

City of
Jacksonville Beach
City Hall
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Jacksonville Beach
FL 32250
Phone: 904.247.6268

www.jacksonvillebeach.org

July 7, 2022

VIA EMAIL ONLY

Ms. Anne Maxwell
WJXT
4 Broadcast Place
Jacksonville, FL 32207

RE: PRR #22-070B

Dear Ms. Maxwell:

I am following up on the email you received from City Manager Mike Staffopoulos in late May regarding your questions and public records request. From the information I've seen, it appears your story will be aired today. We want to provide the following information for your consideration for inclusion or in response to your story on behalf of the City of Jacksonville Beach.

- As the City Manager has indicated, we take any concerns and accusations of inappropriate behavior in the workplace seriously. The events from three years ago were addressed as soon as we became aware of them by the City's Human Resources Department and with the employee, including a detailed investigation in accordance with our policies. We are committed to creating and maintaining work environments for City employees where all individuals are treated fairly and with respect.
- This situation highlights an ongoing legal issue between the City of Jacksonville Beach and the men and women of the Volunteer Life Saving Corps. The volunteers in the Corps are not City employees; accordingly, we cannot require Corp volunteers to comply with our City employee policies and procedures, including adherence to Human Resource directives, evaluations, and screenings. Those concerns, and the issues surrounding the federal government's requirements related to fair labor standards, have led the City to change our approach to only use paid City lifeguards on the beach starting earlier this year. This allows us to help ensure a consistent level of services that citizens can trust, and processes are in place to help ensure employee accountability.



- We continue to provide training for employees on proper workplace behavior and respect and hold them accountable for their behavior.

Thank you for allowing us to share this information with you.

Sincerely,

Karen Nelson
Deputy City Manager

KNN:ecb