

**From:** Hans Ottinot <[HOttinot@sibfl.net](mailto:HOttinot@sibfl.net)>  
**Sent:** Friday, January 11, 2019 8:53 AM  
**To:** George "Bud" Scholl <[gscholl@sibfl.net](mailto:gscholl@sibfl.net)>  
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**Subject:** RE: Title change for Lotoya Brown and Julia Grachova

Bud:

Thank you for your comments. First, it was my intention to change the titles for Julia and Lotoya several months ago when Lotoya had obtained her license to practice law. Some urgent work matters had delayed the decision. Julia and Lotoya have performed beyond expectations and the staff would concur with my comments. Both have defended the City extremely well and save money for the City.

Regarding the request that I discussed personnel changes with you and the City Commission, it would have been a mistake on my part to discuss such matters because it is well settled law that members of the City Commission cannot interfere or direct personnel changes made by the City Manager or City Attorney under the City Charter. Moreover, the City Manager is precluded from interfering with personnel decisions made by the City Attorney pursuant to Section 3.2(1) of the City Charter. From personal knowledge, I have observed over my 19 years with the City that title changes, transfer to different departments, and internal promotions were made without the consent, knowledge or approval of the City Commission especially where there is no fiscal impact.

I hope this email clarify the issue. Thank you again for your comments.

Regards,

Hans

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