

Mr. Beau Falgout
160 Lake Avenue
Palm Coast, FL 32164

February 15, 2019

Dear Mr. Falgout,

RE: APPEAL NOTICE AGAINST TERMINATION OF EMPLOYMENT BY REASON OF THEFT

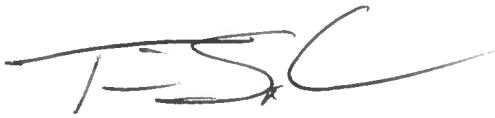
Please consider this correspondence to constitute a formal appeal against the termination of my employment by reason of theft.

I would like to challenge the decision to terminate my employment by reason of theft, which was notified to me in the letter of February 12, 2019. This is because:

I believe the grounds for selection of theft dismissal were unfair. Unfair

I have attached my argument in the following pages.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'TSC', with a long horizontal stroke extending to the right.

Tim Spangler, PGA

On June 11, 2018 a parent dropped off a child for golf summer camp who had not registered. Not wanting to disappoint the parent or the child we allowed the child to participate in the camp. I also reminded the parent the proper way to sign up for future camps. The parent dropped off a check to the front counter and the check was put into the safe by the golf shop staff. Upon the finish of the weekly camp I removed the check from the safe noticing the check had been made out to Tim Spangler instead of City of Palm Coast. I made a copy of the check at the copy machine and wrote a personal check in the same amount made out to the City of Palm Coast. I attached the personal check to the copy of the campers check and put a note as to what had happened with the camper's name. I put the documents into an envelope and put the envelope into the finance office invoice bin at Palm Harbor Golf Club. That is our procedure for getting checks and invoices to the proper location. In this case Brittany was handling all of the golf camp activity in Civic Rec.

The second week of camps started on June 25, 2018. This time multiple parents brought campers that had not been registered and again I let them join the other campers after I explained to them the proper way to register for future camps. The parents dropped off a check to the golf shop staff and the check was put into the safe. Upon the weeks end of the camp I pulled the checks out of the safe to see the same error, the checks were made out to Tim Spangler. I made a copy of both checks and wrote a personal check made out the City of Palm Coast in the same amount. I put a note on the paper and attached the check. Put the documents into an envelope and dropped the envelope into the finance bin at Palm Harbor Golf Club. Again the checks were to go to Brittany.

There were no camps during the week of the 4th of July. The next camp was scheduled for July 9, 2018. While I was in my office on July 7, 2018 I was getting ready of the next camp which started on July 9th. I had to set the roster and get lunch counts ready for the week. I saw the three checks made out to Tim Spangler in the folder and realized I had written personal checks to cover the amount so I put the checks into my bank account from my mobile phone worried I would bounce checks I had written to the City. 26 days after the first check was written and 12 days after the next checks were written. Since I had not heard anything about the checks I assumed all was good. I had proper back up in the camp folder and moved to start the third and final camp.

When the third camp started on July 9, 2018 we had similar issues with parents showing up having not registered their camper. The golf shop staff again put the checks into the safe. Friday, July 13th Mr. Boyer called me while I was picking up from the camp just ending. He asked me if I had any camper checks and I said I do. I said I would put them in the finance office and have them delivered to Brittany. Mr. Boyer mentioned he would just pick them up next week as we were meeting to go over my evaluation. I kept them until we met and he delivered them to Brittany personally.

Mr. Falgout,

At no time was there ever intent to steal money for summer camps. I had proper documentation covering all bases for the checks and the finance bin was empty so in my assumption the documents had been delivered to the proper location. The definition of stealing is to take (another person's property) without permission or legal right and without intending to return it. That never happened in this instance.

To cover Mr. Boyer's bullet points in his letter to me:

The checks did not make it to the proper location; however, I did follow our procedure we were told to follow at Palm Harbor Golf Course. We put the monthly checks from the Green Lion in that bin, we put any rebate checks in that bin, and we put invoices in that bin. Once in that bin everything is handled by the finance department.

The conversation Mr. Boyer and I had on Friday, July 13th was a simple question, do you have summer camp checks and I said yes. At that time he said he would pick them up next week when we met for my evaluation. We also talked about golf club grips and the way we were doing that needed to change. I said no problem and instantly changed the procedure.

