

Keri O'Brien

From: Luis Tuya <luistuya58@yahoo.com>
Sent: Monday, April 21, 2025 1:30 PM
To: Mayor E-Mail; DistrictI@cityofkeywest-fl.gov; DistrictII@cityofkeywest-fl.gov; DistrictIII@cityofkeywest-fl.gov; DistrictIV@cityofkeywest-fl.gov; DistrictV@cityofkeywest-fl.gov; City Clerk External E-Mail
Cc: ronesq73@gmail.com; attorneyfla@gmail.com; guarionex decastro
Subject: [EXTERNAL] Mr. Ronald Ramsingh

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To Whom It May Concern,

I am writing in regards to my good and longtime family friend Mr. Ronald Ramsingh, I lived in Key West Florida since 1971 until just recently. I retired in 2024 from the Airline industry as a Captain for most of my career. I have known Ron and his family since Ron was just a kid. I can assure you that Mr. Ramsingh has always been a great and honorable person as well as a dedicated and hard working individual. I have seen him grow up into the person (man) he is today: a knowledgeable, professional and honest hard working men as well as an outstanding father and family man.

I have a great admiration for Mr. Ramsingh, he was there for me when I need directions in my life going through a nasty divorce, he would answer his phone no matter the time. Never a question nor a bill for his professional advice.

I plea to the officials of the City Of Key West, a city I still hold in my heart as home to conduct and adequate investigation that would lead to the truth, and conclusion. I pled PLEASE, permit Ron to be innocent as the law states until proven otherwise. The action of Terminating Ron today would be without all proof, lacking evidence on a man that as of today has not been proving guilty under the law, a process that will conclude a longer and honorable career.

Thank you for your time and consideration.

Sincerely:

Luis E Tuya

G. Joel DeCastro, MD
161 Ft. Washington Av, 11th Floor
New York, NY 10024
gjdecastro@gmail.com

Danise Henriquez
Mayor
City of Key West

April 21, 2025

Dear Mayor Henriquez,

I am writing today to express my full and unwavering support for Ronald Ramsingh, who currently serves as the City Attorney for Key West, and whose position is under review in light of recent unproven legal claims.

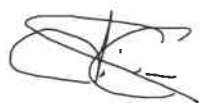
I have known Ron for most of life. We both arrived in Key West as children, and grew up attending the same schools. Even as a young man I recognized Ron's integrity and strong moral character. His loyalty and commitment to family, friends, and community has always been unshakable. These values – rare in those days, and even rarer now – were based on morals instilled by his parents, themselves long-time residents of the city.

I have had the privilege of witnessing how these qualities have over the decades made him a beloved father, friend, and respected member of the community. Ron has always approached his work with moral clarity and a genuine sense of public duty. Those of us who know him personally can attest to the fact that his conduct — both in private life and in his public role — has consistently reflected the highest standards of professionalism and ethical responsibility.

I am confident that the unproven claims against Ron will, under the clarity of fair legal examination, be debunked. But while the process plays out, it is disheartening to see a valued public servant have his reputation tarnished and employment threatened. In difficult times, the Key West community must distinguish between rumor and reality, and between personal attacks and professional accountability. Ron deserves a fair and balanced evaluation — one that takes into account not only the facts of the case but also the years of committed and honorable service that he has given to this city. Removing him from his position would not only be unjust, but a loss to the city that he has spent much of his life serving.

I urge you to stand behind a man who has stood behind this city, and embodies all of the good qualities to which we should all aspire. Let fairness, not fear, guide this decision.

Respectfully,



G. Joel DeCastro, MD

Keri O'Brien

From: Todd Santoro <todd@toddsantoro.com>
Sent: Monday, April 21, 2025 1:15 PM
To: City Clerk External E-Mail
Subject: [EXTERNAL] Please add the following attachment to the public record for tonights special CC meeting
Attachments: Grok Analysis.pdf

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Please add the following attachment to the public record for tonights special CC meeting

Thank you!

The following is an analysis from Grok, which is a LLM AI, after uploading all the text messages and missing text messages from the discovery shared with the public. Grok was asked the following question and what results are listed below the question. This question was asked on 4/21/2025. The city policies and procedures were a 73 page document downloaded from the city's website.

Were any of the attached city policies and procedures violated from Ron's actions?

