

## **CIVIL SERVICE BOARD MINUTES**

**NOTE: THE MINUTES OF THE CIVIL SERVICE BOARD ARE NOT VERBATIM.**

The Civil Service Board of the Seminole County Sheriff's Office met on January 6, 2026, via Microsoft Teams and at the Seminole County Sheriff's Office. The Board Members present were Ben Newman (in person), James Dicks (in person), Sgt. Margo Feaser (in person) and Ms. Dawn Kraus (in person) and Sgt. Michelle Dowda (in person). Detective Erik Aragon Vela (in person), Human Resources Coordinator Antonella Nobrega (in person), Lt Rachel Rados (in person), were also present.

The meeting started with a call to order at approximately 4:07 pm with roll call.

The minutes for the previous meeting, held on October 7<sup>th</sup>, 2025, were reviewed. Ms. Kraus made a motion for approval of the minutes. Sgt Feaser seconded the motion. The minutes were unanimously approved.

The Sworn and Certified Eligibility List was reviewed. Mr. Dicks made a motion for approval of the eligibility list. Ms. Kraus seconded the motion. The Sworn and Certified Eligibility List was unanimously approved.

The Members welcomed Sgt. Michelle Dowda to the Board. She will serve a two-year term from January 2026 – December 2027.

Mr. Newman and Mr. Dicks received their re-appointment letters from Sheriff Lemma. Ms. Kraus was reappointed by Mr. Newman and Mr. Dicks.

The Board nominated and voted for Chairperson and Secretary of the Board. Mr. Kraus nominated Mr. Newman for Chairperson, with Sgt Dowda seconding the motion. Mr. Newman is Chairperson for 2026. Mr. Newman nominated Sgt. Dowda for Secretary, with Sgt Feaser seconding the motion. Sgt Dowda was unanimously elected as Secretary for 2026.

The next meeting is scheduled for April 7, 2026.

The meeting was adjourned at approximately 4:31 pm.

The minutes were prepared by Antonella Nobrega and approved by Board Secretary, Sgt Dowda.