



404 West Jefferson Street
Quincy, Florida 32351
www.myquincy.net

Regular City Commission Meeting

Tuesday, January 23, 2024
6:00 PM
City Hall Commission Chamber

City Commissioners

Mayor Freida Bass-Prieto – District IV
Mayor Pro-Tem Angela G. Sapp – District II
Commissioner Dr. Robin Wood – District I
Commissioner Ronte R. Harris – District III
Commissioner Dr. Beverly A. Nash – District V

"An All-American City in the Heart of Florida's Future"



City Commission Meeting
Tuesday, January 23, 2024
6: 00 PM
City Hall
Commission Chamber
AGENDA

Call to Order

Invocation

Joann Kimble

Pledge of Allegiance

Roll Call

Approval of Agenda

Proclamation

Special Presentation

Waste Pro Update

- Loyd Childree, Director of Governmental Affairs Municipal Marketing Manager, Costal Region
- Rick Chancey, Divisional Vice President Coastal Region

Items for Consent by the Commission

1. Approval of the Special Meeting Minutes of November 28, 2023
 - Janice Shackelford, City Clerk
2. Approval of the Special Meeting (2.15 Investigation) Minutes of December 7, 2023 (Transcribed by Milestone Reporting)
 - Janice Shackelford, City Clerk

COMMENTS FROM THE AUDIENCE (3 Minute Limit)

Public Hearings and Ordinances as Scheduled or Agendaed

Public Opportunity to Speak on Commission Propositions – (Pursuant to Sec. 286.0114, Florida Statute and subject to the limitations of Sec. 286.0114(3)(a), Florida Statute)

Resolutions

Reports, Requests, and Communications by the City Manager

3. Approval of Operating Agreement Between Gadsden Renewables and the City of Quincy
 - Robert Nixon, City Manager
 - Regina Davis, Gadsden Renewables

Reports by Boards and Committees

Other Items Requested to be Agendaed by Commission Member(s), the City Manager and Other City Officials

4. Black History Month
 - Freida Bass-Prieto, Mayor
5. Evaluations
 - Freida Bass-Prieto, Mayor

Comments

- City Manager
- City Clerk
- City Attorney
- Commission Members

Adjournment

Title XIX: PUBLIC BUSINESS - Chapter 286 - PUBLIC BUSINESS: MISCELLANEOUS PROVISIONS -
SECTION 0105 - Notices of meetings and hearings must advise that a record is required to appeal.

286.0105 - Notices of meetings and hearings must advise that a record is required to appeal. Each board, commission, or agency of this state or of any political subdivision thereof shall include in the notice of any meeting or hearing if notice of the meeting or hearing is required, of such board, commission, or agency, conspicuously on such notice, the advice that, if a person decides to appeal any decision made by the board, agency, or commission with respect to any matter considered at such meeting or hearing.

Special Presentation

Waste Pro Update
Loyd Childree,
Regional Municipal Manager
Rick Chancey,
Division Vice President

Items for Consent by the Commission

Approval of the Special
Meeting Minutes of
November 28, 2023
Janice Shackelford,
City Clerk

CITY COMMISSION
Tuesday, November 28, 2023
5:04 P.M. (Eastern)

SPECIAL MEETING
QUINCY, FLORIDA 32351

CITY COMMISSION SPECIAL MEETING MINUTES

The City of Quincy City Commission met in a special in-person meeting on Tuesday, November 28, 2023, with **Mayor Freida Bass-Prieto** opening the special meeting up and the following Commissioners present:

Mayor Pro Tem Angela G. Sapp
Commissioner Dr. Robin Wood
Commissioner Ronte R. Harris
Commissioner Dr. Beverly Nash

City Staff and Guests:

Robert Nixon, City Manager
Gary Roberts, City Attorney
Janice Shackelford Clemons, City Clerk
Acting Police Chief Carlos Hill, Quincy Police Department
Jim Southerland Sr., WQTN-13 Administrator

The special in-person meeting was recorded and held in accordance with Florida Sunshine Law. (Note: Digital formatted documents/media are public records.)

Called to Order

Mayor Bass-Prieto called the Special Commission meeting to order at 5:04 pm, following a roll call.

Mayor Bass-Prieto stated that the city manager would like to pull agenda item 3.

Commissioner Wood offered a motion to pull agenda item 3, employee Christmas bonuses.

Mayor Pro-Tem Sapp seconded the motion.

Commissioner	Vote
Mayor Bass-Prieto	Yes
Mayor Pro-Tem Sapp	Yes
Commissioner Wood	Yes
Commissioner Harris	Yes
Commissioner Nash	Yes

The Motion Carried 5 to 0.

Commissioner Nash offered a motion to approve the amended agenda except item #3.

Commissioner	Vote
Mayor Bass-Prieto	Yes
Mayor Pro-Tem Sapp	Yes
Commissioner Wood	Yes
Commissioner Harris	Yes
Commissioner Nash	Yes

The Motion Carried 5 to 0.

Special Items of Discussion

1. Resolution 1452-2023, Road Closure for Christmas Parade
 - Robert Nixon, City Manager
 - Carlos Hill, Acting Chief of Police
2. Resolution 1453-2023, Road Closure for Mistletoe Market
 - Robert Nixon, City Manager
 - Carlos Hill, Acting Chief of Police
- ~~3. Employee Christmas Bonuses~~
 - ~~• Robert Nixon, City Manager~~
 - ~~• Amanda Matthews, Sr. Accountant~~
4. Non-profit Organizations -Toys for Tots and Sorority Request
 - Robert Nixon, City Manager
5. Sec. 2.15 – Investigations and Independent Audit
 - City Commission

Summary of the Discussion by Staff and the Commission

Agenda Item 1: Resolution 1452-2023, Road Closure for Christmas Parade

Acting Police Chief Hill stated that this is a request for road closures for the 2023 Christmas Parade, scheduled for December 8, 2023, from 3 pm until 9 pm.

Acting Police Chief Hill stated that the roads to be closed are Adams Street between East King and East Washington Street.

Acting Police Chief Hill stated that the parade will begin at 6 pm from Wards lot.

Mayor Pro-Tem Sapp offered a motion to approve Resolution 1452-2023.

Commissioner Wood seconded the motion.

Commissioner	Vote
Mayor Bass-Prieto	Yes
Mayor Pro-Tem Sapp	Yes

Commissioner Wood	Yes
Commissioner Harris	Yes
Commissioner Nash	Yes

The Motion Carried 5 to 0.

Mayor Pro-Tem Sapp stated that she would like to consider that next year's parade route begins on highway 90.

Agenda Item 2: Resolution 1453-2023, Road Closure for Mistletoe Market

Acting Police Chief Hill stated that this is a request for road closures for the 2023 Mistletoe Market, scheduled for December 2, 2023, from 10 am until 3 pm.

Acting Police Chief Hill stated that roads that will be closed for the event are West Washington and North Adams Streets, North Madison Street and East Washington.

City Manager Nixon stated that QPD will be on hand if any incidents occur and to support the event.

City Manager Nixon stated that this is a very seasoned event, and the city has always provided support.

Mayor Pro-Tem Sapp offered a motion to approve Resolution 1453-2023.

Commissioner Nash seconded the motion.

Commissioner	Vote
Mayor Bass-Prieto	Yes
Mayor Pro-Tem Sapp	Yes
Commissioner Wood	Yes
Commissioner Harris	Yes
Commissioner Nash	Yes

The Motion Carried 5 to 0.

Agenda Item 4: Non-profit Organizations -Toys for Tots and Sorority Request

City Manager Nixon stated that the board during a CRA meeting voted to approve non-profit organizations.

City Manager Nixon stated that there are some non-profit organizations because of their scope do not qualify for CRA funding because it must be gear towards removing slum and blight.

City Manager Nixon stated that Toys for Tots and Tau Zeta Alumni Chapter of Zeta Phi Beta Sorority Inc do not qualify for CRA funding.

City Manager Nixon stated that staff seeks approval from the Commission to use city funding for these non-profit organizations.

City Manager Nixon stated that the other non-profit organizations will qualify for CRA funding.

City Manager Nixon stated that Toys for Tots are on a strict schedule and needs this funding to acquire more toys such as bicycles for the Christmas season.

City Manager Nixon stated that historically the commission funds the non-profit organizations from its line item.

City Manager Nixon stated that Ms. Matthews and he are looking at ways to fund the line item to accomplish the goal.

Commissioner Nash stated that Toys for Tots requested \$10,000 and Zeta Phi Beta Sorority requested \$5,000.

Commissioner Nash requested clarification on the additional \$5,000 to the sorority.

City Manager Nixon stated that the total funding for the two non-profit organizations are Toys for Tots \$10,000 and Zeta Phi Beta Sorority \$5,000 for a grand total of \$15,000.

City Manager Nixon stated that funds would be transferred from the city manager's budget to the aid to non-profits accommodate the request.

City Manager Nixon directed staff to email the 2023-24 budget to the commission.

Commissioner Wood stated that there needs to be something more concrete about where the money is coming from.

Commissioner Wood stated that it is not from the aid to non-profits in the commission's budget, that line item is zero.

City Manager Nixon stated that the approval of the non-profit organizations must meet the criteria of CRA funding and buying toys does not meet the CRA's condition.

City Manager Nixon stated that the sorority's request does not meet the criteria for removing slum and blight.

Commissioner Wood stated that vetting is needed before placing non-profits on the CRA list to receive funding.

City Manager Nixon stated that each organization completed an application that detailed the scope.

City Manager Nixon stated that upon review Toys for Tots and Zeta Phi Beta Sorority did not meet the necessary scope to be funded by the CRA and would be referred back to the city to fund.

Commissioner Wood stated where will the \$15,000 come from.

Commissioner Wood reiterated that before the commission votes, where will the money come from.

Mayor Pro-Tem Sapp stated that Tau Zeta Phi Beta was founded over 70 years ago and has committed itself to scholarships among other things throughout the City of Quincy.

Mayor Pro-Tem Sapp stated that this sorority owns property within the city limits, which is economic development and removal of slum and blight.

Mayor Pro-Tem Sapp stated that Tau Zeta continues its community efforts in the City of Quincy and even renamed Porro Street to Zeta Lane and deserves the \$5,000 requested.

Commissioner Harris agrees with Mayor Pro-Tem Sapp comments.

Commissioner Harris noted that Toys for Tots is up against a deadline.

Commissioner Harris stated that Toys for Tots need to be funded separately from the aid to non-profits, because of their yearly commitment to the City of Quincy.

Commissioner Harris stated that if the city manager can locate the \$15,000 to fund these two organizations, he's in full support.

Mayor Bass-Prieto reminded the commission that organizations serving Gadsden County seek funding from other municipalities.

Sr. Accountant Amanada Matthews provided the two GL numbers where funds will be transferred from to the non-profit organization line item.

Commissioner Nash requested that Toys for Tots provide the number of persons served within the City of Quincy.

Commissioner Harris offered a motion to approve the non-profit organizations funding for the Men of Action (Toys for Tots) and Tau Zeta (Zeta Phi Beta Sorority Inc.) in the amount of \$15,000, \$8,000 coming from non-departmental and \$7,000 coming from the city manager's budget.

Commissioner Nash seconded the motion.

Mayor Pro- Tem Sapp stated that she will abstain from voting.

Commissioner	Vote
Mayor Bass-Prieto	Yes
Mayor Pro-Tem Sapp	Did not vote
Commissioner Wood	No
Commissioner Harris	Yes
Commissioner Nash	Yes

The Motion Carried 3 to 1.

Agenda Item 5: Sec. 2.15 – Investigations and Independent Audit

Mayor Bass-Prieto asked now that the parameters have been set, what does the commission do next.

City Attorney Roberts stated that dates and times are needed for witnesses to appear, how long they will need to be available, who will question the witnesses, and what topic will be discussed.

City Attorney Roberts stated that the witness list is extensive, and commissioners are listed as witnesses.

City Attorney Roberts stated that commissioners have legislative privilege, which inherits a conflict.

City Attorney Roberts stated that commissioners and employees have the right to seek legal counsel.

City Attorney Roberts stated that Attorney Deborah Minnis provided him correspondence with her findings, which was emailed to the commission.

City Attorney Roberts stated that many of items the commission wished to investigate have been investigated by Attorney Minnis.

City Attorney Roberts stated that as the presiding officer the mayor along with the commission decides how the 2.15 investigation should proceed.

Commissioner Nash shared with the commission an anonymous letter that was mailed to her.

Commissioner Nash stated that she picked up the letter on her way out of the city.

Commissioner Nash requested a copy of Attorney Minnis correspondence.

Commissioner Nash noted that Attorney Minnis might have referenced in her correspondence that while serving as the interim city manager personnel policy was not being followed and neither were documents available. Commissioner Nash stated Attorney Minnis statement is of great concern to her, if made.

Commissioner Nash motioned for the commission to continue the meeting while she locates the information in Attorney Minnis letter.

Mayor Bass-Prieto stated that everyone should be given an opportunity to review Attorney Minnis' letter before a discussion is had.

Mayor Bass-Prieto recommended sending a copy of Attorney Minnis letter to Attorney Brown because it involves the CRA.

City Attorney Roberts stated that he forwarded a copy of Attorney Minnis' letter to Attorney Brown and requested from Attorney Minnis her availability to answer questions regarding her letter.

Mayor Bass-Prieto pointed out that the most recent anonymous letter was sent to the state attorney office.

Commissioner Wood stated that it appears the correspondence from Attorney Minnis does reference the City of Quincy and the CRA which are separate entities.

Commissioner Harris stated that anonymous letter after anonymous letter will keep the commission engaging in doing nothing.

Commissioner Harris stated that the commission is the biggest supporter of mess and must decide what is relevant.

Commissioner Harris stated that Mr. Nixon cannot award anything, because we all sit on the CRA board and vote on every award.

Commissioner Harris stated that at some point the commission must get back to the city's business.

Commissioner Harris stated that the next step is, number 4 found in procedures in Resolution 1316-2014, the commission by vote to subpoena or otherwise attendance and testimony of witnesses and production of documents as it deems necessary to conduct the investigation.

Commissioner Harris stated that the commission at this point must vote on who is going to be interviewed.

Commissioner Harris stated the procedures are very explicit as to how the questions should be carried out.

Commissioner Harris stated that there are enough anonymous letters that are being dealt with already, let the state attorney deal with the anonymous letters and the commission move on.

Mayor Pro-Tem Sapp quoted Shakespeare's "Oh what a tangled web we weave/When first we practice to deceive."

Mayor Bass-Prieto stated that her concerns are the following:

- Witness Fee, approximately \$25 - \$50.
- Payment of the number of subpoena(s) being served, \$40 -\$80.
- The suggested witness list number is 26.
- Commissioners cannot be a finder of fact when listed as witnesses.
- City Attorney is listed as witness, which means hiring another attorney to take his place. Attorney fee -\$200 - \$300 per hour.
- Commissioners listed as witness's attorney fee - \$200 - \$300 per hour.
- Subpoenas are not enforceable.
- Concern with employee's testifying and not being provided with legal counsel and are not covered by first amendment and the information provided can be used against the employee.
- Stated that a good way to have employees not come together is by having them testify against each other.
- The City Manager's contract and city ordinance prohibits interfering in day-to-day operations.
- Stated that undertaking this action is setting a precedence.
- Asked if this investigation is covered by the city's insurance policy.
- Stated that she looked up how whistleblower should be handled.
- Stated that we are side stepping when it comes to this investigation. City Manager Nixon is the chief operating officer. Attorney Minnis investigated several complaints, and the anonymous letters were sent to FDLE and the state attorney office.

- Stated that the mayor pro-tem has a good idea to allow someone else conduct the investigation.
- Stated that there are agencies skilled and trained to do this type of investigation that the commission is not.
- Stated that there has been a lot of talk about bringing the employees back together and this investigation would not.
- Stated that she never heard what the commission expected to get from this.
- Stated that there are a few alternatives; reprimand, suspense and terminate the city manager.
- Stated that the commission cannot reinstate the police chief.
- Stated that to conduct the investigation, the commission needs to find money.

Commissioner Harris stated that he agrees with the mayor.

Commissioner Harris stated that the 26 witnesses are of great concern.

Commissioner Harris stated that the former police chief was afforded the opportunity to appear before the commission per Florida statute to respond to his termination.

Commissioner Harris stated that a sideline attorney stated before the commission that it had the power to undo the termination.

Commissioner Harris stated that the commission must be clear on the direction its moving.

Commissioner Harris stated that the commission should only address why was the former police chief terminated.

Commissioner Wood read into the record sec.2.15; "The commission may make investigations into the affairs of the city and conduct of any city department, office or agency, and for this purpose may subpoena witnesses, administer oaths, take testimony and require the production of pertinent evidence of any kind".

Commissioner Wood stated that she's trying to understand why the commission is back peddling and not moving forward.

Commissioner Wood stated that the discussion was already made, i.e. the pros, cons, and the attorney advice.

Commissioner Wood stated that 2.15 is outside of day-to-day.

Commissioner Wood stated that the commission has a right to know and that she has some questions.

Commissioner Wood stated that the documents given by the city manager last week have some questions.

Commissioner Wood stated that it may not be necessary to call 20 witnesses.

Commissioner Wood stated that there are two main individuals that should be called.

Commissioner Wood stated that we need to find the money and use it as an excuse.

Commissioner Nash stated that she took an oath, which reads “ I will do solemnly swear (or affirm) that I will support, protect and defend the Constitution and the Government of the United States of America and of the State of Florida, against all enemies, domestic or foreign, and that I will bear true faith, loyalty, and allegiance to the same; and that I will faithfully perform all of the duties of the of Commissioner on which I am about to enter, so help me God.”

Commissioner Nash stated that the commission has already voted.

Commissioner Nash stated that the 26 witnesses were a part of the proposed framework that she brought to the commission.

Commissioner Nash stated that it is up to the commission to decide on the final names to use as witnesses.

Commissioner Nash stated that she also has some concerns.

Commissioner Nash stated that Attorney Minnis’ report referenced her in the fact that there were no documents to confirm a situation that occurred with an employee, which is incorrect.

Commissioner Nash stated that anyone who knows her, knows that she is very detailed and thorough and would have left extensive notes and documentation on what happened and would have connected the dots with city policy, city ordinances, city staff and any other entities concern with the incident.

Commissioner Nash stated that the commission needs to move forward on the 2.15 investigation, with fact finding.

Commissioner Nash stated that she is interested in the facts and what is true.

Commissioner Nash stated that even though the commission supervises three people they have an allegiance to city staff.

City Manager Nixon stated that this long and drawn-out process is detrimental to him and hurtful to his family.

City Manager Nixon stated that he is open to any investigation.

City Manager Nixon stated that he will not sit quietly and allow his name to be slandered and his family impacted in a negative way.

City Manager Nixon suggested that the commission bring up the first question regarding the termination of the police chief and then so forth.

City Manager Nixon pleaded for sake of his family and citizens with the commission to move on with the investigation quickly.

Mayor Pro-Tem Sapp stated that this situation is tearing the commission apart.

Mayor Pro-Tem Sapp stated that she had such high hopes for this commission since the last election.

City Attorney Roberts stated that the commission determines the framework and the order for which you proceed.

City Attorney Roberts reminded that commission that 2.15 is in the city's charter, however, was never used until 2019.

City Attorney Roberts stated that a 2.15 is used in a complaint being lobbied against a commissioner or a department regarding misfeasance or malfeasance.

City Attorney Roberts stated that in this situation the commission must determine the framework.

City Attorney Roberts stated that if there's criminal wrongdoing FDLE investigates and if there's a question regarding ethics the complaint should be sent to the Commission on Ethics.

City Attorney Roberts stated that crimes should be reported to Jack Campbell's office.

City Attorney Roberts stated that the first question should be why Chief Ashley was terminated and reasons to support or not support.

City Attorney Roberts stated that the city manager presented documents to the commission and himself supporting the termination.

Mayor Pro-Tem Sapp stated that let's not make this a long-drawn-out process.

Mayor Pro-Tem Sapp stated that Chief Ashley and his wife deserve to know why he was fired.

Mayor Bass-Prieto stated that her brother works for the police department.

Mayor Bass-Prieto stated that because of her brother's illness, he lives with her.

Mayor Bass-Prieto stated that some of the information presented pertains to dispatchers and she doesn't feel comfortable leading the 2.15.

Mayor Bass-Prieto asked what the goal is.

Mayor Bass-Prieto stated that history has shown why the commission does not conduct 2.15 investigations.

Mayor Bass-Prieto stated that anyone can make a public record request.

Mayor Bass-Prieto stated that she agrees with the mayor pro-tem about using an outside source to investigate.

Commissioner Nash stated that we have an attorney and a report. That attorney needs to appear before the commission to provide the system she used to do the evaluations and take the complaints.

Commissioner Nash stated that she has some serious concerns and if someone is destroying documents and is not kept at city hall, there is a serious problem within our organization.

Commissioner Wood stated that this is not a witch hunt, but a fact-finding investigation.

Commissioner Wood stated that her desire is that QPD is harmonies.

Commissioner Wood stated that she does not place any credence towards anonymous letters.

Commissioner Wood stated that if you don't put your name on it then you are a coward.

Commissioner Wood stated that she respects everyone sitting on the dais.

Commissioner Wood stated that we may not want to call 20 witnesses, however, we must start with the two players in the game, the city manager, and the police chief, if he desires.

Commissioner Wood stated that the city manager gets his direction from the commission.

Commissioner Wood stated that we may not agree with each other on somethings, however everyone sitting on the dais desires the city to be better.

Commissioner Wood stated that she has not looked at Attorney Minnis' letter closely, however that can be dealt with after the investigation concludes.

Mayor Bass-Prieto stated that she is going to conflict herself out, since the investigation involves the police department, and her brother works for the police department in dispatch.

Mayor Pro-Tem Sapp stated that looking in the audience are persons who fought hard for the Mayor Bass-Prieto to maintain her current position.

Mayor Pro-Tem Sapp stated that certainly the mayor owes a certain amount of gratitude to those individuals.

Mayor Bass-Prieto stated that she did not want to violate the code of ethics or step out of line.

Commissioner Harris suggested that until the conflict arises, the mayor should remain the chair over the 2.15 investigation.

Mayor Bass-Prieto stated that she finds investigating her brother's supervisor rises to a conflict.

Mayor Bass-Prieto stated that she would like a legal opinion in this matter.

City Attorney Roberts stated that Commissioner Harris makes a good point to wait until the conflict arises then make the decision to step aside.

City Attorney Roberts stated that the commission can resolve conflicts.

Mayor Bass-Prieto stated that she will stay until a conflict arise.

Commissioner Harris reiterated that the commission is on number 4 of resolution 1316-2014, which states; "The Commission by vote of members may require, by subpoena or otherwise, attendance and testimony of witnesses and production of documents as it deems necessary to conduct the investigation."

Commissioner Harris stated that the commission by vote should have the city clerk at minimum notify Police Chief Ashley and City Manager Nixon that the commission request that they appear before them to serve as witnesses.

Commissioner Harris stated that according to resolution 1316-2014, "witnesses shall be given reasonable notice before their appearance is required."

Commissioner Harris suggested that the city clerk converse with Police Chief Ashley as to his availability.

Mayor Bass-Prieto stated that Chief Ashley should be given ample time to go over the packet of documents.

City Clerk Shackelford stated that she sent the documents to Chief Ashley via email.

Former Police Chief Ashley stated that he did not receive any email containing documents.

Mayor Bass-Prieto stated that 7-10 days is a reasonable time to subpoena the witnesses.

Mayor Bass-Prieto suggested December 7, 2023, at 6:00 pm to conduct the 2.15 investigation.

Mayor Bass-Prieto stated that the city attorney and city clerk would work on getting the subpoenas served.

Mayor Bass-Prieto stated to make certain Chief Ashley receives all the documentation provided by the city manager before he leaves.

Commissioner Nash stated that Attorney Minnis needs to appear before the commission and give her report.

Commissioner Harris stated that he would like to be given any opportunity to read Attorney Minnis' findings.

Commissioner Harris stated that he understands that we want to speak with the attorney, however, she has written her statement.

Mayor Bass-Prieto stated that the majority of what is written in Attorney Minnis letter should be handled at a CRA Meeting.

Mayor Pro-Tem Sapp stated that Attorney Minnis' report speaks on other areas of the city and CRA, the commission is focused on the termination of Chief Ashley.

Mayor Pro-Tem Sapp stated that the commission will bring Attorney Minnis in after the conclusion of the investigation.

Commissioner Nash stated that she has questions regarding Attorney Minnis report because some of it runs a red flag for her in terms of her position as interim city manager and what she knows to be fact.

Mayor Bass-Prieto asked how the commission would set parameters for asking questions.

Commissioner Harris stated that number 9 in resolution 1316-2014 addresses questions of witnesses.

Mayor Bass-Prieto offered a motion to begin conducting the 2.15 investigation on December 7, 2023, at 6 pm, and interview Police Chief Ashley and City Manager Nixon.

Commissioner Harris seconded the motion.

Commissioner	Vote
Mayor Bass-Prieto	Yes
Mayor Pro-Tem Sapp	Yes
Commissioner Wood	Yes
Commissioner Harris	Yes
Commissioner Nash	Yes

The Motion Carried 5 to 0.

City Attorney Roberts stated that Chief Ashley and City Manager Nixon may bring supporting documents with them on December 7.

City Attorney Roberts stated that the supporting evidence can be witnesses.

City Attorney Roberts suggested providing all supporting evidence by December 5.

Commissioner Nash stated that one of things not considered is the status of the city manager during this process and if he needs to be on paid administrative leave.

City Attorney Roberts stated that he would allow the commission to decide, however noted that he is in a contract as the city manager to run the day-to-day.

Commissioner Harris stated that 2.15 provides the commission to conduct fact-finding and caution the commission to stay far away from placing the city manager on administrative leave.

Commissioner Nash stated that she brought this up as a serious concern.

Commissioner Nash offered a motion to place the city manager on paid administrative leave during the investigation and provide an interim city manager.

Commissioner Harris seconded the motion for the purpose of discussion.

Commissioner Harris stated that his contract does not allow for placing him on administrative leave.

Commissioner Harris stated the Commissioner Nash is trying to apply an HR policy to this situation that does not belong here.

Commissioner Harris stated that he's concerned about the adverse legal action we may face if we attempt to go down that road.

Commissioner	Vote
Mayor Bass-Prieto	No

Mayor Pro-Tem Sapp	No
Commissioner Wood	No
Commissioner Harris	No
Commissioner Nash	Yes

The Motion Failed 1 to 4.

Comments from the Audience

Derrick Elias, 233 Cheeseborough Ave, Quincy, FL 32351, provided the following comments.

- Stated that he is confused about what the commission is trying to do.
- Stated that if the police chief feels his firing a retaliatory in nature, there are venues that could take up the matter.
- Stated that the city manager can fire the police chief, because he's the city manager and is allowed to fire the police chief.
- Stated that there are so many moving parts.
- Stated that the only question which seems to be the topic is why the police chief was fired.
- Stated that this is a mess.

Denise Hannah, no address given, provided the following comments.

- Stated that she was tired of this stuff.
- Stated that the citizens are caught in the middle of this mess.
- Stated that she loved the mayor pro-tem's comments on how we are going to fix this bridge.
- Stated that she loves the police chief, and to allow the experts to fix this.
- Stated that a sign should be place along the bridge saying, "closed for repairs."

Paula Phillips, 816 Sunset Drive, Quincy, FL 32351, provided the following comments.

- Stated that she is very tired and frustrated with the new commission that she had high hopes for.
- Stated that it is getting worse and worse.
- Questioned what the purpose of this is.
- Stated that this is just more embarrassment.
- Stated that it seems this has to do with personal agendas and old vendettas.
- Stated that City Manager Nixon is the best city manager the city ever had.
- Stated that she read the documents in the packet and that the city manager is doing his job.
- Stated that there is a commissioner unable to restrain herself from an emotional outburst.
- Stated that the commissioner's behavior is extremely embarrassing.
- Questioned why the commission aren't holding a 2.15 investigation on the commissioner.
- Stated that she continues to be embarrassed.

Millie Forehand declined from speaking.

An adjournment was motioned by Commissioner Wood and seconded by Commissioner Harris at 6:59 pm.

Please Note: The City Commission places the official copies of Commission Meeting Minutes on file with the City Clerk's Office upon approval.

Submitted by Janice Shackelford Clemons, City Clerk

APPROVED:

Freida Bass-Prieto, Mayor, and
Presiding Officer of the City
Commission and the City of Quincy,
Florida

ATTEST:

Janice Shackelford, City Clerk per
Clerk of the of Quincy, Florida
Clerk of the City Commission thereof

Approval of the
Special Meeting (2.15
Investigation) Minutes of
December 7, 2023
(Transcribed by Milestone
Reporting)
Janice Shackelford,
City Clerk

CITY COMMISSION
Thursday, December 7, 2023
6:03 P.M. (Eastern)

SPECIAL MEETING
QUINCY, FLORIDA 32351

CITY COMMISSION SPECIAL MEETING MINUTES

The City of Quincy City Commission met in a special in-person meeting on Thursday, December 7, 2023, with **Mayor Freida Bass-Prieto** opening the special meeting up and the following Commissioners present:

Mayor Pro Tem Angela G. Sapp
Commissioner Dr. Robin Wood
Commissioner Ronte R. Harris
Commissioner Dr. Beverly Nash

City Staff and Guests:

Robert Nixon, City Manager
Gary Roberts, City Attorney
Janice Shackelford Clemons, City Clerk
Acting Police Chief Carlos Hill, Quincy Police Department
Jim Southerland Sr., WQTN-13 Administrator

Krystal Ritchson, Milestone Reporting

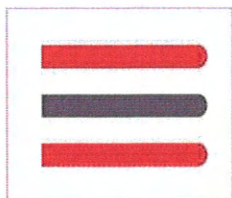
The special in-person meeting was recorded and held in accordance with Florida Sunshine Law. (Note: Digital formatted documents/media are public records.)

This meeting was open to the public. However, the meeting was conducted as a quasi-judicial proceeding, and, as such, the meeting is exempt from public participation under FS Section 286.0114(3)(d).

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TOMORROW'S TECHNOLOGY TODAY



1 INVESTIGATION PROCEEDING PURSUANT TO CHARTER SECTION

2 2.15

3

4

5

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12 DATE: DECEMBER 8, 2023

13 REPORTER: KRYSTAL RITCHSON

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COPY

1 APPEARANCES

2
3 ON BEHALF OF THE CITY OF QUINCY:

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10

11 Also Present: Robert Nixon, City Manager; Ronte R.

12 Harris, Commissioner District 3; Dr. Robin Wood,

13 Commissioner District 1; Freida Bass-Prieto, Mayor;

14 Angela G. Sapp, Mayor Pro-Tem; Dr. Beverly A. Nash,

15 Commissioner District 5; Janice Shackelford, City Clerk

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1 STIPULATION

2
3 The PUBLIC MEETING was taken at QUINCY CITY HALL - 404
4 WEST JEFFERSON STREET QUINCY, FLORIDA 32351 on THURSDAY
5 the 7TH day of DECEMBER 2023 at 6:02 p.m. (ET); said
6 PUBLIC MEETING was taken pursuant to the AGREED UPON
7 RULES OF THE PRESENT PARTIES.
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1 PROCEEDINGS

2 MR. HARRIS: Thank you. Mayor -- Mayor, we
3 have been -- when we first moved forward with 215,
4 it was not contingent upon the cooperation of either
5 the manager nor Chief Ashley. This commission chose
6 -- made a decision to investigate the police
7 department as well as the city manager's
8 office. That investigation can take place without
9 the testimony of either. However, one of them worked
10 for us and has provided us a number of pages and
11 documents. I got two -- two-inch binders here for
12 the documents that I've been combing through. And I
13 understand we got a more organized packet, but much
14 of this is the same information you received almost
15 two weeks ago. I have questions about a lot of what
16 I've seen in this packet. Now we can't subpoena
17 anybody and force them to come and testify. That was
18 one of the issues we discussed, that we don't have
19 that subpoena in power where we can mandate somebody
20 sitting before this commission. However, being that
21 we have been given these documents that's been
22 presented to us much that I have not seen before as
23 a commissioner, but because we entered into the 215,
24 we've now been presented with a lot of day-to-day
25 stuff. And under the 215, I have some questions of



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1 clarity that I would like to either have answered by
2 the manager because he presented those documents or
3 staff who can assist us with getting the answer that
4 we asked for. I think we need to keep in mind that
5 we did not embark upon this 2.15 under the
6 assumption that all parties on both sides were going
7 to participate. This is our investigation. If you
8 go back to our procedures, if -- if you go back to
9 the charge, it says, we may subpoena. We could've
10 done this investigation without subpoenaing anybody.
11 We could've easily just asked for documents as we
12 saw fit to look into it, but I have questions about
13 these documents, and I think we should go ahead and
14 move forward so that we can put this behind us.

15 MS. BASS-PRIETO: You want to put that in?

16 MR. HARRIS: Well, I don't think we need a
17 motion at this point because we're already here.

18 MS. BASS-PRIETO: Can we hear from the other
19 commissioners? That's what I'm saying. Put it
20 before anybody here. The other commissioners says
21 anybody else --

22 MS. BASS-PRIETO: Right. Does anyone else have
23 an opinion?

24 DR. NASH: Yeah, I do have an opinion. I'm --
25 I -- I'm -- I'm a little concerned and confused with



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1 all of this, and some of it is duplicated and none
2 of it is delineated as what's duplicated and what's
3 not in -- in the multiple pieces of information. So
4 I have -- and I got it yesterday at 4:00 to a mayor.
5 And so just like you, I have site problems, and I
6 need time to -- to look at and review, whether it's
7 hard copy or on the computer that time needs be
8 spent by me in terms of digesting and seeing the
9 information. So again, I have concerns about
10 receiving 700 pages at -- at 4:00 on yesterday. We
11 did go into 215 without the -- with -- with the
12 understanding that subpoena power was a maybe. So,
13 I think we need to go forward. I think our
14 community is waiting for us to find out what's going
15 on since we have engaged in this. And they too have
16 questions that probably need to be answered and --
17 or interested in us coming to some type of
18 resolution in terms of this, because it has impacted
19 our community. It's impacted our staff, and it
20 continues to impact our staff given the magnitude.
21 My name is included in some of these documents, and
22 I'm concerned about that because that happened prior
23 to and if I need to give an explanation, I can with
24 documentation. So I think we need to move forward
25 on.