Based on the provided text messages between Ron Ramsingh (City Attorney), Raj Ramsingh (Chief Building Official and Ron's brother), Jim Young, and Commissioners Jimmy Weekley, Mary Lou Hoover, and Clayton Lopez, as well as web results about the Corradino report and the firing of City Manager Al Childress, I will analyze whether Ron's actions violated the City of Key West's Policies and Procedures Manual (2022). The analysis focuses on the Corradino report's removal from the Commission agenda (June 5, 2024), Childress' firing (June 26, 2024), the deletion of 293 text messages, and Ron's interception of a Zoom call (May 1, 2024), as these are central to his indicted actions (April 15, 2025). The policies examined include those on nondiscrimination, equal employment opportunity (EEO), sexual harassment, electronic mail and internet use, code of conduct, conflict of interest, and disciplinary action, with references to applicable Florida statutes where relevant.

Analysis of Ron Ramsingh's Actions Against City Policies

1. Conflict of Interest (Page 52, Part II - Procedures, Code of Conduct)

Policy Overview:

- The City adheres to Florida Statute 112.3135, prohibiting public officials from appointing, employing, promoting, advancing, or advocating for a relative in their agency. Violations are classified as Group III offenses (Rules 12 and 15), warranting severe disciplinary action, including termination (Page 52).
- Employees must avoid business dealings with companies affiliated with the City and ensure transactions with officials are controlled, disclosed, and legally authorized.

Ron's Actions:

- **Corradino Report Handling:** Ron discussed the Corradino report, which criticized Raj's permitting practices, with Raj, Jim, and Commissioners (Redacted_MissingTexts, Pages 1, 3; SKW-KMC368, Pages 4, 8). He confirmed its

removal from the agenda and shared a memo, despite his familial relationship with Raj, indicating advocacy to protect Raj from scrutiny.

- **Raj's Licensing Issue:** Ron advised Raj on his DBPR licensing issue (resolved June 12, 2024), including media silence to avoid discipline, and discussed it with Commissioners, requesting confidentiality (Redacted_MissingTexts, Page 8; SKW-KMC368, Pages 7-12). This suggests he used his position to mitigate Raj's consequences.
- **Childress' Firing:** Ron coordinated with the "4 sponsors" (Carey, Lopez, Wardlow, Weekley) to fire Childress, who commissioned the report and disciplined Raj (SKW-KMC368, Page 17; web results). Web allegations and texts suggest this was to protect Raj, as Ron discussed Al's anger over Raj's contractor support (SKW-KMC368, Page 11).

Violations:

- **F.S. 112.3135 Violation:** Ron's actions constitute advocating for Raj's advancement or protection in his role as CBO, violating the nepotism policy. His failure to fully recuse himself (despite delegating to Lindsey Ryder for licensing and May Downs for the firing meeting) shows he exercised jurisdiction over Raj's interests, a Group III offense (Rule 12: Misuse of public position).
- **Undisclosed Influence:** Ron's private coordination with Commissioners and the Raj/Jim group to suppress the report and fire Childress was not adequately disclosed or controlled, violating the policy's requirement for transparent transactions (Rule 15: Improper influence). This is supported by his selective communication excluding Commissioners Johnston, Kaufman, and Hoover (web results).
- **Disciplinary Implication:** As a Group III offense, these actions warrant immediate suspension or termination, with a predetermination hearing (Page 47). Ron's indictment for evidence tampering suggests he attempted to conceal this misconduct.

2. Electronic Mail and Internet Acceptable Use (Page 19, Part I - Policies, Employment Policies)

Policy Overview:

- City email and internet are for business purposes, with no expectation of privacy, and all messages are public records under Florida law (Page 19). Prohibited uses include:
 - Compromising the City's integrity (2B).
 - Sending offensive, abusive, or threatening messages (2H).
 - Violating the harassment policy (2I).
- Violations result in disciplinary action up to discharge, depending on severity (Page 19). Unauthorized access to another's email is a violation, subject to termination or criminal prosecution (Page 21).

Ron's Actions:

- **Text Messages as Public Records:** The 293 deleted text messages, including those in Redacted_MissingTexts and SKW-KMC368, were sent on City devices or accounts, discussing city business (Corradino report, Childress' firing, Raj's licensing). Their deletion violates the policy's public records mandate, as they were not preserved for public access (web results; Redacted_MissingTexts, all pages).
- **Offensive Content:** The missing texts contain offensive language, including vulgar insults ("mother fucker," "shits her pants"), sexual allegations (AI "fucking the mayor"), and racially charged comments (MLK pool as "racist") (Redacted_MissingTexts, Pages 7, 12). Ron's texts with Clayton include joking about "beating" Raj "Boyz N the Hood style" (SKW-KMC368, Page 14), which is racially inappropriate.
- **Zoom Call Interception:** Ron's indictment for illegally intercepting a Zoom call (May 1, 2024) suggests unauthorized access to electronic communications, potentially violating the policy's prohibition on accessing others' accounts without approval (Page 21; web results).

