

Amanda Arencibia

From: Keri O'Brien
Sent: Thursday, June 27, 2024 1:48 PM
To: Amanda Arencibia
Subject: FW: [EXTERNAL] Stop attempts to terminate City Manager Childress

-----Original Message-----

From: Larry Myers <larrymyers204@gmail.com>
Sent: Wednesday, June 26, 2024 12:01 PM
To: Teri Johnston <tjohnston@cityofkeywest-fl.gov>; Samuel Kaufman <skaufman@cityofkeywest-fl.gov>; Mary Lou Hoover <mlhoover@cityofkeywest-fl.gov>; Jimmy Weekley <jweekley@cityofkeywest-fl.gov>; District IV <districtIV@cityofkeywest-fl.gov>; Billy Wardlow <bwardlow@cityofkeywest-fl.gov>; Clayton Lopez <clopez@cityofkeywest-fl.gov>
Cc: Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] Stop attempts to terminate City Manager Childress

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Commissioners,

As a homeowner in Key West, I urge all of the Commissioners to reject a vote apparently proposed by Commissioners Weekley, Carey, Wardlow and Lopez to terminate Al Childress as City Manager, effective immediately.

This apparently back-door attempt by four outgoing Commissioners to remove Mr. Childress effective immediately is unwarranted, unconscionable and quite possibly a violation of lawful procedures. No justifications have been put forward, and the consequences of the CM's removal at this time, facing a severe storm season, would be disastrous for all residents of the City.

Please at this comment to the public agenda as a public comment.

Larry and Brooke Myers
Elgin Lane
Key West

Amanda Arencibia

From: Keri O'Brien
Sent: Thursday, June 27, 2024 1:48 PM
To: Amanda Arencibia
Subject: FW: [EXTERNAL] Public Comment for Special Meeting 6/26/24

From: Lea Moeller <leadm.07@gmail.com>
Sent: Wednesday, June 26, 2024 12:01 PM
To: Teri Johnston <tjohnston@cityofkeywest-fl.gov>; Jimmy Weekley <jweekley@cityofkeywest-fl.gov>; Samuel Kaufman <skaufman@cityofkeywest-fl.gov>; Billy Wardlow <bwardlow@cityofkeywest-fl.gov>; District IV <districtIV@cityofkeywest-fl.gov>; Mary Lou Hoover <mlhoover@cityofkeywest-fl.gov>; Clayton Lopez <clopez@cityofkeywest-fl.gov>
Cc: Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] Public Comment for Special Meeting 6/26/24

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Hello Commissioners,

As a resident of Key West I ask that you retract your motion to terminate the city manager.

Your effort to terminate Mr. Childress is unorganized and without detailed reason. What is the specific cause for this termination request? If the answer is that certain folks working in city hall don't appreciate the way Mr. Childress is operating his office and managing the city - that is not reason enough.

To add to this, in your process to hold this meeting, certain elected officials violated the Sunshine Act. Will they be held accountable for that?

Thank you for your time,

--
Lea Moeller
305-393-7122

Amanda Arencibia

From: Keri O'Brien
Sent: Thursday, June 27, 2024 1:48 PM
To: Amanda Arencibia
Subject: FW: [EXTERNAL] Do not fire city manager Al Childress

From: Ashley Kamen <ashleykamen@hotmail.com>
Sent: Wednesday, June 26, 2024 11:59 AM
To: Keri O'Brien <kobrien@cityofkeywest-fl.gov>; Teri Johnston <tjohnston@cityofkeywest-fl.gov>; Jimmy Weekley <jweekley@cityofkeywest-fl.gov>; Samuel Kaufman <skaufman@cityofkeywest-fl.gov>; Billy Wardlow <bwardlow@cityofkeywest-fl.gov>; District IV <districtIV@cityofkeywest-fl.gov>; Mary Lou Hoover <mlhoover@cityofkeywest-fl.gov>; Clayton Lopez <clopez@cityofkeywest-fl.gov>
Subject: [EXTERNAL] Do not fire city manager Al Childress

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To all Commissioners,

I am opposed to the firing of City Manager Al Childress.

I am also shocked and appalled at the abuse of power the commissioners involved are trying to wield. Your constituents deserve documentation if you're going to make such a rash move.

Thank you,

Ashley Kamen

Love Ln

Key West, FL 33040

Amanda Arencibia

From: Keri O'Brien
Sent: Thursday, June 27, 2024 1:48 PM
To: Amanda Arencibia
Subject: FW: [EXTERNAL] To City Clerk Please add to record of today's meeting

From: Carey Winfrey <carey.winfrey@gmail.com>
Sent: Wednesday, June 26, 2024 11:55 AM
To: Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Cc: Teri Johnston <tjohnston@cityofkeywest-fl.gov>; Jimmy Weekley <jweekley@cityofkeywest-fl.gov>; Samuel Kaufman <skaufman@cityofkeywest-fl.gov>; Billy Wardlow <bwardlow@cityofkeywest-fl.gov>; District IV <districtIV@cityofkeywest-fl.gov>; Mary Lou Hoover <mlhoover@cityofkeywest-fl.gov>; Clayton Lopez <clopez@cityofkeywest-fl.gov>
Subject: [EXTERNAL] To City Clerk Please add to record of today's meeting

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To The Clerk of the City of Key West:

Please add this statement to the record of the Commission meeting scheduled for 2:00 PM today. Thank you.

I am deeply disappointed by the disrespect toward the constituents they serve, the tone, the snide remark regarding the Mayor and the very intention of the City Attorney and Commissioners who are seeking to fire the City Manager. This attempt, particularly by Commissioners who are in their last weeks in office, is a disillusioning revelation. It is very damaging to the public trust. I hope the Commission as a whole will do all that it can to remedy this violation and, of course, cancel the vote of the City manager's dismissal. It looks like there are others who should go.

Keri O'Brien

From: Kimberley Denney <kadenney19@icloud.com>
Sent: Wednesday, June 26, 2024 12:53 PM
To: Keri O'Brien; Teri Johnston
Subject: [EXTERNAL] Fwd: DO NOT FIRE CITY MANAGER-public comment for special meeting

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Keri,

I sent this before the noon deadline and it has not been included in your posted 50 opposition e-mails...

Sent from my iPad

Begin forwarded message:

From: Kimberley Denney <kadenney19@icloud.com>
Date: June 26, 2024 at 10:56:11 AM EDT
To: kobrien@cityofkeywest-fl.gov
Cc: tjohnston@cityofkeywest-fl.gov
Subject: DO NOT FIRE CITY MANAGER-public comment for special meeting

I wish I could say I was shocked today to learn that what I feared was true: our four Key West-born commissioners have conspired, with our Key West-born City Attorney, to take care of one of their own, at the expense of the greater good of our city. They vaguely cite morale as a reason to fire Al Childress. Morale has been low at the city for years. What's the morale like for the city employees who do the right thing, but aren't protected by those with special interests? Or those employees who face repercussions when their honest work goes against the Bubba System?

As most suspected, these four commissioners colluded to keep their desire to oust Al Childress a secret, specifically waiting to announce it until after the candidate qualifying period expired, so that no one would run against two unopposed Key West-born candidates in reaction to their scheming. Essentially, they conspired to stack the commission with more of their own. They likely violated Sunshine laws. These commissioners vowed, during their campaigns, to represent the best interests of the residents of their districts, specifically, and the city, overall. Personal vendettas are not in our best interest. Clearly, their own personal interests come first. Remember this at election time.

Kim Highsmith
2624 Seidenberg Avenue, KW 33040

Keri O'Brien

From: Julie <julesb304@gmail.com>
Sent: Wednesday, June 26, 2024 12:39 PM
To: Teri Johnston; Jimmy Weekley; Clayton Lopez; Samuel Kaufman; Mary Lou Hoover; Lissette Carey; Billy Wardlow
Cc: Keri O'Brien
Subject: [EXTERNAL] Re: Special Meeting - City Manager

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Thank you to those who responded and called me to listen to my concerns and thoughts on this matter. I still firmly stand with the overwhelming number of citizens who are telling you NOT to proceed with firing Mr. Childress today. Our confidence in him is not in question, though I would say that removing him today will shake the citizen's confidence in our elected officials. Not "seeing eye-to-eye" is not a reason to do this now...let the new commission and Mayor have their chance in a couple of months, once we get through budget and storm season. A few people who are not happy with his attempts to bring everyone into a more systematic approach to business should not guide your decisions.

I will not be in attendance today as the timing is terrible for those of us who are active in both business and the community itself. Perhaps it is not our City Manager who is out of touch.

Thank you,
Julie Brown
Railway Condos

On Mon, Jun 24, 2024 at 3:28 PM Julie <julesb304@gmail.com> wrote:

Good afternoon Mayor and Commissioners,

I am writing to express my firm disapproval of the attempt to fire our current City Manager, Al Childress. After just over a year of investment, and at a critical time, this would be a disaster for our community.

Upon hearing about this meeting, I reviewed the Performance Evaluation from the April meeting, as well as all of the individual evaluations and comments. I see nothing in those notes and evaluations that should result in his firing. I am aware that Mr. Childress has worked to implement policies and procedures, which I believe are crucial to a well-functioning work environment. I am also aware that he has ruffled some feathers with some of his policies and procedures. These items were mentioned in the evaluations, and all but one Commissioner graded with an average less than 3 (Carey), and noted a need for significant improvement. Giving someone a 3 or higher on their evaluation, and then calling for their firing, is quite curious. (I've attached the summary of scores to this email for ease of reference.) What has changed in the 2 months since these were written? Did these Commissioners not take the evaluation seriously and provide proper feedback? I do see several references in the evaluations to his relationship with the City Attorney, who we are all well aware is pulling extremely long hours. Is there more to this that citizens should be made aware of? I would be more concerned if Mr. Childress had not ruffled any feathers in his first year! Perhaps those with ruffled feathers are the ones who need to be more flexible rather than pushing out Mr. Childress.

Unless I have overlooked it, it seems that Mr. Childress has not been provided with clear directives and goals for his employment. Nobody should be removed from their position when they have not been

provided these goals, and the opportunity to meet them. If Commissioners do not respect and value the evaluation process, then you cannot expect the person being evaluated to make improvements...it is part of the process, and these procedures are necessary and valuable.

I read the memorandum Mr. Childress provided the Commission, and it is clear he has faced a lot, and accomplished a lot, in just one year. He seems to have balanced quite well getting out in the community with his work inside City Hall. You all know as well as I do that learning and being considered part of this community takes more than a year. I cannot imagine being expected to make more impact without clear directives that are created in unison by the City Commission and Mayor. I am aware that Mr. Childress has promoted from within, which I believe shows his commitment to the city and the current staff. I know that he has secured grants and located overlooked funds. Fresh eyes are a great thing! I am also certain that he has far too many open positions to fill (through no fault of his own), and firing him now will not help fill those positions. Over the years, I have sent many emails to all levels of employees and elected officials in the City, and I have been impressed with the fact that Mr. Childress has responded both timely and thoroughly.

