
From: steve heitzner <steve.heizner@universityparkrd.com>

Sent: Thursday, September 3, 2026 3:22 PM

To: Vivian Carvalho <carvalhov@pfm.com>

Subject: Fwd: Re: Severance

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----- Original Message -----

From: James Graham <jggisme9@me.com>

To: Andrea Mahan <andrealmahan@gmail.com>

Cc: Chris Heckman <dcheckman@hotmail.com>, Richard Garrett <rhgarrett01@gmail.com>, "Dr. Ruchard Tennenbaum" <richtenn@comcast.net>, jrassett@universitypark-fl.com, Rob Schlingmann <rob@strategicclubsolutions.com>, Tom Christopher <chris67ta@gmail.com>, gcoleman521@gmail.com, Jeff Sebeika <jasrq1@aol.com>, jkgatesy@gmail.com, david.vanbrunt@comcast.net, MAUREEN HAGER <maureenhager@comcast.net>, Steve Heitzner <steve.heizner@universityparkrd.com>, jandekulbako@comcast.net,

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Greg Selep <greg.selep@universityparkrd.com>, Steve Swanson
<steve.swanson4@universityparkrd.com>, Vivian Carvalho
<carvalhov@pfm.com>, richard.crouch@universityparkrd.com

Date: 09/03/2026 3:17 PM EDT

Subject: Re: Severance

Rich and Fellow Chairs,

We need some help with this. I am a new resident in UPCC and agreed to fill the open chair position for my neighborhood Knightsbridge. We have 6 new residences over 30% none of which know what the recent history of what Mr. Matt refers to is. I need to share with them what has transpired to get us to where we are (What the debt service on our tax bill is for) , what the 5 year plan is going forward, and what to expect now that the court case has been cleared.

Happy to meet with anyone of this group or as an agenda item for the next meeting that can give me the true details so that I may share them with my new residents and established residents. Would like to head off any unsubstantiated rumors that they may hear.

Jim Graham
Knightsbridge Chair

On Sep 3, 2026, at 11:54 AM, Andrea Mahan

<andreamahan@gmail.com> wrote:

Great remarks and I totally agree with all your comments.

Andrea
941-320-7020

Sent from my iPhone

On Sep 3, 2026, at 10:38 AM, Chris Heckman
<dcheckman@hotmail.com> wrote:

Rich and Fellow Chairs,

While I agree that there needs to be more transparency regarding John and Curtis's leaving, I totally object to replying to Mr. Matt. He has done nothing but cause grief and expense to this great community; he does not deserve the courtesy of a reply to anything. I don't want to receive emails from him and wonder how he got the Chairs email list?

Chris Heckman
Whitebridge Chair

From: Richard Garrett <rhgarrett01@gmail.com>
Sent: Wednesday, September 2, 2026 7:33 PM
To: muchodeanaero@aol.com
<muchodeanaero@aol.com>
Cc: Dr. Ruchard Tennenbaum <richtenn@comcast.net>;
jrassett@universitypark-fl.com <jrassett@universitypark-fl.com>; Rob Schlingmann
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<davidhrichards@msn.com>; ccstelter@gmail.com
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Carvalho <carvalhov@pfm.com>;
richard.crouch@universityparkrd.com
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Subject: Re: Severance

Chairs:

This is a good solid request, why were the neighborhood chairs given a heads up on this?

We need better communication and a seat at the table instead of being blind sided.

Richard Garrett
Chair Sloane

On Sep 2, 2026, at 5:30 PM,
muchodeanaero@aol.com wrote:

Hey Dick -

I need guidance as to how to answer these questions that have been bubbling up from neighbors and reporters.

Seems like the biggest story at UPRD ever (and we've had our share).

I'm sure you are directing your comrades on this topic so thought I'd pick your brain.

1. Who sent the \$203K invoice to UPRD from UPCA?
2. Is this for 80% of the total package?
3. Please confirm the package was for a full year of salary (about \$254K)
4. Is this for Fetsick?
5. If for Fetsick:
 1. Was he fired or did he resigned as reported to the community?
 2. If he was fired, why was it reported he resigned?
 1. This wouldn't seem to be operating according to our CORE VALUES in operating with the highest integrity and adds to the litany of issues which have led to residents' distrust of UPCA Officers. Agree?
 3. If he was fired, presumably FOR CAUSE, why was he

eligible for severance?

4. If he resigned, why is he eligible for severance?
 1. Will the pertinent employment Agreement, be made public?
5. Who are the individuals that agreed to such severance payment?
 1. Do they have the authority to enter into such agreement?
6. Was the payment already made?
 1. If so, lump sum or 12 more months' in payroll system.
 2. When was it determined that UPCA/PBM (a vendor of UPRD) would send an invoice to UPRD?
6. Was this discussed/agreed to before Fetsick was terminated?
 1. What section of the Management Agreement can I find this provision?

Was there any consideration as to how our hard-working employees would view this curious action?

Was the five-year plan updated for this event?

The Finance Committee recently discussed

huge increases to dues and capital reserves and such. They also agreed that they will implement TRANSFER TAXES. Are these increased and new fees due to this severance payment? If not, will they need to be increased because of this payment?

Why didn't UPRD Board Supervisors Selep and Swanson question this at all at the 9/1 UPRD Board Meeting?

What are UPRD attorneys doing about this?

I'll keep my powder dry until I receive answers, but on the surface, this whole issue stinks and we need to understand the particulars of what happened here. We appreciate your transparency and candor on this issue and not burying it like many issues in the past which have divided this community. We have the right to know about who/how/why our leaders act as they do. It doesn't seem on the up-and-up.

Please lay the cards on the table for all to evaluate.

I appreciate your help getting out in front of this as, I hope you agree, the rumor mill is in full swing and on the surface it appears to be another black eye for University Park and its leaders. There must be a rational reason that residents haven't been given yet.

Thank you.

Dean Matt

aka MuchoDeanAero

aka The Pickleball Pilot

630.248.0646

[MuchoDeanAero](#) - aviation adventures and the home
of The World Record 48-48-48 Pickleball Challenge

[Golf Gear](#) - *golf accessories*

[Gone to Pot Book](#) - *cannabis industry
non-fiction*