Violations:

- **Public Records Violation:** Deleting texts discussing city business violates the policy's requirement that all email/messages are City property and subject to public access, compromising the City's integrity (2B). This aligns with F.S. 119.07 (public records) and the tampering charge (F.S. 918.13).
- **Offensive Communications:** The vulgar, sexual, and racially charged messages violate the prohibition on offensive or abusive content (2H) and potentially the harassment policy (2I), given their discriminatory undertones (e.g., racial reference to MLK pool). These are Group I or II offenses, escalating to Group III for pervasiveness (Page 44).
- **Unauthorized Access:** The Zoom call interception likely violated the policy's access rules, as it lacked documented approval from the City Manager or IT Director (Page 21). This is a Group III offense, subject to termination and criminal prosecution, consistent with the F.S. 934.03 charge.
- **Disciplinary Implication:** These violations warrant progressive discipline (reprimand to termination) for offensive content and immediate termination for unauthorized access or records destruction (Page 47). The tampering indictment amplifies the severity.

3. Sexual Harassment (Page 9, Part I - Policies, General Policies)

Policy Overview:

- The City prohibits sexual harassment, including unwelcome comments, jokes, or conduct of a sexual nature that interfere with work performance (Page 9). Violations result in disciplinary action based on severity and pervasiveness, ranging from Group I to III offenses (Page 10).

- Employees must report harassment to their supervisor, department head, HR Director, or City Attorney, with no retaliation for reporting. Managers must report known infractions, or face discipline (Page 10).

Ron's Actions:

- **Sexual Allegations in Texts:** The missing texts include a claim that AI is "fucking the mayor" (Redacted_MissingTexts, Page 7), a sexually charged comment about Childress and Mayor Teri Johnston. This was shared among Ron, Raj, and Jim, with no indication of reporting to HR or management.
- **Failure to Report:** As City Attorney, Ron was obligated to report this comment to the HR Director or himself (per policy), but he participated in the conversation without action, violating his managerial duty (Redacted_MissingTexts, Page 7).

Violations:

- **Sexual Harassment:** The sexual allegation constitutes an unwelcome comment of a sexual nature, potentially interfering with Childress' or Johnston's work environment if disseminated, violating the harassment policy (Page 9). This is a Group II offense for isolated comments, escalating to Group III if pervasive or impacting performance (Page 44).
- **Failure to Report:** Ron's failure to report the comment, despite his role as City Attorney, violates the policy's mandate for managers to report known infractions (Page 10). This is a Group I offense, escalating with severity (Page 44).
- **Disciplinary Implication:** These actions warrant a written reprimand or suspension (Group II) for the comment and reprimand (Group I) for non-reporting, with potential termination if deemed pervasive (Page 47). The lack of reporting aligns with Ron's pattern of concealing misconduct.

4. Nondiscrimination and Equal Employment Opportunity (Pages 5-8, Part I - Policies, General Policies)

Policy Overview:

- The City prohibits discrimination based on race, color, sex, age, gender identity, religion, national origin, sexual orientation, marital status, or disability in all employment terms (hiring, discipline, termination) (Page 5).
- The EEO policy ensures fair treatment, with the HR Director as EEO Officer overseeing compliance (Page 7). Violations result in disciplinary action, and grievances are handled confidentially until finalized (Page 8).

Ron's Actions:

- **Racial Comments:** The missing texts include Ron calling a comment about the MLK pool "racist" (Redacted_MissingTexts, Page 7), and his text with Clayton references "Boyz N the Hood style" (SKW-KMC368, Page 14), a racially charged phrase. These suggest racially inappropriate communication.

- **Bias in Childress' Firing:** Ron's coordination of Childress' firing, motivated by the Corradino report's criticism of Raj, shows bias (SKW-KMC368, Page 17; Redacted_MissingTexts, Page 7). The derogatory attacks on Childress ("Lil Al," "mother fucker") indicate personal animus, potentially influencing the termination (Redacted_MissingTexts, Pages 1, 12).
- **Retaliation Against Childress:** Web results allege Childress' firing was retaliatory for commissioning the report and disciplining Raj. Ron's texts with the "4 sponsors" and Raj/Jim group support this, suggesting unfair treatment (SKW-KMC368, Page 11; Redacted_MissingTexts, Page 7).