I have been here for over 21 years now, and we have been through quite a list of City Managers. Yes, we are a unique place, with unique requirements, but we also need to be flexible, and provide proper time and support for a new City Manager. Ousting Mr. Childress as we go into storm season, with no Assistant City Manager, and more than one major department head position vacant, would be a disaster, and, in my opinion, completely unnecessary. I have seen no evidence to the contrary, but please feel free to share.

We have a new Mayor and several new Commissioners coming in who will need to learn to work with the City Manager, and he with them...why not allow this to happen? This push for immediate action, after barely a year in office, seems short-sighted and inconsiderate of our needs as a city. Mr. Childress has invested in this community, and the majority of citizens have expressed grave concerns with this potential removal from his position. You were all elected to represent your constituents and I would hope you will set aside any personal conflicts, and vote accordingly, giving this man a chance to continue to make improvements. There will always be need for improvement, but making this position a revolving door, or putting someone in it simply because they're "from here", is not supportive of the citizens, or the city itself. I also find it curious that the potential appointee for this position, should a vote to remove occur, is not yet made public. Is there a reason for this? Transparency in this process seems crucial and this is a critical piece that should be considered.

Unfortunately, I will be in meetings all day on Wednesday and unable to attend this special meeting (called in the middle of the work day?). I would appreciate responses to my questions.

Ms. O'Brien, please include this email in the public Letters of Opposition.

Thank you,
Julie Brown
301 Grinnell Street

Keri O'Brien

From: Roberta DePiero <robertadepiero@gmail.com>
Sent: Wednesday, June 26, 2024 12:32 PM
To: District IV; Keri O'Brien
Cc: Roberta DePiero
Subject: [EXTERNAL] Special Meeting for firing Al Childress

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Ms. O'Brien, can you please read this into the record today. I am unable to attend due to another meeting starting earlier than I had expected. I'll be watching until that meeting starts. Thank you.

Dear Commissioner Carey,

It is disturbing that the City Commission has called an emergency meeting to consider the dismissal of Al Childress.

I ask that you and Commissioner Billy Wardlow publicly explain your reasoning for putting forward a resolution that Mr. Childress be fired without cause. While there has been much in the press over this issue, there has not been any indication from the Commission as to why Mr. Childress should be fired. Those pushing for his ouster have provided no facts that might merit his termination. Sad to say, this seems like a back room move by a few Commissioners that would destabilize the entire city.

Without an assistant City Manager in place, it is dangerously unwise to consider firing Mr. Childress. Moreover, failing to name a successor on an interim basis while leaving no plan for a new manager is foolhardy. This action - just as we've entered hurricane season - would deny us the good government we deserve, put our safety at risk, and waste taxpayer money. It is difficult to understand how this could even be considered by elected public officials who pledge to protect the public.

In the view of many of your constituents, Mr. Childress has been a highly effective manager who has consistently operated with integrity and transparency, making the City more accountable to its residents and refusing to grant favors to special interests.

To have such a good man working for "we the people" is what Key West deserves. While it is heartening to know that our mayor finds Mr. Childress a "dedicated, efficient, principled City Manager", it would be even better to know that you agree.

I believe that Mr. Childress has been working hard to streamline our city government and still understand the big city small town attitude that we are in Key West. He has always answered my questions and concerns quickly and also is high to praise citizens who are stepping up in our city.

Will you pledge to protect this Community and our residents while building trust and confidence in City Hall by opposing the dismissal of Mr. Childress?

Thank you,

Roberta DePiero
2828 Staples Ave
Key West

Keri O'Brien

From: Larry Myers <larrymyers204@gmail.com>
Sent: Wednesday, June 26, 2024 12:01 PM
To: Teri Johnston; Samuel Kaufman; Mary Lou Hoover; Jimmy Weekley; District IV; Billy Wardlow; Clayton Lopez
Cc: Keri O'Brien
Subject: [EXTERNAL] Stop attempts to terminate City Manager Childress

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Dear Commissioners,

As a homeowner in Key West, I urge all of the Commissioners to reject a vote apparently proposed by Commissioners Weekley, Carey, Wardlow and Lopez to terminate Al Childress as City Manager, effective immediately.

This apparently back-door attempt by four outgoing Commissioners to remove Mr. Childress effective immediately is unwarranted, unconscionable and quite possibly a violation of lawful procedures. No justifications have been put forward, and the consequences of the CM's removal at this time, facing a severe storm season, would be disastrous for all residents of the City.

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Larry and Brooke Myers
Elgin Lane
Key West

Keri O'Brien

From: Lea Moeller <leadm.07@gmail.com>
Sent: Wednesday, June 26, 2024 12:01 PM
To: Teri Johnston; Jimmy Weekley; Samuel Kaufman; Billy Wardlow; District IV; Mary Lou Hoover; Clayton Lopez
Cc: Keri O'Brien
Subject: [EXTERNAL] Public Comment for Special Meeting 6/26/24

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Hello Commissioners,

As a resident of Key West I ask that you retract your motion to terminate the city manager.

Your effort to terminate Mr. Childress is unorganized and without detailed reason. What is the specific cause for this termination request? If the answer is that certain folks working in city hall don't appreciate the way Mr. Childress is operating his office and managing the city - that is not reason enough.

To add to this, in your process to hold this meeting, certain elected officials violated the Sunshine Act. Will they be held accountable for that?

Thank you for your time,

--

Lea Moeller
305-393-7122

Keri O'Brien

From: Ashley Kamen <ashleykamen@hotmail.com>
Sent: Wednesday, June 26, 2024 11:59 AM
To: Keri O'Brien; Teri Johnston; Jimmy Weekley; Samuel Kaufman; Billy Wardlow; District IV; Mary Lou Hoover; Clayton Lopez
Subject: [EXTERNAL] Do not fire city manager Al Childress

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To all Commissioners,

I am opposed to the firing of City Manager Al Childress.

I am also shocked and appalled at the abuse of power the commissioners involved are trying to wield. Your constituents deserve documentation if you're going to make such a rash move.

Thank you,

Ashley Kamen

Love Ln

Key West, FL 33040

Keri O'Brien

From: Carey Winfrey <carey.winfrey@gmail.com>
Sent: Wednesday, June 26, 2024 11:55 AM
To: Keri O'Brien
Cc: Teri Johnston; Jimmy Weekley; Samuel Kaufman; Billy Wardlow; District IV; Mary Lou Hoover; Clayton Lopez
Subject: [EXTERNAL] To City Clerk Please add to record of today's meeting

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To The Clerk of the City of Key West:

Please add this statement to the record of the Commission meeting scheduled for 2:00 PM today. Thank you.

I am deeply disappointed by the disrespect toward the constituents they serve, the tone, the snide remark regarding the Mayor and the very intention of the City Attorney and Commissioners who are seeking to fire the City Manager. This attempt, particularly by Commissioners who are in their last weeks in office, is a disillusioning revelation. It is very damaging to the public trust. I hope the Commission as a whole will do all that it can to remedy this violation and, of course, cancel the vote of the City manager's dismissal. It looks like there are others who should go.

Amanda Arencibia

From: Kiya Tabb
Sent: Wednesday, June 26, 2024 1:12 PM
To: Amanda Arencibia
Subject: FW: [EXTERNAL] Fwd: DO NOT FIRE CITY MANAGER-public comment for special meeting

Kiya Tabb

Senior Deputy City Clerk
City of Key West

From: Teri Johnston <tjohnston@cityofkeywest-fl.gov>
Sent: Wednesday, June 26, 2024 1:11 PM
To: Kiya Tabb <kiya.tabb@cityofkeywest-fl.gov>
Subject: FW: [EXTERNAL] Fwd: DO NOT FIRE CITY MANAGER-public comment for special meeting

Teri

Mayor Teri Johnston
305.809.3840 office
305.797.0955 cell
tjohnston@cityofkeywest-fl.gov
1300 White Street
Key West, FL 33040

From: Kimberley Denney <kadenney19@icloud.com>
Sent: Wednesday, June 26, 2024 12:53 PM
To: Keri O'Brien <kobrien@cityofkeywest-fl.gov>; Teri Johnston <tjohnston@cityofkeywest-fl.gov>
Subject: [EXTERNAL] Fwd: DO NOT FIRE CITY MANAGER-public comment for special meeting

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Hi Keri,

I sent this before the noon deadline and it has not been included in your posted 50 opposition e-mails...
Sent from my iPad

Begin forwarded message:

From: Kimberley Denney <kadenney19@icloud.com>

Date: June 26, 2024 at 10:56:11 AM EDT

To: kobrien@cityofkeywest-fl.gov

Cc: tjohnston@cityofkeywest-fl.gov

Subject: **DO NOT FIRE CITY MANAGER-public comment for special meeting**

I wish I could say I was shocked today to learn that what I feared was true: our four Key West-born commissioners have conspired, with our Key West-born City Attorney, to take care of one of their own, at the expense of the greater good of our city. They vaguely cite morale as a reason to fire Al Childress. Morale has been low at the city for years. What's the morale like for the city employees who do the right thing, but aren't protected by those with special interests? Or those employees who face repercussions when their honest work goes against the Bubba System?

As most suspected, these four commissioners colluded to keep their desire to oust Al Childress a secret, specifically waiting to announce it until after the candidate qualifying period expired, so that no one would run against two unopposed Key West-born candidates in reaction to their scheming. Essentially, they conspired to stack the commission with more of their own. They likely violated Sunshine laws. These commissioners vowed, during their campaigns, to represent the best interests of the residents of their districts, specifically, and the city, overall. Personal vendettas are not in our best interest. Clearly, their own personal interests come first. Remember this at election time.

Kim Highsmith

2624 Seidenberg Avenue, KW 33040

Amanda Arencibia

From: Keri O'Brien
Sent: Wednesday, June 26, 2024 10:46 AM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] Urgent!! Against Termination of new City Manager

From: Rachel Garreau <rachel@seasisterislandgallery.com>
Sent: Wednesday, June 26, 2024 10:33 AM
To: Teri Johnston <tjohnston@cityofkeywest-fl.gov>; Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Cc: Mary Lou Hoover <mlhoover@cityofkeywest-fl.gov>; Samuel Kaufman <skaufman@cityofkeywest-fl.gov>; Clayton Lopez <clopez@cityofkeywest-fl.gov>; District IV <districtIV@cityofkeywest-fl.gov>; Billy Wardlow <bwardlow@cityofkeywest-fl.gov>; Jimmy Weekley <jweekley@cityofkeywest-fl.gov>
Subject: [EXTERNAL] Urgent!! Against Termination of new City Manager

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Good Morning Madam Mayor & District Commissioners,
I am a resident of Key West and I am totally against the firing of the new city manager.
This is a totally egregious act by a couple of city commissioners that is unacceptable as well as unprofessional tactics.
Hear my voice on this matter, as you should be ashamed of yourselves leaving our city with no regards to the outcome of positioning an empty seat of no fault on our city manager and not playing by these little private social city club house rules! Grow Up!!!

