



City of PALM COAST

Palm Coast City Council

160 Lake Avenue
Palm Coast, FL 32164
386-986-3710

July 24, 2025

The Honorable Ron DeSantis
Governor of Florida
The Capital
400 S. Monroe St.
Tallahassee, FL 32399-001
via Certified Mail

Dear Governor DeSantis,

The City Council of the City of Palm Coast is writing to formally request that you use the power invested in your office under Section 112.51, Florida Statutes, "Municipal Officers; suspension; removal from office," to suspend Mayor Michael Norris from office.

As elected representatives and custodians of taxpayer dollars, we are alarmed and concerned by several actions of Mayor Norris. In recent months, his conduct has risen to the level of malfeasance, misfeasance, neglect of duty, and incompetence—all at the cost of taxpayer dollars. This conduct has forced the Council to take the unprecedented steps of requesting you to suspend him from office for a term you find appropriate under the circumstances.

Some examples of the outrageous conduct that has led to our City Council taking this extraordinary action are the following:

1. Unsafe Behavior and Harassment. An independent investigation by outside counsel found that Mayor Norris violated the City Charter by unilaterally demanding the resignation of two senior staff members. Additionally, this investigation exposed a hostile work environment created by Mayor Norris through his harassment of employees and his use of threatening intimidation tactics so that they would resign. These actions took place after repeated warnings from the City Attorney that his actions were in violation of the City Charter. (See attached Exhibit A).
2. Dereliction of Duties and Responsibilities of the Office of Mayor. Mayor Norris stated from the Dais during a public meeting that he would no longer be attending meetings for his committee assignments, and he has repeatedly failed to attend ceremonial occasions as required by the City Charter. Additionally, he refuses to meet with staff to discuss important City business, as well as economic development investors to discuss economic

opportunities for the City and County. Finally, he has failed to follow legal advice from the City Attorney on numerous occasions.

3. Fivolous Lawsuit Against the City. Recently, the Mayor filed a lawsuit, by and through the legal counsel of Anthony Sabitini, against the City over the prior appointment of a councilmember. A circuit court judge dismissed the lawsuit due to being without merit and due to the Mayor's lack of legal standing to bring the lawsuit. What made this situation even more egregious was that the Mayor was repeatedly advised by the City Legal Department that he had neither standing to bring such a lawsuit nor merit in his position, yet when asked if he was previously advised of such during a public meeting, and lied to both the City Council and to the public, stating that he was never advised. (See attached Exhibits B & C).
4. Florida Commission on Ethics Complaint. Prior to taking this very serious step in writing this Letter, the Council previously referred the Mayor to the Florida Commission on Ethics for a number of ethical concerns. No response has been received from the Commission. (See attached Exhibit D).
5. Censured By City Council. On two separate occasions the Council has "censured" the Mayor for his personal and professional misconduct, including violating the City Charter, neglecting his duties, creating a hostile work environment, and failing to be transparent with the public—all at the expense of our taxpayers. (See attached Exhibits E & F).

All of these examples demonstrate a pattern of malfeasance, misfeasance, dereliction of duty, and incompetence that has irreparably harmed—and continues to harm—the City of Palm Coast and Flagler County. We do not take lightly the sanctity of elections, and we hold dear the right of our citizens to elect their representatives. However, Mayor Norris has shown a complete disregard for our City Charter, the importance of governing as one part of a five-member elected body, and the duty to protect and safeguard taxpayer dollars.

As conservative representatives who have voluntarily taken part in the State's DOGE efforts, we hold with the utmost importance the best use and protection of taxpayer dollars. The Mayor's actions have cost our residents' tens of thousands of dollars since being elected in November of 2026, and despite our voiced concern for this waste of tax dollars, Mayor Norris recently stated during a public meeting that he didn't care if his actions cost the City a million dollars—he would continue onward. For these reasons, we urge you to take action to immediately suspend Mr. Norris from office and to appoint a temporary replacement to fulfill the duties of Mayor.

Sincerely,

Council Member District #1

Signature: 
Ty Miller (Jul 25, 2025 13:00:08 EDT)

Printed Name: Ty Miller

Council Member District #2

Vice Mayor

Signature: 
Theresa Pontieri (Jul 25, 2025 13:10:59 EDT)

Printed Name: Theresa Pontieri

Council Member District #3

Signature: 
David Sullivan (Jul 24, 2025 16:44:00 EDT)

Printed Name: David Sullivan

Council Member District #4

Signature: 
Charles A. Gambaro, Jr. (Jul 24, 2025 14:42:27 EDT)

Printed Name: Charles A. Gambaro, Jr.

Enclosed:

Exhibit A: Report of Investigation, dated May 9, 2025

Exhibit B: Final Order, Michael Norris, Mayor of the City of Palm Coast v. City of Palm Coast, dated July 10, 2025

Exhibit C: Legal Advice provided to Mayor Norris regarding Appointment of Council Member Gambaro, dated July 14, 2025

Exhibit D: Florida Commission of Ethics Complaint, dated May 9, 2025

Exhibit E: Minutes of the City Council, April 22, 2025, Workshop Meeting (First Censure)

Exhibit F: Pending Approval Minutes of the City Council, July 15, 2025, Business Meeting (Second Censure)

cc: Acting City Manager, Lauren Johnston