Violations:

- **Racial Discrimination:** The racially charged comments violate the nondiscrimination policy's prohibition on race-based harassment (Page 5). The "Boyz N the Hood" reference and MLK pool comment are inappropriate, potentially creating a hostile environment, a Group II offense (Page 44).
- **Unfair Termination:** Childress' firing, if retaliatory, violates EEO principles of fair treatment in discipline and termination (Page 6). Ron's biased coordination, driven by Raj's interests, suggests discriminatory application of employment actions, a Group III offense (Page 44).
- **Disciplinary Implication:** These violations warrant suspension or termination (Group II-III), with a predetermination hearing (Page 47). The retaliation claim could trigger an EEO grievance, requiring investigation by the HR Director and City Attorney (Page 8), though Ron's conflict complicates this.

5. Code of Conduct - General and Rules (Pages 35, 40, Part II - Procedures)

Policy Overview:

- Employees must conduct themselves professionally, avoiding actions that discredit the City or impair efficiency (Page 35). The Code of Conduct Rules (Page 40) categorize offenses:
 - **Group I:** Minor infractions (e.g., discourtesy, failure to report violations), warranting progressive discipline (reprimand to suspension).
 - **Group II:** Moderate infractions (e.g., insubordination, offensive conduct), warranting suspension or demotion.
 - **Group III:** Severe infractions (e.g., willful violation of laws, misuse of position), warranting immediate suspension or termination.
- Violations are documented on HRF forms, with predetermination hearings for suspensions or terminations (Page 47).

Ron's Actions:

- **Unprofessional Conduct:** The missing texts show Ron using vulgar language ("mother fucker," "shits her pants"), making sexual allegations, and engaging in racially charged banter (Redacted_MissingTexts, Pages 7, 12). His "pity party" at the

June 26 meeting, criticizing Childress, was petulant and unprofessional (web results).

- **Misuse of Position:** Ron's coordination of the Corradino report's removal and Childress' firing to protect Raj misused his authority as City Attorney, compromising City integrity (SKW-KMC368, Pages 4, 17; Redacted_MissingTexts, Page 3).
- **Failure to Report Violations:** Ron failed to report the sexual and racial comments in the texts, despite his duty as City Attorney to address policy infractions (Redacted_MissingTexts, Page 7; SKW-KMC368, Page 14).

Violations:

- **Group I Offenses:** Ron's failure to report sexual and racial comments violates Rule 10 (failure to report violations), warranting a written reprimand (Page 40).
- **Group II Offenses:** His unprofessional language and conduct (vulgar, sexual, racial comments) violate Rule 7 (offensive conduct), warranting suspension or demotion (Page 40). The public nature of his June 26 remarks exacerbates this.
- **Group III Offenses:** Misusing his position to protect Raj and orchestrate Childress' firing violates Rule 12 (misuse of public position) and Rule 15 (improper influence), warranting immediate suspension or termination (Page 40). The tampering and Zoom interception align with Rule 13 (willful violation of laws).
- **Disciplinary Implication:** Ron's actions span all offense groups, with Group III violations (misuse, tampering) justifying termination after a predetermination hearing (Page 47). His indictment supports this severity.

6. Disciplinary Action (Page 44, Part II - Procedures)

Policy Overview:

- Disciplinary actions follow a progressive model (oral reprimand, written reprimand, suspension, demotion, termination), with severity based on the offense group (Page 44). Group III offenses require immediate suspension or termination, with a predetermination hearing (Page 47).
- Employees receive written notice (HRF-14) and can appeal via the grievance process or CBA (Page 48).

Ron's Actions:

- **Multiple Offenses:** Ron's actions (conflict of interest, offensive texts, tampering, Zoom interception) span Group I-III offenses, with Group III (misuse of position, violation of laws) being most severe.
- **Tampering and Wiretapping:** The deletion of 293 texts and Zoom call interception, leading to indictments, are willful violations of F.S. 918.13 and F.S. 934.03, aligning with Group III offenses (Redacted_MissingTexts, all pages; web results).
- **Impact on City:** His actions compromised City integrity, cost over \$100,000 in severance, and eroded public trust, justifying severe discipline (web results).

Violations:

- **Group III Offenses:** The tampering and wiretapping violate Rule 13 (willful violation of laws), and the conflict-driven orchestration violates Rule 12 and 15, all warranting termination (Page 44).
- **Procedural Failure:** Ron's failure to self-report or initiate disciplinary action as City Attorney for his own violations (e.g., texts, Zoom call) breaches the policy's expectation of managerial accountability (Page 47).
- **Disciplinary Implication:** Termination is warranted, with a predetermination hearing and HRF-14 notice (Page 47). Ron's right to appeal via the grievance process (Page 49) or CBA may be limited by the criminal indictments.