Sincerely,
Rachel

*Rachel A Garreau / Proprietor
SeaSister Island Gallery
303 Duval Street
Key West, Florida 33040
954-232-7248
rachel@seasisterislandgallery.com
www.seasisterislandgallery.com
SeaSisterIslandGallery@facebook.com*

Amanda Arencibia

From: Keri O'Brien
Sent: Wednesday, June 26, 2024 10:46 AM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] Proposed Termination of Key West City Manager

From: Chris J ALFORD <cowabunga.surf@gte.net>
Sent: Wednesday, June 26, 2024 10:08 AM
To: Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] Proposed Termination of Key West City Manager

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Sent from my iPhone

It's all about the emails/texts between the two Commissioners, City Attorney, and City Outside City Council's office !

- 1) Brother of City Attorney, (who is Monroe County CBO), gets put on "Administrative Leave", by City Manager for legitimate "Cause", (per city Outside Council).
- 2) City Attorney secretly colludes with two Commissioners to Terminate, (with out "Cause"), the City Manager, for his action to protect the City of Key West

(See "Kmb Deer" 6/25/24 email to City Clerk re: Public Records Request), and "Safer, Cleaner Ships" email of 6/26/24 re "Emergency Meeting")

Sounds like:

Fraud, Defamation, Malfeasance, Wrongful Termination, Dereliction of Duty, Conflict of Interest, (just for starters)
!!

The correct action to take appears to be:

- 1) Terminate the Key West City Attorney.
- 2) Terminate the 2 County Commissioners who are involved in this.

Thank you

Chris Alford
Big Pine Key, Florida

Amanda Arencibia

From: Keri O'Brien
Sent: Wednesday, June 26, 2024 10:46 AM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] Regarding emergency meeting City Manager Al Childress

From: Julie Hill <julielurie@hotmail.com>
Sent: Wednesday, June 26, 2024 9:58 AM
To: Teri Johnston <tjohnston@cityofkeywest-fl.gov>; Jimmy Weekley <jweekley@cityofkeywest-fl.gov>; Clayton Lopez <clopez@cityofkeywest-fl.gov>; Mary Lou Hoover <mlhoover@cityofkeywest-fl.gov>; District IV <districtIV@cityofkeywest-fl.gov>; Billy Wardlow <bwardlow@cityofkeywest-fl.gov>; Samuel Kaufman <skaufman@cityofkeywest-fl.gov>; Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] Regarding emergency meeting City Manager Al Childress

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Mayor Teri Johnston, Jimmy Weekley, Sam Kaufman, Billy Wardlow, Lissette Carey, Mary Lou Hoover, Clayton Lopez,

I am writing in response to the emergency meeting today in regards to terminating the contract of the City Manager Al Childress. There doesn't seem to be a valid reason as to why you are considering this, especially after a review that did not reflect a problem. Who in their right mind just up and fires someone without working on the issues? This seems like mis management on the commissioners' part who are wanting to fire Al Childress. It seems highly suspect to do so when the city is making a big upcoming shift with a lot of new positions being filled. Do you plan on filling this position with someone who you prefer and who will allow you to still have a foothold in the city even though you are no longer in your commissioner position? There already seems to be a turnover problem within the city and this would leave the city in a state of instability. Bad decision.

I do not agree with how you are managing this decision and you should not move forward with removing the City Manager Al Childress.

Julie Hill
District 5

Amanda Arencibia

From: Keri O'Brien
Sent: Wednesday, June 26, 2024 10:46 AM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] Special Meeting re: City Manager

From: Jack Anderson <jandersonkw@gmail.com>
Sent: Wednesday, June 26, 2024 9:45 AM
To: Teri Johnston <tjohnston@cityofkeywest-fl.gov>
Cc: Keri O'Brien <kobrien@cityofkeywest-fl.gov>; Kevin Broomell <kbroomell@gmail.com>; 2610fog@bellsouth.net <2610fog@bellsouth.net>
Subject: [EXTERNAL] Special Meeting re: City Manager

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Dear Teri -

I'm hopeful from your public comments that you intend to support retaining the City Manager. I thank you for your level-headed leadership, and hope your common sense might be contagious enough to help the rest of the Commission make the same - and sane - choice.

It is fine to have disagreements with a City Manager, but to fire one without cause is a great disservice to the community:

Such an action will be expensive; \$100000 to spend on a personality clash is INEXCUSABLE

Such an action would be the EPITOME of hubris and arrogance on the part of a term-limited commissioner; it utterly undercuts and ham-strings the incoming class of commissioners to do their jobs and judge the City Manager on his merits in THEIR estimation

Such an action rewards what seems to be - to outside observers in this community - a power play by the Assistant City Manager to get a promotion; extortion in any form should NEVER be rewarded or encouraged

Such an action empowers further insubordination in City government if they believe they can force the ouster of the boss with a few well-placed phone calls. City government is not a day-care center, and employees should not be looking for trophies just for showing up

The City Manager was hired to do a job, and was reviewed recently by most of the City Commission as having been successful at it. The new Commission must be given a chance to judge for themselves, and allowed to make their own recommendations. The current Commission has fired a clear warning shot across the City Manager's bow, and he must be given a chance to correct course before being torpedoed; the City does not need or want the collateral damaged inflicted by such a potentially rash move.

Thank you for keeping the current City Manager in place.

Sincerely -

Jack Anderson
Kevin Broomell
1109 Varela Street
(917) 847-6005
(917) 678-2215

Amanda Arencibia

From: Keri O'Brien
Sent: Wednesday, June 26, 2024 10:45 AM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] Fwd: City manager

From: p. lasswell <simonefire2004@yahoo.com>
Sent: Wednesday, June 26, 2024 9:34 AM
To: Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] Fwd: City manager

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Begin forwarded message:

From: "p. lasswell" <simonefire2004@yahoo.com>
Subject: City manager
Date: June 25, 2024 at 12:38:11 PM EDT
To: jweekley@cityofkeywest-fl.gov

I see no reason to cost the city
(us taxpayers!) over \$100,000 and leaves us without management right in the middle of
hurricane season.

Is there some thing you're not telling us?

Simone Lasswell

Sent from my iPhone

Amanda Arencibia

From: Keri O'Brien
Sent: Wednesday, June 26, 2024 10:45 AM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] Opposition to AI Childress Firing

From: Micaela Elechko <mgh8@me.com>
Sent: Wednesday, June 26, 2024 9:04 AM
To: Teri Johnston <tjohnston@cityofkeywest-fl.gov>; Jimmy Weekley <jweekley@cityofkeywest-fl.gov>; Samuel Kaufman <skaufman@cityofkeywest-fl.gov>; Billy Wardlow <bwardlow@cityofkeywest-fl.gov>; District IV <districtIV@cityofkeywest-fl.gov>; Mary Lou Hoover <mlhoover@cityofkeywest-fl.gov>; Clayton Lopez <clopez@cityofkeywest-fl.gov>
Cc: Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] Opposition to AI Childress Firing

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Keri: Please add my email to the agenda as public comment Thank you

Madam Mayor and City Commissioners,

I am writing in opposition to the termination of City Manager Childress. This seemingly spontaneous decision is not only financially irresponsible, but will cause turmoil for three new Commissioners and a new Mayor in just a handful of months... with Hurricane Season to get through along the way.

What is Democracy without conversation and transparency?

Sincerely,

Micaela Elechko

Resident Homeowner and Taxpayer

Amanda Arencibia

From: Keri O'Brien
Sent: Wednesday, June 26, 2024 8:37 AM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] City Manager

From: Tina Wermuth <tinaw0820@gmail.com>
Sent: Wednesday, June 26, 2024 8:20 AM
To: Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] City Manager

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Please add my email to the agenda as public comment.

I think the City Manager is doing an excellent job.

It is my understanding that five of the six City Commissioners and the Mayor gave the City Manager a good performance review. So what changed in the short time since the review. Three of the six current Commissioners are term-limited and the Mayor did not run so they will be out of office after the August 20 election, when three new Commissioners and a new Mayor will be sworn in. Why would the City Commissioners want to terminate the City Manager now? These same City Commissioners know it is not an easy task to find a City Manager so why would they want to put that on the new City Commissioners and Mayor right out of the gate.

Please vote no to firing the City Manager.

Thank you,

Tina Wermuth

Amanda Arencibia

From: Keri O'Brien
Sent: Wednesday, June 26, 2024 8:36 AM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] Vote No to fire

From: Babs <profbabs@yahoo.com>
Sent: Wednesday, June 26, 2024 2:34 AM
To: Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] Vote No to fire

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Babs Cole
3635 Seaside #401
KW 33040
[Yahoo Mail: Search, Organize, Conquer](#)

Amanda Arencibia

From: Keri O'Brien
Sent: Wednesday, June 26, 2024 8:36 AM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] Comments for Special City Commission Meeting - 2pm - June 26. 2023

From: Brandon Jones <bjones@altavistaresources.com>
Sent: Tuesday, June 25, 2024 11:00 PM
To: Teri Johnston <tjohnston@cityofkeywest-fl.gov>; Jimmy Weekley <jweekley@cityofkeywest-fl.gov>; Samuel Kaufman <skaufman@cityofkeywest-fl.gov>; Billy Wardlow <bwardlow@cityofkeywest-fl.gov>; Mary Lou Hoover <mlhoover@cityofkeywest-fl.gov>; Clayton Lopez <clopez@cityofkeywest-fl.gov>; District IV <districtIV@cityofkeywest-fl.gov>
Cc: Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] Comments for Special City Commission Meeting - 2pm - June 26. 2023

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Mayor and City Commissioners:

My name is Brandon Jones and I reside at 411 Louisa Street, in Key West's district 6. I am writing to you all today regarding the special meeting scheduled for 2:00pm on June 26, 2023, and the topic of ending the employment relationship between the city and Albert Childress without cause.

I am opposed to this action, and I am asking you to oppose the resolution. I offer the following reasons for consideration:

1. Mr. Childress has been in the position for a little over a year and by all public accounts, including reports of overwhelmingly positive (non-negative) remarks on Mr. Childress' recent performance review it seems he is at least meeting reasonable expectations for a first-year city manager. Based on available information since those performance reviews, it is not clear what has changed. It is unwarranted to jump directly to termination without cause at this time.
2. The cost to terminate Mr. Childress without cause is significant. The 20 weeks' salary Mr. Childress would be entitled to is considerable enough on its own; however, associated costs include: additional legal bills from an outside attorney that advises and travels from Orlando, legal expenses related to potential litigation from Mr. Childress if he challenges the lawfulness of the decision, recruitment costs for a new city manager, and the unquantifiable costs of delayed projects and loss of productivity while the role is in transition. For the residents to assume these costs, it is reasonable to expect that the justification is stronger than "without cause."
3. Recruitment will be a challenge for this role, and future city leadership roles. I imagine any qualified candidate will be aware their predecessor was terminated after one year of employment without cause. Despite the allure of living in our beautiful city, many qualified candidates may

self-withdraw or abstain from consideration out of concern for stability, especially considering they will be inheriting a role that has had significant turnover in the last several years. I cannot emphasize this enough. Would you want to risk uprooting your life if you were subject to termination without cause at such an easy whim?