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1 MS. SAPP: Thank you. I think that we want to
2 move forward because we start the process because we
3 stop -- back out now, we're not being fair to
4 ourselves. Our citizens, they want answer. We
5 started the investigation. We went into it, we said
6 we're going to conduct it, and we owe it to our
7 citizens to do so. If when we get into it we start
8 digging around and realize there's more we can
9 handle, we can definitely close and make other
10 suggestions for how to move forward there. But I
11 think we need to go on.

12 MS. BASS-PRIETO: Okay. Well, I -- I hear
13 that the will of the commission. I'm sorry, I
14 didn't see your hand, but I'm going to also include
15 you, please.

16 DR. WOOD: Thank you, Mayor. I agree with the
17 commissioners that we need to move forward with
18 this. I have combed through this on a sleepless
19 night, but I'm ready to move forward. Again, there
20 is no promise that subpoenaed witnesses will
21 actually appear. So we need to understand that we
22 may only have certain witnesses that appear and
23 others that will choose not to. So I -- I am in
24 agreement to move forward.

25 MS. BASS-PRIETO: Okay. I think I've heard the



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1 will of the commission. I've -- I've expressed my
2 concerns, and we shall go forward. All righty. I
3 hereby from being the special meeting of the -- and
4 the explanations of the proceedings. I think you-
5 all have them. Although to this commission we are
6 here for an investigative hearing into the decision
7 by the city manager, Robert Nixon, to terminate the
8 services of Porter Police Chief Timothy Ashley. A
9 motion was made and passed with the City of Quincy
10 Commission -- I'm sorry, that the City of Quincy
11 Commission conducted Section 2.15 investigation into
12 the termination of former Police Chief Ashley. The
13 investigation will be conducted by reviewing any
14 evidence supporting the termination of former Chief
15 Ashley and any evidence contrary to his termination.
16 As such in a previous meeting, we ask city manager
17 and former Chief Ashley to provide a witness list to
18 the city by close of business December 5, 2023.
19 Additionally, they were asked to be prepared to
20 present an addition of the facts supporting their
21 position tonight December 7, 2023. Previously,
22 Manager Nixon presented the commission and former
23 Chief Ashley with documentation supporting his
24 position, which will be included in this
25 investigation. The investigation will proceed as

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1 filed. First, we will ask Manager Nixon to present
2 his statements and any with any documentation of
3 witnesses supporting his position. Following Manager
4 Nixon's statement, have to ask Attorney Roberts
5 since we won't be having his testimony, will City
6 Manager Nixon be able to have a rebuttal?

7 MR. ROBERTS: He can ask to requests, but --

8 MS. BASS-PRIETO: Okay.

9 MR. ROBERTS: -- we did put on the record
10 that the opportunity -- present --

11 MS. BASS-PRIETO: Pardon me.

12 MR. ROBERTS: -- was -- we need to make sure
13 that it's clearly Stated that he has an opportunity
14 to present any evidence or information he has.

15 MS. BASS-PRIETO: Okay. I think I -- I
16 previously covered that, okay? And if he were to
17 present the information, he would present after
18 Manager Nixon completes his present -- presentation,
19 and with the opportunity to present the statements
20 with any documents or witnesses supporting his
21 position. Then after, following Chief Ashley's
22 statement, Commissioner Nixon would be allowed to --
23 a brief rebuttal.

24 MR. HARRIS: City manager?

25 MS. BASS-PRIETO: Yes.



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1 MR. HARRIS: You said commissioner.

2 MS. BASS-PRIETO: I'm sorry. City manager.

3 Excuse me. After the state -- I'm sorry. After the
4 statements from Manager Nixon and former Chief
5 Ashley, if he so chooses, are completed, members of
6 the commission may ask relevant questions to each
7 person. Questions that -- may only be asked
8 pertaining to testimony given tonight and
9 information provided to the commission. Through
10 this investigation it's asked by questions be
11 objective, concise, and devoid of opinion or
12 personal commentary. The commission is asked
13 initial questions in the following order. District
14 one, Commissioner Dr. Robin Wood, District two,
15 Mayor Pro Tem Angela South, District three,
16 Commissioner Ronte Harris, District five,
17 Commissioner Dr. Beverly Nash, District four, Mayor
18 Freida Bass-Prieto. After the judicial questions,
19 commissioners will be given an opportunity for any
20 follow up questions in the same order as before.
21 This is a quasi-judicial proceeding, and as such
22 there will be no questions allowed from the
23 audience. It's asked that both the commission and
24 the audience adhere to the strict rules of the decor
25 with the commission on the objection of court's



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1 order will be allowed to interrupt the speaker who
2 has the floor. It's asked that the audience remain
3 silent through these proceedings, and please
4 understand that failure to do so will result in
5 their removal from this place. Now, if we want to
6 begin, these are my questions, Your Honor. I'll have
7 Attorney Roberts swear in Manager Nixon.

8 MR. NIXON: Would you put this there?

9 MS. BASS-PRIETO: Pardon me?

10 MR. ROBERTS: Raise your right hand. Do you
11 swear affirm the testimony about to give the truth
12 -- the truth, the whole truth, nothing but the
13 truth?

14 MR. NIXON: I do.

15 MR. ROBERTS: Thank you.

16 MS. BASS-PRIETO: Manager Nixon, would you
17 like to proceed?

18 MR. NIXON: Yes, I would.

19 MS. BASS-PRIETO: Okay.

20 MR. NIXON: Thank you. For the benefit of the
21 obvious note, physical watching via social media, do
22 want to recap a couple things. Number one on the
23 initial meeting, I did with a packet of information
24 that I'll describe tonight subsequent to that you
25 received information that contained more detail.



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1 But specifically, there was some employee
2 information in there that not the first packet.
3 That's the only real difference. Tonight, what you
4 have received is summarized version so that you can
5 move through the information easier because this is
6 the information that primarily I relied on in order
7 to come see my conclusion. So, for the -- all
8 again, I'll just quickly recap. According to the
9 City Charter section 3.04 of Item one under the
10 power of the city manager, also, the employee shall
11 serve as the place of the city manager, but the city
12 manager, when he deemed it necessary for the good of
13 the service, makes a suspend in writing with or
14 without a pay or remove any employee under the
15 jurisdiction, except as otherwise provided by law of
16 this charter or rules adopted by the commission
17 pursuant to the Charter. So, if you're looking at
18 -- and that's that first section that you see, the
19 smaller one that begins with the charter on the deck
20 for context, I've also included sections of the
21 Quincy Police Department's general order. These are
22 -- this is the policy procedure manual that the
23 police operate. Section 26-2 IDE reads, the conduct
24 of all members is governed by the administrative
25 policies and procedures of the City of Quincy and

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1 all provisions of state policy include the city's
2 statement on ethics are incorporated herein by
3 reference. General order 40-2 number five points
4 out that the Chief of Police shall have the
5 authority and responsibility for the physical
6 management of the police department in accordance
7 with the City of -- City Code Quincy. The reason
8 why I'm pointing this out is just to highlight the
9 fact that the police department is not a standalone
10 entity. It's a department of the City of Quincy,
11 and in their general orders, they acknowledge that
12 they are subject to the policies of the City of
13 Quincy. The next item specifically references is
14 that the Chief of Police has the authority, but also
15 the responsibility for the physical management of
16 the police department, though, he may have
17 assistance from other established. Ultimately the
18 responsibilities lay with the police chief. The
19 general reporters also highlight a couple of other
20 important notes. It does provides a definition or
21 description of unbecoming conduct. One item is
22 members shall not engage in any willful action or
23 conduct which leads the department's efforts to
24 achieve the goals, values, or beliefs as stated in
25 the mission statement and goal of ethics brings the

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1 spread on the department or impairs the operation or
2 efficiency of the department or any member. Also
3 states that members shall treat supervisory members,
4 subordinates associates, and the public with
5 respect. It also provides the definition for
6 insubordination, a willful refusal by a department
7 of members to comply with a lawful court director
8 written -- written or oral to include both and
9 refusal to obey a proper order, or deliberate
10 failure to carry out an order. And then lastly,
11 general order 20-5 provides correction act -- action
12 justifying dismissal for a continued series of
13 lesser offenses, repetition of serious offenses, or
14 on the first occurrence of certain serious offenses.
15 A member may be dismissed from the department. As I
16 provided in the letter to former Chief Ashley, the
17 reasons for his separation are as follows. Failure
18 to ensure and maintain a functional work environment
19 characterized by high achievement, supportive
20 leadership, respectful subordinates, and a lack of
21 hostility. Two, failure to satisfactory manage
22 financial resources to ensure operational
23 effectiveness and productivity. And three, failure
24 to ensure adherence to the city of Quincy's
25 policies, governing personnel actions and use of



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1 public funds in the QPD's budget. Beginning with
2 failure to ensure and maintain a functional work
3 environment characterized by high achievement,
4 supportive leadership, and respect for subordinates
5 and lack of hostility over time. Under former Chief
6 Ashley's administration, QPD's functioning moral
7 deteriorated significantly. Employees expressed
8 discontent and cited instances of unbecoming
9 behavior and harassment by Chief Ashley and the
10 members of his command staff. Former Chief Ashley
11 stated that he considered employees who disagreed
12 with him as terrorists. When asked if he meant that
13 he said he meant it in the strongest possible sense
14 of the word, which is when I questioned him about
15 the existence of a hostile environment. The next
16 page I'll provide is the summary of the initial
17 complaints. Four QPD employees provided letters
18 against Chief Ashley. Specifically, I did not
19 include one additional letter that was provided by a
20 sergeant who was under IA, who specifically charged
21 discrepancies or disparities in grievance. There
22 were three anonymous letters against former Chief
23 Ashley in one of his assistant chiefs that were
24 submitted. One QPD employee's attorney advised that
25 a pending EEOC complaint against former Chief Ashley

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1 should be inspected. Several complaints of
2 harassment were made against members of Ashley's
3 command staff. And then I provided a reference to
4 the PBA climate survey where 18 to 20 plus four non-
5 command staff law enforcement officers participated.
6 That information you'll find behind that page. So,
7 I'm providing that, again, as the supporting
8 documentation, you'll see a letter from the
9 individual staff members that submit those. And
10 those are with their actual names. Those are not
11 simply the anonymous letters, although those are
12 included as well. I know that you have seen that you
13 can stop me at any time. If you have a question
14 about the hostile work environment information. I
15 think the information provided by the employees, and
16 also confirmed later by the PBA climate survey, is
17 very clear that over a period of time, Chief
18 actually lost the ability to lead his group as to
19 clarify them because of the lack of faith in the
20 administration. Their impression is that there was
21 not enough fairness in the distribution or meeting
22 of discipline or access to promotion opportunities,
23 that there also was failures in communication
24 throughout the organization that remain prevalent
25 through your organization. I did see a hand up.



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1 Mr. May.

2 MS. BASS-PRIETO: I didn't -- correct me if I
3 am wrong but this is not the time to question.

4 MR. ROBERTS: It's if he's offering.

5 MR. HARRIS: Point of order, Mayor. I think
6 that we should stick strictly to the procedures that
7 you outlined at the beginning of the meeting and
8 allow those questions to be asked in the order in
9 which you stated earlier. So, if the manager could
10 continue.

11 MS. BASS-PRIETO: Thank you.

12 MR. NIXON: Okay.

13 MR. HARRIS: Okay. Thank you.

14 MS. BASS-PRIETO: May I?

15 MR. HARRIS: Yes.

16 MS. BASS-PRIETO: Manager Nixon. You may
17 continue.

18 MR. NIXON: So the next section I have is
19 entitled failure to satisfactory manage financial
20 resources and to ensure operational effectiveness
21 and productivity. As stated in QPD General order,
22 the police chief is charged with authority and
23 responsibility of physical management for the
24 organization. Former Chief Ashley routinely fails
25 to adhere to procedure that will ensure compliance



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1 of city of Quincy's policies and state law mandate
2 crime payment to vendors. Former Chief Ashley
3 disregard these policy and procedures, negatively
4 impacted the city's reputation, threatening the
5 likelihood of local small businesses, and limited
6 the operational efficacy of QPD and its staff. With
7 that I've provided to you a copy of the state
8 statute. Chapter 218 financial matters pertaining
9 to the political subdivisions, the local government
10 Prompt Payment Act. I'll highlight for your
11 information that under these procedures for
12 calculations of payment due date. The payment due
13 date for local government entity for the purchase of
14 goods of services, other than construction services,
15 it's 45 days after the specified date in the
16 section. Then also item four thus make provision
17 that if the local entity does not pay within a 30-
18 day period of time, then interest can be assessed at
19 1 percent per month for the unpaid balance. So in
20 this case, the -- the law is very clear in terms of
21 the time frame that the city has to ensure payment
22 along with that I provided to you without any of the
23 city's Prompt Pay Policy, which is based on the 45-
24 days state law to ensure that the City of Quincy
25 does not violate Florida prompt pay law in a 45-day



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1 period for local governments. The City of Quincy
2 finance department has historically strongly
3 encouraged department -- department heads to ensure
4 that invoices are submitted in a timely fashion in
5 order to ensure that they are paid in 30 days
6 provided its terms have been satisfactorily met. As
7 the police chief of the City of Quincy, former Chief
8 Ashley repeatedly failed. There was responsibility
9 to submit invoices for -- from vendors for goods and
10 services in a timely fashion to prevent the city
11 from violating the state comp pay policy.
12 Previously submitted to the commission for review
13 are invoices from various vendors and contractors,
14 which exceeded the 45-day payment period. In some
15 cases, each invoices were held up to six months
16 before they were submitted to the finance
17 department. And I provided a copy of those invoices
18 to you previously. And some of those are here
19 tonight. Over the course of the '22-'23 fiscal
20 year, QPD has had internet services suspended for
21 non-payment, a lease file hazard bin was repossessed
22 for non-payment, and the GPS Fleet Management
23 Service for QBD patrol vehicles was suspended for
24 non-payment. One vendor listed QPD as a cash only
25 customer because timely payments had not been



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1 received. And I -- again, I've provided those for
2 your consideration. You have received those. So
3 this is not new information, but I wanted to connect
4 you directly to the policy in the state law. That
5 is -- that's germane to this particular item. The
6 third item that I present actually in this
7 termination letter alone, a failure to ensure
8 adherence to the City of Quincy policies governing
9 personnel actions and the use of public funds in the
10 PPD budget. Former Chief Ashley authorized new
11 hires often, not completely adhering to City of
12 Quincy or QPD specific protocols. There are
13 instances where employees were allowed start with
14 prior to completion of acquired HR policy or
15 processes in several instances. Interviews and
16 hiring decisions were made and job offers were made
17 without HR being involved in the process to ensure
18 policy compliance. And behind that what I've
19 provided to you is a copy of something else. Okay.
20 All right. So, with that, the first section I cited
21 in that was the use of public funds. So behind that
22 page, the first thing you'll see is the state above
23 that is germane to forfeiture funds. Forfeiture
24 funds are basically funds that are -- that are
25 collected during arrests. The state is very clear



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1 on the disposition of those forfeited funds. The
2 first thing it says is -- you'll see that it says
3 that the seizing agency obtains a final judgment
4 granting forfeiture of the real property or personal
5 property down to item five. You'll see in bold, if
6 the seasoned agency is a county or municipal agency,
7 the remaining proceeds shall be deposited in the
8 special Law Enforcement Trust fund established by
9 the Board of County Commissioners or the governing
10 body of the municipality. And at the bottom of the
11 proceeds and interest may not be used to meet normal
12 operating expenses of the law enforcement agency.
13 Also in the law, if the season agency is a county or
14 municipal agency, the remaining proceeds shall be
15 deposited in a special trust established by the
16 County Commission or the governing body of the
17 municipality. So, the City commission is that
18 governing body that establishes the account. And
19 then item B -- 5B, these funds may be extended upon
20 request by the sheriff to the Board of County
21 Commissioners or by the police -- chief of police to
22 the governing body of the municipality accompanied
23 by a written certification that the request complies
24 with the provision of this subsection and only upon
25 appropriation to the Sheriff's Office or the police



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1 department by the Board of County Commissioners or
2 the governing board of municipality. So, per the
3 Florida statute, there must be a final judgment for
4 the Court's reigning. The funds sentencing agency,
5 the funds shall be deposited in the special Law
6 Enforcement Trust established by the City of Quincy.
7 And then the police chief must request permission to
8 use the funds from the City Commission and provide a
9 written certification on the usages of the funds in
10 compliance to the state law. Next, you'll find
11 information attached regarding that -- this -- this
12 particular item, this is -- it is entitled Corporate
13 Funds and Account, and the observation is where it's
14 followed. There was a memo authorizing the removal
15 of a -- removal of former employees from an existing
16 forfeiture account and adding names. A memo
17 authorizing the creation of the legal account.
18 Funds was provided approximately 21,000 in funds
19 from the original account, which left balance in
20 that account of approximately \$4,000 were
21 transferred to the new account and a cash deposit
22 was made into the new account in amount of \$25,630.
23 Checks were ordered and paid for a from funds
24 deposited in the new account. And for the record,
25 no City department writes his own checks. All

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1 expenditures are paid by check or ACH, which is
2 generated by the finance department. The new
3 account only required one signature instead that the
4 typical two law authorization. There's no record of
5 the City Commission authorizing -- creating of a new
6 special account. QPD does not have final judgment
7 for the majority of the \$25,630 in cash, which was
8 deposited in the new account, which was a big
9 question as to why cash was actually in the hands of
10 the police department and then subsequently the
11 deposited. Now, apparently that had been a
12 longstanding practice. There were some monies that
13 were in the police department's coffers prior to
14 that, but not that were cash, but not in the account
15 that appears to have been done because that they did
16 not receive a final judgment and you could not mix
17 it with the other funds. There is no record of a
18 request. When she asked me for QPD to use the funds
19 being made to the City Commission. And then there's
20 no record of Chief Ashley provided a written
21 certification that the funds will be used in the
22 accordance with state law. These are all
23 requirements. So, with that, I provided you with
24 additional information for your consideration about
25 that particular file.



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1 UNIDENTIFIED SPEAKER: You go out and spend on
2 good and drinks. So you had a good time.

3 MR. NIXON: Also in that section, then I'll
4 add, finally, some of the other questionable hiring
5 practices or decision making that became to remain
6 in the discussion about Chief Ashley, some of the
7 verified observations for number one, former Chief
8 Ashley Wade, psychologically eval -- exam for
9 certain QPD command staff and supervisor. Former
10 Chief Ashley accepted incomplete backgrounds. And
11 there was an allegation that some backgrounds were
12 waived. Former Chief Ashley placed employees
13 without any prior law enforcement supervisory
14 experience in key leadership positions, including
15 the position of assistant police chief. Former Chief
16 Ashley hired an employee as an assistant police
17 chief after the state attorney -- attorney had
18 warned him against it. The state attorney said the
19 employee should not be in law enforcement. The
20 state attorney wrote a letter to the F-D-A-F-D board
21 complaining about this employee within two months of
22 the same assistant chief hiring former Chief Ashley
23 gave him full oversight for all law enforcement and
24 non-law enforcement personnel. Former Chief Ashley
25 also recommended and secure an \$11,500 pay increase



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1 for this assistant chief after only months on the
2 job. And at least two recent court cases where the
3 same assistant chief was involved have been
4 dismissed, apparently due to the Brady-Giglio
5 concerns that were raised by the state attorney. I
6 provide it to you a couple things again with an e-
7 mail HR, which again references the fact that the
8 hiring and recruitment practices that are of the
9 city were not being followed by QPD. Specifically,
10 it references several instances where employees,
11 again, were hired prior to receiving obviously
12 appropriate approval. In one case the candidate had
13 been signed on a previous job, the -- the promise of
14 the employees. And so, he was put on the job. A
15 similar incident happened with a different employee
16 and the HR department made sure to cite that. They
17 also provided direction on how it should be
18 happening. Including that initial officer are
19 purely conditional until candidate has successfully
20 passed all screenings and management has approved by
21 signature they're hiring. The candidate should not
22 report for work. We cannot make promises of
23 employment candidates prior to including the hiring
24 process. And that's department head HR decision
25 manager approval outside of the acquiring of a



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1 candidate when they are available to -- to start
2 hire staff should not engage with candidates
3 regarding them resigning their current job in page
4 of securing a position. And then all personal
5 action forms must be completed in advance of the
6 proposed action. And so again, this was not a one
7 and done incident. This is part of the series of
8 incidents where HR policy -- City of Quincy policy
9 regarding recruitment and hiring was not followed
10 consistently with the information that I've
11 summarized for you. This all contributed to my
12 decision to terminate Chief Ashley. Again, all --
13 in an overwhelming way, it was prompted by the
14 disclosures from specific employees and the
15 conditions who became aware of a bunch of employees
16 who were leaving. You know, in some cases we were
17 told that they were leaving because other
18 jurisdictions were paying more money. And I believe
19 that that is partially true. In other cases when
20 the overriding variables was, there was concern
21 about disparate treatment, retaliation, and then a
22 lack of faith in the leadership and administration
23 of the administration that was in place. I do
24 believe that this is and again, as I said earlier,
25 this is not an indictment of Chief Ashley, his



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1 personality, and his character. This is strictly an
2 analysis of his managerial acumen. But you also --
3 you've also received previously a memorandum where
4 Chief Ashley is, you know -- he worked very hard to
5 understand the budget. Even after two years, he
6 still struggled with his budget. And we do know that
7 based on the budget transfers, that there were
8 instances where things were purchased. And then the
9 monies were not available at the time that the
10 vendors needed to be paid for goods and services.
11 This made it extremely difficult for him to run the
12 department in efficient way, though I do believe
13 that he made his very best effort. Unfortunately,
14 for all of us involved, that effort puts the city in
15 positions of liability that if certain officers did
16 have incidents and the city was sued because of some
17 negligent behavior, some violent act or some
18 impropriety, the city would have been on the hook.
19 It's much like the city is responsible for every
20 financial obligation that every department engages
21 in one of the things that the city does, that cannot
22 happen to the City Commission and the City of Quincy
23 is that we cannot obligate the city for payment of
24 anything without getting the approval in place
25 first. No, that's why we go through the budgeting



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1 process, and we identify those -- many of those
2 things in advance as we can. So, we can ensure that
3 we have money available. That's what this board
4 authorized. The board also at that time authorized a
5 specific organizational structure based on the
6 employees are -- that are present, and with that,
7 it's considerations for salaries. So, when we start
8 to see movement where we see, particularly with the
9 administrators in the in the police department where
10 they receive larger raises, then we have to compare
11 that again, other employees, like dispatchers that
12 at the time were making less than \$15 an hour. So,
13 all these things create dynamics that is hostile to
14 the environment that is unfair as a practice to the
15 employees. And then that I think contributed to
16 some of the difficulty that former chief have.
17 Again, it's for the record, this is not an
18 indictment of his personality. He's an extremely
19 personable man. And I do believe that he did his
20 very best. He did put together a top-heavy team
21 that was not consistent with the goals and ideals of
22 this commission because if you recall the commission
23 -- I also asked that we have more patrol officers on
24 the streets. And what we found was we had
25 administrators put in leadership positions and then



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1 we did not hire the needed officers on the streets.
2 We also were -- final comment about some of our
3 operations. And another example is when former
4 Chief Ashley took over, you had a full complement of
5 dispatchers. Over time we were -- we were in such
6 in need of dispatchers that we had to put
7 supervisory personnel inside the dispatch to provide
8 coverage. So, in essence, you could be paying a
9 lieutenant to operate as a dispatcher for extended
10 periods of -- periods of time. Those are
11 operational inefficiencies, and they're also
12 budgetary problems. And so, with that, I've
13 submitted this information as I was directed in a
14 very concise way. Again, this is not new
15 information, although you got information yesterday
16 at 4:00. Previously, I submitted to you at former
17 Chief Ashley's opportunity to drive his response
18 that night. I provided to you the core elements of
19 the information that was needed for the decision,
20 and I've recounted that for you this evening. Thank
21 you.

22 MS. BASS-PRIETO: You have to questioning
23 portion, Commissioner Dr. Wood?

24 DR. WOOD: Mayor and attorney. I want to go
25 back before questions. One of the things in our



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1 procedures is there is no specific order for
2 questions.

3 MR. ROBERTS: No.

4 DR. WOOD: So any commissioner can ask
5 questions doesn't have to be in a specific order, so
6 I'm going to defer my question until later.

7 MR. ROBERTS: No, that's fine.

8 DR. WOOD: Because it clearly states in the
9 procedures that there is no specific order that any
10 commissioner --

11 MR. ROBERTS: No.

12 DR. WOOD: -- can ask a question. And I -- I
13 would like to defer until --

14 MR. ROBERTS: That's fine with me. And that --
15 go to the next person.

16 MS. SAPP: Mayor Prieto?

17 MS. BASS-PRIETO: I don't have any questions at
18 this time.

19 MS. SAPP: Okay. Okay. Mr. Harris?

20 MR. HARRIS: Guess I can start. Okay. All
21 right. Thank you, Manager Nixon, for the
22 presentation. I don't have a whole lot of questions
23 about the operation, but I do have a number of
24 questions concerning the portions of his termination
25 that deals specifically with areas that we are



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1 responsible for as the commission. I -- I want to
2 go back to the unauthorized forfeiture account and
3 ask -- most of my questions were geared toward Chief
4 Ashley, but he's not speaking. So, I'm going to
5 figure out how to ask a question as best you can, to
6 your knowledge, so that we can get as much
7 information about it as possible. The forfeiture
8 account of the new bank account that was open. When
9 were you first made aware of that account?

10 MR. NIXON: It was shortly after I became city
11 manager. So, it would've been after July 1st and
12 actually took a little over June 29th. I was
13 contacted by the finance department director because
14 she had become aware of an account that she had
15 received the bank account. She was not aware of
16 this account previously. And so, when we received
17 the bank account, then that started inquiry because
18 the finance department had no clue as to where it
19 was coming from. After some investigation, the
20 account was identified, and the source was
21 identified. and then the bank files, which are -- I
22 presented to you information that came directly from
23 the bank. So, this is what the bank had on record.
24 It had the memos. It had the deposits. It had the
25 account for the actual cash that was there. So that



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1 -- that kind of was when I became aware. And as
2 soon as I became aware, we confirmed with police
3 chief finance department, and then we immediately
4 moved to rectify that the comeback into compliance.
5 And that was partially in the direction of the
6 finance department. The reason that it was very
7 important is that this is governed by state law.
8 And it's the chief law enforcement officer that I've
9 kind of -- and they have a -- and the chief has
10 demonstrated that he's well versed in state law. He
11 has cited Florida section 112 on many, many
12 occasions. Then I think that it was not unfair to
13 assume that he understood these law during this
14 account, these type of funds, and then the process
15 by which those months to be used.

16 MR. HARRIS: Thank you. And forgive me, but
17 again, these were questions for Chief Ashley. When
18 you conferred with Chief Ashley, did he make you
19 aware of who he was in conversation with an order to
20 get the account over, who authorized the account, or
21 where those wasn't there?

22 MR. NIXON: No. Those specific questions
23 weren't asked that I was able to make that
24 determination when I got the file from the bank.
25 Which the memos that were authorizing the creation



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1 of the account and to change the names on the
2 existing account. And again, the commission had
3 established an account for QPD where funds were
4 deposited. I believe that that amount was about
5 \$24,000 and some -- some change and in the
6 establishment of the new account. Then you see in
7 the record that 21,000 from the original account was
8 transferred to -- to the new account. But also,
9 there were some name changes, former employees,
10 which is -- which is standard practice. It's not
11 unusual we're taking off of the account. That is
12 the appropriate action. And then the new names were
13 added to the account. Then the second account, the
14 new account, the -- there -- the memorandum provided
15 who would be on that account. Now with that, the
16 memo did not specify some things that I think that
17 all staff may not have been aware of. Like -- for
18 example, if you look through the information, it's
19 very unique in that only one signature was required
20 on the checks. The second thing was the fact that
21 the checks were ordered, and they were paid for out
22 of those specific funds in the new account. So that
23 was a transaction and exchange of funds. And then
24 thirdly with that, the concern was is that the
25 transactions would occur outside of the city's



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1 fiscal framework for managing the funds. So,
2 technically a check could be written and cashed or
3 distributed, and it may have been valued -- it may
4 not have been valued, but it could have been done,
5 and it never would've been observed by the finance
6 department.

7 MR. HARRIS: Thank you. In your conversation
8 with Chief Ashley about the -- the new account that
9 was established, was it ever conveyed to you what
10 the intent of the new account was for being that we
11 already had a - - a -- a -- a forfeiture account
12 already established at that bank?

13 MR. NIXON: No, I don't -- I don't remember
14 Chief Ashley and I having that particular
15 conversation. At the time, the conversation centered
16 around, making sure we came into compliance with
17 state law and city policy. And so, I did not get
18 into a detailed discussion because I understood they
19 were forfeiture funds. And again, I also understand
20 -- understood that according to state law, those
21 funds could be used for very specific purposes. And
22 I also knew that under -- in -- in -- historically,
23 the way the City of Quincy dealt with that was
24 during budget season, because although those funds
25 cannot be used for normal operations of QPD, then



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1 they can be designated for eligible uses, like to
2 pay for a school resource officer, or for training,
3 or things like that. And so those things will be
4 filled out at that time. And then those monies
5 would be monitored by the city, and they would be
6 used for those specific purposes. So, the money
7 never disappeared. It -- it was usually recognized
8 in QPD's budget, and the authorization needed was
9 secured at that particular -- particular time,
10 because departments have to present their budgetary
11 request and how to use the monies.

12 MR. HARRIS: Thank you. Who gave authorization
13 to open a new account at the bank?

14 MR. NIXON: At the time the memo came from the
15 interim city manager, Dr. Nash. Dr. Nash was the
16 Interim city manager.

17 MR. HARRIS: Thank you. Again, forgive me, I'm
18 -- I'm skipping them because these questions were
19 for Chief -- you stated earlier that finance was not
20 a part of the new account opening?

21 MR. NIXON: When I talked to the finance
22 department, the director, and staff, they were not
23 aware of the existence of this particular account.
24 With the information that we received, I did not
25 make an attempt and I -- and I cannot, even with



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1 this information now and a bunch of research. There
2 -- I'm not concluding that there was some
3 intentional malicious act going on. However, there
4 was clearly some impropriety with regards to City of
5 Quincy policy and then state law requirement for
6 certain things to happen. So, you know, my personal
7 opinion, if I may, is that I don't believe that
8 there was specific malicious intent. I don't know
9 if it was simply a comedy of errors, but I do know
10 that the policy was violated, The City of Quincy was
11 compromised, and there was a certain liability
12 assigned to as we've been coming into the client.

13 MR. HARRIS: Are you aware of who actually
14 physically went into the bank and opened the
15 account?

16 MR. NIXON: I do know that former Chief Ashley
17 went into the bank. His signature is on the initial
18 paperwork that was signed. And -- and then
19 additionally, I believe that the account was started
20 with \$100 deposit, but also when we became aware of
21 the existence of the account, the finance director
22 and I visited the local bank and the branch manager,
23 who had been involved in much of this transaction,
24 testified that it was the police command staff that
25 -- that she engaged on the occasion. So, they came



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1 in number to settle the account. She was not clear,
2 but then they later came back asking for the checks
3 and she knew that they could not have checks.

4 MR. HARRIS: Okay. So -- so -- so to act --
5 I'm sustain the course to your knowledge, who
6 physically deposited \$25,630 in cash in the bank on
7 May 11, 2022?

8 MR. NIXON: My understanding would be that
9 former Chief Ashley and members of this command
10 staff went to the bank and deposited a message to
11 transfer funds and also cash in about \$25,630.

12 MR. HARRIS: Thank you. Did finance department
13 have any involvement in the preparation of that
14 deposit That was taken to the bank?

15 MR. NIXON: To my understanding, they did not
16 have any participation in the composition of the -
17 composite of the deposit.

18 MR. HARRIS: Okay. You made -- you made a
19 reference to Florida Statute Chapter 9.32, that
20 deals with how you handle seized property. Had the
21 City of Quincy Police Department received the final
22 judgment from the courts on all cash that was
23 deposited?

24 MR. NIXON: The determination I made to date is
25 that there's no evidence that all of those funds



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1 that received final judgment. And this cash --
2 again, there are records in their forfeiture log was
3 accumulated over the course of many years. And
4 again, there -- I believe there was some rationale
5 for that, but I will say for the record that one of
6 the -- in one of the accounts, one of the
7 considerations was to keep the monies in the QPD
8 locker in order to keep the city administration from
9 spending the funds, specifically the previous
10 permanent city management.

11 MR. HARRIS: And that was -- that statement was
12 made by who?

13 MR. NIXON: Was made by a couple of the
14 staffers. One of them was one of the assistant
15 chiefs.

16 MR. HARRIS: Okay. So today we don't know if
17 the money that's in our forfeiture account that has
18 been since transferred back to the original account,
19 we don't know if the City of Quincy is entitled to
20 even utilize those dollars, because we have not
21 received final judgment from the courts on those
22 property -- on those funds.

23 MR. NIXON: That's -- that's correct. Those --
24 we are currently researching that now staff at QPD
25 has been attempting. There were some -- some pretty



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1 good records on the previous year. Up to this
2 point, it was some information that was a little bit
3 out of order of which was unusual when you keep a
4 spreadsheet and -- and do things in a chronological
5 way. But we are researching that. But the -- the
6 indications now that all the money has not received
7 final judgment, number one. Number two, I don't
8 understand or agree with the approach that QPD had
9 to be responsible for having that much cash on hand.
10 There was also a lot of discussion from members of
11 Chief Ashley's command staff, jokingly how basically
12 it was a big plastic bag full of cash and there had
13 been sticky notes attached to the bag. Almost like
14 someone came -- they come and use some money for a
15 specific purpose, and they'll leave a note, if they
16 like, of the amount used. So those things were
17 described to me by members of Chief Ashley's
18 administration, but almost anecdotally so. Again,
19 the real note for me was to see the bank teller, the
20 listing of the denominations of cash that
21 represented to the bank. And my question to current
22 staff was that -- recently was, if it went through
23 the process with the courts, do they give it back to
24 us in cash? Why would we have cash? Why would that
25 -- they not give it back in a check? But apparently



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1 QPD was in possession of a large amount of cash and
2 that cash is what was deposited in the account.

3 MR. HARRIS: Okay. On 5-17-22, a dividend
4 amount of \$33.05 was deducted from the new account
5 for the purposes of ordering checks?

