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May 5th, 2019

Brett Schneider
Michael Kantor
Sharon Kelley

RE: City Clerk Pamela Latimore:

Dear Mr. Schneider, Mr. Kantor, Ms. Kelley:

Respectfully, Ms. Latimore believes that this entire investigation is without proper authority and is an unlawful attempt to create a subterfuge for unwarranted adverse action based on motives that violate Ms. Latimore' Rights under Title VII, the City Charter and the Florida Whistleblower Statute.

At no time has Ms. Latimore not fulfilled her job duties in terms of agenda preparation, public records or as Supervisor of Elections. Her work is beyond reproach and for that reason she is the President of Florida City Clerk's Association. This entire "investigation" relates to a petty and ridiculous dispute over giving a Key to the City.

To be clear:

1. Ms. Latimore never engaged in any misconduct, never was insubordinate and never failed to perform her duties as required under the City Charter;
2. Under the City Charter, individual commissioners have no authority to give orders to staff and must give direction by majority vote;
3. Commissioner Villard was informed that although the Clerk had been delegated reasonability to develop policies for giving out Keys to the City, Ms. Villard could bring the issue in front of the City Commission and the City Clerk would be happy to follow any direction, as she always has.
4. At no time did the Commissioner simply sponsor an Agenda item to provide a Key to the City to whomever she wished or sponsor an item to change or establish polices in this areas.
5. At no time did the Clerk violate any Ordinances or policy directives of the City Commission.
6. At no time did the City Clerk alter any public documents. The Policy Memo at issue was emailed to various officials dating back to 2016 (ie: Mayor, City Attorney) and

may have different dates based on when it was pulled up and emailed. But, the policy remained the same, although the date may have changed on the document each time she pulled it up and emailed it.

7. To be clear, this was a policy that had been disseminated and taken on and off agendas going back to 2016. Neither past or current mayors, who are the Ceremonial heads of Government, objected to how this issue was handled.
8. The City Commission has at all times been free to establish policies, pass Resolutions or vote to give direction to the Clerk on the issue of Keys to the City. The Clerk will follow that direction and has never failed to follow that direction.

EVOLUTION OF THE POLICY

Under the title "no good deed goes unpunished", at some point the legislative aides were eliminated and ceremonial items and board appointments were moved formally or informally to the Clerk's Office. The Clerk was asked to develop some guidelines and she did. She shared them at different times with the Mayor and City Attorney. The memo at issue was shown to Mayor in 2016, as well as the City Attorney. At one point they were going to bring forth a resolution memorializing the policy, but at no fault of the Clerk, they did not do so.

This memo was not something fabricated or thrown together in response to a request by Commissioner Villard and was not modified in response to Ms. Villard's request. This has been around for years.

THE CLERK DID NOT REFUSE TO TURN OVER HER COMPUTER

The City Clerk is the custodian of City Records, the Supervisor of Elections, receives subpoenas and requests from law enforcement which may not be public record. It would not be responsible for her to allow someone to take her computer without insuring the it was lawful and discussing the matter with the appropriate officials, which is what she did. The City Clerk should be commended for acting responsibly, the same as the City Attorney would if they received a phone call out of nowhere that someone was taking the City Attorney's computer full of confidential records.

ALLEGED MISUSE OF LEAVE POLICY

The Clerk has NEVER misused the City's leave policy and has meticulously documented the fact that she has at all times documented her usage of leave. All leave has been

documented with either sick and annual leave as per policy and she has never taken off any time in violation of any City policy.

Finally, the Clerk has at all times treated all public officials, City staff and most importantly, the public with respect and dignity and will continue to do so.

CONCLUSION

City Clerk Pam Latimore has now been falsely accused of fabricating documents, been slandered, been illegally Ordered to resign and had her computer confiscated. All because a new Commissioner did not get her way in terms of giving out a Key to the City. To date, neither the Commissioner nor anyone else has sponsored an item to give the Clerk alternative direction on this issue.

It is apparent that the Clerk has been improperly targeted for impermissible reasons. This entire matter has created a hostile work environment and trampled on her Rights under the City Charter, State and Federal Law.

The Clerk has committed no misconduct and will continue to do the excellent job she has always done and serve all elected officials equally.

Respectfully submitted,

/s/ Michael A. Pizzi, Jr
Michael A. Pizzi, Jr., Esq.