Of course, there is a reason that some of you may support the decision to terminate Mr. Childress that extends beyond what is defined as “without cause” in the employment agreement. But for immediate dismissal, one imagines zero-tolerance offenses such as abuse, harassment, theft, unlawful conduct or other serious matters – all things that would raise to beyond the level of “without cause” if they in fact existed. If your intentions are to support the decision to terminate Mr. Childress “without cause,” I ask you to consider if your reason to support termination justifies the three points I bring to your attention in this letter – especially if you were going to be one of the three new commissioners inheriting this transition. Please oppose the proposed resolution to terminate Mr. Childress without cause.

Respectfully,

Brandon Jones
411 Louisa St
Key West, FL 33040

Amanda Arencibia

From: Keri O'Brien
Sent: Wednesday, June 26, 2024 8:36 AM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] City Manager Special Meeting Please add

From: gregory lloyd <glloyd7@yahoo.com>
Sent: Tuesday, June 25, 2024 10:00 PM
To: Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] City Manager Special Meeting Please add

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

To whom it may concern:

We are opposed to the firing of Al Childress. This commission has postponed multiple items on the basis that they didn't want to have a new commission saddled with decisions that they made that would effect how the new commission governed. This decision is too important to be rushed through in such a manner.

If he's not doing a good job (and we think he's doing an excellent job), let the new Commission address it.

Sincerely,

Jennifer and Greg Lloyd
805 United Street

[Yahoo Mail: Search, Organize, Conquer](#)

Amanda Arencibia

From: Keri O'Brien
Sent: Wednesday, June 26, 2024 8:35 AM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] Termination of City Manager

From: squirerose@aol.com <squirerose@aol.com>
Sent: Tuesday, June 25, 2024 9:05 PM
To: Keri O'Brien <kobrien@cityofkeywest-fl.gov>; Teri Johnston <tjohnston@cityofkeywest-fl.gov>; Jimmy Weekley <jweekley@cityofkeywest-fl.gov>; Samuel Kaufman <skaufman@cityofkeywest-fl.gov>; Billy Wardlow <bwardlow@cityofkeywest-fl.gov>; District IV <districtIV@cityofkeywest-fl.gov>; Mary Lou Hoover <mlhoover@cityofkeywest-fl.gov>; Clayton Lopez <clopez@cityofkeywest-fl.gov>
Subject: [EXTERNAL] Termination of City Manager

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear City Clerk, Keri O' Brien, please add my email to the agenda as public comment and please let me know you have received my below email to you and the Mayor and the Commissioners.

City Clerk Keri O'Brien please add my email to the agenda as public comment: kobrien@cityofkeywest-fl.gov, tjohnston@cityofkeywest-fl.gov, jweekley@cityofkeywest-fl.gov, skaufman@cityofkeywest-fl.gov, bwardlow@cityofkeywest-fl.gov, DistrictIV@cityofkeywest-fl.gov, mlhoover@cityofkeywest-fl.gov, clopez@cityofkeywest-fl.gov

Dear Mayor Teri Johnston and Honorable Commissioners:

I am writing regarding the emergency meeting that has been called for 2pm this Wednesday June 26 at City Hall to consider a resolution to immediately terminate the contract of City Manager Al Childress.

The resolution proposes that Mr. Childress be fired without cause. It does not propose anyone to replace Mr. Childress on an interim basis, nor does it provide a succession plan to retain a new manager.

Mr. Childress has been a highly effective manager who has consistently operated with integrity and transparency. He has made our City more accountable to its residents and refused to grant special favors to special interests.

Based on the facts as I know them, I support Mr. Childress without reservation. Even if there were cause to sanction Mr. Childress terminating him at this time with no succession plan would be a highly irresponsible act that would rob the people of Key West of the good government we deserve, put public safety at risk, and waste taxpayer money. Please consider:

- 4 of the 7 current Commissioners are term-limited and will be out of office after the August 20 election, when 4 new Commissioners will be sworn in. Terminating the manager now is like burning down the house before handing over the keys.
- Hurricane season is underway. When Key West is impacted by summer storms, the City Manager coordinates an all-hands-on-deck effort involving Police, Fire, and all City departments to protect public safety and property interests. The health and safety of our residents demands steady leadership during this volatile time of year.
- Terminating the manager without cause will cost taxpayers at least \$100,000 in severance payments. Additionally, the City has already committed unknown costs to outside counsel for Wednesday's meeting, owing to the City Attorney's conflict of interest. There may also be future legal fees and damages for wrongful termination.

The above facts are overwhelmingly in favor of keeping Mr. Childress as manager. Those pushing for his ouster have provided no facts whatsoever to merit his termination.

I support the City Manager and urge you vote NO on his proposed termination.

Kindly,

Marci L. Rose

810 Thomas Street

Key West, Fl 33040

Candidate for City Commissioner, District VI

From: [TEAM KAUFELT](#)
To: [Keri O'Brien](#)
Subject: [EXTERNAL] City Manager
Date: Tuesday, June 25, 2024 4:35:23 PM

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

I am a resident of Key West and I am totally against the firing of the new city manager. This is a totally egregious act by a couple of city commissioner.

Sincerely,

Lynn Kaufelt
900 Flagler Avenue
Cell: 305-923-4276

Keri O'Brien

From: Judith Hope <judithhope@icloud.com>
Sent: Tuesday, June 25, 2024 4:51 PM
To: Keri O'Brien
Subject: [EXTERNAL] The City Manager

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

PLEASE DO NOT FIRE THE CITY MANAGER. He has done a great job under difficult circumstances. I have a lot of company in hoping you will rethink this misguided course of action..

many thanks,

Judith Hope

Property Owner and

Taxpayer

Keri O'Brien

From: Linda Mewshaw <linda.mewshaw@gmail.com>
Sent: Tuesday, June 25, 2024 4:49 PM
To: Keri O'Brien
Subject: [EXTERNAL] Upcoming Vote

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

To all Commissioners:

I am against a vote to fire the new City Manager, Al Childress.

Linda K. Mewshaw

From: [Margo Alexander](#)
To: [Keri O'Brien](#)
Subject: [EXTERNAL] City manager
Date: Tuesday, June 25, 2024 4:43:18 PM

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

DO NOT FIRE!! Would be reckless and unfair!!

Margo Alexander

6 Shippens lane

KW

Sent from my iPhone

Amanda Arencibia

From: Keri O'Brien
Sent: Tuesday, June 25, 2024 4:12 PM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] City Manager

From: carol8de (null) <carol8de@aol.com>
Sent: Tuesday, June 25, 2024 4:01 PM
To: Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] City Manager

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

As a registered voter in Key West FL I would like to express my support of the new City Manager and my very strong opposition to any attempt to fire him.

Carol Deford
1500 Atlantic Blvd. Apt 214

Sent from my iPad

Amanda Arencibia

From: Keri O'Brien
Sent: Tuesday, June 25, 2024 4:13 PM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] Vote No to the firing of the City Manager, Mr. Childress

From: Audrey Thompson <audreyt2004@yahoo.com>
Sent: Tuesday, June 25, 2024 1:09 PM
To: Teri Johnston <tjohnston@cityofkeywest-fl.gov>
Cc: Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] Vote No to the firing of the City Manager, Mr. Childress

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Keri O'Brien: Please add my email to the agenda as public comment.

I am opposed to the attempt by some City Commissioners to fire the City Manager. You had your chance to voice your displeasure when you submitted your performance review. At the time, your review of Mr. Childress was satisfactory. Now, all of a sudden it is not. This attempt reeks of backroom deals and what we all here in Key West refer to as the "Bubba System".

Since three Commissioners will not be in office after this November I do not think it is fair to make this decision at this time. The Commission has already kicked the can down the road on other decisions; I do not understand the exception now.

This is complete disrespect for the citizens of Key West. His severance and possible legal fees would cost the taxpayers thousands of dollars. Please vote NO to the firing of Mr. Childress.

Audrey Thompson
5603 College Road
Apt 202
Key West, FL 33040

Amanda Arencibia

From: Keri O'Brien
Sent: Tuesday, June 25, 2024 8:45 AM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] Keep Childress

From: Susan Romano <runningcauseican@aol.com>
Sent: Monday, June 24, 2024 6:21 PM
To: Teri Johnston <tjohnston@cityofkeywest-fl.gov>
Cc: Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] Keep Childress

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

KEEP CHILDRESS, stop wasting our money!
Stop the bubba system!
Please add my email to public comment.
I wish I could be there!
Susan and Lindsey Burhans

Amanda Arencibia

From: Keri O'Brien
Sent: Tuesday, June 25, 2024 8:45 AM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] Al Childress

From: Elizabethann Wyndelts <eawyndelts@gmail.com>
Sent: Monday, June 24, 2024 9:22 PM
To: Jimmy Weekley <jweekley@cityofkeywest-fl.gov>
Cc: Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] Al Childress

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Mr. Weekley,

I am writing to ask that Council does not terminate City Manager Al Childress. This will leave Key West residents in a bind and certainly cause tax payers unnecessary money.

I am asking that you add my email as a vote in favor of keeping Al Childress as City manager to the public comment.

Sincerely,

ElizabethAnn Wyndelts
1318 Virginia St
Key West

Amanda Arencibia

From: Keri O'Brien
Sent: Tuesday, June 25, 2024 8:45 AM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] Fwd: Chaos on the Agenda at City Hall

From: Roy Bishop <roythomasbishop@gmail.com>
Sent: Monday, June 24, 2024 9:05 PM
To: Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] Fwd: Chaos on the Agenda at City Hall

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Keri, please add to Wednesday's agenda as a public comment. Thanks, Roy Bishop

----- Forwarded message -----

From: Roy Bishop <roythomasbishop@gmail.com>
Date: Mon, Jun 24, 2024 at 9:01 PM
Subject: Fwd: Chaos on the Agenda at City Hall
To: Teri Johnston <tjohnston@cityofkeywest-fl.gov>, <clopez@cityofkeywest-fl.gov>, <jweekley@cityofkeywest.fl.gov>, <mlhoover@cityofkeywest-fl.gov>, <skaufman@cityofkeywest-fl.gov>

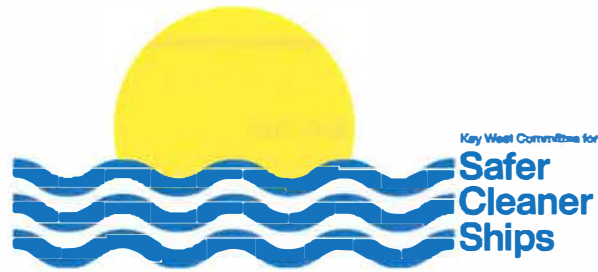
Hello, I strongly support the sentiments in the below letter and in the recent letter of Lynda and Bob Frechette regarding the firing of our current City Manager. Please vote no on the firing.