6 MR. NIXON: Yes.

7 MR. HARRIS: Do we know who ordered those
8 checks?

9 MR. NIXON: I do not know who ordered those
10 checks. I believe that they were ordered at the
11 time that the account was established, which is
12 typically how that is done. So it would've been
13 either Chief Ashley or a member of the command
14 staff, but I don't know specifically.

15 MR. HARRIS: But you can confirm that no one
16 from finance ordered checks?

17 MR. NIXON: Yes, I can confirm that. Matter of
18 fact, they were deluxe checks.

19 MR. HARRIS: Deluxe. All right. Had you had a
20 conversation with Chief Ashley about those checks
21 that were ordered?

22 MR. NIXON: I - I don't remember a specific
23 conversation with Chief Ashley about the - the
24 checks. Although I do remember comments that I made
25 that no department issues their own checks.



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1 MR. HARRIS: So - so you wouldn't know the
2 intended or he never shared the intended purpose of
3 those checks being ordered, and where would they be
4 housed, and what would they be used for?

5 MR. NIXON: No, sir.

6 MR. HARRIS: Okay. All right. Thank you.
7 Inconsistent hiring practices. You -- you mentioned
8 a number of things on 10-4, we received an -- well,
9 you shared with us an e-mail from Ms. Hannigan that
10 raised concerns that seemed to be ongoing because
11 the e-mail states that she's touching bases again
12 regarding recruitment and the hiring process. Was
13 there response from Chief Ashley to that e-mail that
14 she sent on 10-4?

15 MR. NIXON: I don't recall a specific
16 conversation or response to that. I do recall that
17 -- that I participated in discussions where that
18 practice was acknowledged, and then and it was they
19 received direction that they have to adhere to the
20 policy. We knew, for example, there was an instance
21 where QPD leadership wanted to hire a dispatcher
22 from consolidated dispatch in Leon County, and they
23 wanted to offer her a salary of \$60,000 to supervise
24 dispatch, which was which was no - no goal, because
25 it was not in the budget, number one. Number two, I



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1 believe that it would cause a regular discord when
2 you have a \$60,000 supervisor dispatcher and then
3 everybody else at that time, until I raised it, \$15
4 was -- was below that. But that person, generally,
5 in exchange believed that they had a job.

6 MR. HARRIS: That was prior to going through
7 the -- the -- the entire HR process?

8 MR. NIXON: Yes.

9 MR. HARRIS: Is psychological evaluations part
10 of a standard process for hiring police officers in
11 the department?

12 MR. NIXON: Well, there -- there's it is that's
13 not a simple -- it's not a simple answer to that.
14 In one case, yes. The City of Quincy requires a
15 specific thing, the background checks, and then it
16 specifies psychological exam. Now City of Quincy is
17 striving to become an Accredited Agency. That is
18 one of Chief Ashley's goals. Accredited Agencies is
19 -- is -- it is it's mandatory that you perform those
20 psychologicals. We're not quite there. So, from the
21 state's standpoint, they would not hold us
22 specifically liable for not performing the
23 psychological. But the best question that you have
24 individuals in high stress jobs where they have
25 tasers and firearms that have to make split second



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1 decisions, you do want to have some assurances that
2 the person is best equipped to handle those
3 decisions. So, psychological evaluations seems to
4 be something that should be automatic. The other
5 thing it does, it ensures that the City of Quincy
6 has done its due diligence to minimize the
7 likelihood of a bad activity where we would be found
8 liable. But more importantly than we have, we
9 would've better confidence that the people who are
10 engaged in our citizens are fit for duty and the
11 psychological along with the other examination, all
12 attest to an individual's fitness for duty.

13 MR. HARRIS: Okay. Did you have a conversation
14 with Chief Ashley about waiving certain employees or
15 officers' psych eval?

16 MR. NIXON: No. I -- well, I did not authorize
17 them to do that.

18 MR. HARRIS: Okay.

19 MR. NIXON: That happened, I believe most of
20 chief's command staff was -- well, they were already
21 hired.

22 MR. HARRIS: Okay.

23 MR. NIXON: And with the, you know -- by the
24 time that I got on board, so I didn't have that
25 specific discussion with them. I didn't know that



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1 -- that actually happened until later, you know,
2 with different employee issues that became apparent
3 and did employee research that there were -- there
4 were instances where key leaders had not had a
5 psychological exam.

6 MR. HARRIS: Thank you. In a memo that was
7 written to you on July the 27th, Chief Ashley
8 responded to concerns, I'm assuming that you had
9 raised, about background investigation. And the
10 response to one of -- the response to that concern
11 was a particular set officer in the command staff
12 has had backgrounds conducted on him by previous law
13 enforcement agencies, Gadsden County Sheriff's
14 Office, Leon County Sheriff's Office, and others.
15 My question is: Is it standard practice for an
16 agency to use or refer to other agency's background
17 checks in lieu of their own process? Is that
18 something we do with the Quincy Police Department?

19 MR. NIXON: That's not something we do with any
20 department. HR policy is very specific, and HR has
21 a budget to ensure that we have funds. So, we can
22 do many of these checks and they have personnel
23 dedicated to that. And there a format for that to
24 happen. A lot can happen in-between jobs. So,
25 background checks, psychological exams, even though



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1 someone may have had been successful in the past, I
2 believe when they come to the City of Quincy, they
3 should have to meet the same the same rigors and
4 meet the same standards of every other employee.
5 So, under no condition without think that a that we
6 should waive a background check or accept a partial
7 background check or waive in a fitness community
8 exam.

9 MR. HARRIS: Thank you. You mentioned there
10 were command staff members, particularly assistant
11 chiefs who had been assigned that position and had
12 not rose to the rank of Sergeant in any other
13 agency. I - I didn't look through to try to find
14 it, but is that confirmed?

15 MR. NIXON: Yes, that's confirmed. Look at the
16 information provided by the employee and verified
17 that it's clear that there were leaders who had not
18 had any supervisory experience in law enforcement,
19 but they came, and they came into positions of
20 leadership where they left other organizations as
21 deputies or patrol officers. They came, they were
22 hired in QPD for leadership positions. And with
23 that received payment -- the salaries that were
24 commiserate with a new leadership position, even
25 though they had not had specific experience or



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1 education, that would necessarily justify that. And
2 there are some other factors that I believe that
3 Chief Ashley probably consider, but I don't think
4 those -- those factors override expectations of the
5 City of Quincy.

6 MR. HARRIS: Thank you. You mentioned a -- a
7 letter from State Attorney Jack Campbell concerning
8 a member of the command staff. In the letter, it
9 states that he shared, and the letter was to the --
10 the FDLE -- the board. He states that - in that
11 letter he states that he shared his concern with
12 Chief Ashley. Do you know whether or not Chief
13 Ashley were aware of that particular letter that he
14 wrote to the FDLE? Criminal Justice board?

15 MR. NIXON: Yes. Certainly. Chief Ashley was
16 aware of the letter. As a matter of fact, the
17 letter was included in some information that was
18 provided to me on the first day on the city
19 management trial.

20 MR. HARRIS: Okay. Thank you. This was from
21 -- and I'll ask this question as best I can because
22 it -- it -- it -- I -- I guess to get an idea of the
23 thinking behind it, we would need Chief Ashley. In
24 the letter it states since his resignation, the said
25 employee has now taken command level assignment at



1 the Quincy Police Department in Gadsen County.

2 While our office has listed his extensive internal
3 affairs, history in our case management system and
4 has notified his chief of police of his inability to
5 testify in pending cases due to this, he continues
6 to be actively involved in serious investigations.

7 It is my fear and expectation that his involvement
8 will both lead to acquittals or outright prohibit
9 prosecutions due to his contaminating the good work
10 of others. I hope this board will help me protect
11 the integrity of our profession and the victims who
12 deserve justice. Those are some strong comments.

13 So, the question that I'm asking as a commissioner:
14 Have we, as the City of Quincy, our department, have
15 we failed to prosecute anybody because of this that
16 you know of, as of yet?

17 MR. NIXON: I'm aware of at least two recent
18 cases that appeared to have been dismissed because
19 of the involvement of a command staff officer, who
20 had Brady-Giglio concerns specified by the state
21 attorney. So, I received two cases about two weeks
22 ago that had transpired, where the cases were
23 dismissed before they were heard.

24 MR. HARRIS: Thank you. The personnel action
25 form where Chief Ashley and Interim City Manager



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1 Nash, gave an \$11,500 raise to an employee. How was
2 that position funded?

3 MR. NIXON: I believe the -- there were funds
4 were taken from another position. There were budget
5 transfers that were necessary, that amount was an
6 \$11,500 amount. It's a significant amount, so it
7 didn't exist in specific lines. Again, one of Chief
8 Ashley's approach, which was innovative in some
9 ways, was that he looked to build a leadership team
10 first. And so he -- and I -- and it may have been
11 naivety or inexperience, but he would have to rely
12 on funds available in other areas, specifically
13 other positions in order to capitalize online to pay
14 for -- for an increase like that. That is a little
15 bit problematic because over the course of a budget
16 year, you know, you can run short, especially when
17 you didn't plan to have that -- that increase. The
18 other thing is -- is that, you know, when you have a
19 recent hire, you bring them in at a specific salary,
20 and you give them specific job functions, and you
21 hire them at a certain level, then it's expected
22 that you can perform a certain work. In this
23 particular case, the justification included that the
24 employee would have a full oversight of all law
25 enforcement personnel and non-law enforcement



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1 personnel. And so, part of that salary
2 justification was made because the prior assistant
3 chief who had served as the interim chief had left
4 the organization.

5 MR. HARRIS: You mentioned budget transfers and
6 I was on the commission at the time, and I don't
7 remember recalling any budget transfers of that
8 nature. However, to your knowledge, was the finance
9 department a part of that conversation with the
10 increase?

11 MR. NIXON: Not necessarily to my knowledge,
12 but I probably would not have been aware of this --
13 that -- that happened before my time. But what I do
14 know is that the interim city manager was presented
15 with a justification and -- and at some point after
16 the personnel actually formed date, there was a
17 justification as to why the -- the increase was
18 necessary. And it was because this person would be
19 taking over that previous employee's responsibility
20 as well as those that they were hired for.

21 MR. HARRIS: So you're referring to the memo
22 that was submitted on February 31st [sic] after, and
23 it clearly states effective back to January 31st
24 personnel action forms were signed on February 2nd.
25 That's the memo you're referring to with the



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1 justification.

2 MR. NIXON: Yes. Yes. So -- so normally it
3 doesn't -- it doesn't happen in order, but it may
4 have been because the question was asked by
5 leadership to provide justification. HR would have
6 needed that in order to proceed forward. So, in
7 this case, personnel action form was done, and then
8 the memo or the justification was made. I believe
9 it came from former Chief Ashley then to the interim
10 city manager.

11 MR. HARRIS: So in -- nowhere in this was this
12 shared with finance who would have known to make the
13 budget adjustment and present that to the
14 commission?

15 MR. NIXON: Yeah. I'm not aware that -- that
16 would've been presented to finance. I think it
17 should have gone to human resources. And then the
18 person that actually formed would've gone over to
19 finance, that this is the change, the salary change,
20 so please notate that. So that person paid at the
21 appropriate rate.

22 MR. HARRIS: Do you know that that occurred?

23 MR. NIXON: I don't know -- I did not know
24 that.

25 MR. HARRIS: Okay. And I only have a couple



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1 more. In the memo that I mentioned that you
2 received from Chief Ashley on July the 27th of last
3 year. In that same memo, you raised concerns about
4 the use of body cameras, and it was -- his response
5 was that body cameras aren't worn by the
6 administrators. Part of my concern about the
7 response, and I don't know if it -- if it -- it
8 alarms you, but we have been told on a number of
9 occasions in presentations to this commission that
10 because the justification for having a large command
11 staff in such a small department, was that they
12 operated on all boots on the ground system. Meaning
13 administrators would routinely do rank and file
14 duties. Would you say that it put the city at a
15 liability when you have officers or administrators
16 doing rank and file duty, but not wearing the body
17 cameras?

18 MR. NIXON: Yeah. For me as a city manager,
19 that is problematic, because I do -- I have
20 witnessed Chief Ashley's approach when they had
21 crime scenes and he made sure that all his people
22 were in place to work the crime scene, to deal with
23 the crime. In cases where you have specific
24 employees, particularly, for example, you have an
25 assistant chief that has Brady-Giglio concerns with

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1 them not having the ability or credibility to
2 testify in court and not having a body camera to at
3 least provide some kind of record of what actually
4 transpired -- transpired puts us in a liability.
5 Number one with individual -- the individual being
6 in a situation where you had to respond. But two
7 given that they could not testify in court, there'd
8 be no record that could be accepted. A body camera
9 not only protects the officers, but protects the
10 Citizens. And I think that if any officer is going
11 to be engaging actively in the practice of law
12 enforcement where they are interacting with the
13 public and criminal, then body Cameras have shown to
14 be extremely useful to in getting to the truth. So,
15 without that I do believe that we were in the City
16 of Quincy was exposed to significant liability. And
17 there are two types of liability, I want to make
18 sure I point out too, because one in my humble
19 opinion is -- is when the City of Quincy hires an
20 employee and you have a certain knowledge that you
21 ignore, then you take responsibility for that hire.
22 But then you also take responsibility in an ongoing,
23 continuing fashion by maintaining the employee
24 employment. So, the city assumes a liability for
25 hiring a person that they have these specific



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1 limitations, restrictions or problems. And then the
2 longer you keep them employed, they're more likely
3 to put the city in harm's way and expose you to
4 liability. So, I don't think any organization
5 willingly would -- or knowingly would accept that
6 kind of liability, especially in municipality that
7 was -- relies on the trust of the public to provide
8 tax dollars for our youth, number one. And two,
9 they're hoping and expecting, demanding in most
10 cases, that the city provides them qualified law
11 enforcement personnel who are adequately equipped to
12 ensure public safety. So, in my opinion, that was
13 one of the bigger issues with us dealing with crime
14 in the community.

15 MR. HARRIS: In the same memo from Chief Ashley
16 to you, he responded, I guess you raised concern
17 about -- I'm not sure if it was a complaint or
18 something you observed, but he responded with a
19 statement to a concern surrounding one officer
20 arriving on the scene -- I'm sorry, one officer
21 observing an infraction and then calling another
22 officer to the scene to complete, I guess, the
23 arrest or the traffic stop, or whatnot. The
24 response was this. It was common practice for one
25 law enforcement officer -- no, it is common practice



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1 for one law enforcement officer to observe crimes,
2 infractions, and then relay the arrest or traffic
3 stop to another officer. My question, Mr. Manager,
4 is: Under what circumstance would that be necessary,
5 or would that occur in the Quincy Police Department,
6 and does that -- and do it routinely occur -- does
7 it routinely occur?

8 MR. NIXON: I'm not sure how it routinely
9 occurs. I can see it happening in certain instances
10 where it may be part of the training. However, we
11 do know that -- a command staff officer was actively
12 engaged in traffic and law enforcement and did make
13 stops. And we do know that the common practice was
14 -- for in -- another officer to be called to then do
15 the heavy lifting in terms of, you know, taking
16 statements doing the searches, things like that.
17 That became extremely problematic on a couple of
18 fronts. Number one, when somebody has to go to
19 court, if that officer who has the Brady-Giglio
20 concerns in any way or participates in that -- that
21 -- that becomes -- there's a lot of likelihood that
22 -- that case will be compromised. Number two, that
23 practice, if it is done -- is not fair to the other
24 officers who now have to, you know -- you make the
25 stop and now they have to do all of the legwork and



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1 they got to do the report. And then they also got
2 to have to go to Court for that particular case. I
3 remember a conversation with Chief Ashley where he
4 said specifically that that's why he does not do
5 that, because he does not want to have to go to
6 court. So, I don't believe that for Chief Ashley,
7 that that was a common practice for him. But I do
8 believe that there were occasions where specific
9 employees did that in order to prevent the Gigli --
10 Brady-Giglio concerns from being relevant to a
11 particular case. And when they did that, then I
12 think they created a new degree of liability for
13 both themselves, and then for both the case. And
14 again, just recently, we had two cases that were
15 dismissed, and there were other officers that were
16 called to complete paperwork.

17 MR. HARRIS: Thank you. My last question:
18 What is an agency terrorist?

19 MR. NIXON: My understanding in the -- in
20 the conversation with Chief Ashley, and I know that
21 I became aware of this initially when the HR staff
22 participated in a meeting at -- at QPD, was -- and I
23 believe it was with the command staff, and the term
24 terrorist was used on a couple of occasions. And HR
25 staff, you know, was taken aback, and cautioned them

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1 against the use of that -- that term. At a
2 subsequent meeting with the HR staff, with the city
3 attorney, and myself, then I brought that up,
4 because part of the discussion was about these
5 hostile work environments. And in bringing it up,
6 especially in this day and age, these times where
7 terrorism globally is, you know, is rampant and is
8 terrible, and is horrific. The term has a very
9 specific meaning. And so, to me, that term is
10 inflammatory. It's derogatory. And so, when she was
11 asked about that specifically, then he said that he
12 meant that in the most -- the strongest use of the
13 term, that these were individuals within QPD who
14 disagreed with maybe his vision, or his application,
15 or his leadership, or his leadership te -- that
16 these people who were complaining, words like they
17 were lazy were -- were used frequently and in
18 correspondence. Terrorists and agency terrorist
19 were also used. And so, in my opinion that
20 justified, or at least validated, some of the
21 complaints from the rank and file about the hostile
22 environment, because when you're a supervisor, when
23 your leadership viewed you as a terrorist or an
24 agency terrorist, I'm not sure how you supervise and
25 govern their behavior objectively when you have that

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1 strong sense of disdain for them. Now, that is -- in
2 -- in my opinion, that is not acceptable language
3 for any employee. I -- I believe that particularly
4 from leadership, it is damaging. And I do know that
5 Chief and I had an exchange via a memo, where I told
6 him specifically that I believe that this was
7 complicit in employees' views of a hostile
8 environment.

9 MR. HARRIS: But there's no law enforcing
10 the definition of an agency terrorist --

11 MR. NIXON: No.

12 MR. HARRIS: -- that you know of?

13 THE WITNESS: Not to my knowledge.

14 MR. HARRIS: All right. Thank you.

15 MR. NIXON: Thank you.

16 DR. WOOD: Commissioner Dr. Nash.

17 DR. NASH: I just have a few questions and
18 clarification to the manager.

19 MR. NIXON: Yes, ma'am.

20 DR. NASH: In terms of clarifying the
21 forfeiture funds, you stated that you had knowledge
22 of this after you took over the role of city
23 manager?

24 MR. NIXON: Yes, ma'am.

25 DR. NASH: I guess I have a different recall,



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1 because as I remember, we had a discussion on a
2 number of occasions regarding this fund.

3 MR. NIXON: Who did?

4 DR. NASH: You and I.

5 MR. NIXON: Why would you do that when I wasn't
6 the city manager at --

7 DR. NASH: We had one the day that you became
8 city manager. And then the day that I scheduled the
9 first informational meeting with you, it was brought
10 up.

11 MR. NIXON: I have no recall of that. If you
12 remember --

13 DR. NASH: I'm sorry you don't -- I -- I'm
14 sorry that you don't, because that's selective
15 memory. I do.

16 MR. NIXON: Okay, if you remember actually, I
17 had to take over immediately, because the interim
18 city manager, Brooklyn, left. So, there was about a
19 week or two-week period of time when --

20 DR. NASH: We didn't talk?

21 MR. NIXON: We did not talk. As a matter of
22 fact --

23 DR. NASH: Oh, okay. We did not talk on June
24 -- on the day that I picked up my items from the
25 city manager's office?



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1 MR. NIXON: That was not in June. We talked
2 about it. I don't recall any conversation about the
3 forfeiture fund.

4 DR. NASH: Okay.

5 MR. NIXON: So give me some context and maybe
6 jog my memory.

7 DR. NASH: Okay, thank you. And you said that
8 Ms. Cardi (phonetic), the former director of
9 finance, had no knowledge of the forfeiture fund
10 arrangement?

11 MR. NIXON: That was what the finance director
12 communicated at that time, because, again, staff
13 received a bank statement, and staff did not know
14 why they were receiving that bank statement.

15 DR. NASH: Okay.

16 MR. NIXON: Now, later when documents were
17 being provided by the bank, then the finance
18 director's name and signature were on those
19 documents. Now, part of the conversation was with
20 finance staff that the director did not know that
21 she was signing for a new account. She understood
22 that names were being changed on the existing
23 account, and that was evidenced in the memo. The
24 other thing I think that complicates that was that
25 one bank, no matter who changes, they require that



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1 everybody re-signs. And so, signing a new document
2 -- signatory document would not have been unusual,
3 but it was specifically communicated by the finance
4 staff and the finance director herself that she did
5 not know a -- a new forfeiture account.

6 DR. NASH: Well, I won't speak for Ms. Cardi. I
7 rather Ms. Cardi be here to speak for herself, but I
8 would disagree with you on that. She knew. We had
9 conversations about that, but that's -- Ms. Cardi
10 needs to speak on that herself.

11 MR. NIXON: Yes, ma'am.

12 MS. BASS-PRIETO: Part --

13 DR. NASH: Did you have --

14 MS. BASS-PRIETO: Commissioner --

15 DR. NASH: -- performance evaluation?

16 MS. BASS-PRIETO: -- commissioner. I made a
17 point of order on the questioning. I -- I think it
18 was quite clear that it was to the information
19 provided. So, I think we need to be kind of careful
20 where we go with that, because if it is involving
21 commissioners and -- and city managers, I -- I think
22 that the best thing -- the best way to go forward
23 is to ask him questions -- out what information's
24 been provided in these books and --

25 DR. NASH: That was provided. My name was on



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1 the memo -- or the letter sent to make changes to
2 that account.

3 MS. BASS-PRIETO: Well, I will gladly ask our
4 attorney to -- to --

5 MR. ROBERTS: I believe what Dr. Nash was
6 trying to accomplish is to try and get some
7 clarification as to the information provided by the
8 city manager. And the mayor just wants to make sure
9 that he's -- that strict adherence to what the
10 documents are. And so, if you can just seek the
11 balance in both of those things.

12 DR. NASH: My signature, again, is on the memo
13 that went for the forfeiture fund. And again, since
14 he said that he had no conversation about that, I
15 need clarification as to what that meant.

16 MS. BASS-PRIETO: Continue.

17 DR. NASH: Thank you. Do you have a
18 performance evaluation? I didn't see it for the
19 chief. And when was that done?

20 MR. NIXON: I don't have it in this
21 information. We -- I did complete a performance
22 evaluation for Chief Ashley. As a matter of fact,
23 is when I came on board, because performance
24 evaluation hadn't been done for any employees. I
25 directed all department heads to -- first, I



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1 directed HR to come up with formats for a
2 performance evaluation, which they did. They did it
3 for regular employees and for supervisors. All the
4 directors did, though, their employees' evaluation.
5 And then I conducted evaluations for the department
6 heads, and Chief Ashley was one of that. I didn't
7 provide that.

8 DR. NASH: When did you -- when did you perform
9 the evaluation?

10 MR. NIXON: It was not too long after -- I
11 can't remember the exact date after the record, but
12 I do know that it was well before I made the
13 decision to terminate Chief Ashley.

14 DR. NASH: So it was this year or last year?
15 2023 or 2022?

16 MR. NIXON: I believe -- I would believe it
17 ended early in 2023.

18 DR. NASH: Early in 2023, okay. Another item
19 that you have provided information is command staff
20 assistant chief receiving an increase.

21 MR. NIXON: Uh-huh.

22 DR. NASH: And you state you did not think that
23 the finance and HR department were involved in that
24 process?

25 MR. NIXON: Yeah, I had no indication that they



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1 were -- that finance was involved in that. HR
2 would've had to be involved in that process, but in
3 order for the -- the employees to receive the
4 payment, that has to go through the finance
5 department. What they normally would receive is,
6 you know, the personnel action form and some
7 verification that this is the salary to be paid. I
8 don't think the finance department requires that
9 they see the justification for that, because it's
10 not their role to confirm that. That is not
11 necessary for them to execute their responsibility.

12 DR. NASH: Okay. Explain to me again what is
13 personal liability?

14 MR. NIXON: What is --

15 DR. NASH: Yeah, because you mentioned that in
16 -- in part of your comments.

17 MR. NIXON: In terms of personnel liability,
18 I'm not sure. I don't remember exactly where I --
19 how I said that, or if I used that exact phrase.
20 Can you give me -- give me the statement.

21 DR. NASH: Oh, I didn't write down the
22 statement. I just write down the words that you
23 used. So I'd have to go back and listen to the
24 transcription to really find out what -- what --
25 what that is connected to. Many of your documents



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1 submitted have to do with command staff assistant
2 chief. It -- it -- connect the dots for me in terms
3 of, is this under one of your items of your
4 justification, and which one is it?

5 MR. NIXON: If any of the versions that I
6 provided here, it would be under -- I can place it
7 under a number. I can place it under organizational
8 effectiveness, because if you have problems with
9 your leadership specifically, then it translates
10 into problems in the work environment. The -- the
11 information on specific assistant chief
12 responsibilities, that one assistant chief had full
13 responsibility for all law enforcement and non-law
14 enforcement personnel. So, you would have Chief
15 Ashley as the chief of the department, and one of
16 the assistant chiefs there was -- that reported to
17 him handled all activity related to the non-law
18 enforcement and law enforcement personnel. So,
19 examining -- and also, with many of the hostile work
20 environment complaints, then that specific
21 individual, along with the chief, were referenced.
22 So, in terms of connecting the dots for you, that's
23 why they are included -- that information is
24 included in my packet of information justifying --
25 or supporting my decision rather, the termination of



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1 Chief Ashley, because that gave it context. Because
2 again, I can say beyond a shadow of a doubt that
3 every bad behavior was not done by Chief Ashley, but
4 that's not a requirement. He is the manager, the
5 director of the department, and also the
6 responsibility falls on him. So, I do know that
7 while Chief Ashley did not conduct, or -- or
8 execute, or directly coordinate some of the bad
9 behavior, it was his responsibility once he became
10 aware of the issue to deal with, and also to set up
11 a framework that prevented it from happening in the
12 first place.

13 DR. NASH: Okay. In your memo of July 31, 2023
14 to Chief Ashley, you mentioned anonymous letters
15 that was the impetus for your action?

16 MR. NIXON: I didn't look at that --

17 DR. NASH: To put --

18 MR. NIXON: -- I don't think that is the -- it
19 was not the impetus of the action, because I also
20 received specific letters from specific employees as
21 well.

22 DR. NASH: Well -- well, I hadn't finished.

23 MR. NIXON: Oh, okay. I'm sorry.

24 DR. NASH: Impetus for your action to place
25 command chief -- staff assistant chief on



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1 administrative leave. And then you went on to say
2 that was the straw that broke the camel's back, and
3 it was not the sole reason for your decision. How
4 did those anonymous letters provide the impetus
5 score? And were they -- they were in HR?

6 MR. NIXON: The -- I believe that the anonymous
7 letters that you are referring to, those are not the
8 drivers for the action against Chief Ashley. They
9 were the drivers for actions against the assistant
10 chief.

11 DR. NASH: Uh-huh.

12 MR. NIXON: And so I don't believe that it's
13 appropriate to -- to address that specifically.
14 Now, while you have access to that, that information
15 does provide you some context as to some of the
16 interactions that I had to deal with, with Chief
17 Ashley on.

18 DR. NASH: Those letters are in HR?

19 MR. NIXON: I believe they are all in HR. I
20 know that I received letters in the Dropbox at the
21 -- at the city hall. There's a mailbox in the mail
22 room, and letters were -- were placed there. There
23 was also an envelope face -- placed there that
24 actually had a jump drive, and -- in it with the
25 letter on. And I believe that was delivered, yes,



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1 to HR. I'm pretty sure that I did, but I definitely
2 received them myself, and I shared them with the
3 city attorney as well. But again, if I may, while
4 the anonymous letters, you have to be investigated
5 if there's some issue, those were not the
6 determining or driving factors in the action against
7 Chief Ashley, because, again, I don't think it is
8 fair to penalize someone from an anonymous letter.
9 But if you also have access to information that's
10 from specific identified employees, those were
11 considered in the action against Chief Ashley.

12 DR. NASH: Okay. That one's Chief Ashley. You
13 took the state attorney's letter?

14 MR. NIXON: Yes, ma'am.

15 DR. NASH: Why was -- it was dated March 21st.
16 And there was a 13 to 19-month delay in terms of
17 bringing that forth. And did you indicate that as a
18 part of Chief Ashley's performance evaluation, we're
19 talking about his effectiveness with staff, or his
20 ability to deal with personnel issues?

21 MR. NIXON: No, ma'am. Specifically, at the
22 time of the -- Chief Ashley's evaluation,
23 specifically Chief actually had a solid command
24 staff, with at least one individual in particular
25 who was highly qualified, highly competent. And so,



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1 things ran extremely smoothly at that -- at that
2 time under Chief Ashley's leadership. So no, that
3 would not have been a factor that I would've
4 considered when doing Chief Ashley's evaluation.
5 And then again, also, that would've only been one
6 isolated incident at that time. The deterioration
7 of QPD occurred after that time, and it occurred
8 very, very quickly with changes in personnel, and
9 then also tensions created by allegations of
10 disparate treatment. And then also, there were --
11 there were incidents or reports of a hostile work
12 environment that got progressively worse. And then,
13 between the time of the evaluation -- after that
14 time and between the time of termination, we
15 addressed that with Chief Ashley, and his command
16 staff, and employees involved. So that would not
17 have come to bear on his actual evaluation, because
18 of the subsequent event.

19 DR. NASH: But it had to do with staff?

20 MR. NIXON: It did have to do something with
21 staff.

22 DR. NASH: Okay. The county's -- for the
23 Gadsden County Quarterly Animal -- Animal Control
24 Service, I see you have a bunch of invoices in the
25 packet about that. Please tell me how that relates



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1 to your decision to terminate to Chief Ashley,
2 because I'm -- I'm not connecting the dots in terms
3 of this invoice.

4 MR. NIXON: Well, when the finance department
5 did the search for all of the invoices that were 45
6 days or later -- at that time, Animal Control was
7 paid through the police department. So, those
8 invoices came to the police department, so that's
9 how you connect the dots. The funds that were for
10 that particular agreement at that time were paid for
11 through the police department budget.

12 DR. NASH: So it was over 45 days for all of
13 these invoices?

14 MR. NIXON: All of the --

15 DR. NASH: There are about three or four of
16 them. Or is it duplicate? Yeah, June 1st, March
17 28, 2022. March -- yeah, there are two copies of
18 March 28, 2022.

19 MR. NIXON: And the information I provided
20 today, I removed those communications. They were
21 put in there for a different reason, if I say.

22 DR. NASH: Okay, but these were 45, like, days?

23 MR. NIXON: In your -- the Commission recalls
24 that we just completed closing out Fiscal Year 2022-
25 2023, and part of our policy is, is that we get all



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1 the invoices that are outstanding. Staff will have
2 a period of about 45 days before we completely close
3 out, so we instruct them to provide all those unpaid
4 invoices as soon as possible. Those invoices
5 would've come in during that time. The problem --
6 one of the primary problems is that the invoices go
7 directly to QPD. And so, with that, when they are
8 received, they should be inspected, should be
9 verified, and then should be transmitted to the
10 finance department for payment. So those invoices
11 that you see that have been provided, those invoices
12 are outside of that -- that 45-day window that is
13 provided by State law, which means that even when we
14 wouldn't pay them, then we have to have time to --
15 finance has to have time to process them. Then they
16 also have to have time to distribute the payment.
17 And if it's in check, then it's mailed -- check or
18 it's mail, ACH, then it's transmitted
19 electronically. So that time has to be added in.
20 So, the reason why you see those is because not only
21 were - did they exceed the 45-day period in those
22 cases, that even our closeout period, when we
23 receive those, those goes well past that deadline.
24 So that's what made it problematic. When we don't
25 pay for things within that period, then they have to

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1 be paid with funds from the subsequent fiscal year,
2 which means now that department has less money to
3 work with in that current fiscal year, because they
4 also have to pay bills from the previous fiscal
5 year.

6 DR. NASH: Explain again why you included
7 Commissioner Bass -- Joe -- Joel Bass' information
8 into the information -- the documentation?

9 MR. NIXON: What -- what document it was in?

10 DR. NASH: I think his name was -- I remember
11 his name being mentioned. I don't have the page
12 right now, but I think his name was mentioned in one
13 of the document.

14 MR. NIXON: I'm not -- I -- I don't recall that
15 document, ma'am. I would have to look --

16 DR. NASH: Okay. I'll -- I'll get back to
17 it --

18 MR. NIXON: Okay.

19 DR. NASH: -- because I -- I have -- didn't put
20 down the page number. Okay, thank you.

21 MR. NIXON: Thank you.

22 DR. WOOD: Thank you.

23 UNIDENTIFIED SPEAKER: Dr. Wood? Thank you,
24 ma'am.

25 DR. WOOD: Thank you, ma'am. Okay. I have a



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1 few questions. Thank you for the pages.

2 MR. NIXON: Yes, ma'am.

3 DR. WOOD: So I'm going to follow up. Let me
4 -- let me just start with the invoice.

5 MR. NIXON: Okay.

6 DR. WOOD: So as I look through the invoices,
7 there's one that really sticks out to me.

8 MR. NIXON: Right.

9 DR. WOOD: There is a Verizon bill that was
10 passed due for over five months.

11 MR. NIXON: Yes, ma'am.

12 DR. WOOD: Please explain to the Commission how
13 that happens when you have your department head, you
14 have a financial office, right?

15 MR. NIXON: Yes, ma'am.

16 DR. WOOD: And you have yourself.

17 MR. NIXON: Uh-huh.

18 DR. WOOD: Who is responsible for oversight if
19 the department head breaks down? Do we -- would we
20 let a bill go five months without being paid because
21 the department head didn't do their due diligence?
22 So it -- walk me through --

23 MR. NIXON: Uh-huh.

24 DR. WOOD: -- the process of invoices, and how
25 they are handled from the department to the finance



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1 department.

