



City of Flagler Beach

Building & Zoning Department
P.O. Box 70 Flagler Beach FL 32136
www.cityofflaglerbeach.com

December 1, 2020

From: Richard McFadden, Interim City Manager
To: Fred Griffith, City Engineer

Re: Verbal Warning

This letter is in reference to the verbal warning for your lack of professionalism dealing with the public. I am giving you this verbal warning after your interaction with one of the citizens. (See attached e-mail)

This has been an ongoing concern.

I recommended you enroll and take a workplace etiquette class. I also warned this behavior could lead to termination if there were not a significant improvement demonstrated. Yet, here we are with another complaint for the same behavior. I do not see there has been any change or improvement at this time.

A handwritten signature in blue ink, appearing to read "R. McFadden", written over a horizontal line.

Richard McFadden
Interim City Manager

A handwritten date "12-1-2020" in blue ink, written over a horizontal line.

Date

To be read & signed by employee:

The above problem(s) have been discussed with me, and I understand failure to improve my performance or additional unsatisfactory behavior will result in further disciplinary action or termination. I understand that my signature does not necessarily signify agreement with the facts or actions stated.

Fred Griffith

Date

Fred Griffith elected not to sign on 12/1/2020.
Liz Matris Handwritten initials "LM" in blue ink.

Rick McFadden

From: matt everett <mattbeverett@gmail.com>
Sent: Monday, November 9, 2020 9:43 AM
To: Rick McFadden
Subject: 612 Shearwood Drive

Mr. Rick,

This is Matthew Everett on 612 Shearwood Drive. Prior to placing the two retention ponds on our lot, I spoke to the city engineer in person. I had some concerns about the placement of the retention ponds that were recommended. I asked him "what can we do about the flooding problem on our lot?" He was condescending, short and provided no solution for the present problem. I attempted to show him pictures of the flooding on the lot, he refused to look at them. When I asked him "What can we do?, with a harsh and abrasive tone he replied, "What do you want me to do about it? What would you suggest we do to fix the problem?" Then he went on to say "that's how it always has been and that's the way it will always be." He advised me that this is my problem, not the city's. The city engineer suggested that we dig more retention areas, therefore making more of our property useless.

I attempted to explain to him how water runs off of Palm Ave, onto Shearwood and onto our lot. All of the lots around us are higher than us. The water has only one place to go...our property. During times of heavy rain, we are unable to drive some of our vehicles on the driveway. The water covers a $\frac{1}{3}$ of our lot and flows over our bulkhead which dumps into the canal. Due to the water run off, not only are we having structural compromises to our bulkhead, but our neighbor is as well.

Currently, the two retention areas that we were instructed to place remain dry while $\frac{1}{3}$ of our lot remains flooded during heavy rainfall. I have photos and videos of the flooding. Is it possible our neighbors and I can meet with you to discuss a solution? Your help would be greatly appreciated.

Thank you,
Matthew Everett
904-323-6062