Sincerely,
Roy Bishop
Former Planning Director, City of Key West

----- Forwarded message -----

From: Safer, Cleaner Ships <info@safercleanerships.com>
Date: Mon, Jun 24, 2024 at 7:31 AM
Subject: Chaos on the Agenda at City Hall
To: Roy Bishop <roythomasbishop@gmail.com>

[View this email in your browser](#)



Friends:

An emergency meeting has been called for 2pm this Wednesday June 26 at City Hall to consider a resolution to immediately terminate the contract of City Manager Al Childress ([agenda link](#)). This extreme measure is sponsored by Commissioners Lisette Carey and Billy Wardlow. The resolution proposes that Mr. Childress be fired without cause. It does not propose anyone to replace Mr. Childress on an interim basis, nor does it provide a succession plan to retain a new manager.

Mr. Childress has been a highly effective manager who has consistently operated with integrity and transparency. He has made our City more accountable to its residents and refused to grant special favors to special interests. In doing so, he has made some powerful enemies.

Based on the facts, we support Mr. Childress without reservation. **We urge you to attend the special meeting this Wednesday and ask Commissioners to vote no on this unwise resolution.**

Even if there were cause to sanction Mr. Childress (and our inquiries have found none) terminating him at this time with no succession plan would be a highly irresponsible act that would rob the people of Key West of the good government we deserve, put public safety at risk, and waste taxpayer money. Consider:

- 4 of the 7 current Commissioners are term-limited and will be out of office after the August 20 election, when 4 new Commissioners will be sworn in. Terminating the manager now is like burning down the house before handing over the keys.
- Hurricane season is underway. When Key West is impacted by summer storms, the City Manager coordinates an all-hands-on-deck effort involving Police, Fire, and all City

departments to protect public safety and property interests. The health and safety of our residents demands steady leadership during this volatile time of year.

- Terminating the manager without cause will cost taxpayers at least \$100,000 in severance payments. Additionally, the City has already committed unknown costs to outside counsel for Wednesday's meeting, owing to the City Attorney's conflict of interest. There may also be future legal fees and damages for wrongful termination.

The above facts are overwhelmingly in favor of keeping Mr. Childress as manager. Those pushing for his ouster have provided no facts whatsoever to merit his termination.

Please write or call the Commission today to support the City Manager and urge them to vote no on his proposed termination. Copy City Clerk Keri O'Brien and ask that your email be attached to the agenda as public comment.

Contact your Commissioners

***Copy City Clerk Keri O'Brien on emails and ask her to add your email to the agenda as public comment: kobrien@cityofkeywest-fl.gov*

Mayor Teri Johnston

tjohnston@cityofkeywest-fl.gov

305-809-3840

Commissioner District 1

Jimmy Weekley

jweekley@cityofkeywest-fl.gov

305-797-1440

Commissioner District 2

Sam Kaufman

skaufman@cityofkeywest-fl.gov

305-809-3844

Commissioner District 3

Billy Wardlow

bwardlow@cityofkeywest-fl.gov

305-809-3841

Commissioner District 4

Lissette Carey

DistrictIV@cityofkeywest-fl.gov

305-809-3844

Commissioner District 5

Mary Lou Hoover

mlhoover@cityofkeywest-fl.gov

305-849-2457

Commissioner District 6

Clayton Lopez

clopez@cityofkeywest-fl.gov

305-797-3584

Thank you, as always, for your support. We will keep you posted.

Key West Committee for Safer, Cleaner Ships

Evan Haskell, President

Capt. Will Benson, Vice President

Arlo Haskell, Treasurer

David Dunn, Secretary



They have deep pockets. We have you.

Key West Committee for Safer, Cleaner Ships Inc. is operating as a 501(c)4 Florida Not For Profit corporation, and contributions are not deductible for federal income tax purposes as charitable contributions. The Committee has complied with the registration requirements of Chapter 496, Florida Statutes, the Solicitation of Contributions Act. Registration Number: CH62413. A copy of the official registration and financial information may be obtained from the Division of Consumer Services by calling 1-800-435-7352 or online at www.FDACS.gov. Registration does not imply endorsement, approval, or recommendation by the state.



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Key West Committee for Safer, Cleaner Ships
[2612 Harris Ave.](#)

[Key West, FL 33040](#)

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Amanda Arencibia

From: Keri O'Brien
Sent: Tuesday, June 25, 2024 8:44 AM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] Agenda Item 1, City Commission Meeting, June 26, 2024

From: Thomas Milone <tom.milone@yahoo.com>
Sent: Monday, June 24, 2024 9:44 PM
To: Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] Agenda Item 1, City Commission Meeting, June 26, 2024

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Keri, Please attach the following letter to Agenda Item 1 as public comment. Thank you.

Dear Mayor & Commissioners,

I am writing to express my strong opposition to the proposal to terminate "without cause" the contract of our city manager. The proposal is without merit and the timing could not be worse. The proposal should be denied.

By virtue of his education, experience, temperament, and values, Al Childress is well suited for his role as our city manager. He conducts himself in a very professional manner. He is well spoken and comes to city commission meetings prepared. He has a reputation for being accessible and fair. He is transparent as evidenced, in part, by his Letters to Commission and activity reports for himself, the assistant city manager, and the departments as well as presentations by the departments.

As for the timing, it could not be worse for the following reasons: We are in hurricane season. The budget process for the 24/25 budget is well underway with the budget workshop scheduled for next month. We are without an assistant city manager to provide continuity and institutional knowledge. The commission is actively considering sending four bond referenda to the voters for their consideration this November. And, four of the seven members of the commission will be leaving office shortly.

When Mr. Childress and the other candidates were being considered for the city manager position by the commission, I spoke in support of his candidacy. I supported him then and I support him now.

Please deny the proposal to terminate Al Childress.

Respectfully,
Tom Milone
832 Caroline Street, Apt 1
Key West

Sent from my iPhone.

Thomas C. (Tom) Milone

{305} 849-1415

Please consider the environment before printing this email and/or attachments.

Amanda Arencibia

From: Keri O'Brien
Sent: Tuesday, June 25, 2024 8:43 AM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] Possible Termination of City Manager Childress

From: MEREDITH CLINE <maccline2@aol.com>
Sent: Monday, June 24, 2024 10:18 PM
To: Teri Johnston <tjohnston@cityofkeywest-fl.gov>
Cc: Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] Possible Termination of City Manager Childress

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Mayor Johnston-

Please vote "NO" on the proposed termination of City Manager Al Childress.

Also, City Clerk O'Brien, please attach this email to the Agenda as public comment.

Thank you.

Meredith

Meredith A. Cline
Key Largo
maccline2@aol.com
305-394-FINS (3467)

Sent from my iPhone

Amanda Arencibia

From: Keri O'Brien
Sent: Tuesday, June 25, 2024 8:43 AM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] Commission meeting Wednesday - comment

From: Jane Winfrey <janewinfrey@hotmail.com>
Sent: Monday, June 24, 2024 11:41 PM
To: Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] Commission meeting Wednesday - comment

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear City Clerk O'Brien,,
I would like record my - and my husband's disapproval and vehement opposition to a vote to fire the City Manager. This action is precipitous and without any public explanation. The Commissioners who proposed such a rash action are not putting the citizens of Key West first.
Respectfully,
Jane and Carey Winfrey
Key West
Sent from my iPhone

Amanda Arencibia

From: Keri O'Brien
Sent: Tuesday, June 25, 2024 8:43 AM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] Fwd: City manager

From: John Martini <jm@johnmartini.com>
Sent: Tuesday, June 25, 2024 6:13 AM
To: Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] Fwd: City manager

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Greetings,
Please add this letter to public comments on the city manager meeting agenda
Thanks,
John Martini

Begin forwarded message:

From: John Martini <jm@johnmartini.com>
Date: June 25, 2024 at 12:11:55 PM GMT+2
To: City Commission <DistrictIV@cityofkeywest-fl.gov>
Subject: Fwd: City manager

Dear Commissioners and Mayor,

I am a bit confused as to how a city manager who just recently received good reviews is suddenly on the cutting block without any articulated accusations of malfeasance or inappropriate behavior., actually no reasons that I have heard given at all. The lack of transparency is breathtaking. I hope that those who are putting this forward provide meaningful feedback at the meeting. The optics not to mention the politics of this are terrible and in my opinion this decision should be made by the incoming Commission and Mayor.

Best Regards and thanks for your consideration,
John Martini

Amanda Arencibia

From: Keri O'Brien
Sent: Tuesday, June 25, 2024 8:43 AM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] Comments for Special City Commission Meeting at 2 pm Wednesday June 26, 2024

From: rogermcveigh@bellsouth.net <rogermcveigh@bellsouth.net>
Sent: Tuesday, June 25, 2024 7:53 AM
To: Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Cc: rogermcveigh@bellsouth.net <rogermcveigh@bellsouth.net>; Teri Johnston <tjohnston@cityofkeywest-fl.gov>; Jimmy Weekley <jweekley@cityofkeywest-fl.gov>; 'Sam Kaufman' <sam@samkaufmanlaw.com>; Billy Wardlow <bwardlow@cityofkeywest-fl.gov>; District IV <districtIV@cityofkeywest-fl.gov>; Mary Lou Hoover <mlhoover@cityofkeywest-fl.gov>; Clayton Lopez <clopez@cityofkeywest-fl.gov>
Subject: [EXTERNAL] Comments for Special City Commission Meeting at 2 pm Wednesday June 26, 2024

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Keri,

Please add this email and the comments below to the public record for tomorrow's meeting.

Dear Commissioners,

Our community is depending on you, our elected representatives, to act on our behalf thoughtfully and respectfully in the best interests of the City of Key West. Your decision tomorrow could produce serious harm to Key West's reputation and future. Please consider all relevant factors in your deliberations and rely on the facts. Each of you know in your hearts the difficulty of the job of City Manager. Each of you also have witnessed the integrity, objectivity, and professionalism that Mr. Childress has demonstrated. He has accomplished as much in 14 months as his predecessors did in the last 20 years. Many of the challenges and issues City Manager Childress has faced existed long before he was appointed City Manager. Your community is depending on you to support an experienced and objective. A leader willing to take on the City's toughest challenges. He has demonstrated a willingness to do this while not playing favorites and representing the best interests of our community. Make us proud by providing your support for City Manager Al Childress.

Respectfully,

Roger

United We Stand, Divided We Fall

It has been a rough couple of weeks at Key West City Hall.

The culmination has been the surprising recent revelation that our elected leaders believe the City needs to replace Key West City Manager, Albert Childress, after 14 months of a 4-year contract.

For those not following City Hall, Mr. Childress was hired and began work in April 2023. Mr. Childress was selected via a professional search on the recommendations of a City Commission appointed Selection Committee comprising respected and experienced City Leaders. By all indications, bringing in Childress appeared to be an exceptional find based on qualifications, 35 years, professional experience with 25 years in senior governmental executive roles in South Florida and education including multiple graduate degrees in business and public administration.

Ironically, Mr. Childress was recently evaluated where a super majority of our elected leaders gave him glowing accolades. His accomplishments included strong support for public safety (police and fire), emphasis on a cleaner City, a focus on communications and informing the public and setting standards for staff accountability for responsiveness to residents. He has streamlined monthly City Commission meetings, hired an experienced Human Resources Director, completed successful labor negotiations, while fully engaging with the community. His community engagement has included invitations to groups to present at City Commission meetings and attendance and speaking engagements at numerous community meetings.

