



City of Flagler Beach

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

December 10, 2020


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

Re: Verbal Warning

This letter is to reference the verbal warning for your lack of professionalism in the workplace. I am giving you this reprimand after receiving a complaint of a verbal slur. (See attached e-mail)

Most likely it was not your intent for this individual you were speaking of hear these remarks, however, they did. They were insulted by your remarks and they felt their reputation was being undermined.

This is a perfect example of why it is so important to conduct ourselves in a professional way at all times while in the workplace. I recommended you respond to this individual with a written apology letter.



Richard McFadden
Interim City Manager


12-10-2020
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 12-10-2020.
Liz Mathis 

Marlene Beams

From: Rick McFadden
Sent: Tuesday, November 24, 2020 8:02 AM
To: Marlene Beams
Subject: FW: Contempt from City Staff

From: Rick Belhumeur <rrsofc@att.net>
Sent: Monday, November 23, 2020 3:18 PM
To: Rick McFadden <RMcFadden@CityofFlaglerBeach.com>
Subject: Contempt from City Staff

Mr. McFadden,

I want to share with you the contempt directed at me during a telephone conversation with the Engineering Department Friday November 20th.

I called Fred Griffith to discuss a site plan that I had submitted as part of a building permit application. He was unavailable at the time so I left a message and he called me back. I explained that I wished to remove an on-site retention area as a result of the recent determination received from the City Attorney stating that, according to the existing Land Development Code, the City could not require it. He indicated that Lee Richards was handling the site plan reviews and that I should speak with him about my planned revisions to the site plan. Lee was very accommodating and I had my direction as to what was needed to submit a revised site plan. We completed our conversation and before the phones disconnected, I heard Fred in the background say "you're special, you don't have to do that" apparently implying that, as a Commissioner, I was circumventing the system.

I have never expected preferential treatment because of my position, and I never will. In fact, I expect that everyone's interactions with staff would be 100% consistent and that anyone else wishing to omit on-site retention from site plans for residential properties be afforded the same courtesy that I received from Lee Richards but not be disrespected as I was by Fred Griffith.

Respectfully yours,
Rick Belhumeur