

## CITY OF SATELLITE BEACH, FLORIDA

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Satellite Beach, FL 32937  
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INCORPORATED 1957

January 4, 2019

**RE: Group 2 Offense No. 15: Violation of City's Harassment Policy, Section 3.12**

On December 19, 2018, I walked by one of your employees and overheard her sharing with a co-worker about issues in her work environment. I stopped and addressed both of your staff members at that time and told them that if they had concerns with how they were being treated, I was available to meet with them on the afternoon of December 20, 2018.

On December 20, 2018 I met with both Grace DeRosa and Lisa Davis. For more than an hour they gave me multiple examples of how they are treated by you, their supervisor, on a frequent and recurring basis. The details they provided include the following:

- They are afraid to report to work, as they never know how they will be treated by you.
- You are never wrong and if mistakes happen, it is always someone else's fault.
- They are fearful of situations where you call them into the office, close the door, and then berate them for something.
- Whenever you are upset with them for something, you often give them the silent treatment, and your interactions with them lack civility, including when you simply leave the office with no communication to them.
- They do not feel valued and believe that you do not trust them.
- If they are talking or laughing with another co-worker, you often come over to interrupt and frequently assign tasks as a result.
- Examples were provided of the "busy work" that they are assigned and that they can't take the next step on projects because you have to control it and they are not given the opportunity to learn more.
- They are kept in the dark regarding the tasks you perform and feel unprepared to handle continuity of operations if you are out of the office.
- Lisa said she tries to stay under the radar and described the environment as "walking around with your head down". Grace said that on the days where you treat them in this manner, she knows to stay in her

office as much as possible, and she said that she has actually waited to go to the restroom until Lisa comes into the office, in order to avoid a conflict with you.

- They also both mentioned multiple times that they were afraid of retaliation as a result of coming forward to speak to me.

**Your responsibility as a supervisor is to provide a healthy and safe work environment for your staff, but I find that the conduct described by your employees has created an intimidating and hostile working environment. This is completely unacceptable.**

Based on these findings, you are hereby discharged from employment with the City of Satellite Beach, effectively immediately.

A handwritten signature in black ink, appearing to read 'S. Sherman', is written over the typed name.

Suzanne Sherman, Assistant City Manager  
City of Satellite Beach