Suddenly, with some very tough situations and decisions, a narrative has evolved with criticisms such as: too regimented and authoritarian, a big City mentality, moving too fast, morale issues, and losing our best/brightest. To date, there has been a lack of substantive evidence to support his removal. To almost anyone on the outside, the appearance of this proposed action is an ill-timed knee jerk reaction as we enter the thick of Hurricane Season and approve the City's fiscal 2025 annual budget.

Our excellent local media sources including social media appear to point to a strong community sentiment in support of City Manager Childress despite a small vocal minority. For example, our own Keys Citizen have labeled the removal with a Jeer and our community pulse, the Citizens Voice, has come out in support of Mr. Childress 15-1 to date and counting. As far as one can tell, Mr. Childress's propensity to embrace change, particularly bringing sunshine to local government, allowing a resident vote on financing options, and his perseverance to tackle legacy internal problems related to control over future development, among other items has brought us to this day of reckoning.

And all this is happening in lightning speed in the dead of summer with a hastily called Special City Commission Meeting on the eve of the largest turnover of elected policy makers in recent City History.

As of this writing, the future is uncertain. All we can ask for come Wednesday is a venue welcoming open minds and public input, a thoughtful and thorough discussion and evaluation of the facts and circumstances, and a respectful dialogue and decision. I am hoping that this process will place the best interests of All Residents first. For in the end, I believe we can be united by the love we all share for Key West. I choose to believe these are the times when we are at our best.

Roger McVeigh

Roger McVeigh
627 Simonton Street
Key West, FL 33040
Mobile: 305-394-7555

“Democracy, government by the People for the People”

Abe Lincoln, Gettysburg Address

“Never doubt that a small group of thoughtful committed citizens can change the world; indeed, it’s the only thing that ever has.”

Margaret Mead



Amanda Arencibia

From: Keri O'Brien
Sent: Monday, June 24, 2024 4:33 PM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] Special Meeting - City Manager
Attachments: 2024 City Managers Combined Score.pdf

From: Julie <julesb304@gmail.com>
Sent: Monday, June 24, 2024 3:28 PM
To: Teri Johnston <tjohnston@cityofkeywest-fl.gov>; Jimmy Weekley <jweekley@cityofkeywest-fl.gov>; Clayton Lopez <clopez@cityofkeywest-fl.gov>; Samuel Kaufman <skaufman@cityofkeywest-fl.gov>; Mary Lou Hoover <mlhoover@cityofkeywest-fl.gov>; Lissette Carey <lissette.carey@cityofkeywest-fl.gov>; Billy Wardlow <bwardlow@cityofkeywest-fl.gov>
Cc: Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] Special Meeting - City Manager

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon Mayor and Commissioners,
I am writing to express my firm disapproval of the attempt to fire our current City Manager, Al Childress. After just over a year of investment, and at a critical time, this would be a disaster for our community.

Upon hearing about this meeting, I reviewed the Performance Evaluation from the April meeting, as well as all of the individual evaluations and comments. I see nothing in those notes and evaluations that should result in his firing. I am aware that Mr. Childress has worked to implement policies and procedures, which I believe are crucial to a well-functioning work environment. I am also aware that he has ruffled some feathers with some of his policies and procedures. These items were mentioned in the evaluations, and all but one Commissioner graded with an average less than 3 (Carey), and noted a need for significant improvement. Giving someone a 3 or higher on their evaluation, and then calling for their firing, is quite curious. (I've attached the summary of scores to this email for ease of reference.) What has changed in the 2 months since these were written? Did these Commissioners not take the evaluation seriously and provide proper feedback? I do see several references in the evaluations to his relationship with the City Attorney, who we are all well aware is pulling extremely long hours. Is there more to this that citizens should be made aware of? I would be more concerned if Mr. Childress had not ruffled any feathers in his first year! Perhaps those with ruffled feathers are the ones who need to be more flexible rather than pushing out Mr. Childress.

Unless I have overlooked it, it seems that Mr. Childress has not been provided with clear directives and goals for his employment. Nobody should be removed from their position when they have not been provided these goals, and the opportunity to meet them. If Commissioners do not respect and value the evaluation process, then you cannot expect the person being evaluated to make improvements...it is part of the process, and these procedures are necessary and valuable.

I read the memorandum Mr. Childress provided the Commission, and it is clear he has faced a lot, and accomplished a lot, in just one year. He seems to have balanced quite well getting out in the community with his work inside City Hall. You all know as well as I do that learning and being considered part of this community takes more than a year. I cannot imagine being expected to make more impact without clear directives that are created in unison by the City Commission and Mayor. I am aware that Mr. Childress has promoted from within, which I believe shows his commitment to the city and the current staff. I know that he has secured grants and located overlooked funds. Fresh eyes are a great thing! I am also certain that he has far too many open positions to fill (through no fault of his own), and firing him now will not help fill those positions. Over the years, I have sent many emails to all levels of employees and elected officials in the City, and I have been impressed with the fact that Mr. Childress has responded both timely and thoroughly.

I have been here for over 21 years now, and we have been through quite a list of City Managers. Yes, we are a unique place, with unique requirements, but we also need to be flexible, and provide proper time and support for a new City Manager. Ousting Mr. Childress as we go into storm season, with no Assistant City Manager, and more than one major department head position vacant, would be a disaster, and, in my opinion, completely unnecessary. I have seen no evidence to the contrary, but please feel free to share.

We have a new Mayor and several new Commissioners coming in who will need to learn to work with the City Manager, and he with them...why not allow this to happen? This push for immediate action, after barely a year in office, seems short-sighted and inconsiderate of our needs as a city. Mr. Childress has invested in this community, and the majority of citizens have expressed grave concerns with this potential removal from his position. You were all elected to represent your constituents and I would hope you will set aside any personal conflicts, and vote accordingly, giving this man a chance to continue to make improvements. There will always be need for improvement, but making this position a revolving door, or putting someone in it simply because they're "from here", is not supportive of the citizens, or the city itself. I also find it curious that the potential appointee for this position, should a vote to remove occur, is not yet made public. Is there a reason for this? Transparency in this process seems crucial and this is a critical piece that should be considered.

Unfortunately, I will be in meetings all day on Wednesday and unable to attend this special meeting (called in the middle of the work day?). I would appreciate responses to my questions.

Ms. O'Brien, please include this email in the public Letters of Opposition.

Thank you,
Julie Brown
301 Grinnell Street

City Commission Performance Evaluation of Albert Childress, City Manager - April 11, 2024

Performance Categories

	Performance Categories									
	Individual Characteristics	Professional Skills and Status	Relations with Elected Members	Policy Execution	Reporting	Citizen Relations	Staffing	Supervision	Fiscal Management	Community
Mayor Johnston	4.00	3.60	4.20	4.20	4.40	4.20	3.40	3.80	4.00	4.00
Vice Mayor Kaufmann	5.00	4.80	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00
Commissioner Carey	2.40	1.80	1.40	1.60	3.00	2.20	2.00	1.60	2.00	2.00
Commissioner Hoover	5.00	5.00	4.80	5.00	5.00	5.00	4.80	4.90	5.00	4.90
Commissioner Lopez	3.40	4.20	4.00	3.40	3.60	4.20	3.40	2.40	3.40	3.60
Commissioner Wardlow	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Commissioner Weekley	3.00	3.20	3.60	3.40	4.00	3.60	3.80	3.40	3.80	3.20
Average Score	3.69	3.66	3.71	3.66	4.00	3.89	3.63	3.44	3.74	3.67

Total Combined Score 3.71

Amanda Arencibia

From: Keri O'Brien
Sent: Monday, June 24, 2024 4:33 PM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] Please vote NO to remove Mr. Childress

From: Patricia Bollinger <patricia@tashmoo.com>
Sent: Monday, June 24, 2024 3:28 PM
To: Teri Johnston <tjohnston@cityofkeywest-fl.gov>
Cc: Keri O'Brien <kobrien@cityofkeywest-fl.gov>; Jimmy Weekley <jweekley@cityofkeywest-fl.gov>; Samuel Kaufman <skaufman@cityofkeywest-fl.gov>; Billy Wardlow <bwardlow@cityofkeywest-fl.gov>; District IV <districtIV@cityofkeywest-fl.gov>; Mary Lou Hoover <mlhoover@cityofkeywest-fl.gov>; Clayton Lopez <clopez@cityofkeywest-fl.gov>
Subject: [EXTERNAL] Please vote NO to remove Mr. Childress

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Mayor and Commissioners:

Please vote NO to the extremely knee-jerk reaction and unthought-through resolution to terminate Mr. Childress as City Manager. There have been no concrete facts to warrant his dismissal. Mr. Childress has been a highly effective manager who has consistently operated with integrity and transparency.

As a constituent, homeowner and full-time resident of Key West, I sincerely ask that you vote NO to remove Mr. Childress.

ATTN: City Clerk Keri O'Brien --- please add my email to the agenda as public comment

Patricia Cooledge-Bollinger
P.O. Box 1738
KW, FL 33041

Amanda Arencibia

From: Keri O'Brien
Sent: Monday, June 24, 2024 4:33 PM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] AI Childress

From: Peggy Broz <peggy_broz@yahoo.com>
Sent: Monday, June 24, 2024 3:30 PM
To: Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] AI Childress

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Keri,

I am very much against terminating City Manager AI Childress at this time. We are coming into a difficult time of year with hurricanes and tourists and tour ships, and it is necessary to have someone experienced in charge. He has always "stepped up to the plate" and done his job professionally. To remove him and replace him with--? could be chaotic, and the effects would ripple up through the Keys.

Please add my email to the agenda as public comment.

Margaret Broz

Law Office Of
MARGARET A. BROŽ
580 Wilkinson Road
Lantana, FL 33462
561-312-3263, 305-743-2222

peggy_broz@yahoo.com

If you are not the intended recipient, please advise the sender immediately by reply e-mail and delete this message and any attachments without retaining a copy. Thank You.

Amanda Arencibia

From: Keri O'Brien
Sent: Monday, June 24, 2024 4:33 PM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] Fwd: City Manager

From: Mary Sheerin <mtsheerin@gmail.com>
Sent: Monday, June 24, 2024 4:02 PM
To: Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] Fwd: City Manager

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Begin forwarded message:

From: Mary Sheerin <mtsheerin@gmail.com>
Subject: City Manager
Date: June 24, 2024 at 3:54:52 PM EDT
To: Jimmy Weekley <jweekley@cityofkeywest-fl.gov>
Cc: Arlo Haskell <arlohaskell@gmail.com>, Monica Haskell <monica@electmonicahaskell.com>

Dear Commissioner Weekley,

I'm astonished at the effort by several Commissioners to peremptorily fire our well functioning, professional & recently selected [following an extensive & costly search] City Manager, Al Childress. No egregious action on his part has been cited for such an unprecedented, unwarranted effort. Moreover, the Commission is about to change a majority of its personnel. A move such as this requires close examination by neutral parties, with supporting data available to the public. And, obviously, the opportunity to hear from the Manager himself. One cannot but suspect this late & extreme effort is related to shaping City governance to suit the interests of the outgoing commissioners, not to allow the new Commission to follow its own path of leadership. It is an effort to circumvent the commonweal in favor of private preferences, whatever they are. The Manager, hardly a year in place, has had no stain or reason for public rebuke that explains to the people of Key West a reason for the sudden move to strike him from office.

