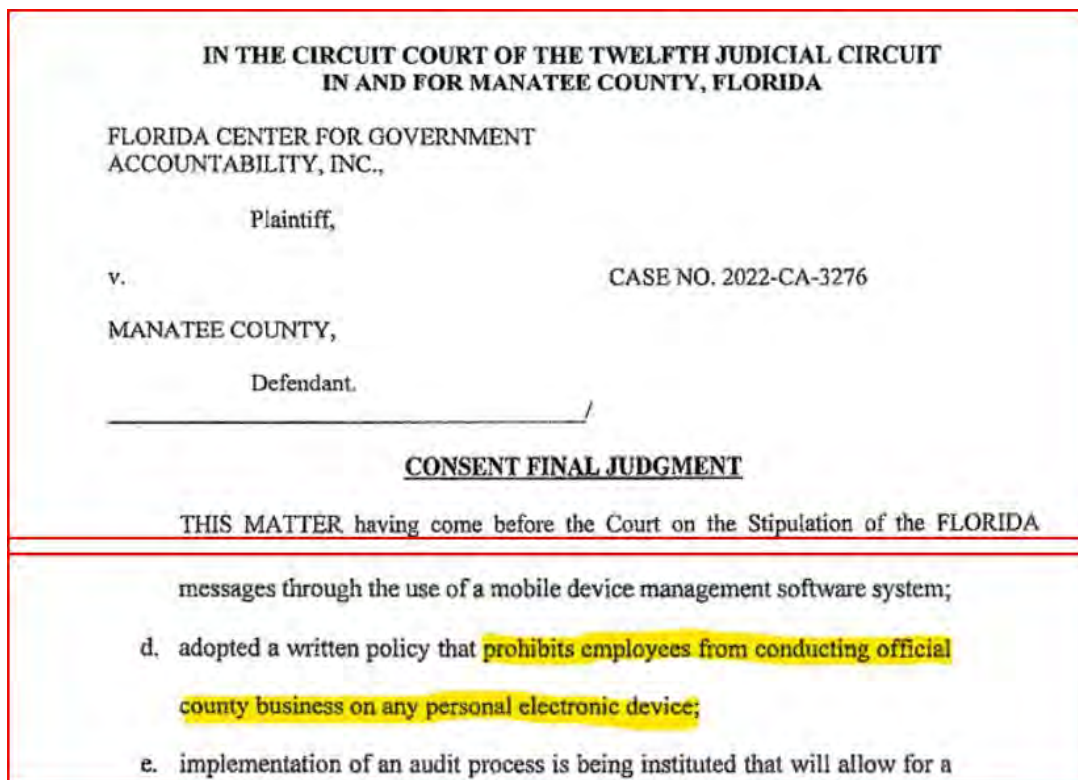
<https://drive.google.com/file/d/1fYa5lWurkicYyL9zdF6yf0YsK6hJ8729/view?usp=sharing>



But here is the kicker. Not only is there a county policy, and public records laws, and statements made to the court by the county attorney ...The court, in case 2022-CA-3276, issued a Final Judgment, in effect making it a court order that Manatee County officially prohibit all county employees from using their personal phone for county business. (see screenshot of that part of the Final Judgment below).

Link:

<https://drive.google.com/file/d/1U08orqsPAB7ialjMd8tSiUvVKsothc5B/view?usp=sharing>



So why do we need Section IV in this contract?

The truth is that we have a county administrator who thinks the law and rules don't apply to him. This weekend's reporting on the IG audit of p-card violations is just the latest in a long line of examples that have been provided to this board. We have an administrator that has shown over and over and over that he lacks good judgement and integrity.

What is worse is that we have a majority of commissioners that are about to make him one of the highest paid county administrators in the state.

The public is overwhelmingly against renewing this contract. Yet this board is about to slap us in the face, again - just like the previous board did over the wetland buffers. I urge the board to reconsider.

Thank you

David Daniels