The camps were full as I indicated. I had spoken with Brittany and Alex on several occasions in which I raised the max capacity of the camps. I didn't see any issue with that and neither did they. After all, I was running the camps and I knew how many kids we could handle. I was also trying to build a nice summer camp program for future camps.

There was never any intent to do the wrong thing. I put the proper documentation into the finance bin and the documents did not make it to the proper location. I really want to know where the documents went. Did they get misplaced? Are they still somewhere in the office? All of these questions were never asked because I was presumed guilty from the get go. So much for innocent until proven guilty. I have not been back to the golf course since February 1, 2019 to even find out any answers to help clear what I have been accused of. I have back up to show I did cover the checks made out to me. I have back up to show I did not cash the checks until July 7th. As I mentioned earlier some 26 and 12 days after they had been written.

I am fighting for my job as I have a family to take care of and I would never steal from anyone. I have had countless text and phone messages from Palm Harbor Golf Course patrons wondering where I am and if I am ok. I have not responded to any of them because I am scared to death that I will lose my job over something that was out of my control once I put the documents into the finance bin.

Mr. Falgout,

The above descriptions are the truth to exactly what happened some 8 months ago. I do not feel the punishment fits the crime in this instance. I followed our procedures at Palm Harbor Golf Club and I stand to lose my job over this.

In a meeting on February 11th with Ms. Cullen and Mr. Boyer I made the statement: If the documents were delivered to the proper location I would not be in this situation right now and the answer to that statement was yes from all.

My apologies you must go through this while you have a City to run.

Sincerely,

A handwritten signature in black ink, appearing to read 'T. Spangler', with a long horizontal flourish extending to the right.

Tim Spangler, PGA

TIMOTHY J SPANGLER
JENNIE J SPANGLER
1729 WILD DUNES CIR
ORANGE PARK, FL 32065-2627

175
63-751/631 10728

7-2-18

Date

Pay to the
Order of

City of Palm Coast

\$ 485-

four hundred eighty five & 10/100

Dollars



Wells Fargo Bank, N.A.
Florida
wellsfargo.com

For

Camp

TS

Horizontal Clarity

BLUE SHEPHERD™

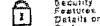
Pay to the
Order of

Tim Spangler

\$ 185⁰⁰

one hundred eighty five & 00/100

Dollars



High Yield Investor Checking



Charles Schwab Bank
Reno, Nevada

For

golf camp

[Signature]

Horizontal Clarity

DAVID TIERNAN
14 COLE PL
PALM COAST, FL 32137-8132

252

63-8419/2570
254

6/25/18

Date

Pay to the
Order of

Tim Spangler

\$ 300.00

Three hundred and 00/100

Dollars



PNC Bank, N.A. 001

For

Golf Camp (2)

David Tiernan

Wendy - If could please deliver to Brittany. Thanks *TS*

Brittany - Here are a couple checks - again sorry - for show up camps. They were made out to me so I just wrote the city a check to cover both. I didn't hear that it was bad the first time I did it so I hope all is ok. I will get you the names ASAP.
Thanks *TR*

TIMOTHY J SPANGLER
JENNIE J SPANGLER
1729 WILD DUNES CIR
ORANGE PARK, FL 32065-2627

176

63-751/631 10728

6-18-18

Date

Pay to the
Order of

City of Palm Coast

\$ 185-

one hundred eighty five + no/100

Dollars



Photo
Safe
Deposit
Box icon



Wells Fargo Bank, N.A.
Florida
wellsfargo.com

For

Camp

TS

Harland Clark

BLUE SHELFIELD

PAUL L LEIGHTON
TRACY LEIGHTON
4 CHER CT
PALM COAST, FL 32137

862
June 13, 2018 63-1656/631
DATE

PAY TO THE ORDER OF Tim Spangler \$ 185.00

one hundred & eighty five DOLLARS

Intracoastal

FOR Camp Inell-15
Palm Harbor Boat

Security features included. Details on back.

TS

Wendy - Could you please drop this off Brittany. Thanks *TS*

Brittany - I had a camper not register and they wrote a check directly to me. Not to inconvenience the customer, I wrote a check to the city in the same amount. I hope that is ok. Sorry!!! Campers name is -

Thanks *TS*