2 MR. NIXON: Okay. So typically, invoices come
3 from the vendor to the department head's attention,
4 who were, in this case -- QPD had a contract with
5 Verizon. Verizon sends all of the monthly invoices
6 to QPD. When they're received, my understanding is
7 that Chief Ashley has an administrative staff person
8 who will receive that mail, who will look at it, go
9 through their rigors, and pass it to the chief for
10 his authorization for payment. During that time,
11 while they are doing that analysis, receiving the --
12 the invoice, they will also have the responsibility
13 of verifying the fund availability in the ADG system
14 that we use to track -- for each department to track
15 its budget. So before Chief Ashley sends that out
16 with his authorization to pay, then he would've
17 verified -- or staff would verified whether or not
18 they had the funds available. At that point, then
19 after secures the department head's signature, it is
20 transmitted to the finance department. And that
21 finance department will receive that with the
22 director's approval on it in order to pay the
23 invoice. If the invoice never leaves the
24 department, then finance never received it, so they
25 can never pay it. Because again, finance is the



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1 only unit that actually pays the expenditures. What
2 we -- what we've noticed in many cases, the invoice
3 itself will be received by the police department,
4 but the authorization to pay the invoice would never
5 be sent to the finance department. And it's as
6 simple as, in some cases, you can just put a stamp
7 on it, you put the general ledger account number on
8 it, and then the department head signs their
9 approval. There are instances in the information
10 that you have where invoices were received,
11 according to the date on the invoice, you know, in
12 January or March. Finance would've stamped some of
13 those, to be clear, that they didn't receive the
14 invoices until August of the year. So, there was no
15 way that finance could pay them prior to the time
16 that they're received. And they would not have paid
17 them without securing the department head's
18 authorization to pay them.

19 DR. WOOD: Okay. Let me follow up --

20 MR. NIXON: Uh-huh.

21 DR. WOOD: -- what you just said, if I may?

22 MR. NIXON: Yes, sure.

23 DR. WOOD: So what I've noticed on some of the
24 stamped invoices --

25 MR. NIXON: Uh-huh.



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1 DR. WOOD: -- it also required the city
2 manager's signature; is that correct?

3 MR. NIXON: Yes, ma'am.

4 DR. WOOD: You're aware. I also noticed on
5 several invoices, there were no signatures on them.
6 So, I guess I'm just trying to -- as far as
7 procedurally --

8 MR. NIXON: Uh-huh.

9 DR. WOOD: -- what would be a suggestion from
10 you --

11 MR. NIXON: Uh-huh.

12 DR. WOOD: -- to mainstream these invoices so
13 that they don't go five, six months --

14 MR. NIXON: Right.

15 DR. WOOD: -- of not being paid when you have
16 purchasing department, you have a finance
17 department, you have a city manager's office, you
18 have your department heads. We have a lot of
19 leaders, people in place in the city. But I mean,
20 we, you know -- I think for the city don't, do we
21 not know what bills each departments actually
22 typically have on a regular basis, like a garage
23 bill, you know you have that every month? So, was
24 there no indication that they were not being paid
25 until five, six months later?



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1 MR. NIXON: So let me -- yeah, I can answer
2 that in -- with a couple of points. Number one,
3 this is -- this is not a -- a new problem, because
4 in 2019, the finance director sent the memo in
5 response to the then city manager about ensuring
6 that the department head would submit those invoices
7 in a timely fashion, since - - since this problem
8 reoccurred specifically and more predominantly with
9 the police department. And again, I do believe that
10 former chief, Ashley, made an effort to address it,
11 but he was -- his budget was constrained because of
12 these other responsibilities. So, with him -- with
13 his staff receiving those invoices and not
14 transmitting, because the report was that they would
15 sit in the chief's inboxes -- inbox for an extended
16 period of time. If that's the case, I believe it
17 was -- he was trying to identify a friendly source.
18 What I've done since I've been city manager is this:
19 Number one, we made the purchasing supervisor a key
20 factor in ensuring that these invoices are
21 collected, and that it is verified that the funds
22 are available before they go to the finance
23 department. That -- the -- that's critically
24 important. So along with the department head having
25 a responsibility, the purchase -- the purchasing

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1 supervisor is now involved in that process so that
2 we don't have those missed invoices. The other
3 thing that I've talked to the finance department
4 about is, us notifying every vendor in the -- in
5 ROWs for services or products, that all invoices
6 should come to the finance department. When they
7 are received by the finance department, they should
8 be stamped -- date stamped when they are received.
9 And then the department head can then receive a copy
10 from the finance department, so that they can
11 review, they can confirm that they got the good or
12 the service, and then they can put their
13 authorization on it. So that is, I think, probably
14 one of the most significant things that we have to
15 do to prevent this from happening. We -- finance
16 department - - in -- is in the process, and they
17 have been now for a couple weeks of looking at how
18 we can do this better. But the specific action that
19 I directed is that we have to look at how we receive
20 the invoices on behalf of the city, because
21 ultimately, the city is responsible. The other
22 thing is to make sure that the people that are in
23 the payment chain, everybody has a chance to do
24 their sign off. In many cases, what we'll-- we'll
25 find is that the invoice was -- it's so late that it

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1 was rushed through, or that there was some
2 accommodation made. And in some --- and -- and
3 there are a number of cases where the city manager's
4 signature is required, and depending on it, it
5 didn't come to the city manager's office -- office
6 before payment. And so those -- are -- and there
7 some reasons for that. Certain invoices that come
8 from certain things, they come directly to the
9 department head who has to transmit that for
10 services. And in that case, if it's real, real
11 late, their goal is try to get them paid as quickly
12 as possible. And so, I will find out about it in
13 the continuum, when we look at it after the fact.
14 We've removed that -- a -- as an option now. As a
15 matter of fact, just so that the board knows, I
16 don't have a stamp. I physically sign everything
17 that comes to me so that I'm aware of it. So when
18 -- whether it -- a -- a payroll check or a check to
19 a vendor, you will see my original signature on it.
20 And so that is a effort so that I'm fully aware, and
21 that we know that the payment is going out. I do
22 believe that the measure that we're employing now,
23 and a lot of inputs coming from the other staff, and
24 this as well, is that we will be able to prevent
25 this from being so prevalent in any department, but

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1 particularly with QPD. Final thing I'll add with
2 that is, since we're talking specifically about this
3 activity within the context of QPD, Acting Chief
4 Hill has made sure that he works with staff to
5 collect all of those invoices, so that not only we
6 can do close out, but that we can continue the
7 services, because you also know, and I referenced it
8 earlier, that there were several vendors that had
9 not received payment in extended periods of time.
10 And so, one indicated that we were cash only.
11 That's a problem for us. If we have to go and take
12 a vehicle in for service, and then we can't get it
13 back until the cash is paid. So that compromises
14 our operations. So, I do believe that we're in a
15 much better place now. And -- and -- and again, I
16 know that this was one of the issues that former
17 Chief Ashley wrestled with. Unfortunately, he was
18 not able to resolve it, but my job as city manager
19 is to make sure that the city is not exposed in a
20 way that negatively impacts our ability to do
21 business with those vendors. Another responsibility
22 of the city is to make sure that particularly with
23 our local businesses, that we don't hold up their
24 money, because we have many small businesses that
25 don't have a lot of resources where they can wait an

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1 extended period of time before they -- they collect
2 those resources. So, I do think we have protocols
3 in place now. We are paying attention, and we have
4 a mechanism in place to ensure that another set of
5 eyes is on those invoices, and when they should be
6 coming in, they should come into our office.

7 DR. WOOD: Thank you. I'm -- I'm glad that you
8 clarified that the city is ultimately responsible
9 for these invoices. They should not go months and
10 months without being paid. It's a reflection on the
11 City of Quincy.

12 MR. NIXON: Yes, ma'am.

13 DR. WOOD: So I'm glad that you're putting
14 those things in place. I have a couple of
15 questions. Now, one commissioner referenced the
16 evaluation. I do have a copy of his -- Chief
17 Ashley's last evaluation because I requested it.
18 And my question to you on the last evaluation, which
19 was dated June 1, 2023, can you describe in that
20 evaluation, what specific corrective actions you
21 indicated to Chief Ashley that he needed to correct
22 prior to October 31st?

23 MR. NIXON: Yeah. If I recall correctly, Chief
24 Ashley got a good evaluation, because again, Chief
25 Ashley put together a team that -- a couple of



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1 really competent leaders who did an outstanding job
2 to support him properly. In the discussion with
3 Chief Ashley, the main focus was making sure that he
4 understood budget, and part of the conversation
5 centered around him working with the finance
6 department, he and his key leader, to really
7 understand the budget because Chief Ashley did
8 express that he had experience with the budget, but
9 the City of Quincy is different. And he's right
10 because the City of Quincy, although it's a very
11 small city, the City of Quincy has a very
12 sophisticated budgeting process. And so, unless you
13 have some considerable experience with budgets,
14 it'll take some time to understand how the City of
15 Quincy does it, so spending a lot of time with the
16 finance -- director of the finance department to
17 make sure that they understood, you know, how to
18 keep track of the budget. I even had the finance
19 department, the director, start to prepare monthly
20 departmental budgets so that a particular month, a
21 department head would understand how much money they
22 spent and what was remaining. That information,
23 also in the ADG system, you should be able to go and
24 figure out their funding availability there at that
25 time. So it's centered around him understanding city

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1 policy better because again -- it -- it was my
2 opinion that based on the chief's significant
3 experience in law enforcement -- I think it's more
4 than 35 years -- his work with law enforcement
5 entities that are pretty much standalone entities,
6 and so bringing that experience now to QPD, which is
7 not a standalone entity, I believe, required some
8 transition in his mindset. And I think he -- he --
9 he made the effort to work towards that with staff.
10 The other thing that I've mentioned to him again was
11 policy because, again, we had experiences where
12 there were certain things with human resources poli
13 -- or -- you know, matter of fact, one of the -- one
14 of the goals that I wanted them -- want to achieve
15 and his leadership team to investigate was how can
16 we ensure that we have one police officer available
17 per district? Chief actually had done something
18 that I call was innovative in that at one time, he
19 had a specific officer that was, like, the contact
20 person for the commissioner for their particular
21 district. I thought that was a very good idea, but
22 we needed to make that a part of our schedule
23 because with crime rates and the criminal activity
24 that it increased over time, the challenge was: How
25 can we meet the board's demand that we have that

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1 kind of representation? So, we had conversations in
2 that regard, looking towards the future on how we
3 can continue to improve. Now, I do believe that at
4 the time of that evaluation, which was my -- in --
5 I'm not aware of any evaluation prior to that being
6 done. As a matter of fact, that evaluation for all
7 employees really would've been what was considered a
8 mid-year evaluation, according to HR. It was not
9 the annual evaluation. So now staff has finished
10 their evaluation of staff, and I have to do the
11 annual evaluations of the director. So that was a
12 midterm evaluation that I performed with Chief
13 Ashley at that time.

14 DR. WOOD: Okay. Thank you. To follow up --
15 you -- you referenced the ADG system?

16 MR. NIXON: Yes, ma'am.

17 DR. WOOD: Now, I've heard how difficult that
18 system can be, how complicated it can be. So,
19 explain to me, was Chief Ashley fully trained in the
20 ADG system to understand the budgeting process when
21 it came to spending -- and -- because you said
22 something about invoices would sit in his inbox, and
23 he was waiting to find a funding source. Was that
24 through the ADG system?

25 MR. NIXON: I can't say -- now, Chief Ashley



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1 was hired well before my tenure. So, he had at
2 least a year where he was in the position of chief
3 and would've had to have some type of training on --
4 specifically on ADG. I do believe that Chief had
5 experience with other software applications that did
6 similar functions, but he had at least a year prior
7 to me coming on board where he would've been
8 managing -- working on this budget, his
9 understanding of the budget, and getting training on
10 a ADG. When I came on board and we became aware of
11 the budgetary challenges, because Chief really spent
12 a lot of time with the finance department trying to
13 make sure he could resolve some of these issues.
14 There were times he expected the funds would be on a
15 particular line, and then that line had already been
16 depleted. And so, it would prompt, we need to do a
17 transfer, and then he had to find where he could
18 transfer that for so -- from. So, I know that during
19 that time with the finance department, the finance
20 department had a routine approach to ensuring that
21 directors, but also the key staffers that were
22 charged with assisting the director with the budget,
23 but that they were -- received training on ADG. The
24 other thing with ADG is that we do, per our
25 contract, have the ability to call them directly for

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1 -- with specific questions or to request specific
2 individualized training. So that opportunity exists
3 for the department head but also for the staff. Now
4 I know that upon me taking over as city manager,
5 that Chief Ashley did attempt those things. He was
6 assisted by the finance department and so was his
7 leadership team that was responsible for kind of
8 culling all this information together so they could
9 -- secure his authorization.

10 DR. WOOD: Thank you. And how often would you
11 say that Chief Ashley met with you and/or the
12 finance director concerning budgeting concerns and
13 over seeing --

14 MR. NIXON: I know that -- I know that Chief
15 Ashley was very diligent about personally meeting
16 with the finance director and the finance team,
17 those leaders, and on a very regularly -- I would
18 say at least a couple times weekly, I would meet on
19 a regular -- we would meet regularly to discuss, you
20 know, issues in our leadership meetings or in-
21 between meetings if there was a specific issue.
22 Chief Ashley really does embrace challenges. His
23 commitment, in my opinion, was to not let ADG or his
24 lack of comfort with Quincy's budget stop him, that
25 he did make effort and that not just at my



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1 direction, at his taking -- using his own
2 initiative, he would go, and he would meet with the
3 finance team. So, I know that he was very proactive
4 in doing that and met with them very frequently.

5 DR. WOOD: Because I notice on his evaluation,
6 you did give him a three out of four for his budget
7 management.

8 MR. NIXON: And part of that time, he also had,
9 I believe, better support that ensured that they're
10 --- they -- they got QPD as a whole, I think got
11 worse over time. When you've actually lost some
12 specific staff support that had experience with
13 that, I do believe that -- that deeply affected
14 QPD's ability to get these things done properly and
15 in a timely fashion and within the constraints of
16 budget because there are some specific periods of
17 time where you will note that certain equipment and
18 supplies and things were ordered, and then we got to
19 figure out where is it going to pay for -- well, how
20 is it going be paid for? For example, we might
21 secure vehicles, but there was no money budgeted to
22 wrap the vehicles or outfit the vehicles because you
23 got vehicles and you got to put them on the road
24 because you have a need. Those are the kinds of
25 problems. Matter of fact, I think I just heard last



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1 week that we have five Explorers that were ordered
2 previously coming to QPD that there is no budget for
3 those vehicles. That's something that we are
4 dealing with right now that happened previously.
5 And so we don't understand what the plan was in
6 order to make sure that the city could meet that
7 obligation. So we do know that we're in the process
8 in certain instances of canceling certain orders
9 because the budget is not available. Now, I do
10 believe that Chief Ashley and his team may have had
11 some kind of plan to address that -- that is, it is
12 not apparent. It's not in the budget. There's no
13 resources available. The only thing I'm aware of is
14 that there may be some monies that we can get by
15 surplus -- surplus in certain vehicles. And you
16 take -- the police can take them. But that's not
17 the way that you acquire assets by, you know,
18 ordering what you hope to pay for. So that is a
19 real issue. And that was something that was pretty
20 prevalent over the last, I'd say ten months, I would
21 estimate.

22 DR. WOOD: So when you say over the past ten
23 months, so from June up until now, and even before
24 you did the interim evaluation, you noticed that
25 there were some problems that existed with Chief

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1 Ashley and also, you know, the way he was managing
2 or -- the budget ordering things without
3 authorization. Was that ever -- was there ever a
4 meeting where you spoke with Chief Ashley and
5 discussed the corrective action plan as far as,
6 these are the things that I see, and this is what
7 I'd like done in order to improve? Was there ever
8 any meeting that existed, any correspondence that
9 existed that you had a conversation about
10 discrepancies or budget rules, et cetera that was
11 actually done in a written corrective action format?

12 MR. NIXON: I would have to check on e-mails
13 specifically with the finance director involved
14 specifically, but I will say this. Many of the
15 things that I became aware of, I became aware of
16 because Chief Ashley proactively brought me to my
17 attention himself. Chief Ashley would be aware of
18 budgetary issues, and he worked hard to solve those
19 budget issues. But you can't get blood from a
20 turnip, and you cannot allow allocated, designated,
21 or encumbered funds to be the sole resource for
22 meeting an -- a financial obligation. But Chief
23 Ashley did -- I think he had a very deep
24 understanding of the problem and not -- he did not
25 wait for it to implode. I do believe that he

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1 identified those -- many of those problems after the
2 fact because, again, it is my belief -- this is my
3 personal belief, that there were many things that
4 were initiated that Chief Ashley later signed off on
5 him because there was a need, but it wasn't a need
6 that was identified in a particular budget. And so
7 that put QPD in a -- in a bad situation there. You
8 know, they're unique things like new tasers and new
9 body cameras, and new guns, but you also have to
10 budget for those in the process. And I know that we
11 received a -- you know, a large number of weapons,
12 tasers, riot gear. I think there were some weapons
13 that were -- some high velocity weapons that were,
14 you know, to deal with an active shooter that were
15 ordered. But I -- there was no evidence that --
16 that was incorporated in the budget. With Chief
17 Ashley specifically, you know, trying to work on
18 understanding the budget and understanding that
19 these things were happening, I -- two things didn't
20 happen in my opinion, which was, number one, I don't
21 think that he was able to adequately curtail the
22 behavior that put them in that financial position in
23 the first place by stopping this, you know, ability
24 to order. Another example is you get a car, and you
25 take it to one of the vendors that outfits the car,

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1 and they do that work. But you didn't have that out
2 -- understood in your budget where that would come
3 from, but that vendor has to be paid. And so now
4 Chief Ashley has to figure out how that's going to
5 be paid because that wasn't a budgetary
6 consideration. So yes, we had conversations about
7 that. He received some specific insight on knowing
8 how we can rectify that through the finance
9 department. And I know that he heard those things
10 and attempted to respond to it in some way. His
11 complication was -- is that he cannot authorize
12 payment if he does not have the money. If the
13 money's already spent, then there's -- he has to
14 wait and figure out where it's going to come from.
15 That was the primary driver of some of that
16 behavior.

17 DR. WOOD: So who -- who authorized that order
18 from QPD?

19 MR. NIXON: I think --

20 DR. WOOD: Because I saw several invoices with
21 various officers' names on there. And the invoice
22 comes in their name to QPD. Is that standard
23 practice?

24 MR. NIXON: See for me, that -- I would say no,
25 but you know, that was Chief's decision to designate



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1 specific people. But you know, they -- I don't
2 think she necessarily started some of that practice.
3 For example, there were certain accounts that were
4 already established for, like, uniforms. So when
5 you have officers who need uniforms and new officers
6 that come in, they're directed just to go to the
7 vendor and get what they need. Unless you have a
8 process for the person that's designated to oversee
9 that as it occurs, then you lose control very
10 quickly. It got to the point where Chief Ashley had
11 a couple of conversations with me about officers not
12 being able to get things like a shirt or a jacket.
13 And he went to his personal closet, and he would
14 give away a jacket that he hadn't worn that was --
15 it was new and too big for him, or shirts so that
16 officers could start the job because they didn't
17 have the funds to buy the uniform. So, you know,
18 you think about that where we have funds set aside
19 to hire an individual for the job, but then again,
20 the budget is not available. That -- that person
21 would be outfitted so that they could start work,
22 and it was only out of his kindness and the fact
23 that he -- that he just -- you know, Chief Ashley,
24 he's impeccably clean and -- and what we call sat in
25 the military, in his uniform, shoes always shined,

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1 always sharp, very spiffy. So, he took good care of
2 his name, but it was only because he was gracious
3 enough and had taken good care that he was sharing
4 his things. My point was you shouldn't have to do
5 that. You know, I like it, but you shouldn't have
6 to do that. Matter of fact, I think you heard one
7 of his former colleagues -- one of his colleagues
8 kind of talk about that as a virtue. And I do
9 believe that is a virtue, but from a managerial
10 standpoint, that is a weakness that we have to do
11 that.

12 DR. WOOD: Thank you. I had a -- I'm going to
13 go back to the bank account. So you provided us
14 with letters and -- to open the unauthorized bank
15 account.

16 So my question is: On those letters, it
17 actually stated who would be added to the account,
18 so it has the finance director, it had the chief of
19 police, it had the interim city manager at the time.
20 So, when you say the account was unauthorized, was
21 it unauthorized, or was it authorized via the memo?

22 MR. NIXON: So the memo was the -- first of
23 all, the bank doesn't know our policy with state law
24 governing those funds. That's not their job.
25 They're a bank. So -- and I -- and it is standard



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1 practice for a manager, when there has been a to
2 change the staff to say, let me do an -- a memo to
3 update the signature -- signatory card at the bank.
4 That is standard. That's not anything that's
5 unusual. So, when in one memo, the old names -- the
6 bank was directed to take those off and then to
7 replace it with the new name. And then at some
8 point, the individuals have to sign the signatory
9 card.

10 The city works with a number of banks but two
11 local banks in particular. With one bank in
12 particular, no matter what change you make -- let me
13 describe it this way. Say me and the finance
14 director are on the account, on the bank account,
15 and one of there -- there's a change. The -- the
16 finance director leaves, right? And when that
17 finance director leaves, I have to get someone else
18 who can be on the bank account. When I looked at
19 that particular bank, that person can't be the only
20 one to sign a new signatory card. I also have to
21 sign one. Anybody who's on the account has to sign
22 it even though they're already on the account. You
23 have to sign a new signatory card. At the other
24 bank, that is not necessarily the requirement that
25 everyone has to sign, but that is a staff

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1 understanding and expectation that everybody has to
2 sign. What appears to have happened is that the
3 name -- old names were removed, new names were
4 provided, but at least one of the names was already
5 on the account. And that would've been the
6 financial director. That is not something that's
7 unusual. With the second letter authorizing the
8 account, the question there is: Does the city
9 manager have the authority to open up a bank account
10 on behalf of the city commissioner? Because city
11 policy is very - - is -- is established. The
12 history is established where the city commissioner,
13 when you realize that you have certain funds, you
14 direct staff to do certain things. That's it. With
15 the forfeiture funds specifically, then the
16 governing body itself has a responsibility to make
17 sure that it establishes the account and that staff
18 or the director or the police chief has to make
19 requests from the governing body, not from the
20 manager. And it has to -- there has to be a
21 certification on how those funds will be used in
22 compliance with the law. The city commissioner's
23 not absolved of that responsibility because I sent a
24 memo. And so that's the point. The point is when we
25 have our primary, our chief law enforcement officer

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1 who has experience with these types of funds, the
2 expectation is -- is that they understand the law
3 and that they can guide us in how that should be
4 adhered to. It's also our responsibility as staff
5 to make sure that we research the law to ensure that
6 we are in compliance.

7 That's that -- kind of what you referred to,
8 more than one set of eyes, making sure that we are
9 doing things the right way. And then the finance
10 department needs to be in a position where they can
11 manage those funds on behalf of the city
12 commissioner for the respective departments. In
13 this particular case, this experience created
14 problems on several fronts. That is why, when the
15 finance department receives a bank statement,
16 they're confused. They got to figure out, where's
17 this money coming from? And they got to look at the
18 activity. How was the activity authorized? Who
19 said, transfer this money from one account? Who
20 said, deposit this money in this amount? What
21 records do you have of that? Those were the glaring
22 issues that -- that came up and had to be rectified.
23 And so, the finance director and I went to the bank
24 in question to make sure we addressed it, and I
25 provided a memo as well, which manager provides us



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1 with the memo that we make the specific change. But
2 the question is -- is: who's authorized to open a
3 new bank account? Because the state law is very
4 specific about it in the statute.

5 DR. WOOD: And what names are on the bank
6 accounts now?

7 MR. NIXON: So what -- when the finance
8 department brought across to me, I and -- and I met
9 with the bank, with the finance director. Then I
10 composed a memo, which I provided previously where I
11 directed the funds to go into the originally
12 established account that was established by the
13 commission because there was no authority to -- from
14 the commission to necessarily establish this
15 account. That was the big question. So those funds
16 went back into that pre-existing commission-
17 established account. And that's where they remain.
18 I'm not sure. I have to check to see over the
19 course of the year. There were certain things that
20 the police department, that they -- there were
21 approved uses for. I have to -- I would have to
22 track down how the city finance department ensured
23 that those specific funds went toward that specific
24 use.

25 DR. WOOD: So you don't know whose names are on



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1 there?

2 MR. NIXON: Oh, the name on them were the --
3 I'm sorry. The -- the names on them at the time
4 were -- it was established was the interim city
5 manager, the police chief, and the finance director.
6 At this time, that new account does not exist. And
7 so the names on the existing account would be the
8 finance director and the city manager.

9 DR. WOOD: And currently we -- do we -- we
10 don't have a finance director -- director, correct?

11 MR. NIXON: We have -- no, we have a
12 contractual relationship with the finance -- the
13 former finance director to provide some consulting
14 services and part of the contractual support is to
15 ensure that she is working with me. It requires two
16 signatures. That was something else that was
17 different, two signatures to make a change valid.
18 With that -- the second account that was
19 established, it had three names on there, but there
20 was also a note printed that said only one signature
21 was required. That is something else that for me
22 was a red flag because that was not our normal
23 practice, even with the names on the account. The
24 normal practice to have two signatures for checks
25 that come out of the city finance department.



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1 DR. WOOD: Okay. So walk me through the chain
2 of the command when it comes to QPD, how it starts,
3 gets from QPD to you.

4 MR. NIXON: So as the city manager, all
5 employees report to me. The department heads are
6 established by every department, and they -- they
7 report directly to me. The department heads have
8 subordinate employees, and those employees report to
9 their supervisor, the director, and in this case,
10 the police chief within the police department, the
11 police chief -- Chief Ashley had himself as the
12 police chief or director. Then he had three
13 assistant chiefs. One was unpaid. Two were paid.
14 Then he had his personnel after that. You have the
15 captain position, you have lieutenants, and then
16 down the line to the rank and file. So within the
17 police department, the overall supervisor that those
18 employees report to would be the police chief. With
19 his authority, he has delegated some of that
20 responsibility to his subordinate, his immediate
21 subordinate, which would be Mr. Mansfield.

22 DR. WOOD: So when an employee makes a
23 complaint, whether it be a letter, e-mail, what have
24 you, is there a policy that the department heads get
25 that information first to deal with, and then they



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1 communicate that to you? So can people overstep,
2 jump over the department head and come straight to
3 you with all of the issues that maybe going on?

4 MR. NIXON: Now they have -- that has occurred.
5 The proper protocol should be, and what we direct
6 staff to do, is deal with your supervisor and then
7 your director first. In cases where employees feel
8 like they may have attempted that and gotten no
9 favorable response or consideration, or any
10 consideration at all, then they can report things
11 outside of that department. Usually, depending on
12 the type of -- let me say it this way. Depending on
13 the type of problem, it may be something that goes
14 to the human resources risk management department,
15 or it may be something that comes directly to me.
16 And what I do and what HR I know will do, or I
17 understand -- I understand will do is involve the
18 department head in that at that particular point to
19 ensure that whether the employee went to them
20 directly and we -- we give them some direction to --
21 to go back through that process, or if it's
22 something that -- that prompts them to circumvent
23 that chain of command, then we do involve that
24 leader, or it could be that director or chief of
25 police and one of his command staff that we make



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1 sure to get both involved, or however many need to
2 be involved in that process. So, it is -- we
3 generally will frown upon, you know, employees
4 coming directly to me. However, it has happened in
5 some very important instances, and then we dealt
6 with it in the court.

7 DR. WOOD: So if it does come to you, and it is
8 an issue that would not normally start with you, do
9 you redirect them to their department heads or
10 directors?

11 MR. NIXON: Yes, ma'am. We will do that.

12 DR. WOOD: Thank you. I'm almost done. Thank
13 you for your patience.

14 MR. NIXON: Perfect.

15 DR. WOOD: So assistant chief -- acting
16 Assistant Chief Hill brought a letter to the
17 commission and he -- you know, we -- we talked about
18 that in one of our meetings. My question to you,
19 when he banned a citizen from a public meeting, did
20 you have any input with that letter, and did you see
21 any legal justification for that letter as the city
22 manager?

23 MR. NIXON: So that letter was not included in
24 this -- in Chief Ashley's determination package.
25 That letter that you -- that memo that you're



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1 referencing? I had no input in the construction of
2 it. I did not learn about it until after the fact.
3 And as soon as I learned about it, I directed staff
4 -- as a matter of fact, I think that the city
5 attorney actually directed the staff before I did,
6 or I directed the staff to know -- clarify that,
7 make sure that that employee understands that they
8 can attend a meeting. They cannot advance someone
9 from a public meeting, and that that information was
10 conveyed in fashion where that person could still
11 attend. Now -- so -- so if I did not have any
12 input, I was not aware of it until well, after it
13 happened. Although my understanding is acting Chief
14 Hill did reach out. However, I was in meetings and
15 was unavailable at that time. So, I did not see it
16 prior to that. Now, I do know that -- and I will
17 share since this is kind of not where we -- what we
18 were talking about is that there was some specific
19 context that the chief, the deputy chief made a
20 particular decision to do that because there was --
21 there was strong, extremely strong concern about
22 security here at that meeting based on a report of
23 the employee's behavior or his move -- his -- his --
24 the way he expressed himself to others.

25 DR. WOOD: Thank you. Do you know -- or to



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1 your knowledge, do you know how often climate
2 surveys are done at QPD?

3 MR. NIXON: I don't know how often they're
4 done, but I do know that very early on I had
5 communicated to QPD that I would be interested in
6 them doing a climate survey so that I can understand
7 the general state of morale because that's one of
8 the issues that I had to deal with. And a lot of
9 that direction came directly from the commissioner,
10 is that there was recognition that morale throughout
11 the city was low. And particularly at QPD, we dealt
12 with that. You know, climate survey is one of those
13 tools. The city -- I believe that interim city
14 manager had also done some form of surveys, too,
15 comparable to the climate survey. I do know that
16 climate surveys can be done when requested by
17 specific individuals, including, you know, the EPA
18 rep or me as the city manager or others. The police
19 chief or others can do that. So, that's generally
20 my understanding.

21 DR. WOOD: And do you know when the last
22 climate survey was done before the one that you
23 received at the commission meeting?

24 MR. NIXON: No. I remember that there -- like
25 I said there, I requested one shortly after I became



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1 city manager, but it was definitely a general
2 climate -- I got -- matter of fact, I'm looking at
3 it. I'm looking at a copy of the -- the draft
4 survey, but I don't know if this one was actually
5 completed prior to that. I would have to check.

6 DR. WOOD: Thank you. And then I wanted to go
7 back to the November 14th meeting. You indicated
8 that the chief's report where he stated that there
9 had been a 26 percent reduction in crime could not
10 be substantiated because it was too short of a time
11 frame to measure it. Can you elaborate on those
12 comments to the commission and also discuss exactly
13 how long the system had been in place where they
14 were able to gather that data?

15 MR. NIXON: Yeah, I can -- I can try to answer
16 that. So, routinely, the police department has
17 provided reports to the City Commission that contain
18 specific statistical data. Over the course -- when
19 Chief Ashley came on board, then I think the format
20 changed. And -- and the commission continued to ask
21 for the data, you know, how many traffic stops and
22 the citations, and how many crimes. And I think
23 that the -- if I recall correctly, QPD expressed
24 that they had a system for collecting that
25 information. Part of the problem was that their



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1 system could no longer connect to FDLE because it
2 was a different software, I believe. So, with doing
3 any kind of statistical analysis, you have to start
4 with some baseline or benchmark data. So that means
5 that you -- you know, you have someone who's
6 reporting these incidents and somebody who is
7 inputting this in the system, and then you're
8 comparing that over time. And so initially, I know
9 that QBD was not able to make a, "apples to apples"
10 comparison because again, they cannot feed numbers
11 to FDLE on certain statistical -- certain
12 statistical information so that you can kind of look
13 at that, what has happened over time. So QPD got a
14 new system, and they had to start to calculate that
15 with information. Well, if you look at the reports
16 that have been provided to the commission on various
17 occasions, then you'll see that for different
18 crimes, there were different rates. And in all --
19 in -- in one recent report -- fairly recent report,
20 they've had some very significant drops off in
21 crime. Like, I think one was at a 63 percent
22 decrease in one of the spreadsheets. So even if you
23 look at the -- the most recent report that -- or --
24 or citation of 26 percent overall decrease in crime,
25 if you compare that to the last report that was

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1 provided to the commission, you can't come up with
2 26 percent. You can't get an average, you can't
3 even look at some statistical formula that would
4 justify that. And I did become aware of the fact
5 that we have a -- we have a person who is -- who is
6 being trained, who serves in a crime -- an analyst
7 role who is being trained to input that information
8 and also being trained in how to generate those
9 particular reports. We do also know that those
10 reports that -- that staff receives support from
11 command staff so that they could generate the
12 reports that were requested by the commission in
13 particular. But my -- a lot of my background was in
14 the research department, the state on economic
15 development research. So, I'm pretty well versed on
16 research line of methodology. And I know if you
17 don't start with good numbers, solid numbers,
18 verifiable numbers, then you're not going to be able
19 to get any -- any result of confidence. So, because
20 it was a new system that had to be populated, I even
21 heard that -- that allegedly, some of our numbers of
22 input were based on another municipality's numbers
23 in court, as at least part of it. So that's no way
24 for us to gauge whether or not, you know, Quincy is
25 seeing an actual increase or decrease. To date, we

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1 are still working to get staff trained to provide
2 those reports and the formats and what the
3 information that the commission wants. And so, when
4 I hear things like the overall 26 percent decrease,
5 my only question would be is, let's see, the data
6 and how you derive that because your own reports
7 don't even support that as an overall decrease.

8 DR. WOOD: And did you ever question Chief
9 Ashley -- former Chief Ashley, about the inaccurate
10 data previously?

11 MR. NIXON: I didn't. No. Previously I did
12 not address him specifically, but I did expect to
13 address members of his command staff because they
14 were primarily putting these, you know, providing
15 these reports to me and for this commission. So,
16 you know, I did not talk to the chief directly about
17 that, but I did talk to this command staff about
18 that -- individual about that. And I also let the
19 person know that, hey, you know, I can give some
20 insights on how we can do it better if you needed
21 to. But those reports continue to come out
22 periodically. They should come out monthly because
23 the commission is provided to finding the Dropbox
24 reports from all of the departments. Actually, do
25 more than monthly, but at least monthly, they have



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1 to provide those statistics.

2 DR. WOOD: And -- and did you report any
3 inaccuracies with data to the commissioners?

4 MR. NIXON: I think in conversations, I may
5 have talked to commissioner about concerns about the
6 data because commissioners, specifically, the mayor,
7 had asked that certain specific data that used to be
8 provided by QPD be provided it again. And I shared
9 that with the staff at the time. As a matter of
10 fact, I also shared it with new acting Chief Hill to
11 ensure that we can give the commission the
12 information that you have requested.