What a terrible stain on your sterling reputation, namely, a highly questionable & unjustifiable action that disregards the best interests of the citizens. Please do not leave this egregiously undemocratic act as the signature of your legacy.

Mary Sheerin
District 6, Key West

Amanda Arencibia

From: Larry Blackburn <photosbylarryb@att.net>
Sent: Monday, June 24, 2024 1:56 PM
To: City Clerk External E-Mail
Subject: [EXTERNAL] Fw: AI Childress

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Larry Blackburn

Larry Blackburn Photography

Key West, Florida

(904) 655-4627

----- Forwarded Message -----

From: Larry Blackburn <photosbylarryb@att.net>
To: Jimmy Weekley <jweekley@cityofkeywest-fl.gov>
Sent: Tuesday, June 18, 2024 at 05:24:34 PM EDT
Subject: AI Childress

Commissioner & Friend

I will be brief...please reconsider your position regarding our City Manager AI Childress. I think that it is a huge mistake to try and terminate him at this time. From what I have seen and heard, people are upset because AI is doing his job and actually being a City Manager. No he is not part of the Bubba System which might actually be a welcome change. Let's see what the new administration thinks. It is not time for AI to go. Thank you for your consideration.

Your friend and forever thankful for what you have given to this city.

Larry Blackburn

Larry Blackburn Photography

Key West, Florida

(904) 655-4627

Amanda Arencibia

From: Keri O'Brien
Sent: Monday, June 24, 2024 1:25 PM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] City Manager

From: Joe Shea <joeshea64@att.net>
Sent: Monday, June 24, 2024 12:14 PM
To: Teri Johnston <tjohnston@cityofkeywest-fl.gov>
Cc: Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] City Manager

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Mayor Johnston:

I am greatly against the firing of City Manager, Al Childress. He has served us well and the proposed firing is without cause. Please vote to retain Mr. Childress as our City Manager.

Please attach this email to the agenda as public comment.

Thank you for your attention to this matter.

Joseph M. Shea
526 Simonton St.
Key West, FL 33040

Amanda Arencibia

From: Keri O'Brien
Sent: Monday, June 24, 2024 1:26 PM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] Opposed to Termination of City Manager

From: Eric Morris <ericmorris.one@gmail.com>
Sent: Monday, June 24, 2024 11:27 AM
To: District IV <districtIV@cityofkeywest-fl.gov>
Cc: Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] Opposed to Termination of City Manager

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good morning,

My name is Charles Eric Morris, and I am the homeowner at 3510 Eagle Avenue and a registered voter. I am also a decorated and disabled combat veteran of 28 years of deployments around the globe.

First, I would ask that you add this e-mail to the agenda at Tuesday's meeting at City Hall in re: termination of the City Manager.

I am writing to voice my vigorous opposition to the proposed immediate termination of the city manager. Ignoring for the moment the appropriateness of the ill-defined reasons underpinning the rush to sever the city's contract with the city manager—which appear to be remarkably fact free at this juncture, and which was preceded by the current city manager received glowing performance reviews from the same commissioners who, weeks later, are behind this legally questionable action—in plain terms, leaving the city without a succession plan to interview, screen, and carefully select a viable replacement candidate as we enter hurricane season, and as four current commissioners are soon to be term-limited out of office, is not management. It is a temper tantrum that will cost taxpayers like me \$100,000 to finance.

Worse, if our current city manager elects to pursue a wrongful termination action, this cost will rise exponentially, and to what end? Where is the egregious performance shortcoming, what unforgivable sin has been committed, that necessitates this irrational and self-inflicted "emergency" at great cost to our tax receipts and potentially to the citizens of Key West, who rely on efficient government services operating at peak capability during hurricane season?

I will be fascinated to watch this play out, and especially to see what "emergency" city manager candidate is proffered by the business interests behind this farcical effort to take control of OUR tax dollars so that they will have a local face who is fully briefed on how things get done down here to facilitate Conch business as usual, where competition is stifled, home rule is rejected, and dollars, not common sense, drive our "planning" efforts.

I will be in attendance at the emergency meeting at City Hall on Wednesday. I will be prepared to speak. And as a concerned citizen, I will continue to hold you professionally accountable for your actions in a responsible manner.

Regards,

C.E. Morris, LCDR(ret), USN
757.581.4811 (M)

Amanda Arencibia

From: Keri O'Brien
Sent: Monday, June 24, 2024 1:26 PM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] City Manager Childress

From: Charles E. Hewett <chuck.hewett@gmail.com>
Sent: Monday, June 24, 2024 11:19 AM
To: Clayton Lopez <clopez@cityofkeywest-fl.gov>
Cc: Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] City Manager Childress

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Clayton,

Albert Childress is doing an excellent job as our City Manager. The effort to remove him is totally unwarranted and would be a black mark on our City for years to come. Please support his continued role as City Manager and vote against the effort to remove him.

Mr. O'Brien, Please attach this email to the agenda for the June 26 Commission Meeting as public comment.

Thank you both,

Sincerely,

Chuck

Charles E. Hewett
410 Louisa Street

Amanda Arencibia

From: Keri O'Brien
Sent: Monday, June 24, 2024 1:27 PM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] Emergency session re: City Manager

From: Eliza Lewis <elizalewis111@gmail.com>
Sent: Monday, June 24, 2024 10:44 AM
To: Jimmy Weekley <jweekley@cityofkeywest-fl.gov>; Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] Emergency session re: City Manager

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Mr. Weekley,

As a resident of district one, I would like to register my objection to the move to dismiss the current City Manager without cause.

I find it shocking that you and others have chosen to initiate this process during the height of summer (when many full time residents are out of town) and just months before timing out of your elected position.

Please do not handcuff the city of Keys West with an expensive and abrupt dismissal of City Manager and with NO SUCCESSION plan in place.

The time for evaluating the effectiveness Al Childress was during the annual review process. Citizens of Key West need and deserve a vetted City Manager.

Please don't burn the island down on your way out.

Eliza Lewis
809 Eaton Street

Sent from my iPhone

Amanda Arencibia

From: Keri O'Brien
Sent: Monday, June 24, 2024 10:43 AM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] "Special Meeting" 6/26 at City Hall
Attachments: 2024 City Managers Combined Score-1.pdf

From: Joy Taylor <jbt22ster@gmail.com>
Sent: Monday, June 24, 2024 10:40 AM
To: Billy Wardlow <bwardlow@cityofkeywest-fl.gov>
Cc: Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] "Special Meeting" 6/26 at City Hall

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Wardlow:

I am deeply concerned about this meeting re: our City Manager, Al Childress. Attached find his Performance Evaluation, entered into the minutes of City Commission meeting of April 11, 2024. It was Item #7 on the Consent Agenda at that meeting and appears in those minutes as "Passed Enactment No: Res 24-072."

There is nothing in this Performance Evaluation (conducted at the end of his first year with our City) that warrants this peremptory action! This would leave our City in disarray just as we experience substantial turnover on the Commission and are entering the ever dreaded hurricane season as well.

I urge you to refrain from taking this action. Thank you.

Joy Brown Taylor, 5607 College Road #202, Key West

Amanda Arencibia

From: Keri O'Brien
Sent: Monday, June 24, 2024 10:43 AM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] Fwd: city manager

From: Joanne Tarantino <joanne1kw@gmail.com>
Sent: Monday, June 24, 2024 10:34 AM
To: Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] Fwd: city manager

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

I meant to copy you on this email to Mary Lou Hoover

Joanne Tarantino Wilson
305-304-2012

Begin forwarded message:

From: Joanne Tarantino <joanne1kw@gmail.com>
Date: June 24, 2024 at 8:30:38 AM MDT
To: Mary Lou Hoover <mlhoover@cityofkeywest-fl.gov>
Subject: city manager

Why has no one given any reason to fire Mr Childers! If there is a good reason, like fraud , stealing or racism, tell the citizens. I also might want to ask why the short timer counselors are so desperate to fire him before they leave??????

Joanne Tarantino, CRS

Broker Associate - Berkshire Hathaway Knight & Gardner Realty

305-304-2012

www.kwhomes.net

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Amanda Arencibia

From: Keri O'Brien
Sent: Monday, June 24, 2024 10:44 AM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] Emergency Meeting re: City Manager

From: Eliza Lewis <elizalewis111@gmail.com>
Sent: Monday, June 24, 2024 10:28 AM
To: Teri Johnston <tjohnston@cityofkeywest-fl.gov>; Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] Emergency Meeting re: City Manager

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Mayor Johnston,

Please register my disapproval of the attempt to fire the City Manager on short notice, without cause, and after an overwhelming positive annual review.

One must ask why such a sudden action is being initiated just 4 months before elections and while so many KW residents are on vacation and not focussed on what's going on at home.

Outgoing commissioners should not handcuff the city by leaving citizens without a City Manager and with no succession plan.

Please enter my disapproval of this move in the city records.

With Kind regards,
Eliza Lewis

Sent from my iPhone

Amanda Arencibia

From: Keri O'Brien
Sent: Monday, June 24, 2024 10:45 AM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] meeting -Al Childress

From: katieprentice@juno.com <katieprentice@juno.com>
Sent: Monday, June 24, 2024 10:16 AM
To: Mary Lou Hoover <mlhoover@cityofkeywest-fl.gov>
Cc: Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] meeting -Al Childress

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

To: Commissioner Hoover
From: Katharine Prentice, 3 Sunset Key Dr., Key West, FL

Dear Commissioner Hoover:
Please vote No to the proposed termination of the contract of City Commissioner Al Childress. The termination is without cause.

Please attach this email to the agenda as public comment.

Amanda Arencibia

From: Keri O'Brien
Sent: Monday, June 24, 2024 10:45 AM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] City manager Al Childress

From: Michael Werner <michael.werner@sunbeltrentals.com>
Sent: Monday, June 24, 2024 10:14 AM
To: Jimmy Weekley <jweekley@cityofkeywest-fl.gov>
Cc: Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] City manager Al Childress

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Keri O'Brien, please attach this email to the agenda as public comment.

Commissioner Weekley,

I am a homeowner on Eagle avenue. I have lived here since 2006.

Your disapproval of our city manager and the calling of this emergency meeting has no semblance of professionalism and I **disagree with the idea of firing him immediately**. I hope you will take a more fully transparent approach to airing your grievances.

Over the years, I have witnessed the city council act rashly and irresponsibly, at great cost to our operational integrity and proper use of tax payer dollars. This egregious behavior by yourself and commissioners Carey, Lopez and Wardlow must stop. This is not the type of checks and balance government of which you are expected to uphold. If you have grievances, fine. Air them transparently and professionally.