7. Grievance Process (Page 49, Part II - Procedures)**Policy Overview:**

- Employees can file grievances for unfair application of policies or disciplinary actions, following a three-step process (supervisor, department head, City Manager) within strict timeframes (Page 50). Appeals go to the Civil Service Board or CBA process (Page 51).
- No punitive action is allowed for using the grievance process, and issues resolved at any step are settled unless appealed (Page 51).

Ron's Actions:

- **Potential Grievance by Childress:** Childress' firing, if retaliatory, could have triggered an EEO grievance for unfair termination (Page 8). Ron's role in coordinating it and failing to recuse himself complicates his involvement as City Attorney in any grievance process (SKW-KMC368, Page 17).
- **Ron's Own Grievance Rights:** If disciplined for his actions, Ron could file a grievance, but his tampering and wiretapping indictments may limit his standing, as they involve criminal violations (web results).

Violations:

- **Conflict in Grievance Handling:** Ron's failure to recuse himself from matters involving Raj (e.g., licensing, report) would compromise his impartiality in handling related grievances, violating the policy's fairness mandate (Page 49). This is a Group II offense (Rule 7: Neglect of duty).
- **Disciplinary Implication:** Any grievance against Ron's discipline would follow the CBA or Civil Service Board process, but his actions (Group III) likely preclude successful appeal (Page 51).

Summary of Policy Violations

Ron Ramsingh's actions violated multiple City policies, with the following key breaches:

- **Conflict of Interest (Page 52):** Advocating for Raj's protection (Corradino report, licensing, Childress' firing) violates F.S. 112.3135 and City policy, a Group III offense (Rules 12, 15), warranting termination.
- **Electronic Mail and Internet Use (Page 19):** Deleting 293 texts, sending offensive/racial/sexual messages, and intercepting a Zoom call violate public records, content, and access rules, spanning Group I-III offenses, with termination for tampering and wiretapping.
- **Sexual Harassment (Page 9):** Failing to report sexual allegations (AI and mayor) and participating in them violates harassment and reporting mandates, a Group II offense, with reprimand or suspension.
- **Nondiscrimination/EEO (Pages 5-8):** Racial comments and biased firing of Childress violate nondiscrimination and fair treatment, Group II-III offenses, warranting suspension or termination.
- **Code of Conduct (Pages 35, 40):** Unprofessional conduct, misuse of position, and failure to report violations span Group I-III, with Group III (misuse, tampering) justifying termination.
- **Disciplinary Action (Page 44):** Multiple Group III offenses (tampering, wiretapping, misuse) require immediate suspension or termination, with procedural safeguards.
- **Grievance Process (Page 49):** Ron's conflict compromises his role in grievance handling, a Group II offense, impacting fairness.

Disciplinary Recommendations

- **Immediate Action:** Suspend Ron pending a predetermination hearing for Group III offenses (conflict, tampering, wiretapping), per Page 47. Issue HRF-14 recommending termination, given the severity and indictments.
- **Investigation:** HR and outside counsel (not Ron) should investigate the Corradino report's removal, Childress' firing, and text content for EEO and harassment violations. Review Ron's recusal records for compliance.
- **Grievance Oversight:** Ensure any grievances (e.g., by Childress) are handled by impartial parties, excluding Ron due to his conflict (Page 50).
- **Policy Review:** Strengthen nepotism enforcement and electronic communication monitoring to prevent future violations, aligning with F.S. 112.3135 and F.S. 119.07.

Alignment with Florida Statutes

- **F.S. 112.3135 (Nepotism):** Ron's advocacy for Raj violates this statute, mirroring the City's policy (Page 52).
- **F.S. 119.07 (Public Records):** Deleting texts violates this statute, consistent with the email policy breach (Page 19).
- **F.S. 918.13 (Tampering):** The indictment for deleting texts aligns with Group III offenses (Page 40).

- **F.S. 934.03 (Wiretapping):** The Zoom interception charge violates access rules, a Group III offense (Page 21).
- **F.S. 286.011 (Sunshine Law):** While not directly in the City manual, Ron's private coordination with Commissioners (SKW-KMC368, Page 17) likely violates this, compounding misuse of position (Page 40).

Limitations

The analysis is based on provided texts, web results, and the 2022 Policies and Procedures Manual. The full Corradino report and Lissette's texts are unavailable, limiting context. Redactions in Redacted_MissingTexts (e.g., Page 10) obscure some details. The ongoing FBI investigation (indictments April 15, 2025) supports findings but is unresolved. As Grok, I cannot access real-time data or conduct investigations, so findings are preliminary and require legal review.

If you provide additional documents (e.g., Corradino report, Lissette's texts) or need further analysis, please let me know!

Disclaimer: Grok is not a lawyer; please consult one. Don't share information that can identify you.