13 DR. WOOD: You said you shared it with the
14 mayor. Did you share it with any other
15 commissioners?

16 MR. NIXON: Not that I remember. And only with
17 her because she specifically asked. And she -- and
18 she asked for the -- a couple of occasions, at least
19 for this specific data and specifically that it'd be
20 given in the way that it was given before. But --
21 so all commissioners were present for those
22 requests. But I'm not -- I don't recall any
23 specific conversation with any other commissioner
24 that expressed a concern with that information.

25 DR. WOOD: Because if there's some inaccuracies



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1 and data, any calculations, those type of things I
2 think should be shared with the commission so that
3 we are aware of it as a commission to know. Because
4 we're getting this in a Dropbox, and we are taking
5 it as accurate information that's being reported.
6 So, I think that's something, you know, as far as
7 procedures or policy that we, you know, could
8 probably look at. So, thank you for --

9 MR. NIXON: We'll look that and remember some
10 of these things -- some of these -- some of these
11 statistics, like the -- the 26 percent degree
12 statistics did not come to you in a report format.
13 It came as a declaration in a meeting. So, I didn't
14 -- I hadn't even heard that number before that time,
15 but we're striving to make sure. And I and I think
16 that QPD in general has -- under Chief Ashley's
17 leadership, did strive to come up with some way to
18 depict crime. And in the City of Quincy, not my
19 understanding is that they didn't necessarily have
20 the competence at one point in time to continue to
21 do that.

22 DR. WOOD: But I know during our budget
23 meetings, they presented statistics to this
24 commission.

25 MR. NIXON: Yes, ma'am.



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1 DR. WOOD: So that's the point that I'm --

2 MR. NIXON: You're correct.

3 DR. WOOD: I'm making that if there is an error
4 in that data, the commission should know so that
5 we're not taking that as -- as truth as it's being
6 presented, or if there was a conversation about the
7 data.

8 MR. NIXON: Yes.

9 DR. WOOD: That would -- that would just help
10 us --

11 MR. NIXON: Okay.

12 DR. WOOD: -- in the future.

13 MR. NIXON: Yes, ma'am.

14 DR. WOOD: And then my last question -- and I
15 thank you and the commission for your patience --
16 is:

17 with the \$11,500 that was given to the -- the
18 -- I guess the assistant chief as far as the raise,
19 one of the things I thought I heard you say, I just
20 want you to clarify, you said that the raise did not
21 impact the budget so you didn't have to let the
22 commission know. Could you clarify that statement,
23 or just -- maybe I heard it wrong.

24 MR. NIXON: Yeah. No. That -- my
25 understanding is the -- raises can be granted with



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1 justification and as long as they are within the
2 context of the budget and are typical. In the case
3 with the increase in 11 -- 11,500, when the
4 individual was hired at \$58,500, and based on that
5 individual's own report on their application, that
6 was already more responsibility and more money they
7 had earned in their law enforcement career. So,
8 they were given -- they were given -- given a very
9 significant jump. As a matter of fact, that was the
10 first thing that was unusual. But the second thing
11 is that they're hired at this rate with some very
12 specific responsibilities. And the chief understood
13 his department's makeup. What he did was he see
14 immediately cited, well, this assistant chief was
15 brought in at a rate that was lower than the other
16 chief, which she never even hired. He also says
17 that the justification that he provided to
18 leadership was that this individual now is going to
19 take over many more responsibilities because of the
20 leaving of the other former employee. To me, I
21 would not use that justification because I think
22 raises are not simply based on your workload, but
23 they also have to be based on confidence. They have
24 to be based on budget availability. It can't -- it
25 can't be just because another more tenured employee

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1 has a higher salary that happens over time. In this
2 case, the employee received a jump, and the thing
3 that was most striking was they had just got hired
4 two months prior before that recommendation was made
5 and then later with justification, then it was
6 approved. Now, another question could be: Does the
7 manager have the authority to grant a raise that's
8 above \$10,000? Because no -- we have a limit. The
9 manager has an absolute limit. That is a question.
10 Now that question should go back to, I think, the
11 department head, when you are making a specific
12 recommendation. Now the final -- the other -- other
13 variable I would consider with the raise is
14 experience to do these things. I think that
15 experience has to be documented and verified that
16 this employee can do. But, you know, I -- I can't
17 go in and accept the job as a certified public
18 accountant. I had some accounting classes in -- in
19 undergraduate, but I can't go and accept the job as
20 a CPA because, though I'm -- I may have a general
21 familiarity, I don't have the appropriate experience
22 or the education. And so that would have made me
23 look at a different kind of rating. I may have
24 looked at getting that person to that rate over time
25 if he demonstrated proficiency and confidence, but

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1 that would not have been an immediate jump. The
2 other fine thing with that is that can be an
3 absolute morale killer. When you have experienced
4 and competent employees that -- who are on the job
5 and at first, they get jumped by a new employee who
6 does not have the same credentials of experiences,
7 and then all of a sudden they get a significant
8 bump. That can be viewed very unfavorably by
9 incumbent staff. And we did -- we have seen that
10 happen throughout the city, but that -- that kind of
11 frustration, but particularly in QBD. And now we
12 have a union, you know, we -- we bumped up the
13 employees who were below \$15 in anticipation of the
14 law change next year. We look for an opportunity to
15 deal with the employees who are really producing,
16 but they were way pulled back. Some of them were
17 making \$12. Our dispatchers were \$12-\$13 employees.
18 With the union, we had to adjust them. But now we
19 -- we said to the commission the next step for us is
20 equity. Everybody has to get a bump, but we got --
21 we have budget constraints. So we -- we have to be
22 very judicious on how we do raises overall, so I
23 couldn't find a reason to support that one.

24 DR. WOOD: I just want to thank you, City
25 Manager, for answering a question -- my -- my



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1 questions, and that concludes my questions.

2 MR. NIXON: Thank you, ma'am.

3 MS. BASS-PRIETO: Mayor Pro Tem?

4 MS. SAPP: Thank you so much, Mayor. First of
5 all, I want to thank the manager who's sitting here
6 and listening to and answering the client to all the
7 questions that have been asked by my client, my
8 peers. We've certainly been enlightened by a lot of
9 things up here. We've enlightened our audience here
10 and people at home who have not had the same
11 information that we've had a chance to look at, and
12 I just -- it's a lot. We went through the
13 investigation -- investigation so you'll know just
14 what's going on because people want to know. We
15 haven't stopped all week long or month -- all month
16 long about what's going on. And we've had people
17 share their opinions of what's going on in the
18 process. So I'm just glad we were able to go through
19 what we've done so far and share light on some of
20 the questions. I have a couple of questions myself.
21 Just two small ones, probably. First one let me --
22 let me go back to something you just said about
23 command about 15 minutes ago, maybe 30. You alarmed
24 the chief on his effort to learn budget management,
25 but at the same time, you felt like he continued to



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1 struggle with it; is that correct?

2 MR. NIXON: Yes, ma'am. That -- that was
3 correct. And like I said, he was hired at least a
4 year prior or before I've been operating as police
5 chief, you know, more than a year prior, then I took
6 over. So, I'm not sure where he started, but I do
7 know that when I took over, I recognized that he
8 made the effort and took the initiative to -- to
9 learn how to deal with these particular budgetary
10 issues.

11 MS. SAPP: And was that taken into
12 consideration when you decided to terminate him,
13 that he was trying?

14 MR. NIXON: Yes, ma'am. The learning budget
15 was one thing, but -- but when I became aware of the
16 practice of the reality of you had so many invoices
17 from so many different vendors that went well past
18 the state's required four to five day payment
19 period. And - - and certainly our -- the city of
20 Quincy's policy to try to pay it in 30 days, that
21 was something that I was not aware of at the time.
22 So when I became aware of that and that -- that
23 practice. And then, you know -- it coincided now
24 with some of the things that I learned along the way
25 regarding the budget and how things were being done.



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1 So you know, at one point in time I had access to
2 certain information. I made a certain determination
3 and then later as I got more information and the
4 problem became more pronounced, then we had to
5 reevaluate that.

6 MS. SAPP: Okay. The fact that you mentioned
7 invoice reevaluate because listening to the
8 responses of Commissioner Woods earlier, it seems
9 that there are certain policies that definitely need
10 to be revamped as far as invoices and how they're
11 being paid, and just what your office is aware of.
12 I don't think that any office here in the city, any
13 department, should be allowed to have their bills or
14 the invoices in isolation from your office. So, I
15 know that's something that we definitely have to
16 work on after we continue to work on other things to
17 improve the city as we move forward to make the city
18 a better place to be. The forfeit -- the forfeiture
19 funds bother me. It -- that knowing that we had
20 money, \$25,000, somewhere put into a bank account,
21 and all these things. You talk about how checks
22 were written without being detected. Can you
23 elaborate on that a little bit?

24 MR. NIXON: No. That -- that was a
25 possibility --



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1 MS. SAPP: A possibility.

2 MR. NIXON: -- that if you have checks that --
3 that are not generated by a finance department, you
4 know. We cut checks so there's no need for bank to
5 supply us with checks. But if you do have those
6 checks, if the department has those in their
7 possession and they write those checks, those checks
8 don't come to our normal financial controls. That's
9 a problem for our auditors. That's a problem for
10 our finance department. And it places us in a
11 position of liability because we did not manage
12 resources according to our practices or more
13 importantly state law in this particular case. The
14 other thing is, is that we have got to make sure --
15 and I do think that -- that former Chief Ashley
16 inherited a -- a problem in that regard because
17 those funds didn't start with him. So, I do think
18 that, you know, he didn't create that particular
19 problem. But I think with, you know, 20 or 35 years
20 in law enforcement and his -- his knowledge -- his
21 general knowledge of the law, that he certainly had
22 responsibility to know how we should have handled
23 that. And -- and even if he didn't know, because I
24 don't know all the law up verbatim, but I do have
25 the ability, like I did for this, to go and research



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1 the law to figure out what we needed to do to
2 address the problem.

3 MS. SAPP: And as of today, that account --
4 that account does exist, but it exists with the
5 three signatures -- two signatures you mentioned,
6 yours and Carter. And the funds are all being
7 generated going through the finance department,
8 correct?

9 MR. NIXON: Yes, ma'am. Now that account that
10 the funds are in is the original account that the
11 commissioner created. So, what we say was, wait,
12 the commissioner already establishes this account.
13 So, we have to use that original account because
14 that was done in compliance with state law. So
15 those funds went back into that original existing
16 account and then -- and the finance department
17 coordinates the expenditure of those funds. We --
18 the budget process for GPD.

19 MS. SAPP: Now Ms. Carter no longer actively
20 employed with the city, she's contractually
21 employed.

22 MR. NIXON: She's a contractor.

23 MS. SAPP: How long would her name remain on
24 the signature cards?

25 MR. NIXON: Probably another 30 days.



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1 MS. SAPP: Is there a rule or reason why?

2 MR. NIXON: Well, number one is we have an
3 employee who I -- who I would like to accept that
4 role because of their leadership in the finance
5 department. But, you know, we have to get people
6 comfortable with the responsibility, number one.
7 Number two, we are looking at having some senior
8 experience, leadership help lead those high-level
9 functions I've described for the finance department.
10 And at that time, we would have them designated in
11 that particular role. So yeah, we have a -- a
12 process and we've identified a -- a plan for, but I
13 do have confidence in the trustworthiness and in the
14 -- the level of responsibility that -- that we can
15 have in-house, but we are prepared to -- to move
16 forward from the Carter error. But we cannot be
17 without the ability to have two signatures on the
18 check so that we can pay our bills and we have paper
19 obligations.

20 MS. SAPP: I understand. I appreciate that.
21 Now the other thing that bothered me more than
22 anything probably -- or as much as the budget, is
23 the letter from the state attorney's office, high
24 ranking official who suggested, strongly suggested
25 that Assistant Chief Shamar (phonetic) not be hired



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1 by the Quincy Police Department.

2 MR. NIXON: Right.

3 MS. SAPP: That letter was dated back in March
4 2022. When did you become aware of that letter?

5 MR. NIXON: When I took over as city manager, I
6 came in the office and there was a packet with a
7 letter on my desk, and I saw it then. And that same
8 day, same morning I had a -- a meeting and it
9 included the police chief was specifically the
10 employee questioned and -- and briefly inquired
11 about it.

12 MS. SAPP: Okay.

13 MR. NIXON: Because I -- because again, it's a
14 very strong and concerning letter. And the reason
15 why I provided this to you is because in that letter
16 specifically, the state attorney said that he
17 notified chief of this in the implication.

18 MS. SAPP: And that's what I -- I'm looking at.
19 I remember when Commissioner Harris was asking that
20 question, was the chief of police notified, and he
21 was notified. And that's what she did not been
22 notified by this letter that you had least had a
23 conversation with him about that. And when you
24 talked with him about the letter, what was his
25 reason for keeping Shamar?



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1 MR. NIXON: In talking to chief about assistant
2 chief in general -- well, let me say this first
3 before I say that. I personally witnessed many of
4 the positive attributes that the assistant chief
5 brought to the table. One of the things that was
6 notable in my opinion, number one, I don't care if I
7 called him at 3 in the afternoon or 3 in the
8 morning, he responded. Number two, whenever there
9 was anything, a significant crime that occurred in
10 the City of Quincy, whether he had been working all
11 day or not, he was right back there on the scene.
12 He has a -- speaks badly, he has a good
13 presentation, and he's a smart guy. When speaking
14 to the chief about him, whether it be, you know, he
15 trying to address certain concerns with the hostile
16 work environment or the managerial approach, Chief
17 Ashley has an unwavering support for his assistant
18 chief. And whether it be from the state attorney or
19 from me, or a colleague, or other colleagues, Chief,
20 his loyalty to assistant chief, is unquestionable.
21 I can say I've never witnessed anything like it in
22 the work department. That kind of dedication it is
23 admirable and -- and in the significant regard. But
24 I do feel like as leaders our voice, he has to be to
25 the citizens of this city and to the city as an

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1 organization and nothing can come in- between that.
2 If something is likely to -- some other variable,
3 then we probably need to leave our employment.

4 MS. SAPP: Okay. I just wonder about that
5 because I do have a good relationship with both the
6 chief and Shamar, and they're both very dedicated.
7 After combing through the information and looking at
8 the letters and going why would I -- why do we deal
9 with these letter? I just wanted to bring that to
10 everybody's attention. And finally, I just want to
11 -- to remind myself that you are the city manager
12 and that certain employees are hired at your will,
13 and it's your will to recommend or terminate from
14 their job. And you chose to terminate Chief Ashley,
15 you presented some documents to us, and you provided
16 answers to questions, validate or support in your --
17 your decision, your choice. Chief asked you to make
18 a decision, too, and you made a very profound
19 decision. And I understand this decision, and we
20 can rest assured that all -- in your bank be caught
21 up against somebody, because as he goes forward with
22 this counsel, as he should, we're going to be
23 calling him up.

24 MR. NIXON: Yes, ma'am. And I would just like
25 to say again for the record that again, Chief Ashley



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1 I believe is a good man. This is strictly in the
2 assessment that came to a determination based on his
3 management approach and the performance. It was not
4 anything that was retaliatory. It was very
5 difficult for me. I struggled with it. And as --
6 as a matter of fact, if I remember correctly,
7 because I posed the chief that, hey, you have other
8 things going on, I want to give you some time to
9 resign if you'd like so that you can focus. But he
10 just -- he declined that option. The next day when
11 he came, I know that he perceived that visibly it
12 was a difficult decision for me. And he just said,
13 you know, I've been there. I understand. And --
14 and I appreciated him even in that hour of saying
15 that to me because it was truly a very difficult --
16 probably the most difficult managerial decision I've
17 made in this year -- thank you.

18 MS. SAPP: Thank you, Mayor.

19 MS. BASS-PRIETO: All right last, but not least
20 here I am.

21 MR. NIXON: Okay.

22 MS. BASS-PRIETO: All right. The first thing I
23 want to start with is very quickly just to cover a
24 couple of things on the checks. I want to make
25 certain -- there was one thing I noted, there was



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1 either deposit or withdrawal of \$1, and it was not
2 the account that had been set up with the -- with
3 the found forfeiture fund. Do you know what that
4 was?

5 MR. NIXON: I do not know what that was.

6 MS. BASS-PRIETO: Okay.

7 MR. NIXON: And I also saw entry for an initial
8 deposit of \$100 --

9 MS. BASS-PRIETO: Right.

10 MR. NIXON: -- and I wasn't sure where that --
11 where did the \$100 come from. While -- was it part
12 of something? I -- I didn't understand how that all
13 originated. It's not in the records. So, I only
14 used the records provided.

15 MS. BASS-PRIETO: And then if you look at the
16 deposit tickets, apparently there was some issues
17 with not being able to properly, I hate to say this
18 but count of money. That it was amended.

19 MR. NIXON: Right.

20 MS. BASS-PRIETO: All right. For the citywide,
21 this is another single department head had signature
22 authority on any checking account?

23 MR. NIXON: No.

24 MS. BASS-PRIETO: Okay. It's only -- and
25 yourself and the finance manager.



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1 MR. NIXON: And well currently we do have a
2 third department and who was on the accounting event
3 that myself or the finance consultant is not
4 available. Because of, for example, I get sick then
5 that -- we can't stop writing checks. So, we need
6 to have a --

7 MS. BASS-PRIETO: Correct. When you say
8 department head, who do you mean?

9 MR. NIXON: It's a Director Ash.

10 MS. BASS-PRIETO: Okay. Okay. But not -- we
11 don't have department heads on.

12 MR. NIXON: No.

13 MS. BASS-PRIETO: But department -- he's not on
14 checks for utilities or -- or --

15 MR. NIXON: No, ma'am.

16 MS. BASS-PRIETO: Okay. Just making certain on
17 that one. And I -- I really didn't understand. We
18 had forfeiture account. The money was not placed in
19 that forfeiture account, but do you have any
20 reasoning or understanding of why money that was in
21 this existing forfeiture account was transferred to
22 this other account? And am I -- am I looking at
23 this correctly?

24 MR. NIXON: I don't have -- I don't have
25 explanation for that.



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1 MS. BASS-PRIETO: But I'm -- not at first. Can
2 I first -- am I looking at this correctly? That
3 money that was in the existing forfeiture account
4 was actually transferred to the newly created
5 forfeiture account?

6 MR. NIXON: Yes, ma'am. I think I commented
7 earlier that 21,000 in the initial account was
8 transferred to the new account and left a balance in
9 the original approximately 4,000.

10 MS. BASS-PRIETO: Right. And you have no idea
11 what the purpose of that was?

12 MR. NIXON: No, ma'am.

13 MS. BASS-PRIETO: So in your understanding, if
14 they're transferring \$21,000 out of an existing
15 account, why would we need to open a new account?
16 Do you have any knowledge of why that would happen?

17 MR. NIXON: No, ma'am. That's the -- that's
18 the -- the question. And that's why -- no, I
19 requested these specific records from the bank, and
20 I provided you exactly what they provided me.

21 MS. BASS-PRIETO: Okay.

22 MR. NIXON: So --

23 MS. BASS-PRIETO: Okay. But am I off -- off
24 kilter here to think that if they had the
25 wherewithal to transfer the money out of the



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1 existing account, they had -- they had knowledge
2 that it existed?

3 MR. NIXON: Yes, ma'am.

4 MS. BASS-PRIETO: Okay. Thank you. Let -- now
5 I want to go to some of the things that were brought
6 up about hiring and -- and positions. One of the
7 things that I've always been realistic on is our
8 budget. And I remember this in particular, you talk
9 about two administration -- administrative
10 positions. Well, I know that those positions were
11 not there, and they were not brought before the
12 budget -- before the commission to create it. When
13 the budget was created, there was one -- one chief
14 and one captain. All of a sudden, I saw a -- I saw
15 administration calls start skyrocketing. Okay. So
16 as far as you're aware, those were never approved by
17 this commission? Number two, do you know where the
18 money -- because in the administration budget -- the
19 police administration budget, there were two
20 positions, again, the chief and the captain. There
21 was an -- and we have a captain who -- I believe
22 Captain Monroe. So, we went from a police chief and
23 a captain to a police chief, two assistant chiefs, a
24 -- a resource officer chiefs, and a captain. Where
25 did that money come from to pay those salaries? Do



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1 you know if it was taken out of the -- the regular
2 police budget because it could have been taken out
3 of the administration budget because there was not
4 enough funding there? Do you have any idea of where
5 that money came from?

6 MR. NIXON: I believe that is the -- the case
7 and it happens a couple of ways. Number one, at the
8 end of or close to the end of a fiscal period or
9 fiscal year, in particular, finance department
10 strives to make sure that all state departments meet
11 their financial obligations, which means that they
12 have to bring to the commission these requests for
13 certain transfers in order to meet that. Over the
14 course of a fiscal year, I believe what happened was
15 -- was that monies that were available for vacant or
16 vacated positions was used to provide the resources
17 necessary for funding a particular position or a
18 raise. That's the only thing that makes sense. The
19 other thing with that is, I think from the beginning
20 Chief Ashley was given as a directive to make QPT
21 better. Chief Ashley brought one of ideas, like
22 ensuring that the police department moved in the
23 direction to be accredited, which -- which is
24 outstanding for. He was also given some latitude to
25 shape what his leadership team would look like.



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1 Every new chief, every chief has the opportunity to
2 bring on your team. I think what did not happen was
3 -- I don't think he understand our -- I don't think
4 he was given guidance that when the budget is
5 approved, it's approved. It's also approved in a
6 certain organizational framework. And so, we're not
7 at liberty to make changes without bringing those
8 changes before the commission. Much like when you
9 do budget amendments. You know, we can see staff
10 can recommend that they be done because there's a
11 necessity, but it has to be authorized by -- by this
12 commission. And in this case, when those funds are
13 within the QPD overall budget, I believe that over
14 time, that's what happened. Now, I don't believe
15 that that all is strictly Chief Ashley's fault. I
16 do feel like he should have had another set of eyes
17 to help guide that process. But if he's got to, try
18 to make something happen and he's looking at the
19 resources that are at his disposal, unfortunately,
20 there's some rules that come to how we do that or a
21 portion of it.

22 MS. BASS-PRIETO: And do you have any idea of
23 how those positions were approved by --

24 MR. NIXON: No. No. I would have to check the
25 record.



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1 MS. BASS-PRIETO: All righty. There was also
2 some discussion about a \$11,500 raise. And there's
3 also in our packet and in your discussions tonight,
4 there was a variation in experience and exactly the
5 positions that have been held different by the two
6 individuals. So, in my understanding that the
7 \$11,500 raise was to bring equity to the two
8 assistant chiefs? Is that -- is that the reason
9 why, or was it because he was taking on all this
10 other work? But then I questioned, we've got
11 another paid assistant chief. What's he doing? You
12 know -- and just my own personal knowledge, I know
13 that the other assistant chief had been the head of
14 a state agency in the past. So, the experience
15 levels seem to be quite -- quite different from, you
16 know, just from the conversation that I had with
17 him, but quite different. And when -- when we look
18 at that in a -- in a -- when we're giving raises
19 through our -- our performance evaluations or
20 through merit system, do we take that into
21 consideration, the experience? I mean, is it --
22 what I'm trying to say is the pay scale in Quincy
23 about equity amongst the same positions, or is it a
24 or is it more experience and driven? What is the
25 main balance in the case?



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1 MR. NIXON: Yeah, I -- I think it -- it can be
2 both, depending on -- in this particular
3 circumstance in the memo justification that was
4 provided, it alluded to both. It alluded to the
5 fact that there was a disparity in terms of the pay
6 for the two assistant chiefs. But it also alluded
7 to the fact that the assistant chief would've some
8 additional responsibilities that were available now
9 that the prior person left. So, I think in that
10 memo was both. And I do think in the in the
11 workplace both should be considered, but maybe it's
12 a varying degree depending on the individual
13 circumstance. We do want to have equity with the
14 salaries. That salaries are commiserate with the --
15 the work. And that is supported by the experience
16 education and capability -- capability of the
17 employee. But I do also think that there has to be
18 merit. It has to be a justification -- a
19 justification that is linked to productivity or the
20 ability to reduce. And I think that our framework,
21 current framework allows that. I believe there has
22 to be some guidance on that.

23 MS. BASS-PRIETO: As far as you're aware, that
24 \$11,500 raise was never approved by the commission,
25 correct?

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1 MR. NIXON: No. That was something that wasn't
2 done.

3 MS. BASS-PRIETO: Okay. And now I have a
4 couple of other questions. Do you -- are you aware
5 or do you know if when these new positions were
6 being created, if they were advertised?

7 MR. NIXON: I do -- I do not know.

8 MS. BASS-PRIETO: Okay. And there was some --
9 some mention in the documentation that we had of
10 another position. It was not as high a rank that
11 was brought in from another agency. Is it -- has it
12 always been -- well, let me go back. Another
13 individual was brought in from another agency who
14 jumped, like, over Sergeant and right into another
15 position. Do we advertise all these positions
16 openly so that the employees and anybody else that
17 wants to apply will be a -- will be considered as a
18 candidate?

19 MR. NIXON: Yeah. I'm not aware of that
20 happening. I am aware of the fact that in this
21 specific instance, there was an existing position.
22 And if I remember former Chief Ashley's specific
23 language, then he reclassified the position. But in
24 reclassifying, then it's changing the definition of
25 position and then the rank. The money from that



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1 original position would contributed towards the new
2 salary and then the difference would've to be made
3 of this salary increase. So that's -- that's what I
4 observed. That is I -- I don't think that -- that's
5 typical -- typical approach to do it. And I don't
6 think that's historical for the City of Quincy.

7 MS. BASS-PRIETO: Okay. Another question I
8 have, are you aware if we have any veterans serving
9 in the police department, especially veterans who
10 have served combat duty in Afghanistan, Iraq, and
11 actually fought terrorism on the ground for our
12 country?

13 MR. NIXON: I do know that we have veterans in
14 the police department. I'm not sure exactly where
15 some of them served. We also have active duty in
16 the police department --

17 MS. BASS-PRIETO: Okay.

18 MR. NIXON: -- in the Reserve. But -- but we
19 definitely have veterans -- veteran -- veterans in
20 the - - in the police department.

21 MS. BASS-PRIETO: Okay. All right. And I --
22 just for my own clarification, I couldn't quite
23 understand, are we certain or uncertain that the
24 money that we have sitting in the bank right now has
25 been properly -- properly -- are going through all



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1 the correct processes to be in the forfeiture fund
2 in our bank?

3 MR. NIXON: Personally, with -- I know that the
4 cash that was deposited, we are uncertain how much
5 of that has been through process and received final
6 judgment. We are currently researching that.

7 MS. BASS-PRIETO: Okay.

8 MR. NIXON: It is a possibility that all of it
9 has a final judgment, but it's -- considering that
10 it's all in cash, there's some questions about that.

11 MS. BASS-PRIETO: Okay. That's -- I really
12 would like that, you know, as quickly as possible
13 because --

14 MR. NIXON: Yeah. We're working on it.

15 MS. BASS-PRIETO: -- I don't want anything to
16 be standing out there. Now, there was some
17 questions about a climate survey. I have a question
18 about the initiation of the climate survey. The
19 climate survey, that was initiated through the PDA,
20 was it not?

21 MR. NIXON: Yes, ma'am. A request was made,
22 and then the PDA initiates that date. The -- the
23 PDA rep --

24 MS. BASS-PRIETO: Uh-huh.

25 MR. NIXON: -- communicates it with the PDA.



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1 MS. BASS-PRIETO: Uh-huh.

2 MR. NIXON: And then for the survey, the PDA
3 handles that objectively through a third party, they
4 -- my understanding, in the recent process, they e-
5 mail it to the members, and those members are, if I
6 understand correctly, Sergeant and below.

7 MS. BASS-PRIETO: Okay.

8 MR. NIXON: Now, in -- in the initial
9 presentation, and I provided them an update memo --
10 updated memo from the PDA, in the initial, I think
11 you may have seen that they were like -- they had,
12 like, 48?

13 MS. BASS-PRIETO: Correct.

14 MR. NIXON: Those weren't individuals. So, the
15 survey was mailed out -- e-mailed out multiple
16 times, and then in some cases, an -- an employee
17 forwarded the link to the survey to another
18 employee. So, we had an instance where one survey
19 was counted twice, and so they corrected that in the
20 letter of acknowledgement. So, it doesn't really
21 change -- it doesn't change at all the significance
22 of the survey. It's still very, very serious. But
23 they did coordinate that. That was not something
24 that was done by staff in the police department,
25 according to City knowledge.



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1 MS. BASS-PRIETO: Do you know if there was
2 anything that happened or anything that initiated
3 the taking of the survey?

4 MR. NIXON: You know, at that time, I believe
5 -- you know, I have received a lot of -- we've
6 received the -- the written complaints, and I've had
7 the individuals come in. And some -- some
8 complaints that were not against Chief Ashley were
9 against other members of his command staff. And
10 with one in particular, this officer wrote about a
11 five-page -- or a six-page letter prior to the
12 meeting with me. So, all those things together, you
13 know, made me communicate my concern about the
14 overall climate at QPD. Especially when -- when we
15 had a situation where Chief Ashley and I had a
16 conversation where he really gave an officer
17 accolades, and he was not aware that the officer had
18 submitted a letter voicing concerns. And when I
19 made him aware of the letter the next day, then it
20 was -- it was like he was describing a different
21 person. So, I knew that there was some issues
22 there. And so, then I requested that we have some
23 type of climate survey to figure out exactly where
24 we are, because the fear was that QPD was in total
25 -- was in complete disarray.



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1 MS. BASS-PRIETO: And finally -- I missed my
2 little question here. Have the checks that were
3 issued or purchased been destroyed?

4 MR. NIXON: They were -- we never accepted
5 them.

6 MS. BASS-PRIETO: You never accepted them?

7 MR. NIXON: The -- the -- the branch manager
8 immediately contacted the finance department.

9 MS. BASS-PRIETO: Okay, so that -- that order
10 was canceled, they never came in?

11 MR. NIXON: Yes. I think they came in, but
12 they never were accepted.

13 MS. BASS-PRIETO: Okay. Okay. All righty. I
14 think that -- let me just look here very quickly.
15 That covers my questions. So, is there any follow-
16 up -- follow-up questions Commissioner Dr. Nash?

17 DR. NASH: Yes. To the manager --

18 MR. NIXON: Yes, ma'am.

19 DR. NASH: -- an account -- bank account
20 exists --

21 MR. NIXON: Uh-huh.

22 DR. NASH: -- and names are changed. Is this a
23 new account?

24 MR. NIXON: No.

25 DR. NASH: Okay.



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1 MS. BASS-PRIETO: Anything further?

2 MR. HARRIS: May I?

3 MS. BASS-PRIETO: Okay. Yes.

4 MR. HARRIS: Just so that we're clear, there
5 was a new account established?

6 MS. BASS-PRIETO: Yes.

7 MR. HARRIS: Correct?

8 MR. NIXON: Yes.

9 MS. BASS-PRIETO: Anything further?

10 DR. NASH: Yes. No. No, I'll just save that
11 for later.

12 MS. BASS-PRIETO: Okay. So, this will conclude
13 the investigation discussion of this meeting. I
14 will entertain a motion to adjourn.

15 DR. WOODS: Mayor, before we do that -- City
16 Attorney, do we -- when will we do our next witness?

17 MR. ROBERTS: Well, that's going to be up to
18 the commissioner as the portion -- because we have
19 the portion for QPD and a portion for the City
20 Manager's Office.

21 DR. WOOD: Uh-huh.

22 MR. ROBERTS: We're going to be only concluding
23 the portion with the QPD investigation with the city
24 manager's justification for not terminating the city
25 manager. Are we concluding that, or we going to



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1 continue the portion --

2 DR. WOOD: I'm sorry. You're going to have to
3 repeat that.

4 MR. ROBERTS: Okay. No, okay. I'm sorry. Yes,
5 are we concluding the portion of the investigation
6 as relates -- as it relates to the city manager's
7 justification for the termination of Chief Ashley?
8 Is that what we're doing now?

9 DR. WOOD: I was asking about the next witness
10 list, so I don't --

11 MR. ROBERTS: Oh, I -- no, I didn't get a
12 witness list from anyone, and Chief Ashley elected
13 not to participate. And I think the question would
14 be: Is the city manager presenting any other
15 witnesses, because Chief Ashley's not participating
16 in this?

17 MR. NIXON: No, I'm not.

18 MS. BASS-PRIETO: Yes, right. I understand
19 that, but I know there were a couple other people
20 that -- you know, maybe that's in the next part.
21 I'm not sure where it is, but that's what I was
22 asking.

23 MR. ROBERTS: Okay. I think that -- I think
24 we're on the same page, right. I think that if
25 there's any additional witness, it'd be for the next



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1 phase, but --

2 MS. BASS-PRIETO: Right.

3 MR. ROBERTS: -- not for this particular case.

4 MS. BASS-PRIETO: Correct.

5 MR. ROBERTS: Thank you.

6 MS. BASS-PRIETO: So at this juncture, what
7 would our -- what would we like from the Commission?
8 I -- I'm understanding what you are asking, and
9 there was two separate parts. And our -- as far as
10 this commission is concerned, have we completed this
11 investigation?

12 MS. SAPP: As far as I'm concerned, I believe
13 we have. For the record, we have asked the manager
14 for his reasons. He's given us three reasons and
15 one instance, and -- and elaborated on those three
16 reasons and a fourth tonight. He's provided
17 evidence on his reasoning for suggesting those three
18 areas that he used to make the determination to --
19 to make the decision to terminate the Chief of
20 Police. So, it seems like that part of the
21 investigation as to why the chief was terminated,
22 was -- should be closed in -- in one case, someone
23 did not quite understand that. The reason that I
24 heard, and -- and seen the writing from the manager
25 for the termination include the chief's failure to



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1 satisfactorily manage financial resources, to ensure
2 operational effectiveness and productivity, its
3 failure to satisfactorily ensure adherence to City
4 of Quincy policies governing personnel actions, and
5 the use of public budget in the QPD budget, failure
6 to ensure and maintain a functional work environment
7 characterized by high achievement, supportive
8 leadership, respectful subordinates, and a lack of
9 hostility. Those were the reasoning that I had
10 written down from his original letter, and he has
11 been the manager. And he also talked about tonight,
12 and elaborated on the fact that there was failure to
13 ensure adherence to the City of Quincy policies,
14 concerning budget -- let me get that one. And
15 failure to satisfactorily manage financial resources
16 and ongoing hiring practices. So those were the
17 answers that the manager provided, and that's what
18 we asked him for. And again, remember, the manager
19 has the will and the right, according to the chart,
20 to hire and fire certain positions, as stated in our
21 charter of the laws, at will and to terminate a
22 person at will. And that's just paraphrasing what's
23 in that charter. And I think that that has been
24 accomplished tonight. Whether or not it's been
25 accomplished satisfactorily for everybody, it's a



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1 question that we have to decide here. Thank you.