Al Childress has my support 100%

Respectfully,

Mike Werner | Sunbelt Rentals, Inc. | PC352 Branch Manager
5565 Second Avenue, Key West, FL 33040
T: 305-296-2617 | F: 305-296-2619 | C: 305-394-7629
Michael.werner@sunbeltrentals.com

Amanda Arencibia

From: Keri O'Brien
Sent: Monday, June 24, 2024 10:45 AM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] City Manager

From: Charlotte Ording <charlotteording@gmail.com>
Sent: Monday, June 24, 2024 9:51 AM
To: Samuel Kaufman <skaufman@cityofkeywest-fl.gov>; jweekly@cityofkeywest-fl.gov <jweekly@cityofkeywest-fl.gov>; Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] City Manager

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Commissioners-

The proposal to terminate the City Manager is making the Commission look foolish. It will leave the city without leadership during the budget season and hurricane season. It will be costly for your constituents. It will make it more difficult to hire the replacement- would you risk moving to a place where you could be terminated without cause halfway through your contract, after receiving a positive review?

The commissioners who are leaving will be remembered not for their fine service but for the chaos they caused. Some have said the issue is low morale. This is most likely caused by a city manager who acts as a professional and expects others to do the same. Don't reinforce the lackadaisical ways of the past. Please support a City Manager who is making good things happen in Key West.

Respectfully
Charlotte Ording
1218 Packer Street

Amanda Arencibia

From: Keri O'Brien
Sent: Monday, June 24, 2024 10:46 AM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] Proposed firing of Al Childress

From: Murphy Davis <murphydavis3@gmail.com>
Sent: Monday, June 24, 2024 9:50 AM
To: Keri O'Brien <kobrien@cityofkeywest-fl.gov>; Teri Johnston <tjohnston@cityofkeywest-fl.gov>; Jimmy Weekley <jweekley@cityofkeywest-fl.gov>; Samuel Kaufman <skaufman@cityofkeywest-fl.gov>; Billy Wardlow <bwardlow@cityofkeywest-fl.gov>; District IV <districtIV@cityofkeywest-fl.gov>; Mary Lou Hoover <mlhoover@cityofkeywest-fl.gov>; Clayton Lopez <clopez@cityofkeywest-fl.gov>
Subject: [EXTERNAL] Proposed firing of Al Childress

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear All,

Unfortunately in this day and age when folks are under consideration for firing, spearheaded by two of seven Commissioners, with no accountable reasons for firing, it smacks of the same shenanigans that are happening all over this country. If there are real reasons other than political differences, vendettas etc., it would be appropriate for tax paying citizens to be made aware of those reasons. In our experience Mr. Childress has done a very good job with all of the challenges facing our diverse community. Obviously in today's climate, both politically and environmentally, the challenges are only increasing. We would like to know why some of the commissioners don't believe that Mr. Childress is not up to the role...and who they believe would do a better job.

My hope is that Key West will continue to be a place where reality, fairness, and the desire to do the best for its citizens, is first and foremost.

Thank you for your time and consideration.

Regards,

David Murphy and Blake Hunter

1108 Georgia St.

Key West 33040

Amanda Arencibia

From: Keri O'Brien
Sent: Monday, June 24, 2024 10:46 AM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] Comment: Meeting calling for termination of city manager 6/26

From: Pernell Larsen <perk.larsen@gmail.com>
Sent: Monday, June 24, 2024 9:42 AM
To: Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] Comment: Meeting calling for termination of city manager 6/26

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

As local citizen I object to this termination without cause to the city manager. It is bad governance to terminate a key position without cause nor backup, doing this with many commissioners changing soon is silly, My hefty taxes paid for city services would also be wasted in this action., Table this action and proceed (if truly needed) in a responsible venue.

--
Perk Larsen
1305 Reynolds St
Voice Mobile Tel 561.445.7805

Amanda Arencibia

From: Keri O'Brien
Sent: Monday, June 24, 2024 10:46 AM
To: Amanda Arencibia
Subject: Fw: [EXTERNAL] support for Key West City Manager

From: rosi ware <rosiware@gmail.com>
Sent: Monday, June 24, 2024 9:41 AM
To: Teri Johnston <tjohnston@cityofkeywest-fl.gov>; Mary Lou Hoover <mlhoover@cityofkeywest-fl.gov>; Keri O'Brien <kobrien@cityofkeywest-fl.gov>; Billy Wardlow <bwardlow@cityofkeywest-fl.gov>; Jimmy Weekley <jweekley@cityofkeywest-fl.gov>; Samuel Kaufman <skaufman@cityofkeywest-fl.gov>; Clayton Lopez <clopez@cityofkeywest-fl.gov>; District IV <districtIV@cityofkeywest-fl.gov>
Cc: rosi ware <rosiware@gmail.com>
Subject: [EXTERNAL] support for Key West City Manager

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Commissioners:

I was very disappointing to learn that some of you want to oust our City Manager without cause. In all my dealings with him he has been the ultimate professional, very cordial and passionate about Key West.

I was thrilled when you hired him and learned about his thoughts and plans for our beautiful unique city. He is just what the city needs going forward; I urge you to keep him to allow him to perform the job you hired him to do.

The timing of this also seems very odd...in the middle of Hurricane season, months before 4 of you are termed out, without any back-up or succession planning...it does not smell right at all.

Please listen to your constituents before making any rash decisions.

Yours,

Rosi Ware

3314 Northside Drive #41

Key West

Amanda Arencibia

From: Keri O'Brien
Sent: Monday, June 24, 2024 8:46 AM
To: Amanda Arencibia
Subject: FW: [EXTERNAL] City Manager Childress

-----Original Message-----

From: Jackie Hewett <jkh915915@gmail.com>
Sent: Monday, June 24, 2024 8:39 AM
To: Clayton Lopez <clopez@cityofkeywest-fl.gov>
Cc: Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] City Manager Childress

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Mr Lopez,

I am writing to oppose any effort to remove City Manager Childress from his position. I believe he is doing a great job for Key West and any effort to remove him is unwarranted.

City Clerk O'Brian please attach this email to the agenda for the upcoming meeting on June 26th as a public comment.

Sincerely,
Jackie Hewett

Jacqueline K. Hewett
410 Louisa Street
Key West, Florida 34040

Jkh915915@gmail.com

Amanda Arencibia

From: Keri O'Brien
Sent: Monday, June 24, 2024 8:47 AM
To: Amanda Arencibia
Subject: FW: [EXTERNAL] Please Oppose the Firing of City Manager Al Childress

From: Kim Pederson <kap@editheads.com>
Sent: Monday, June 24, 2024 8:18 AM
To: Clayton Lopez <clopez@cityofkeywest-fl.gov>
Cc: Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] Please Oppose the Firing of City Manager Al Childress

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Mr. Lopez,

I'm dismayed that two commissioners have asked the commission to terminate our City Manager without cause. From what I understand, he has been doing an excellent job and does not deserve such treatment. The attempt to remove him without providing a reason or justification smacks more of a personal vendetta than an action taken in the best interests of the city and residents of Key West. The fact that the action is being requested without measures taken to install an interim city manager and no succession plan is ill-conceived and irresponsible and the current and potential financial costs to the city of this action unacceptable. Please vote no to this request.

City Clerk: Please include this email as a public comment to the agenda for the special meeting.

Kim Alan Pederson
EditHeads
+1 (305) 998-4665
+1 (781) 727-7984 (mobile)
kap@editheads.com

The simpler you say it, the more eloquent it is. ~ August Wilson

Amanda Arencibia

From: Keri O'Brien
Sent: Monday, June 24, 2024 8:47 AM
To: Amanda Arencibia
Subject: FW: [EXTERNAL] June26 Emergency Meeting

-----Original Message-----

From: Lisa Menditch <lmenditch@mac.com>
Sent: Monday, June 24, 2024 8:01 AM
To: Teri Johnston <tjohnston@cityofkeywest-fl.gov>; Jimmy Weekley <jweekley@cityofkeywest-fl.gov>; Samuel Kaufman <skaufman@cityofkeywest-fl.gov>; Billy Wardlow <bwardlow@cityofkeywest-fl.gov>; District IV <districtIV@cityofkeywest-fl.gov>; Mary Lou Hoover <mlhoover@cityofkeywest-fl.gov>; Clayton Lopez <clopez@cityofkeywest-fl.gov>
Cc: Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] June26 Emergency Meeting

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear City Commissioners,

Don't do it!

Firing Mr. Childress without cause is senseless. Show us the hard evidence.

Lame duck commissioners making a decision of this magnitude is senseless.

The individual(s) influencing commissioners to make this decision needs to be called out. The lack of transparency in this situation is appalling. Citizen trust in your work is a valuable asset and you are on the brink of losing it.

Again, don't do it! Please.

Lisa Menditch

1701 Patricia Street

Key West, FL 33040

Sent from my iPad

Amanda Arencibia

From: Keri O'Brien
Sent: Monday, June 24, 2024 8:47 AM
To: Amanda Arencibia
Subject: FW: [EXTERNAL] Fw: please do not fire Al Childress

From: Robert S. Gold <robertsgold@gmail.com>
Sent: Monday, June 24, 2024 7:53 AM
To: Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] Fw: please do not fire Al Childress

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Ms. O'Brien:

Please include my remarks below as public comment at Wednesday's meeting.

Thanks.

Robert S. Gold

(847) 724-8376 <tel
RobertSGold@gmail.com

----- Forwarded Message -----

From "Robert S. Gold" <robertsgold@gmail.com>
To "Clayton Lopez" <clopez@cityofkeywest-fl.gov>
Date 06/23/24 16:27:02
Subject please do not fire Al Childress

Clayton:

As your loyal constituent and friend for sixteen years, I am sad and dismayed at your public support of terminating the contract of City Manager Al Childress. We need stability, not chaos, with four new faces on the dais this fall, critical bond issue questions, and important policy decisions that can change the course of our beloved community. **I implore you to leave this important decision to the next Commission when it is fully constituted, and depart with your otherwise honorable legacy intact.**

Thank you for your thoughtful reconsideration of this action.

Bob

Robert S. Gold

(847) 724-8376 <tel
RobertSGold@gmail.com

Amanda Arencibia

From: Keri O'Brien
Sent: Monday, June 24, 2024 8:47 AM
To: Amanda Arencibia
Subject: FW: [EXTERNAL] Do not fire City Manager!

-----Original Message-----

From: marniepa2kw@gmail.com <marniepa2kw@gmail.com>
Sent: Sunday, June 23, 2024 6:29 PM
To: Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] Do not fire City Manager!

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Please add this to agenda.

Marnie Ramsey
113 Front St # 305
Key West. 33040

Amanda Arencibia

From: Keri O'Brien
Sent: Monday, June 24, 2024 9:27 AM
To: Amanda Arencibia
Subject: FW: [EXTERNAL] City manager

Here's one more,thanks.

From: David Lebwohl <djlebwoh@gmail.com>
Sent: Monday, June 24, 2024 9:09 AM
To: Mary Lou Hoover <mlhoover@cityofkeywest-fl.gov>
Cc: Keri O'Brien <kobrien@cityofkeywest-fl.gov>
Subject: [EXTERNAL] City manager

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Vote no on terminating the city manager. A plan is needed if there is to be a change....Please keep the city manager and vote no on the firing.

David J Lebwohl MD
resident Key West