2 MS. BASS-PRIETO: Yes.

3 MR. HARRIS: Thank you Mayor. I don't -- I --
4 I -- I -- I totally agree with the Commissioners
5 that in terms of what we initially set out for,
6 we've accomplished that tonight with as much
7 documentation and fact as we could possibly get.
8 However, I cannot walk away from this without -- and
9 -- and we said this, that once we start down one
10 road, we don't know where we're headed. There are a
11 couple things that have really caused me some
12 concern going through this. And as much as this is
13 a part of Chief Ashley's termination or has been
14 made a part of it, I cannot solely say that he's 100
15 percent responsible for some of the things that were
16 put in place.

17 DR. WOOD: Right.

18 MR. HARRIS: Now, I am concerned about this
19 period between December 2021 and June in -- through
20 the end of June of 2022, when Dr. Nash served as the
21 interim city manager. Regardless as to how we want
22 to play this, we need to go back and do some real
23 diligent work to make sure that our policies were
24 adhered to. And I -- and I'm saying that to say,
25 we need to take a look at every personnel action



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1 that was taking place during that time, because
2 there are a number of things that were brought out
3 from this investigation that did not come up before
4 that commission. And I was sitting here on the
5 dollars. We did not have a conversation about
6 budget amendments that would amend and then allow --
7 that would allow for an \$11,500 raise. I know that
8 did not take place. In fact, when the questions
9 were asked during that time when the -- when those
10 positions were being put in place, we were told that
11 those positions were being -- some were voluntary,
12 and some were being dissolved within the budget that
13 we already had. Had I known that we were taking
14 money from other positions that we were left
15 thinking that were still on the books, you know, we
16 were in the dark on that. The other thing that
17 concerns me is not only was city policy violated,
18 but the state law was violated in terms of a memo.
19 Now, we can use semantics or whatever we want to
20 say. But the bottom line is, we were in possession
21 of two memos. One is changing the name on a -- on a
22 forfeiture account that we already knew exists, and
23 the other one specifically says the creation of a
24 forfeiture account. If you look at those bank
25 statements, those are two separate bank account



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1 numbers. That is in violation of the law. The law
2 is very clear. Only this board, this commission is
3 allowed to establish bank accounts. That is why I
4 can't hold com -- former Chief Ashley 100 percent
5 responsible for that action. I agree, with the
6 years of experience he should have known what the
7 law was in terms of those dollars. But the only way
8 he was able to walk into a bank with cash and open
9 up a bank account is through the authorization of a
10 memo that came from the interim city manager. I did
11 find it difficult to be upset with the bank, because
12 as he said, routinely, this happens. Our chief
13 executive officer is authorized to send memos per
14 the City Commission. We don't open bank accounts in
15 the City of Quincy and order checks without
16 authorization from the City Commission. We need to
17 look at that period of time. I specifically want to
18 take a look at those personnel actions, those
19 contracts that -- that were set out. Did we follow
20 City policy on those? And I'm extremely concerned
21 about the employee payouts for those who retired and
22 left the City of Quincy during that period of time.
23 I remember specifically this commission having a
24 discussion, and we went through the policy on
25 payouts, because we found that HR had been routinely



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1 paying out employees at 100 percent. And those
2 checks were so big that had two or three more
3 employees retired, we would not have been able to
4 survive. So we need to take a look at that. I
5 agree, there needs to be a investigation into the
6 City Manager's Office, but it needs to go beyond Mr.
7 Nixon's tenure. It needs to begin in December '21
8 through June of '22, and we can continue on from
9 there. Thank you, Mayor.

10 MS. BASS-PRIETO: So -- so I'm going back to my
11 question. Where do you want the investigation into
12 the Police Department? I -- I didn't -- I heard the
13 City Manager's Office.

14 MR. HARRIS: Uh-huh.

15 MS. BASS-PRIETO: I heard your concerns about
16 that we've gotten down to kind of -- kind of gone
17 down a rabbit hole here.

18 MR. HARRIS: Yes.

19 MS. BASS-PRIETO: Okay. So do you want to
20 continue with the investigation of the termination
21 of -- of -- of Chief Ashley, or do you want to move
22 that into the investigation of the office --

23 MR. HARRIS: I am 100 percent complete with the
24 police department's investigation. We have -- we
25 have all the facts. We have all the information



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1 that I think we can gather. Now, there -- there may
2 be other commissioners who may have other things
3 that they want to gather, but --

4 MS. BASS-PRIETO: Uh-huh.

5 MR. HARRIS: -- I don't as far as the police
6 department.

7 MS. BASS-PRIETO: Okay. So you -- would you
8 like to make a motion?

9 MR. HARRIS: Oh, I'm sorry.

10 DR. WOOD: Could I -- could I make a statement
11 before we get to the motion, please? Thank you.
12 Okay. So, to clarify what I said, my question was --
13 or my statement was about the city manager, of
14 saying we -- yes, I'm -- I'm -- let me clarify. I'm
15 -- I'm satisfied with what the city manager has
16 provided to us as far as the termination goes, but I
17 do hope that this commission realizes that there are
18 things that came out today -- tonight that we need
19 to deal with. Now, when we deal with them, I don't
20 know, but I -- there are several improprieties here.
21 As a city commission, we have the responsibility to
22 do our due diligence. I agree with Commissioner
23 Harris that we need to -- we may have to go back.
24 And Mayor, I know it may be after the next phase,
25 but if we could find a way to include this, because



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1 even with the invoices, there's a huge issue there
2 for me. We got to -- we got to clean up some of the
3 things that are a part of the city, and how our
4 standards, and how we're doing things. But as far
5 as the question of the city manager, I have -- I'm
6 definitely satisfied with the answers. I mean, we
7 only have the city manager's side of it, and he's
8 provided many documents to back up his claim. This
9 was not about day-to-day -- I keep saying that this
10 was not about day-to-day operations. It was more
11 about procedural and policy for me, just to clarify
12 how we went about it. Did we do our due diligence?
13 So, thank you again, city manager, for -- for
14 sitting through the questioning.

15 MR. NIXON: Yes, ma'am.

16 DR. WOOD: And Mayor, thank you so much for
17 indulging.

18 MS. BASS-PRIETO: Okay. Well --

19 UNIDENTIFIED SPEAKER: Dr. Nash has a
20 question.

21 MS. BASS-PRIETO: Dr. Nash, do you have a
22 question?

23 DR. NASH: Yes. I have a couple of
24 observations. I don't think that -- I -- I think he
25 has answered the question. However, given that



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1 other documents were included in -- and other people
2 named, we've not had opportunity to hear from those
3 people, particularly Ms. Cardi, whose name is on
4 several documents, and is associated with me. I've
5 said from the beginning that you can investigate me.
6 I have no problem with that. And you can bring up
7 my tenure, I've said that from the beginning anyway.
8 So, if the investigation leads to my tenure, then do
9 I get an attorney as well, Attorney Roberts?

10 MR. ROBERTS: It's your choice.

11 DR. NASH: Okay.

12 MR. ROBERTS: It's your choice.

13 DR. NASH: All right. No problem. And so, I
14 had a list of other people who could add value to
15 some of the information that has been stated on that
16 list. And so, we have not had an opportunity to hear
17 from them. And so for me, I'm -- this investigation
18 is not complete unless we hear from some other
19 players that have been mentioned in the
20 documentation, as well as in the statements from the
21 city manager.

22 MS. BASS-PRIETO: I was thinking that was the
23 next phase. Is that not -- isn't that the next --

24 DR. NASH: I mean --

25 MS. SAPP: That would be the next phase because



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1 that's what --

2 DR. WOOD: Oh, right.

3 MS. SAPP: So --

4 MS. BASS-PRIETO: Okay. I'm just trying to be
5 clear. Thank you. I'm sorry.

6 DR. WOOD: That was -- no -- no -- noted, that
7 was -- that was my -- my thoughts exactly. And
8 that's why I was trying to clarify what the
9 commission wanted to do. But I think, you know,
10 when we go into the next phase and we look at
11 witness list, we -- we have to engage our city
12 attorney, and -- and find out if commissioners are
13 called as witnesses, can they in turn, turn around
14 and be a finder of fact? Does that not negate their
15 -- their ability -- or, you know, it -- it seems
16 like it would be contradictory to me.

17 MR. ROBERTS: It creates financial
18 complications.

19 DR. WOOD: Okay.

20 MR. ROBERTS: It's -- it all depends on how
21 questions are vetted, and -- but it does create
22 financial complications.

23 DR. WOOD: But if -- if they're actually
24 testifying, does that not create -- is that not
25 creating a problem with him also turning around and



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1 being a finder of fact? As it turned out tonight,
2 we've had very -- a very long meeting, but we've had
3 our questions answered with very few people
4 testifying. Actually, just one person testifying.
5 But as we proceed down through this, it may be more
6 complicated. And before we get to the point of
7 subpoenaing people and people having to hire
8 attorneys, I -- I -- I'd like some input from --
9 from you, Attorney Roberts, as to how to move
10 forward with this, especially if we have a situation
11 where there's three sitting -- sitting commissioners
12 who might be -- you know, might be called as
13 witnesses, then that would leave just two
14 commissioners on -- on the -- on the Commission, and
15 that's decorum.

16 MR. ROBERTS: No, it is not. I think the -- if
17 I may?

18 MS. BASS-PRIETO: Yes, please.

19 MR. ROBERTS: Yeah. I think the first thing we
20 need to do is -- I'm sorry. Thank you Mayor Pro
21 Tem. I think the first thing we need to do is
22 conclude or make a conclusory statement as to the
23 issues surrounding what the city manager presented
24 now, and then set the parameters for phase two.

25 DR. WOOD: Okay. And will -- will we need a



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1 special meeting for setting the parameters, or can
2 we try to do that tonight?

3 MR. ROBERTS: If you can do that tonight -- I
4 do know that the attrition is kicking in, it's 9:30.

5 DR. WOOD: Yes.

6 MR. ROBERTS: And people have families and
7 other interests.

8 DR. WOOD: Yes.

9 MR. ROBERTS: And -- but I think what you -- my
10 suggestion would be for the commissioners to discuss
11 amongst themselves, just concluding this particular
12 portion, and then maybe another meeting to set up
13 the parameters for the next meeting, or -- or do it
14 tonight.

15 MS. BASS-PRIETO: Or --

16 MR. ROBERTS: But I do think you should -- we
17 should conclude this portion --

18 MS. BASS-PRIETO: Right.

19 MR. ROBERTS: -- of the investigation.

20 MS. BASS-PRIETO: Okay. But -- and we can't --
21 we can't set up a time that's during a regular
22 commission meeting that we have next Tuesday?

23 MR. ROBERTS: You can, or you -- I mean, you
24 can.

25 MS. BASS-PRIETO: Okay. That -- that's not a



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1 -- an issue. All right Commission, what did you
2 put?

3 MS. SAPP: Call for a motion that we conclude
4 this proceeding -- this part of the investigation
5 into the termination of Chief Ashley.

6 MR. ROBERTS: Second.

7 DR. WOOD: All right. We have a motion and
8 second before the floor that we conclude the
9 investigation into the termination of Chief Ashley.
10 All in favor please say aye.

11 MS. SAPP: Aye.

12 UNIDENTIFIED SPEAKER: Roll call.

13 DR. WOOD: Madam Clerk?

14 THE REPORTER: Yes, Mayor. Commissioner Dr.
15 Robin Wood?

16 DR. WOOD: Yes.

17 THE REPORTER: Commissioner Ronte Harris?

18 MR. HARRIS: Yes.

19 THE REPORTER: Commissioner Dr. Beverly Nash?

20 DR. NASH: No.

21 THE REPORTER: Mayor Pro Tem Angela Sapp?

22 MS. SAPP: Yes.

23 THE REPORTER: Mayor Frieda -- Frieda Bass-
24 Prieto?

25 MS. BASS-PRIETO: Yes. Motion passes four to



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1 one.

2 MR. HARRIS: Question, ma'am.

3 MS. BASS-PRIETO: Yes.

4 MR. HARRIS: How will we move forward with the
5 -- in our procedures, Number 11, the commission may
6 consider findings facts and make such findings of
7 fact by a majority vote. Will that be the task of
8 the clerk, or the attorney, or who shall prepare
9 those and present those to the commission, or is
10 that something we are to do?

11 MS. BASS-PRIETO: Do we need to have a finding
12 of fact, that we --

13 MR. HARRIS: We can -- I mean, we -- we can --

14 MS. BASS-PRIETO: Or could it solely just be a
15 letter of recommendation for -- you know, as -- as
16 Commissioner Dr. Wood has mentioned in some
17 procedures, changes to possible policies.

18 DR. WOOD: Can we get the attorney to research
19 and tell us what should be done?

20 MR. HARRIS: That was the -- that was my
21 question, I guess.

22 MR. ROBERTS: Yeah. Now that we concluded, let
23 me look, and -- look into it, because what we can do
24 is just -- we'll just come up with a statement, or
25 some type of conclusion that we listened to the



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1 evidence as presented and we make -- whether or not
2 there's a justification, and we just put -- put it
3 in an alternative for the commission to look at?

4 MS. BASS-PRIETO: And is it possible --

5 MR. ROBERTS: Now --

6 MS. BASS-PRIETO: -- okay.

7 MR. ROBERTS: And on record, I guess.

8 MS. BASS-PRIETO: The last thing I'd like to
9 bring up before we go very quickly is, we have a --
10 a letter from Attorney Miz (phonetic) -- I don't
11 know.

12 MR. ROBERTS: It's -- it's Deborah Miz. She
13 provided us with her investigation into the
14 anonymous letters and the named letters in the City
15 Manager's Office --

16 MS. BASS-PRIETO: Okay.

17 MR. ROBERTS: -- and I presented that at --

18 MS. BASS-PRIETO: Okay.

19 MR. ROBERTS: And that could be the framework
20 to jumpstart the next phase.

21 MS. BASS-PRIETO: Okay. And so everyone has a
22 copy of that, correct? So how do we want to set --
23 go about -- do we want to schedule a special meeting
24 tonight? Do we want to do it next Tuesday? How
25 would everyone like to proceed with that?



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1 MS. SAPP: Do we want to schedule a meeting
2 next Tuesday --

3 MS. BASS-PRIETO: I mean, I'm sorry -- so I'll
4 schedule our next meeting to do the parameters for
5 our investigation into the City Manager's Office.

6 DR. WOOD: I think if we do it on Tuesday we
7 can set it -- since we've set the parameters for the
8 first set of witnesses, I think it would be easier
9 to do that to set the parameters for our next
10 segment. Okay. And Attorney Roberts, will you have
11 enough time to -- to -- to look into some of the
12 questions that come up tonight?

13 MR. ROBERTS: Obviously, there's conflicts of
14 interest there.

15 MR. HARRIS: Mayor, are we -- how do we set
16 parameters for the investigation into the City
17 Manager's Office, unless there's additional things
18 that we want look into in the last meeting and we
19 set parameters for both, and we voted on both.

20 MS. BASS-PRIETO: Right.

21 MR. HARRIS: Now, the -- the things that I'm
22 concerned about that I brought before the commission
23 tonight does not necessarily have to be brought
24 forward in a 215. I mean -- and I'm saying that
25 because documents are documents, facts are facts.



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1 That's -- I don't have to question anybody about
2 what's on paper. So I -- I mean, I -- I -- I am
3 still concerned about that. And I -- and I would
4 like at some point in your office, or through staff
5 that we can get answers to -- to that period of
6 time. But as far as moving forward with the City
7 Manager's Office, we set those parameters in the
8 last meeting, and I believe much has been covered in
9 the documentation that the Attorney Mendez has
10 presented to us. So I -- I'm -- I mean, I just want
11 to take that off the table.

12 MS. BASS-PRIETO: Right, okay.

13 MR. HARRIS: That's not --

14 MS. BASS-PRIETO: Okay.

15 MR. HARRIS: -- work that we

16 MS. BASS-PRIETO: I get it.

17 MR. HARRIS: -- can go into on 9215.

18 MS. BASS-PRIETO: I appreciate it. So there
19 are other -- other avenues and other venues to
20 address certain issues. So --

21 MR. HARRIS: And we can handle that during
22 Commission comments, regular meetings, and my
23 interaction with staff.

24 MS. BASS-PRIETO: And the parameters we set,
25 the only thing I'm asking, the last time we set our



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1 witness list --

2 MR. HARRIS: Oh.

3 MS. BASS-PRIETO: -- and it was only for
4 tonight. And that may be where some issues come in,
5 so that's why I was asking Attorney Roberts if he
6 would be able, in that period of time after tonight
7 until Tuesday, so we could add it, ask --

8 MR. HARRIS: Oh, okay.

9 MS. BASS-PRIETO: -- Manager Nixon to add it to
10 our --

11 MR. HARRIS: Okay.

12 MS. BASS-PRIETO: -- and then we'll have to
13 decide on the witness list just as we get the --

14 MR. HARRIS: In the last, okay. I -- I'm in
15 agreeance.

16 MS. BASS-PRIETO: Okay. So I will entertain
17 and --

18 MS. SAPP: No, no, no. I have to say one
19 comment.

20 MS. BASS-PRIETO: Oh, I'm so sorry.

21 MS. SAPP: It's okay. No, no, no. I just want
22 to -- to remind the Commissioners, maybe just to ask
23 you to take a minute to look at your e-mails, and
24 look at some of the things that - citizens sent out
25 to us, because of our membership. And one of the



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1 things that's coming up, I think on the 12th, is a
2 training -- an ethics training, because what we're
3 doing tonight is -- is uncharted, unprecedented
4 waters, but it's becoming more common all the time.
5 Our -- 215 investigation started, I think in 2019,
6 the first time we had to do one --

7 MR. HARRIS: And we didn't get through it.

8 MS. SAPP: -- and again, we didn't get through
9 it. We've made some progress tonight on this one
10 and I don't see it going away, unfortunately,
11 anytime soon, any commissioner, or anybody. So, if
12 on the -- if you go back to your e-mail, and you see
13 something from Florida -- the city about it, a
14 training on the 12th, it's a webinar. If you are --
15 you have the ability to tune in wherever you are, on
16 the club. I think it's about 2:00 or whatever, but
17 if you have the ability to tune in, just look at it.
18 I don't know what it's going to be about, but I'm
19 sure you will find something in common with people
20 in other places that will help us with our decision
21 and the processes, okay? Thank you, Mayor.

22 MS. BASS-PRIETO: All right. I will --

23 MR. ROBERTS: And Chris --

24 MS. BASS-PRIETO: Oh, yes, yes, yes. Oh,
25 Chris. I'm sorry, it's after 9:00. I will see



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1 everyone -- hopefully everyone here, everyone at the
2 city, 5:00 tomorrow is going -- we are leading up.
3 The parade actually starts at 6:00. I have this
4 correct, and I -- and -- so please everybody come
5 out and join us for this very happy occasion.
6 Manager Nixon, did you want to add something?

7 MR. NIXON: Yeah. To that, we are pleased to
8 announce that Coach Simmons of FAMU and his wife and
9 family will serve as Grand Marshalls for the event,
10 and they're citizens in particular we need to thank
11 for that, for helping to make that happen. It's
12 going to be exciting. We are starting promptly at
13 6:00, and we're looking forward to a fun time for
14 all. And then for staff, we are having our staff
15 Christmas party on Saturday, at -- and beginning
16 at --

17 DR. WOOD: At --

18 MR. NIXON: -- 6:00 --

19 DR. WOOD: -- 6:00 to 7:00 in the program.

20 MR. NIXON: Yeah. We'll have a program, 6:00
21 to 7:00 with a meal. And then after that, we'll
22 have a little bit of a celebration.

23 DR. WOOD: All right.

24 MR. NIXON: -- for the employees. Thank you.

25 DR. WOOD: Okay. Did you-all get my e-mails



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1 regarding the -- okay, great.

2 MS. BASS-PRIETO: And last but not least,
3 the former mayor sent me some -- I always say it
4 wrong --

5 MS. SAPP: Elf on a shelf.

6 MS. BASS-PRIETO: -- elf on a shelf. And I
7 would like to invite everybody to please help me get
8 as many pictures around the City of Quincy with our
9 -- I like to call them shelf elves, but elves on a
10 shelf --

11 MS. SAPP: Uh-huh.

12 MS. BASS-PRIETO: And celebrating the holidays.
13 We have a great spirit here, and I would like to
14 memorialize it in photos. And I would like every
15 commissioner to please help me with this, make the
16 city one of the -- Quincy one of the most merry,
17 merry Christmas. And with that, motion to adjourn?

18 MR. HARRIS: So moved.

19 MS. SAPP: Don't forget on Tuesday, we're
20 having Holiday Spirit week. It's wearing your ugly
21 sweater.

22 DR. WOOD: Tuesday is our ugly Christmas
23 sweater day.

24 MS. SAPP: Ugly -- yeah.

25 DR. WOOD: Okay. All right.



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1 MS. SAPP: And we're going to be taking
2 pictures.

3 DR. WOOD: Okay.

4 (PUBLIC MEETING CONCLUDED AT 9:34 P.M. ET)
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C E R T I F I C A T E

STATE OF FLORIDA)

COUNTY OF ORANGE)

I, Krystal Ritchson, Court Reporter and Notary Public for the State of Florida at Large, do hereby certify that I was authorized to and did report the foregoing proceeding, and that said transcript is a true record of the said proceeding.

I FURTHER CERTIFY that I am not of counsel for, related to, or employed by any of the parties or attorneys involved herein, nor am I financially interested in said action.

Submitted on: January 16, 2024.



Krystal Ritchson

Court Reporter, Notary Public



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1 INVESTIGATION PROCEEDING PURSUANT TO CHARTER SECTION

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12 DATE: DECEMBER 8, 2023

13 REPORTER: KRYSTAL RITCHSON

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ORIGINAL

1 APPEARANCES

2
3 ON BEHALF OF THE CITY OF QUINCY:

4 Gary Roberts, Esquire

5 Gary A. Roberts & Associates, LLC

6 130 Salem Court

7 Tallahassee, Florida 32301

8 Telephone No.: (850) 513-0505

9 E-mail: garyr@garyrobertslaw.com

10
11 Also Present: Robert Nixon, City Manager; Ronte R.

12 Harris, Commissioner District 3; Dr. Robin Wood,

13 Commissioner District 1; Freida Bass-Prieto, Mayor;

14 Angela G. Sapp, Mayor Pro-Tem; Dr. Beverly A. Nash,

15 Commissioner District 5; Janice Shackelford, City Clerk



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1 STIPULATION

2
3 The PUBLIC MEETING was taken at QUINCY CITY HALL - 404
4 WEST JEFFERSON STREET QUINCY, FLORIDA 32351 on THURSDAY
5 the 7TH day of DECEMBER 2023 at 6:02 p.m. (ET); said
6 PUBLIC MEETING was taken pursuant to the AGREED UPON
7 RULES OF THE PRESENT PARTIES.
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1 PROCEEDINGS

2 MR. HARRIS: Thank you. Mayor -- Mayor, we
3 have been -- when we first moved forward with 215,
4 it was not contingent upon the cooperation of either
5 the manager nor Chief Ashley. This commission chose
6 -- made a decision to investigate the police
7 department was as well as the city manager's
8 office. That investigation can take place without
9 the testimony of either. However, one of them worked
10 for us and has provided us a number of pages and
11 documents. I got two -- two-inch binders here for
12 the documents that I've been combing through. And I
13 understand we got a more organized packet, but much
14 of this is the same information you received almost
15 two weeks ago. I have questions about a lot of what
16 I've seen in this packet. Now we can't subpoena
17 anybody and force them to come and testify. That was
18 one of the issues we discussed, that we don't have
19 that subpoena in power where we can mandate somebody
20 sitting before this commission. However, being that
21 we have been given these documents that's been
22 presented to us much that I have not seen before as
23 a commissioner, but because we entered into the 215,
24 we've now been presented with a lot of day-to-day
25 stuff. And under the 215, I have some questions of

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1 clarity that I would like to either have answered by
2 the manager because he presented those documents or
3 staff who can assist us with getting the answer that
4 we asked for. I think we need to keep in mind that
5 we did not embark upon this 2.15 under the
6 assumption that all parties on both sides were going
7 to participate. This is our investigation. If you
8 go back to our procedures, if -- if you go back to
9 the charge, it says, we may subpoena. We could've
10 done this investigation without subpoenaing anybody.
11 We could've easily just asked for documents as we
12 saw fit to look into it, but I have questions about
13 these documents, and I think we should go ahead and
14 move forward so that we can put this behind us.

15 MS. BASS-PRIETO: You want to put that in?

16 MR. HARRIS: Well, I don't think we need a
17 motion at this point because we're already here.

18 MS. BASS-PRIETO: Can we hear from the other
19 commissioners? That's what I'm saying. Put it
20 before anybody here. The other commissioners says
21 anybody else --

22 MS. BASS-PRIETO: Right. Does anyone else have
23 an opinion?

24 DR. NASH: Yeah, I do have an opinion. I'm --
25 I -- I'm -- I'm a little concerned and confused with



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1 all of this, and some of it is duplicated and none
2 of it is delineated as what's duplicated and what's
3 not in -- in the multiple pieces of information. So
4 I have -- and I got it yesterday at 4:00 to a mayor.
5 And so just like you, I have site problems, and I
6 need time to -- to look at and review, whether it's
7 hard copy or on the computer that time needs be
8 spent by me in terms of digesting and seeing the
9 information. So again, I have concerns about
10 receiving 700 pages at -- at 4:00 on yesterday. We
11 did go into 215 without the -- with -- with the
12 understanding that subpoena power was a maybe. So,
13 I think we need to go forward. I think our
14 community is waiting for us to find out what's going
15 on since we have engaged in this. And they too have
16 questions that probably need to be answered and --
17 or interested in us coming to some type of
18 resolution in terms of this, because it has impacted
19 our community. It's impacted our staff, and it
20 continues to impact our staff given the magnitude.
21 My name is included in some of these documents, and
22 I'm concerned about that because that happened prior
23 to and if I need to give an explanation, I can with
24 documentation. So I think we need to move forward
25 on.



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1 MS. SAPP: Thank you. I think that we want to
2 move forward because we start the process because we
3 stop -- back out now, we're not being fair to
4 ourselves. Our citizens, they want answer. We
5 started the investigation. We went into it, we said
6 we're going to conduct it, and we owe it to our
7 citizens to do so. If when we get into it we start
8 digging around and realize there's more we can
9 handle, we can definitely close and make other
10 suggestions for how to move forward there. But I
11 think we need to go on.

12 MS. BASS-PRIETO: Okay. Well, I -- I hear
13 that the will of the commission. I'm sorry, I
14 didn't see your hand, but I'm going to also include
15 you, please.

16 DR. WOOD: Thank you, Mayor. I agree with the
17 commissioners that we need to move forward with
18 this. I have combed through this on a sleepless
19 night, but I'm ready to move forward. Again, there
20 is no promise that subpoenaed witnesses will
21 actually appear. So we need to understand that we
22 may only have certain witnesses that appear and
23 others that will choose not to. So I -- I am in
24 agreement to move forward.

25 MS. BASS-PRIETO: Okay. I think I've heard the



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1 will of the commission. I've -- I've expressed my
2 concerns, and we shall go forward. All righty. I
3 hereby from being the special meeting of the -- and
4 the explanations of the proceedings. I think you-
5 all have them. Although to this commission we are
6 here for an investigative hearing into the decision
7 by the city manager, Robert Nixon, to terminate the
8 services of Porter Police Chief Timothy Ashley. A
9 motion was made and passed with the City of Quincy
10 Commission -- I'm sorry, that the City of Quincy
11 Commission conducted Section 2.15 investigation into
12 the termination of former Police Chief Ashley. The
13 investigation will be conducted by reviewing any
14 evidence supporting the termination of former Chief
15 Ashley and any evidence contrary to his termination.
16 As such in a previous meeting, we ask city manager
17 and former Chief Ashley to provide a witness list to
18 the city by close of business December 5, 2023.
19 Additionally, they were asked to be prepared to
20 present an addition of the facts supporting their
21 position tonight December 7, 2023. Previously,
22 Manager Nixon presented the commission and former
23 Chief Ashley with documentation supporting his
24 position, which will be included in this
25 investigation. The investigation will proceed as



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1 filed. First, we will ask Manager Nixon to present
2 his statements and any with any documentation of
3 witnesses supporting his position. Following Manager
4 Nixon's statement, have to ask Attorney Roberts
5 since we won't be having his testimony, will City
6 Manager Nixon be able to have a rebuttal?

7 MR. ROBERTS: He can ask to requests, but --

8 MS. BASS-PRIETO: Okay.

9 MR. ROBERTS: -- we did put on the record
10 that the opportunity -- present --

11 MS. BASS-PRIETO: Pardon me.

12 MR. ROBERTS: -- was -- we need to make sure
13 that it's clearly Stated that he has an opportunity
14 to present any evidence or information he has.

15 MS. BASS-PRIETO: Okay. I think I -- I
16 previously covered that, okay? And if he were to
17 present the information, he would present after
18 Manager Nixon completes his present -- presentation,
19 and with the opportunity to present the statements
20 with any documents or witnesses supporting his
21 position. Then after, following Chief Ashley's
22 statement, Commissioner Nixon would be allowed to --
23 a brief rebuttal.

24 MR. HARRIS: City manager?

25 MS. BASS-PRIETO: Yes.



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1 MR. HARRIS: You said commissioner.

2 MS. BASS-PRIETO: I'm sorry. City manager.

3 Excuse me. After the state -- I'm sorry. After the
4 statements from Manager Nixon and former Chief
5 Ashley, if he so chooses, are completed, members of
6 the commission may ask relevant questions to each
7 person. Questions that -- may only be asked
8 pertaining to testimony given tonight and
9 information provided to the commission. Through
10 this investigation it's asked by questions be
11 objective, concise, and devoid of opinion or
12 personal commentary. The commission is asked
13 initial questions in the following order. District
14 one, Commissioner Dr. Robin Wood, District two,
15 Mayor Pro Tem Angela South, District three,
16 Commissioner Ronte Harris, District five,
17 Commissioner Dr. Beverly Nash, District four, Mayor
18 Freida Bass-Prieto. After the judicial questions,
19 commissioners will be given an opportunity for any
20 follow up questions in the same order as before.
21 This is a quasi-judicial proceeding, and as such
22 there will be no questions allowed from the
23 audience. It's asked that both the commission and
24 the audience adhere to the strict rules of the decor
25 with the commission on the objection of court's



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1 order will be allowed to interrupt the speaker who
2 has the floor. It's asked that the audience remain
3 silent through these proceedings, and please
4 understand that failure to do so will result in
5 their removal from this place. Now, if we want to
6 begin, these are my questions, Your Honor. I'll have
7 Attorney Roberts swear in Manager Nixon.

8 MR. NIXON: Would you put this there?

9 MS. BASS-PRIETO: Pardon me?

10 MR. ROBERTS: Raise your right hand. Do you
11 swear affirm the testimony about to give the truth
12 -- the truth, the whole truth, nothing but the
13 truth?

14 MR. NIXON: I do.

15 MR. ROBERTS: Thank you.

16 MS. BASS-PRIETO: Manager Nixon, would you
17 like to proceed?

18 MR. NIXON: Yes, I would.

19 MS. BASS-PRIETO: Okay.

20 MR. NIXON: Thank you. For the benefit of the
21 obvious note, physical watching via social media, do
22 want to recap a couple things. Number one on the
23 initial meeting, I did with a packet of information
24 that I'll describe tonight subsequent to that you
25 received information that contained more detail.



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1 But specifically, there was some employee
2 information in there that not the first packet.
3 That's the only real difference. Tonight, what you
4 have received is summarized version so that you can
5 move through the information easier because this is
6 the information that primarily I relied on in order
7 to come see my conclusion. So, for the -- all
8 again, I'll just quickly recap. According to the
9 City Charter section 3.04 of Item one under the
10 power of the city manager, also, the employee shall
11 serve as the place of the city manager, but the city
12 manager, when he deemed it necessary for the good of
13 the service, makes a suspend in writing with or
14 without a pay or remove any employee under the
15 jurisdiction, except as otherwise provided by law of
16 this charter or rules adopted by the commission
17 pursuant to the Charter. So, if you're looking at
18 -- and that's that first section that you see, the
19 smaller one that begins with the charter on the deck
20 for context, I've also included sections of the
21 Quincy Police Department's general order. These are
22 -- this is the policy procedure manual that the
23 police operate. Section 26-2 IDE reads, the conduct
24 of all members is governed by the administrative
25 policies and procedures of the City of Quincy and



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1 all provisions of state policy include the city's
2 statement on ethics are incorporated herein by
3 reference. General order 40-2 number five points
4 out that the Chief of Police shall have the
5 authority and responsibility for the physical
6 management of the police department in accordance
7 with the City of -- City Code Quincy. The reason
8 why I'm pointing this out is just to highlight the
9 fact that the police department is not a standalone
10 entity. It's a department of the City of Quincy,
11 and in their general orders, they acknowledge that
12 they are subject to the policies of the City of
13 Quincy. The next item specifically references is
14 that the Chief of Police has the authority, but also
15 the responsibility for the physical management of
16 the police department, though, he may have
17 assistance from other established. Ultimately the
18 responsibilities lay with the police chief. The
19 general reporters also highlight a couple of other
20 important notes. It does provides a definition or
21 description of unbecoming conduct. One item is
22 members shall not engage in any willful action or
23 conduct which leads the department's efforts to
24 achieve the goals, values, or beliefs as stated in
25 the mission statement and goal of ethics brings the



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1 spread on the department or impairs the operation or
2 efficiency of the department or any member. Also
3 states that members shall treat supervisory members,
4 subordinates associates, and the public with
5 respect. It also provides the definition for
6 insubordination, a willful refusal by a department
7 of members to comply with a lawful court director
8 written -- written or oral to include both and
9 refusal to obey a proper order, or deliberate
10 failure to carry out an order. And then lastly,
11 general order 20-5 provides correction act -- action
12 justifying dismissal for a continued series of
13 lesser offenses, repetition of serious offenses, or
14 on the first occurrence of certain serious offenses.
15 A member may be dismissed from the department. As I
16 provided in the letter to former Chief Ashley, the
17 reasons for his separation are as follows. Failure
18 to ensure and maintain a functional work environment
19 characterized by high achievement, supportive
20 leadership, respectful subordinates, and a lack of
21 hostility. Two, failure to satisfactory manage
22 financial resources to ensure operational
23 effectiveness and productivity. And three, failure
24 to ensure adherence to the city of Quincy's
25 policies, governing personnel actions and use of



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1 public funds in the QPD's budget. Beginning with
2 failure to ensure and maintain a functional work
3 environment characterized by high achievement,
4 supportive leadership, and respect for subordinates
5 and lack of hostility over time. Under former Chief
6 Ashley's administration, QPD's functioning moral
7 deteriorated significantly. Employees expressed
8 discontent and cited instances of unbecoming
9 behavior and harassment by Chief Ashley and the
10 members of his command staff. Former Chief Ashley
11 stated that he considered employees who disagreed
12 with him as terrorists. When asked if he meant that
13 he said he meant it in the strongest possible sense
14 of the word, which is when I questioned him about
15 the existence of a hostile environment. The next
16 page I'll provide is the summary of the initial
17 complaints. Four QPD employees provided letters
18 against Chief Ashley. Specifically, I did not
19 include one additional letter that was provided by a
20 sergeant who was under IA, who specifically charged
21 discrepancies or disparities in grievance. There
22 were three anonymous letters against former Chief
23 Ashley in one of his assistant chiefs that were
24 submitted. One QPD employee's attorney advised that
25 a pending EEOC complaint against former Chief Ashley



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1 should be inspected. Several complaints of
2 harassment were made against members of Ashley's
3 command staff. And then I provided a reference to
4 the PBA climate survey where 18 to 20 plus four non-
5 command staff law enforcement officers participated.
6 That information you'll find behind that page. So,
7 I'm providing that, again, as the supporting
8 documentation, you'll see a letter from the
9 individual staff members that submit those. And
10 those are with their actual names. Those are not
11 simply the anonymous letters, although those are
12 included as well. I know that you have seen that you
13 can stop me at any time. If you have a question
14 about the hostile work environment information. I
15 think the information provided by the employees, and
16 also confirmed later by the PBA climate survey, is
17 very clear that over a period of time, Chief
18 actually lost the ability to lead his group as to
19 clarify them because of the lack of faith in the
20 administration. Their impression is that there was
21 not enough fairness in the distribution or meeting
22 of discipline or access to promotion opportunities,
23 that there also was failures in communication
24 throughout the organization that remain prevalent
25 through your organization. I did see a hand up.

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1 Mr. May.

2 MS. BASS-PRIETO: I didn't -- correct me if I
3 am wrong but this is not the time to question.

4 MR. ROBERTS: It's if he's offering.

5 MR. HARRIS: Point of order, Mayor. I think
6 that we should stick strictly to the procedures that
7 you outlined at the beginning of the meeting and
8 allow those questions to be asked in the order in
9 which you stated earlier. So, if the manager could
10 continue.

11 MS. BASS-PRIETO: Thank you.

12 MR. NIXON: Okay.

13 MR. HARRIS: Okay. Thank you.

14 MS. BASS-PRIETO: May I?

15 MR. HARRIS: Yes.

16 MS. BASS-PRIETO: Manager Nixon. You may
17 continue.

18 MR. NIXON: So the next section I have is
19 entitled failure to satisfactory manage financial
20 resources and to ensure operational effectiveness
21 and productivity. As stated in QPD General order,
22 the police chief is charged with authority and
23 responsibility of physical management for the
24 organization. Former Chief Ashley routinely fails
25 to adhere to procedure that will ensure compliance



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1 of city of Quincy's policies and state law mandate
2 crime payment to vendors. Former Chief Ashley
3 disregard these policy and procedures, negatively
4 impacted the city's reputation, threatening the
5 likelihood of local small businesses, and limited
6 the operational efficacy of QPD and its staff. With
7 that I've provided to you a copy of the state
8 statute. Chapter 218 financial matters pertaining
9 to the political subdivisions, the local government
10 Prompt Payment Act. I'll highlight for your
11 information that under these procedures for
12 calculations of payment due date. The payment due
13 date for local government entity for the purchase of
14 goods of services, other than construction services,
15 it's 45 days after the specified date in the
16 section. Then also item four thus make provision
17 that if the local entity does not pay within a 30-
18 day period of time, then interest can be assessed at
19 1 percent per month for the unpaid balance. So in
20 this case, the -- the law is very clear in terms of
21 the time frame that the city has to ensure payment
22 along with that I provided to you without any of the
23 city's Prompt Pay Policy, which is based on the 45-
24 days state law to ensure that the City of Quincy
25 does not violate Florida prompt pay law in a 45-day



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1 period for local governments. The City of Quincy
2 finance department has historically strongly
3 encouraged department -- department heads to ensure
4 that invoices are submitted in a timely fashion in
5 order to ensure that they are paid in 30 days
6 provided its terms have been satisfactorily met. As
7 the police chief of the City of Quincy, former Chief
8 Ashley repeatedly failed. There was responsibility
9 to submit invoices for -- from vendors for goods and
10 services in a timely fashion to prevent the city
11 from violating the state comp pay policy.
12 Previously submitted to the commission for review
13 are invoices from various vendors and contractors,
14 which exceeded the 45-day payment period. In some
15 cases, each invoices were held up to six months
16 before they were submitted to the finance
17 department. And I provided a copy of those invoices
18 to you previously. And some of those are here
19 tonight. Over the course of the '22-'23 fiscal
20 year, QPD has had internet services suspended for
21 non-payment, a lease file hazard bin was repossessed
22 for non-payment, and the GPS Fleet Management
23 Service for QBD patrol vehicles was suspended for
24 non-payment. One vendor listed QPD as a cash only
25 customer because timely payments had not been



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1 received. And I -- again, I've provided those for
2 your consideration. You have received those. So
3 this is not new information, but I wanted to connect
4 you directly to the policy in the state law. That
5 is -- that's germane to this particular item. The
6 third item that I present actually in this
7 termination letter alone, a failure to ensure
8 adherence to the City of Quincy policies governing
9 personnel actions and the use of public funds in the
10 PPD budget. Former Chief Ashley authorized new
11 hires often, not completely adhering to City of
12 Quincy or QPD specific protocols. There are
13 instances where employees were allowed start with
14 prior to completion of acquired HR policy or
15 processes in several instances. Interviews and
16 hiring decisions were made and job offers were made
17 without HR being involved in the process to ensure
18 policy compliance. And behind that what I've
19 provided to you is a copy of something else. Okay.
20 All right. So, with that, the first section I cited
21 in that was the use of public funds. So behind that
22 page, the first thing you'll see is the state above
23 that is germane to forfeiture funds. Forfeiture
24 funds are basically funds that are -- that are
25 collected during arrests. The state is very clear



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1 on the disposition of those forfeited funds. The
2 first thing it says is -- you'll see that it says
3 that the seizing agency obtains a final judgment
4 granting forfeiture of the real property or personal
5 property down to item five. You'll see in bold, if
6 the seasoned agency is a county or municipal agency,
7 the remaining proceeds shall be deposited in the
8 special Law Enforcement Trust fund established by
9 the Board of County Commissioners or the governing
10 body of the municipality. And at the bottom of the
11 proceeds and interest may not be used to meet normal
12 operating expenses of the law enforcement agency.
13 Also in the law, if the season agency is a county or
14 municipal agency, the remaining proceeds shall be
15 deposited in a special trust established by the
16 County Commission or the governing body of the
17 municipality. So, the City commission is that
18 governing body that establishes the account. And
19 then item B -- 5B, these funds may be extended upon
20 request by the sheriff to the Board of County
21 Commissioners or by the police -- chief of police to
22 the governing body of the municipality accompanied
23 by a written certification that the request complies
24 with the provision of this subsection and only upon
25 appropriation to the Sheriff's Office or the police



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1 department by the Board of County Commissioners or
2 the governing board of municipality. So, per the
3 Florida statute, there must be a final judgment for
4 the Court's reigning. The funds sentencing agency,
5 the funds shall be deposited in the special Law
6 Enforcement Trust established by the City of Quincy.
7 And then the police chief must request permission to
8 use the funds from the City Commission and provide a
9 written certification on the usages of the funds in
10 compliance to the state law. Next, you'll find
11 information attached regarding that -- this -- this
12 particular item, this is -- it is entitled Corporate
13 Funds and Account, and the observation is where it's
14 followed. There was a memo authorizing the removal
15 of a -- removal of former employees from an existing
16 forfeiture account and adding names. A memo
17 authorizing the creation of the legal account.
18 Funds was provided approximately 21,000 in funds
19 from the original account, which left balance in
20 that account of approximately \$4,000 were
21 transferred to the new account and a cash deposit
22 was made into the new account in amount of \$25,630.
23 Checks were ordered and paid for a from funds
24 deposited in the new account. And for the record,
25 no City department writes his own checks. All

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1 expenditures are paid by check or ACH, which is
2 generated by the finance department. The new
3 account only required one signature instead that the
4 typical two law authorization. There's no record of
5 the City Commission authorizing -- creating of a new
6 special account. QPD does not have final judgment
7 for the majority of the \$25,630 in cash, which was
8 deposited in the new account, which was a big
9 question as to why cash was actually in the hands of
10 the police department and then subsequently the
11 deposited. Now, apparently that had been a
12 longstanding practice. There were some monies that
13 were in the police department's coffers prior to
14 that, but not that were cash, but not in the account
15 that appears to have been done because that they did
16 not receive a final judgment and you could not mix
17 it with the other funds. There is no record of a
18 request. When she asked me for QPD to use the funds
19 being made to the City Commission. And then there's
20 no record of Chief Ashley provided a written
21 certification that the funds will be used in the
22 accordance with state law. These are all
23 requirements. So, with that, I provided you with
24 additional information for your consideration about
25 that particular file.

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1 UNIDENTIFIED SPEAKER: You go out and spend on
2 good and drinks. So you had a good time.

3 MR. NIXON: Also in that section, then I'll
4 add, finally, some of the other questionable hiring
5 practices or decision making that became to remain
6 in the discussion about Chief Ashley, some of the
7 verified observations for number one, former Chief
8 Ashley Wade, psychologically eval -- exam for
9 certain QPD command staff and supervisor. Former
10 Chief Ashley accepted incomplete backgrounds. And
11 there was an allegation that some backgrounds were
12 waived. Former Chief Ashley placed employees
13 without any prior law enforcement supervisory
14 experience in key leadership positions, including
15 the position of assistant police chief. Former Chief
16 Ashley hired an employee as an assistant police
17 chief after the state attorney -- attorney had
18 warned him against it. The state attorney said the
19 employee should not be in law enforcement. The
20 state attorney wrote a letter to the F-D-A-F-D board
21 complaining about this employee within two months of
22 the same assistant chief hiring former Chief Ashley
23 gave him full oversight for all law enforcement and
24 non-law enforcement personnel. Former Chief Ashley
25 also recommended and secure an \$11,500 pay increase



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1 for this assistant chief after only months on the
2 job. And at least two recent court cases where the
3 same assistant chief was involved have been
4 dismissed, apparently due to the Brady-Giglio
5 concerns that were raised by the state attorney. I
6 provide it to you a couple things again with an e-
7 mail HR, which again references the fact that the
8 hiring and recruitment practices that are of the
9 city were not being followed by QPD. Specifically,
10 it references several instances where employees,
11 again, were hired prior to receiving obviously
12 appropriate approval. In one case the candidate had
13 been signed on a previous job, the -- the promise of
14 the employees. And so, he was put on the job. A
15 similar incident happened with a different employee
16 and the HR department made sure to cite that. They
17 also provided direction on how it should be
18 happening. Including that initial officer are
19 purely conditional until candidate has successfully
20 passed all screenings and management has approved by
21 signature they're hiring. The candidate should not
22 report for work. We cannot make promises of
23 employment candidates prior to including the hiring
24 process. And that's department head HR decision
25 manager approval outside of the acquiring of a

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1 candidate when they are available to -- to start
2 hire staff should not engage with candidates
3 regarding them resigning their current job in page
4 of securing a position. And then all personal
5 action forms must be completed in advance of the
6 proposed action. And so again, this was not a one
7 and done incident. This is part of the series of
8 incidents where HR policy -- City of Quincy policy
9 regarding recruitment and hiring was not followed
10 consistently with the information that I've
11 summarized for you. This all contributed to my
12 decision to terminate Chief Ashley. Again, all --
13 in an overwhelming way, it was prompted by the
14 disclosures from specific employees and the
15 conditions who became aware of a bunch of employees
16 who were leaving. You know, in some cases we were
17 told that they were leaving because other
18 jurisdictions were paying more money. And I believe
19 that that is partially true. In other cases when
20 the overriding variables was, there was concern
21 about disparate treatment, retaliation, and then a
22 lack of faith in the leadership and administration
23 of the administration that was in place. I do
24 believe that this is and again, as I said earlier,
25 this is not an indictment of Chief Ashley, his

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1 personality, and his character. This is strictly an
2 analysis of his managerial acumen. But you also --
3 you've also received previously a memorandum where
4 Chief Ashley is, you know -- he worked very hard to
5 understand the budget. Even after two years, he
6 still struggled with his budget. And we do know that
7 based on the budget transfers, that there were
8 instances where things were purchased. And then the
9 monies were not available at the time that the
10 vendors needed to be paid for goods and services.
11 This made it extremely difficult for him to run the
12 department in efficient way, though I do believe
13 that he made his very best effort. Unfortunately,
14 for all of us involved, that effort puts the city in
15 positions of liability that if certain officers did
16 have incidents and the city was sued because of some
17 negligent behavior, some violent act or some
18 impropriety, the city would have been on the hook.
19 It's much like the city is responsible for every
20 financial obligation that every department engages
21 in one of the things that the city does, that cannot
22 happen to the City Commission and the City of Quincy
23 is that we cannot obligate the city for payment of
24 anything without getting the approval in place
25 first. No, that's why we go through the budgeting



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1 process, and we identify those -- many of those
2 things in advance as we can. So, we can ensure that
3 we have money available. That's what this board
4 authorized. The board also at that time authorized a
5 specific organizational structure based on the
6 employees are -- that are present, and with that,
7 it's considerations for salaries. So, when we start
8 to see movement where we see, particularly with the
9 administrators in the in the police department where
10 they receive larger raises, then we have to compare
11 that again, other employees, like dispatchers that
12 at the time were making less than \$15 an hour. So,
13 all these things create dynamics that is hostile to
14 the environment that is unfair as a practice to the
15 employees. And then that I think contributed to
16 some of the difficulty that former chief have.
17 Again, it's for the record, this is not an
18 indictment of his personality. He's an extremely
19 personable man. And I do believe that he did his
20 very best. He did put together a top-heavy team
21 that was not consistent with the goals and ideals of
22 this commission because if you recall the commission
23 -- I also asked that we have more patrol officers on
24 the streets. And what we found was we had
25 administrators put in leadership positions and then

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1 we did not hire the needed officers on the streets.
2 We also were -- final comment about some of our
3 operations. And another example is when former
4 Chief Ashley took over, you had a full complement of
5 dispatchers. Over time we were -- we were in such
6 in need of dispatchers that we had to put
7 supervisory personnel inside the dispatch to provide
8 coverage. So, in essence, you could be paying a
9 lieutenant to operate as a dispatcher for extended
10 periods of -- periods of time. Those are
11 operational inefficiencies, and they're also
12 budgetary problems. And so, with that, I've
13 submitted this information as I was directed in a
14 very concise way. Again, this is not new
15 information, although you got information yesterday
16 at 4:00. Previously, I submitted to you at former
17 Chief Ashley's opportunity to drive his response
18 that night. I provided to you the core elements of
19 the information that was needed for the decision,
20 and I've recounted that for you this evening. Thank
21 you.

22 MS. BASS-PRIETO: You have to questioning
23 portion, Commissioner Dr. Wood?

24 DR. WOOD: Mayor and attorney. I want to go
25 back before questions. One of the things in our



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1 procedures is there is no specific order for
2 questions.

3 MR. ROBERTS: No.

4 DR. WOOD: So any commissioner can ask
5 questions doesn't have to be in a specific order, so
6 I'm going to defer my question until later.

7 MR. ROBERTS: No, that's fine.

8 DR. WOOD: Because it clearly states in the
9 procedures that there is no specific order that any
10 commissioner --

11 MR. ROBERTS: No.

12 DR. WOOD: -- can ask a question. And I -- I
13 would like to defer until --

14 MR. ROBERTS: That's fine with me. And that --
15 go to the next person.

16 MS. SAPP: Mayor Prieto?

17 MS. BASS-PRIETO: I don't have any questions at
18 this time.

19 MS. SAPP: Okay. Okay. Mr. Harris?

20 MR. HARRIS: Guess I can start. Okay. All
21 right. Thank you, Manager Nixon, for the
22 presentation. I don't have a whole lot of questions
23 about the operation, but I do have a number of
24 questions concerning the portions of his termination
25 that deals specifically with areas that we are



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1 responsible for as the commission. I -- I want to
2 go back to the unauthorized forfeiture account and
3 ask -- most of my questions were geared toward Chief
4 Ashley, but he's not speaking. So, I'm going to
5 figure out how to ask a question as best you can, to
6 your knowledge, so that we can get as much
7 information about it as possible. The forfeiture
8 account of the new bank account that was open. When
9 were you first made aware of that account?

10 MR. NIXON: It was shortly after I became city
11 manager. So, it would've been after July 1st and
12 actually took a little over June 29th. I was
13 contacted by the finance department director because
14 she had become aware of an account that she had
15 received the bank account. She was not aware of
16 this account previously. And so, when we received
17 the bank account, then that started inquiry because
18 the finance department had no clue as to where it
19 was coming from. After some investigation, the
20 account was identified, and the source was
21 identified. and then the bank files, which are -- I
22 presented to you information that came directly from
23 the bank. So, this is what the bank had on record.
24 It had the memos. It had the deposits. It had the
25 account for the actual cash that was there. So that



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1 -- that kind of was when I became aware. And as
2 soon as I became aware, we confirmed with police
3 chief finance department, and then we immediately
4 moved to rectify that the comeback into compliance.
5 And that was partially in the direction of the
6 finance department. The reason that it was very
7 important is that this is governed by state law.
8 And it's the chief law enforcement officer that I've
9 kind of -- and they have a -- and the chief has
10 demonstrated that he's well versed in state law. He
11 has cited Florida section 112 on many, many
12 occasions. Then I think that it was not unfair to
13 assume that he understood these law during this
14 account, these type of funds, and then the process
15 by which those months to be used.

16 MR. HARRIS: Thank you. And forgive me, but
17 again, these were questions for Chief Ashley. When
18 you conferred with Chief Ashley, did he make you
19 aware of who he was in conversation with an order to
20 get the account over, who authorized the account, or
21 where those wasn't there?

22 MR. NIXON: No. Those specific questions
23 weren't asked that I was able to make that
24 determination when I got the file from the bank.
25 Which the memos that were authorizing the creation



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1 of the account and to change the names on the
2 existing account. And again, the commission had
3 established an account for QPD where funds were
4 deposited. I believe that that amount was about
5 \$24,000 and some -- some change and in the
6 establishment of the new account. Then you see in
7 the record that 21,000 from the original account was
8 transferred to -- to the new account. But also,
9 there were some name changes, former employees,
10 which is -- which is standard practice. It's not
11 unusual we're taking off of the account. That is
12 the appropriate action. And then the new names were
13 added to the account. Then the second account, the
14 new account, the -- there -- the memorandum provided
15 who would be on that account. Now with that, the
16 memo did not specify some things that I think that
17 all staff may not have been aware of. Like -- for
18 example, if you look through the information, it's
19 very unique in that only one signature was required
20 on the checks. The second thing was the fact that
21 the checks were ordered, and they were paid for out
22 of those specific funds in the new account. So that
23 was a transaction and exchange of funds. And then
24 thirdly with that, the concern was is that the
25 transactions would occur outside of the city's

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1 fiscal framework for managing the funds. So,
2 technically a check could be written and cashed or
3 distributed, and it may have been valued -- it may
4 not have been valued, but it could have been done,
5 and it never would've been observed by the finance
6 department.

7 MR. HARRIS: Thank you. In your conversation
8 with Chief Ashley about the -- the new account that
9 was established, was it ever conveyed to you what
10 the intent of the new account was for being that we
11 already had a -- a -- a -- a forfeiture account
12 already established at that bank?

13 MR. NIXON: No, I don't -- I don't remember
14 Chief Ashley and I having that particular
15 conversation. At the time, the conversation centered
16 around, making sure we came into compliance with
17 state law and city policy. And so, I did not get
18 into a detailed discussion because I understood they
19 were forfeiture funds. And again, I also understand
20 -- understood that according to state law, those
21 funds could be used for very specific purposes. And
22 I also knew that under -- in -- in -- historically,
23 the way the City of Quincy dealt with that was
24 during budget season, because although those funds
25 cannot be used for normal operations of QPD, then



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1 they can be designated for eligible uses, like to
2 pay for a school resource officer, or for training,
3 or things like that. And so those things will be
4 filled out at that time. And then those monies
5 would be monitored by the city, and they would be
6 used for those specific purposes. So, the money
7 never disappeared. It -- it was usually recognized
8 in QPD's budget, and the authorization needed was
9 secured at that particular -- particular time,
10 because departments have to present their budgetary
11 request and how to use the monies.

12 MR. HARRIS: Thank you. Who gave authorization
13 to open a new account at the bank?

14 MR. NIXON: At the time the memo came from the
15 interim city manager, Dr. Nash. Dr. Nash was the
16 Interim city manager.

17 MR. HARRIS: Thank you. Again, forgive me, I'm
18 -- I'm skipping them because these questions were
19 for Chief -- you stated earlier that finance was not
20 a part of the new account opening?

21 MR. NIXON: When I talked to the finance
22 department, the director, and staff, they were not
23 aware of the existence of this particular account.
24 With the information that we received, I did not
25 make an attempt and I -- and I cannot, even with



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1 this information now and a bunch of research. There
2 -- I'm not concluding that there was some
3 intentional malicious act going on. However, there
4 was clearly some impropriety with regards to City of
5 Quincy policy and then state law requirement for
6 certain things to happen. So, you know, my personal
7 opinion, if I may, is that I don't believe that
8 there was specific malicious intent. I don't know
9 if it was simply a comedy of errors, but I do know
10 that the policy was violated, The City of Quincy was
11 compromised, and there was a certain liability
12 assigned to as we've been coming into the client.

13 MR. HARRIS: Are you aware of who actually
14 physically went into the bank and opened the
15 account?

16 MR. NIXON: I do know that former Chief Ashley
17 went into the bank. His signature is on the initial
18 paperwork that was signed. And -- and then
19 additionally, I believe that the account was started
20 with \$100 deposit, but also when we became aware of
21 the existence of the account, the finance director
22 and I visited the local bank and the branch manager,
23 who had been involved in much of this transaction,
24 testified that it was the police command staff that
25 -- that she engaged on the occasion. So, they came

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1 in number to settle the account. She was not clear,
2 but then they later came back asking for the checks
3 and she knew that they could not have checks.

4 MR. HARRIS: Okay. So -- so -- so to act --
5 I'm sustain the course to your knowledge, who
6 physically deposited \$25,630 in cash in the bank on
7 May 11, 2022?

8 MR. NIXON: My understanding would be that
9 former Chief Ashley and members of this command
10 staff went to the bank and deposited a message to
11 transfer funds and also cash in about \$25,630.

12 MR. HARRIS: Thank you. Did finance department
13 have any involvement in the preparation of that
14 deposit That was taken to the bank?

15 MR. NIXON: To my understanding, they did not
16 have any participation in the composition of the -
17 composite of the deposit.

18 MR. HARRIS: Okay. You made -- you made a
19 reference to Florida Statute Chapter 9.32, that
20 deals with how you handle seized property. Had the
21 City of Quincy Police Department received the final
22 judgment from the courts on all cash that was
23 deposited?

24 MR. NIXON: The determination I made to date is
25 that there's no evidence that all of those funds



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1 that received final judgment. And this cash --
2 again, there are records in their forfeiture log was
3 accumulated over the course of many years. And
4 again, there -- I believe there was some rationale
5 for that, but I will say for the record that one of
6 the -- in one of the accounts, one of the
7 considerations was to keep the monies in the QPD
8 locker in order to keep the city administration from
9 spending the funds, specifically the previous
10 permanent city management.

11 MR. HARRIS: And that was -- that statement was
12 made by who?

13 MR. NIXON: Was made by a couple of the
14 staffers. One of them was one of the assistant
15 chiefs.

16 MR. HARRIS: Okay. So today we don't know if
17 the money that's in our forfeiture account that has
18 been since transferred back to the original account,
19 we don't know if the City of Quincy is entitled to
20 even utilize those dollars, because we have not
21 received final judgment from the courts on those
22 property -- on those funds.

23 MR. NIXON: That's -- that's correct. Those --
24 we are currently researching that now staff at QPD
25 has been attempting. There were some -- some pretty



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1 good records on the previous year. Up to this
2 point, it was some information that was a little bit
3 out of order of which was unusual when you keep a
4 spreadsheet and -- and do things in a chronological
5 way. But we are researching that. But the -- the
6 indications now that all the money has not received
7 final judgment, number one. Number two, I don't
8 understand or agree with the approach that QPD had
9 to be responsible for having that much cash on hand.
10 There was also a lot of discussion from members of
11 Chief Ashley's command staff, jokingly how basically
12 it was a big plastic bag full of cash and there had
13 been sticky notes attached to the bag. Almost like
14 someone came -- they come and use some money for a
15 specific purpose, and they'll leave a note, if they
16 like, of the amount used. So those things were
17 described to me by members of Chief Ashley's
18 administration, but almost anecdotally so. Again,
19 the real note for me was to see the bank teller, the
20 listing of the denominations of cash that
21 represented to the bank. And my question to current
22 staff was that -- recently was, if it went through
23 the process with the courts, do they give it back to
24 us in cash? Why would we have cash? Why would that
25 -- they not give it back in a check? But apparently



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1 QPD was in possession of a large amount of cash and
2 that cash is what was deposited in the account.

3 MR. HARRIS: Okay. On 5-17-22, a dividend
4 amount of \$33.05 was deducted from the new account
5 for the purposes of ordering checks?

6 MR. NIXON: Yes.

7 MR. HARRIS: Do we know who ordered those
8 checks?

9 MR. NIXON: I do not know who ordered those
10 checks. I believe that they were ordered at the
11 time that the account was established, which is
12 typically how that is done. So it would've been
13 either Chief Ashley or a member of the command
14 staff, but I don't know specifically.

15 MR. HARRIS: But you can confirm that no one
16 from finance ordered checks?

17 MR. NIXON: Yes, I can confirm that. Matter of
18 fact, they were deluxe checks.

19 MR. HARRIS: Deluxe. All right. Had you had a
20 conversation with Chief Ashley about those checks
21 that were ordered?

22 MR. NIXON: I - I don't remember a specific
23 conversation with Chief Ashley about the - the
24 checks. Although I do remember comments that I made
25 that no department issues their own checks.



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1 MR. HARRIS: So - so you wouldn't know the
2 intended or he never shared the intended purpose of
3 those checks being ordered, and where would they be
4 housed, and what would they be used for?

5 MR. NIXON: No, sir.

6 MR. HARRIS: Okay. All right. Thank you.
7 Inconsistent hiring practices. You -- you mentioned
8 a number of things on 10-4, we received an -- well,
9 you shared with us an e-mail from Ms. Hannigan that
10 raised concerns that seemed to be ongoing because
11 the e-mail states that she's touching bases again
12 regarding recruitment and the hiring process. Was
13 there response from Chief Ashley to that e-mail that
14 she sent on 10-4?

15 MR. NIXON: I don't recall a specific
16 conversation or response to that. I do recall that
17 -- that I participated in discussions where that
18 practice was acknowledged, and then and it was they
19 received direction that they have to adhere to the
20 policy. We knew, for example, there was an instance
21 where QPD leadership wanted to hire a dispatcher
22 from consolidated dispatch in Leon County, and they
23 wanted to offer her a salary of \$60,000 to supervise
24 dispatch, which was which was no - no goal, because
25 it was not in the budget, number one. Number two, I



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1 believe that it would cause a regular discord when
2 you have a \$60,000 supervisor dispatcher and then
3 everybody else at that time, until I raised it, \$15
4 was -- was below that. But that person, generally,
5 in exchange believed that they had a job.

6 MR. HARRIS: That was prior to going through
7 the -- the -- the entire HR process?

8 MR. NIXON: Yes.

9 MR. HARRIS: Is psychological evaluations part
10 of a standard process for hiring police officers in
11 the department?

12 MR. NIXON: Well, there -- there's it is that's
13 not a simple -- it's not a simple answer to that.
14 In one case, yes. The City of Quincy requires a
15 specific thing, the background checks, and then it
16 specifies psychological exam. Now City of Quincy is
17 striving to become an Accredited Agency. That is
18 one of Chief Ashley's goals. Accredited Agencies is
19 -- is -- it is it's mandatory that you perform those
20 psychologicals. We're not quite there. So, from the
21 state's standpoint, they would not hold us
22 specifically liable for not performing the
23 psychological. But the best question that you have
24 individuals in high stress jobs where they have
25 tasers and firearms that have to make split second



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1 decisions, you do want to have some assurances that
2 the person is best equipped to handle those
3 decisions. So, psychological evaluations seems to
4 be something that should be automatic. The other
5 thing it does, it ensures that the City of Quincy
6 has done its due diligence to minimize the
7 likelihood of a bad activity where we would be found
8 liable. But more importantly than we have, we
9 would've better confidence that the people who are
10 engaged in our citizens are fit for duty and the
11 psychological along with the other examination, all
12 attest to an individual's fitness for duty.

13 MR. HARRIS: Okay. Did you have a conversation
14 with Chief Ashley about waiving certain employees or
15 officers' psych eval?

16 MR. NIXON: No. I -- well, I did not authorize
17 them to do that.

18 MR. HARRIS: Okay.

19 MR. NIXON: That happened, I believe most of
20 chief's command staff was -- well, they were already
21 hired.

22 MR. HARRIS: Okay.

23 MR. NIXON: And with the, you know -- by the
24 time that I got on board, so I didn't have that
25 specific discussion with them. I didn't know that



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1 -- that actually happened until later, you know,
2 with different employee issues that became apparent
3 and did employee research that there were -- there
4 were instances where key leaders had not had a
5 psychological exam.

6 MR. HARRIS: Thank you. In a memo that was
7 written to you on July the 27th, Chief Ashley
8 responded to concerns, I'm assuming that you had
9 raised, about background investigation. And the
10 response to one of -- the response to that concern
11 was a particular set officer in the command staff
12 has had backgrounds conducted on him by previous law
13 enforcement agencies, Gadsden County Sheriff's
14 Office, Leon County Sheriff's Office, and others.
15 My question is: Is it standard practice for an
16 agency to use or refer to other agency's background
17 checks in lieu of their own process? Is that
18 something we do with the Quincy Police Department?

19 MR. NIXON: That's not something we do with any
20 department. HR policy is very specific, and HR has
21 a budget to ensure that we have funds. So, we can
22 do many of these checks and they have personnel
23 dedicated to that. And there a format for that to
24 happen. A lot can happen in-between jobs. So,
25 background checks, psychological exams, even though



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1 someone may have had been successful in the past, I
2 believe when they come to the City of Quincy, they
3 should have to meet the same the same rigors and
4 meet the same standards of every other employee.
5 So, under no condition without think that a that we
6 should waive a background check or accept a partial
7 background check or waive in a fitness community
8 exam.

9 MR. HARRIS: Thank you. You mentioned there
10 were command staff members, particularly assistant
11 chiefs who had been assigned that position and had
12 not rose to the rank of Sergeant in any other
13 agency. I - I didn't look through to try to find
14 it, but is that confirmed?

15 MR. NIXON: Yes, that's confirmed. Look at the
16 information provided by the employee and verified
17 that it's clear that there were leaders who had not
18 had any supervisory experience in law enforcement,
19 but they came, and they came into positions of
20 leadership where they left other organizations as
21 deputies or patrol officers. They came, they were
22 hired in QPD for leadership positions. And with
23 that received payment -- the salaries that were
24 commiserate with a new leadership position, even
25 though they had not had specific experience or

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1 education, that would necessarily justify that. And
2 there are some other factors that I believe that
3 Chief Ashley probably consider, but I don't think
4 those -- those factors override expectations of the
5 City of Quincy.

6 MR. HARRIS: Thank you. You mentioned a -- a
7 letter from State Attorney Jack Campbell concerning
8 a member of the command staff. In the letter, it
9 states that he shared, and the letter was to the --
10 the FDLE -- the board. He states that - in that
11 letter he states that he shared his concern with
12 Chief Ashley. Do you know whether or not Chief
13 Ashley were aware of that particular letter that he
14 wrote to the FDLE? Criminal Justice board?

15 MR. NIXON: Yes. Certainly. Chief Ashley was
16 aware of the letter. As a matter of fact, the
17 letter was included in some information that was
18 provided to me on the first day on the city
19 management trial.

20 MR. HARRIS: Okay. Thank you. This was from
21 -- and I'll ask this question as best I can because
22 it -- it -- it -- I -- I guess to get an idea of the
23 thinking behind it, we would need Chief Ashley. In
24 the letter it states since his resignation, the said
25 employee has now taken command level assignment at



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1 the Quincy Police Department in Gadsen County.
2 While our office has listed his extensive internal
3 affairs, history in our case management system and
4 has notified his chief of police of his inability to
5 testify in pending cases due to this, he continues
6 to be actively involved in serious investigations.
7 It is my fear and expectation that his involvement
8 will both lead to acquittals or outright prohibit
9 prosecutions due to his contaminating the good work
10 of others. I hope this board will help me protect
11 the integrity of our profession and the victims who
12 deserve justice. Those are some strong comments.
13 So, the question that I'm asking as a commissioner:
14 Have we, as the City of Quincy, our department, have
15 we failed to prosecute anybody because of this that
16 you know of, as of yet?

17 MR. NIXON: I'm aware of at least two recent
18 cases that appeared to have been dismissed because
19 of the involvement of a command staff officer, who
20 had Brady-Giglio concerns specified by the state
21 attorney. So, I received two cases about two weeks
22 ago that had transpired, where the cases were
23 dismissed before they were heard.

24 MR. HARRIS: Thank you. The personnel action
25 form where Chief Ashley and Interim City Manager

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1 Nash, gave an \$11,500 raise to an employee. How was
2 that position funded?

3 MR. NIXON: I believe the -- there were funds
4 were taken from another position. There were budget
5 transfers that were necessary, that amount was an
6 \$11,500 amount. It's a significant amount, so it
7 didn't exist in specific lines. Again, one of Chief
8 Ashley's approach, which was innovative in some
9 ways, was that he looked to build a leadership team
10 first. And so he -- and I -- and it may have been
11 naivety or inexperience, but he would have to rely
12 on funds available in other areas, specifically
13 other positions in order to capitalize online to pay
14 for -- for an increase like that. That is a little
15 bit problematic because over the course of a budget
16 year, you know, you can run short, especially when
17 you didn't plan to have that -- that increase. The
18 other thing is -- is that, you know, when you have a
19 recent hire, you bring them in at a specific salary,
20 and you give them specific job functions, and you
21 hire them at a certain level, then it's expected
22 that you can perform a certain work. In this
23 particular case, the justification included that the
24 employee would have a full oversight of all law
25 enforcement personnel and non-law enforcement



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1 personnel. And so, part of that salary
2 justification was made because the prior assistant
3 chief who had served as the interim chief had left
4 the organization.

5 MR. HARRIS: You mentioned budget transfers and
6 I was on the commission at the time, and I don't
7 remember recalling any budget transfers of that
8 nature. However, to your knowledge, was the finance
9 department a part of that conversation with the
10 increase?

11 MR. NIXON: Not necessarily to my knowledge,
12 but I probably would not have been aware of this --
13 that -- that happened before my time. But what I do
14 know is that the interim city manager was presented
15 with a justification and -- and at some point after
16 the personnel actually formed date, there was a
17 justification as to why the -- the increase was
18 necessary. And it was because this person would be
19 taking over that previous employee's responsibility
20 as well as those that they were hired for.

21 MR. HARRIS: So you're referring to the memo
22 that was submitted on February 31st [sic] after, and
23 it clearly states effective back to January 31st
24 personnel action forms were signed on February 2nd.
25 That's the memo you're referring to with the



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1 justification.

2 MR. NIXON: Yes. Yes. So -- so normally it
3 doesn't -- it doesn't happen in order, but it may
4 have been because the question was asked by
5 leadership to provide justification. HR would have
6 needed that in order to proceed forward. So, in
7 this case, personnel action form was done, and then
8 the memo or the justification was made. I believe
9 it came from former Chief Ashley then to the interim
10 city manager.

11 MR. HARRIS: So in -- nowhere in this was this
12 shared with finance who would have known to make the
13 budget adjustment and present that to the
14 commission?

15 MR. NIXON: Yeah. I'm not aware that -- that
16 would've been presented to finance. I think it
17 should have gone to human resources. And then the
18 person that actually formed would've gone over to
19 finance, that this is the change, the salary change,
20 so please notate that. So that person paid at the
21 appropriate rate.

22 MR. HARRIS: Do you know that that occurred?

23 MR. NIXON: I don't know -- I did not know
24 that.

25 MR. HARRIS: Okay. And I only have a couple



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1 more. In the memo that I mentioned that you
2 received from Chief Ashley on July the 27th of last
3 year. In that same memo, you raised concerns about
4 the use of body cameras, and it was -- his response
5 was that body cameras aren't worn by the
6 administrators. Part of my concern about the
7 response, and I don't know if it -- if it -- it
8 alarms you, but we have been told on a number of
9 occasions in presentations to this commission that
10 because the justification for having a large command
11 staff in such a small department, was that they
12 operated on all boots on the ground system. Meaning
13 administrators would routinely do rank and file
14 duties. Would you say that it put the city at a
15 liability when you have officers or administrators
16 doing rank and file duty, but not wearing the body
17 cameras?

18 MR. NIXON: Yeah. For me as a city manager,
19 that is problematic, because I do -- I have
20 witnessed Chief Ashley's approach when they had
21 crime scenes and he made sure that all his people
22 were in place to work the crime scene, to deal with
23 the crime. In cases where you have specific
24 employees, particularly, for example, you have an
25 assistant chief that has Brady-Giglio concerns with



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1 them not having the ability or credibility to
2 testify in court and not having a body camera to at
3 least provide some kind of record of what actually
4 transpired -- transpired puts us in a liability.
5 Number one with individual -- the individual being
6 in a situation where you had to respond. But two
7 given that they could not testify in court, there'd
8 be no record that could be accepted. A body camera
9 not only protects the officers, but protects the
10 Citizens. And I think that if any officer is going
11 to be engaging actively in the practice of law
12 enforcement where they are interacting with the
13 public and criminal, then body Cameras have shown to
14 be extremely useful to in getting to the truth. So,
15 without that I do believe that we were in the City
16 of Quincy was exposed to significant liability. And
17 there are two types of liability, I want to make
18 sure I point out too, because one in my humble
19 opinion is -- is when the City of Quincy hires an
20 employee and you have a certain knowledge that you
21 ignore, then you take responsibility for that hire.
22 But then you also take responsibility in an ongoing,
23 continuing fashion by maintaining the employee
24 employment. So, the city assumes a liability for
25 hiring a person that they have these specific

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1 limitations, restrictions or problems. And then the
2 longer you keep them employed, they're more likely
3 to put the city in harm's way and expose you to
4 liability. So, I don't think any organization
5 willingly would -- or knowingly would accept that
6 kind of liability, especially in municipality that
7 was -- relies on the trust of the public to provide
8 tax dollars for our youth, number one. And two,
9 they're hoping and expecting, demanding in most
10 cases, that the city provides them qualified law
11 enforcement personnel who are adequately equipped to
12 ensure public safety. So, in my opinion, that was
13 one of the bigger issues with us dealing with crime
14 in the community.

15 MR. HARRIS: In the same memo from Chief Ashley
16 to you, he responded, I guess you raised concern
17 about -- I'm not sure if it was a complaint or
18 something you observed, but he responded with a
19 statement to a concern surrounding one officer
20 arriving on the scene -- I'm sorry, one officer
21 observing an infraction and then calling another
22 officer to the scene to complete, I guess, the
23 arrest or the traffic stop, or whatnot. The
24 response was this. It was common practice for one
25 law enforcement officer -- no, it is common practice

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1 for one law enforcement officer to observe crimes,
2 infractions, and then relay the arrest or traffic
3 stop to another officer. My question, Mr. Manager,
4 is: Under what circumstance would that be necessary,
5 or would that occur in the Quincy Police Department,
6 and does that -- and do it routinely occur -- does
7 it routinely occur?

8 MR. NIXON: I'm not sure how it routinely
9 occurs. I can see it happening in certain instances
10 where it may be part of the training. However, we
11 do know that -- a command staff officer was actively
12 engaged in traffic and law enforcement and did make
13 stops. And we do know that the common practice was
14 -- for in -- another officer to be called to then do
15 the heavy lifting in terms of, you know, taking
16 statements doing the searches, things like that.
17 That became extremely problematic on a couple of
18 fronts. Number one, when somebody has to go to
19 court, if that officer who has the Brady-Giglio
20 concerns in any way or participates in that -- that
21 -- that becomes -- there's a lot of likelihood that
22 -- that case will be compromised. Number two, that
23 practice, if it is done - - is not fair to the other
24 officers who now have to, you know -- you make the
25 stop and now they have to do all of the legwork and

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1 they got to do the report. And then they also got
2 to have to go to Court for that particular case. I
3 remember a conversation with Chief Ashley where he
4 said specifically that that's why he does not do
5 that, because he does not want to have to go to
6 court. So, I don't believe that for Chief Ashley,
7 that that was a common practice for him. But I do
8 believe that there were occasions where specific
9 employees did that in order to prevent the Gigli --
10 Brady-Giglio concerns from being relevant to a
11 particular case. And when they did that, then I
12 think they created a new degree of liability for
13 both themselves, and then for both the case. And
14 again, just recently, we had two cases that were
15 dismissed, and there were other officers that were
16 called to complete paperwork.

17 MR. HARRIS: Thank you. My last question:
18 What is an agency terrorist?

19 MR. NIXON: My understanding in the -- in
20 the conversation with Chief Ashley, and I know that
21 I became aware of this initially when the HR staff
22 participated in a meeting at -- at QPD, was -- and I
23 believe it was with the command staff, and the term
24 terrorist was used on a couple of occasions. And HR
25 staff, you know, was taken aback, and cautioned them

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1 against the use of that -- that term. At a
2 subsequent meeting with the HR staff, with the city
3 attorney, and myself, then I brought that up,
4 because part of the discussion was about these
5 hostile work environments. And in bringing it up,
6 especially in this day and age, these times where
7 terrorism globally is, you know, is rampant and is
8 terrible, and is horrific. The term has a very
9 specific meaning. And so, to me, that term is
10 inflammatory. It's derogatory. And so, when she was
11 asked about that specifically, then he said that he
12 meant that in the most -- the strongest use of the
13 term, that these were individuals within QPD who
14 disagreed with maybe his vision, or his application,
15 or his leadership, or his leadership te -- that
16 these people who were complaining, words like they
17 were lazy were -- were used frequently and in
18 correspondence. Terrorists and agency terrorist
19 were also used. And so, in my opinion that
20 justified, or at least validated, some of the
21 complaints from the rank and file about the hostile
22 environment, because when you're a supervisor, when
23 your leadership viewed you as a terrorist or an
24 agency terrorist, I'm not sure how you supervise and
25 govern their behavior objectively when you have that

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1 strong sense of disdain for them. Now, that is -- in
2 -- in my opinion, that is not acceptable language
3 for any employee. I -- I believe that particularly
4 from leadership, it is damaging. And I do know that
5 Chief and I had an exchange via a memo, where I told
6 him specifically that I believe that this was
7 complicit in employees' views of a hostile
8 environment.

9 MR. HARRIS: But there's no law enforcing
10 the definition of an agency terrorist --

11 MR. NIXON: No.

12 MR. HARRIS: -- that you know of?

13 THE WITNESS: Not to my knowledge.

14 MR. HARRIS: All right. Thank you.

15 MR. NIXON: Thank you.

16 DR. WOOD: Commissioner Dr. Nash.

17 DR. NASH: I just have a few questions and
18 clarification to the manager.

19 MR. NIXON: Yes, ma'am.

20 DR. NASH: In terms of clarifying the
21 forfeiture funds, you stated that you had knowledge
22 of this after you took over the role of city
23 manager?

24 MR. NIXON: Yes, ma'am.

25 DR. NASH: I guess I have a different recall,



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1 because as I remember, we had a discussion on a
2 number of occasions regarding this fund.

3 MR. NIXON: Who did?

4 DR. NASH: You and I.

5 MR. NIXON: Why would you do that when I wasn't
6 the city manager at --

7 DR. NASH: We had one the day that you became
8 city manager. And then the day that I scheduled the
9 first informational meeting with you, it was brought
10 up.

11 MR. NIXON: I have no recall of that. If you
12 remember --

13 DR. NASH: I'm sorry you don't -- I -- I'm
14 sorry that you don't, because that's selective
15 memory. I do.

16 MR. NIXON: Okay, if you remember actually, I
17 had to take over immediately, because the interim
18 city manager, Brooklyn, left. So, there was about a
19 week or two-week period of time when --

20 DR. NASH: We didn't talk?

21 MR. NIXON: We did not talk. As a matter of
22 fact --

23 DR. NASH: Oh, okay. We did not talk on June
24 -- on the day that I picked up my items from the
25 city manager's office?



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1 MR. NIXON: That was not in June. We talked
2 about it. I don't recall any conversation about the
3 forfeiture fund.

4 DR. NASH: Okay.

5 MR. NIXON: So give me some context and maybe
6 jog my memory.

7 DR. NASH: Okay, thank you. And you said that
8 Ms. Cardi (phonetic), the former director of
9 finance, had no knowledge of the forfeiture fund
10 arrangement?

11 MR. NIXON: That was what the finance director
12 communicated at that time, because, again, staff
13 received a bank statement, and staff did not know
14 why they were receiving that bank statement.

15 DR. NASH: Okay.

16 MR. NIXON: Now, later when documents were
17 being provided by the bank, then the finance
18 director's name and signature were on those
19 documents. Now, part of the conversation was with
20 finance staff that the director did not know that
21 she was signing for a new account. She understood
22 that names were being changed on the existing
23 account, and that was evidenced in the memo. The
24 other thing I think that complicates that was that
25 one bank, no matter who changes, they require that



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1 everybody re-signs. And so, signing a new document
2 -- signatory document would not have been unusual,
3 but it was specifically communicated by the finance
4 staff and the finance director herself that she did
5 not know a -- a new forfeiture account.

6 DR. NASH: Well, I won't speak for Ms. Cardi. I
7 rather Ms. Cardi be here to speak for herself, but I
8 would disagree with you on that. She knew. We had
9 conversations about that, but that's -- Ms. Cardi
10 needs to speak on that herself.

11 MR. NIXON: Yes, ma'am.

12 MS. BASS-PRIETO: Part --

13 DR. NASH: Did you have --

14 MS. BASS-PRIETO: Commissioner --

15 DR. NASH: -- performance evaluation?

16 MS. BASS-PRIETO: -- commissioner. I made a
17 point of order on the questioning. I -- I think it
18 was quite clear that it was to the information
19 provided. So, I think we need to be kind of careful
20 where we go with that, because if it is involving
21 commissioners and -- and city managers, I -- I think
22 that the best thing -- the best way to go forward
23 is to ask him questions -- out what information's
24 been provided in these books and --

25 DR. NASH: That was provided. My name was on



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1 the memo -- or the letter sent to make changes to
2 that account.

3 MS. BASS-PRIETO: Well, I will gladly ask our
4 attorney to -- to --

5 MR. ROBERTS: I believe what Dr. Nash was
6 trying to accomplish is to try and get some
7 clarification as to the information provided by the
8 city manager. And the mayor just wants to make sure
9 that he's -- that strict adherence to what the
10 documents are. And so, if you can just seek the
11 balance in both of those things.

12 DR. NASH: My signature, again, is on the memo
13 that went for the forfeiture fund. And again, since
14 he said that he had no conversation about that, I
15 need clarification as to what that meant.

16 MS. BASS-PRIETO: Continue.

17 DR. NASH: Thank you. Do you have a
18 performance evaluation? I didn't see it for the
19 chief. And when was that done?

20 MR. NIXON: I don't have it in this
21 information. We -- I did complete a performance
22 evaluation for Chief Ashley. As a matter of fact,
23 is when I came on board, because performance
24 evaluation hadn't been done for any employees. I
25 directed all department heads to -- first, I



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1 directed HR to come up with formats for a
2 performance evaluation, which they did. They did it
3 for regular employees and for supervisors. All the
4 directors did, though, their employees' evaluation.
5 And then I conducted evaluations for the department
6 heads, and Chief Ashley was one of that. I didn't
7 provide that.

8 DR. NASH: When did you -- when did you perform
9 the evaluation?

10 MR. NIXON: It was not too long after -- I
11 can't remember the exact date after the record, but
12 I do know that it was well before I made the
13 decision to terminate Chief Ashley.

14 DR. NASH: So it was this year or last year?
15 2023 or 2022?

16 MR. NIXON: I believe -- I would believe it
17 ended early in 2023.

18 DR. NASH: Early in 2023, okay. Another item
19 that you have provided information is command staff
20 assistant chief receiving an increase.

21 MR. NIXON: Uh-huh.

22 DR. NASH: And you state you did not think that
23 the finance and HR department were involved in that
24 process?

25 MR. NIXON: Yeah, I had no indication that they



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1 were -- that finance was involved in that. HR
2 would've had to be involved in that process, but in
3 order for the -- the employees to receive the
4 payment, that has to go through the finance
5 department. What they normally would receive is,
6 you know, the personnel action form and some
7 verification that this is the salary to be paid. I
8 don't think the finance department requires that
9 they see the justification for that, because it's
10 not their role to confirm that. That is not
11 necessary for them to execute their responsibility.

12 DR. NASH: Okay. Explain to me again what is
13 personal liability?

14 MR. NIXON: What is --

15 DR. NASH: Yeah, because you mentioned that in
16 -- in part of your comments.

17 MR. NIXON: In terms of personnel liability,
18 I'm not sure. I don't remember exactly where I --
19 how I said that, or if I used that exact phrase.
20 Can you give me -- give me the statement.

21 DR. NASH: Oh, I didn't write down the
22 statement. I just write down the words that you
23 used. So I'd have to go back and listen to the
24 transcription to really find out what -- what --
25 what that is connected to. Many of your documents



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1 submitted have to do with command staff assistant
2 chief. It -- it -- connect the dots for me in terms
3 of, is this under one of your items of your
4 justification, and which one is it?

5 MR. NIXON: If any of the versions that I
6 provided here, it would be under -- I can place it
7 under a number. I can place it under organizational
8 effectiveness, because if you have problems with
9 your leadership specifically, then it translates
10 into problems in the work environment. The -- the
11 information on specific assistant chief
12 responsibilities, that one assistant chief had full
13 responsibility for all law enforcement and non-law
14 enforcement personnel. So, you would have Chief
15 Ashley as the chief of the department, and one of
16 the assistant chiefs there was -- that reported to
17 him handled all activity related to the non-law
18 enforcement and law enforcement personnel. So,
19 examining -- and also, with many of the hostile work
20 environment complaints, then that specific
21 individual, along with the chief, were referenced.
22 So, in terms of connecting the dots for you, that's
23 why they are included -- that information is
24 included in my packet of information justifying --
25 or supporting my decision rather, the termination of



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1 Chief Ashley, because that gave it context. Because
2 again, I can say beyond a shadow of a doubt that
3 every bad behavior was not done by Chief Ashley, but
4 that's not a requirement. He is the manager, the
5 director of the department, and also the
6 responsibility falls on him. So, I do know that
7 while Chief Ashley did not conduct, or -- or
8 execute, or directly coordinate some of the bad
9 behavior, it was his responsibility once he became
10 aware of the issue to deal with, and also to set up
11 a framework that prevented it from happening in the
12 first place.

13 DR. NASH: Okay. In your memo of July 31, 2023
14 to Chief Ashley, you mentioned anonymous letters
15 that was the impetus for your action?

16 MR. NIXON: I didn't look at that --

17 DR. NASH: To put --

18 MR. NIXON: -- I don't think that is the -- it
19 was not the impetus of the action, because I also
20 received specific letters from specific employees as
21 well.

22 DR. NASH: Well -- well, I hadn't finished.

23 MR. NIXON: Oh, okay. I'm sorry.

24 DR. NASH: Impetus for your action to place
25 command chief -- staff assistant chief on



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1 administrative leave. And then you went on to say
2 that was the straw that broke the camel's back, and
3 it was not the sole reason for your decision. How
4 did those anonymous letters provide the impetus
5 score? And were they -- they were in HR?

6 MR. NIXON: The -- I believe that the anonymous
7 letters that you are referring to, those are not the
8 drivers for the action against Chief Ashley. They
9 were the drivers for actions against the assistant
10 chief.

11 DR. NASH: Uh-huh.

12 MR. NIXON: And so I don't believe that it's
13 appropriate to -- to address that specifically.
14 Now, while you have access to that, that information
15 does provide you some context as to some of the
16 interactions that I had to deal with, with Chief
17 Ashley on.

18 DR. NASH: Those letters are in HR?

19 MR. NIXON: I believe they are all in HR. I
20 know that I received letters in the Dropbox at the
21 -- at the city hall. There's a mailbox in the mail
22 room, and letters were -- were placed there. There
23 was also an envelope face -- placed there that
24 actually had a jump drive, and -- in it with the
25 letter on. And I believe that was delivered, yes,



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1 to HR. I'm pretty sure that I did, but I definitely
2 received them myself, and I shared them with the
3 city attorney as well. But again, if I may, while
4 the anonymous letters, you have to be investigated
5 if there's some issue, those were not the
6 determining or driving factors in the action against
7 Chief Ashley, because, again, I don't think it is
8 fair to penalize someone from an anonymous letter.
9 But if you also have access to information that's
10 from specific identified employees, those were
11 considered in the action against Chief Ashley.

12 DR. NASH: Okay. That one's Chief Ashley. You
13 took the state attorney's letter?

14 MR. NIXON: Yes, ma'am.

15 DR. NASH: Why was -- it was dated March 21st.
16 And there was a 13 to 19-month delay in terms of
17 bringing that forth. And did you indicate that as a
18 part of Chief Ashley's performance evaluation, we're
19 talking about his effectiveness with staff, or his
20 ability to deal with personnel issues?

21 MR. NIXON: No, ma'am. Specifically, at the
22 time of the -- Chief Ashley's evaluation,
23 specifically Chief actually had a solid command
24 staff, with at least one individual in particular
25 who was highly qualified, highly competent. And so,



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1 things ran extremely smoothly at that -- at that
2 time under Chief Ashley's leadership. So no, that
3 would not have been a factor that I would've
4 considered when doing Chief Ashley's evaluation.
5 And then again, also, that would've only been one
6 isolated incident at that time. The deterioration
7 of QPD occurred after that time, and it occurred
8 very, very quickly with changes in personnel, and
9 then also tensions created by allegations of
10 disparate treatment. And then also, there were --
11 there were incidents or reports of a hostile work
12 environment that got progressively worse. And then,
13 between the time of the evaluation -- after that
14 time and between the time of termination, we
15 addressed that with Chief Ashley, and his command
16 staff, and employees involved. So that would not
17 have come to bear on his actual evaluation, because
18 of the subsequent event.

19 DR. NASH: But it had to do with staff?

20 MR. NIXON: It did have to do something with
21 staff.

22 DR. NASH: Okay. The county's -- for the
23 Gadsden County Quarterly Animal -- Animal Control
24 Service, I see you have a bunch of invoices in the
25 packet about that. Please tell me how that relates



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1 to your decision to terminate to Chief Ashley,
2 because I'm -- I'm not connecting the dots in terms
3 of this invoice.

4 MR. NIXON: Well, when the finance department
5 did the search for all of the invoices that were 45
6 days or later -- at that time, Animal Control was
7 paid through the police department. So, those
8 invoices came to the police department, so that's
9 how you connect the dots. The funds that were for
10 that particular agreement at that time were paid for
11 through the police department budget.

12 DR. NASH: So it was over 45 days for all of
13 these invoices?

14 MR. NIXON: All of the --

15 DR. NASH: There are about three or four of
16 them. Or is it duplicate? Yeah, June 1st, March
17 28, 2022. March -- yeah, there are two copies of
18 March 28, 2022.

19 MR. NIXON: And the information I provided
20 today, I removed those communications. They were
21 put in there for a different reason, if I say.

22 DR. NASH: Okay, but these were 45, like, days?

23 MR. NIXON: In your -- the Commission recalls
24 that we just completed closing out Fiscal Year 2022-
25 2023, and part of our policy is, is that we get all



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1 regarding the -- okay, great.

2 MS. BASS-PRIETO: And last but not least,
3 the former mayor sent me some -- I always say it
4 wrong --

5 MS. SAPP: Elf on a shelf.

6 MS. BASS-PRIETO: -- elf on a shelf. And I
7 would like to invite everybody to please help me get
8 as many pictures around the City of Quincy with our
9 -- I like to call them shelf elves, but elves on a
10 shelf --

11 MS. SAPP: Uh-huh.

12 MS. BASS-PRIETO: And celebrating the holidays.
13 We have a great spirit here, and I would like to
14 memorialize it in photos. And I would like every
15 commissioner to please help me with this, make the
16 city one of the -- Quincy one of the most merry,
17 merry Christmas. And with that, motion to adjourn?

18 MR. HARRIS: So moved.

19 MS. SAPP: Don't forget on Tuesday, we're
20 having Holiday Spirit week. It's wearing your ugly
21 sweater.

22 DR. WOOD: Tuesday is our ugly Christmas
23 sweater day.

24 MS. SAPP: Ugly -- yeah.

25 DR. WOOD: Okay. All right.



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1 MS. SAPP: And we're going to be taking
2 pictures.

3 DR. WOOD: Okay.

4 (PUBLIC MEETING CONCLUDED AT 9:34 P.M. ET)
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C E R T I F I C A T E

STATE OF FLORIDA)

COUNTY OF ORANGE)

I, Krystal Ritchson, Court Reporter and Notary Public for the State of Florida at Large, do hereby certify that I was authorized to and did report the foregoing proceeding, and that said transcript is a true record of the said proceeding.

I FURTHER CERTIFY that I am not of counsel for, related to, or employed by any of the parties or attorneys involved herein, nor am I financially interested in said action.

Submitted on: January 16, 2024.



Krystal Ritchson

Court Reporter, Notary Public



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City of Quincy Charter References

Sec. 3.04. Powers and duties of the city manager.

- The city manager shall be the chief administrative officer of the city. He shall be responsible to the commission for the administration of all city affairs placed in his charge by or under this charter. He shall have the following powers and duties:
- (1) He shall employ or appoint all city employees and appointive administrative officers provided for by or under this charter, except as otherwise provided by law, this charter, or rules adopted by the commission pursuant to this charter. **All such employees shall serve at the pleasure of the city manager, but the city manager, when he deems it necessary for the good of the service, may suspend in writing, with or without pay, or remove any employee under his jurisdiction except as otherwise provided by law, this charter, or rules adopted by the commission pursuant to this charter.** He may authorize any administrative officer who is subject to his direction and supervision to exercise these powers with respect to subordinates in that officer's department, office or agency.
- (2) He shall direct and supervise the administration of all departments, offices and agencies of the city, except as otherwise provided by law and except for any department, office or agency whose employees are not appointed by the city manager.

City of Quincy Charter References

Sec. 4.02. Personnel.

- The city manager or his duly designated subordinates shall be responsible for the appointment to all positions and for the promotion of all employees under his direction which shall be made solely on the basis of merit and fitness for the position concerned. The city manager shall prepare personnel rules which may be adopted by the commission by ordinance or resolution, with or without amendment. Rules shall be administered by the city manager.

QUINCY POLICE DEPARTMENT

General Orders, Section 46-2

- E. The conduct of all members is governed by the Administrative Policies and Procedures of the City of Quincy and all provisions of said policy, including the City's Statement on Ethics, are incorporated herein by reference.
- General Order 40-2, Number 5, "The Chief of Police shall have the authority and responsibility for the fiscal management of the Police Department, in accordance with City of Quincy Code.

Unbecoming conduct.

- Member shall not engage in any willful action or conduct which impedes the Department's efforts to achieve its goals, values, or beliefs as stated in the mission statement and code of ethics, brings discredit on the Department, or impairs the operations or efficiency of the Department or any member.
- Members shall treat supervisory members, subordinates, associates, and the public with respect.
- Insubordination- A willful refusal by a Department member to comply with a lawful order or directive, written or oral, to include both an expressed refusal to obey a proper order or deliberate failure to carry out an order.
- General Order 20-5, Corrective Action "Dismissal "for a continued series of lesser offences, repetition of serious offenses, or on the first occurrence of certain serious offenses, a member may be dismissed from the Department

Reasons for Termination

As stated in his separation letter, former Chief Ashley was terminated for:

- *Failure to ensure and maintain a functional work environment characterized by high achievement, supportive leadership, respect for subordinates, and a lack of hostility;*
- *Failure to satisfactorily manage financial resources to ensure operational effectiveness and productivity;*
- *Failure to ensure adherence to City of Quincy policies governing personnel actions and the use of public funds in the QPD budget.*

Failure to ensure and maintain a functional work environment characterized by high achievement, supportive leadership, respect for subordinates, and a lack of hostility;

Over time, under former Chief Ashley's administration, QPD's functioning and morale deteriorated significantly. Employees expressed discontent and cited incidences of unbecoming behavior and harassment by Chief Ashley and member of his Command Staff. Former Chief Ashley stated that he considered employees who disagreed with him as "terrorists." When asked if he really meant that, he said he meant it in the "strongest possible sense of the word."

Hostile Work Environment Complaints

- 4 QPD employees provide letters against Chief Ashley specifically
- 3 anonymous letter against former Chief Ashley and one of his Assistant Chiefs were submitted
- One QPD employee's attorney advised that an pending EEOC complaint against former Chief Ashley
- Several complaints of harassment were made against members of Ashley's Command Staff.
- Refer to PBA Climate Survey-18 of 24 (non command staff) law enforcement officers participated in the survey.
- Former Chief Ashley referred to any employee who disagreed with him as a "terrorist" or "agency terrorist."

From: Carlos Hill <chill@myquincy.net>
Sent: Monday, October 16, 2023 2:29 PM
To: Robert Nixon <rnixon@myquincy.net>
Subject: Hostile work environment incident QPD October 16, 2023

Mr. Nixon

This morning at approximately 10:06 AM, I received a phone call from Officer Danauria Glanton regarding a conversation she and Chief Ashley had prior to her calling me. Officer Glanton told me that Chief Ashley called her into his office and questioned her relationship with me, and Ms. Admetric Moore. Chief Ashley stated that Ms. Moore and I were plotting to do harm to Officer Glanton's career as a law enforcement officer. Officer Glanton was very upset because Chief Ashley stated that if she told someone about their conversation, he would "Write her off". Officer Glanton is 9 months pregnant and is in fear of losing her job because of the conversation.

When Chief Ashley took over as chief of police, one of the things he promoted was a family work environment. In one of his first meetings, he said that we need to do right by each other. Chief Ashley further stated that we must remain humble and wash each other's feet. (In a biblical sense). With that in mind, when any of the employees at the Quincy Police Department needed my assistance, I have been there, from mentoring, career advice, and even helping them with paying a bill so they can provide for their families. I have participated in baby showers, Birthdays, and retirement ceremonies.

Currently, I am recovering from surgery to cure my prostate cancer. To receive a phone call of this nature is disheartening. I am very disappointed in Chief Ashley. I am not sure he realized the position he put me in. As a Leader under his command, it is my job to report violations of Federal, State, and Local laws. Under 42 U.S.C Section 1982, a person has the right to be free from discrimination or harassment in the workplace. I feel that this incident is a violation of the United States Code 42. Me not saying anything would make me just as guilty. To add, while under Chief Ashley's tenure, I have been also a victim of a hostile work environment. It got so bad that I resigned. After speaking to Chief Ashley about how I was being treated I gave him and the administration another chance. This current incident with Officer Glanton proves to me that this type of behavior is going to continue no matter how many conversations we have. So, any opportunity I gave him under my situation I feel is continued with this incident due to Chief Ashley mentioning me in the conversation. No one should have to prove their loyalty to the chief. Our loyalties are to the citizens of Quincy Florida. To put that type of stress on a 9-month pregnant woman is reckless.

Lastly, I have been aware of the issues that Chief Ashley has had with Assistant Chief Shamar and you. I have stayed out of any dealings with that situation because it was not my concern. I'm not sure if this is related to that situation. If so, I feel a resolution to this situation is in order or we will continue to lose officers and open the city of Quincy to civil litigation.

I request protection under F.S.112. 3187 with reporting this incident.

Thank you.

Lieutenant Carlos A. Hill
Quincy Police Department
Police Operations/Administration
121 East Jefferson Street
Quincy Florida, 32351
Work 850-627-0139
Cell 850-879-8942



MEMORANDUM

TO: City Manager Robert Nixon
FROM: Zachary Woods
DATE: October 13, 2023
SUBJECT: Chief Ashley



For the past 2 months, I have served the City of Quincy Police Department dutifully in the capacity of Captain. I was promoted by Chief Ashley at around August 1st in a document that was prepared by AC Shamar and approved by Chief Ashley. In addition to my duties as Public Information Officer and Juvenile Relations Coordinator, I was also granted the authority of Fleet Management for the agency. Since taking on these responsibilities, I have operated effectively and efficiently. Due to financial constraints of the agency, I was able to negotiate with vendors and reduce wasteful spending to ensure that our agency was operating fiscally conservatively by being good stewards of taxpayers' dollars. I have hosted many youth events with our school system, orchestrated employee morale events, hosted community functions, coordinator and secured insurance policies for our juvenile services department, revamped our fleet management system, connected officers with at-risk juveniles of our community, strengthened partnerships with our schools' administrative teams, attended all city commission meetings and commissioner district meetings and created a culture of trust with fellow officers to report negative and unfair treatment withing the organization (just to name a few). I am greatly taken back by Chief Ashley's recent decision to revisit my job classification and authority as Captain. However, I must shed light on pertinent information of which I strongly believe is correlated to his decision.

On Thursday, October 5th I was contacted by Chief Ashley's Campaign Manager via phone. She inquired if I was in support of Chief Ashley's bid for office or not. I, without hesitation, advised her that I was NOT in support of his bid for Sheriff of Gadsden County due to his handling of internal issues within the Quincy Police Department.

On Monday, October 9th, Chief Ashley requested to meet with me, at which time, he provided me with a document detailing the reclassification of my job duties and responsibilities. The two options that were detailed on the letter were: 1. Honorary Captain position (8hrs of work, no pay, no direct responsibilities, no authority, or benefits) and any hours after 8, pay in the amount of \$18.99/hr. The second option was for me to return to my original position as Full time Investigator/Public Information Officer/Juvenile Services, 40hrs a week at \$21.50/hr. Chief Ashley told me that the letter was drafted on Friday, which would have been after my discussion with his campaign manager. I submitted a rebuttal to the Chief on Wednesday, October 11, 2023. However, to date, I have not received a response. It also worthy of noting that since my promotion,

I have assumed added responsibilities with no increase in pay from \$21.50/hr, contrary to my signed PAF which indicated an hourly salary of \$29.00/hr.

On Friday, October 13, 2023, a meeting was held at the Police Substation to discuss the Civil Citation Program and process, and program in which Chief Ashley and I support. I WAS NOT present at the meeting, nor was I made aware of a scheduled meeting. Present at the meeting was Tiffany Buckhalt, (Gadsden County Schools) Ms. Zanders (Civil Citation), Chief Ashley, AC Shamar, AC Sheheane and Lt. Robinson. I received several phone calls from those in attendance, including Ms. Buckhalt and Ms. Zanders. Ms. Zanders told me that she felt the purpose of the meeting was to discredit my abilities as the overseer and stated that it was mentioned that I was attempted to get officers to perform outside of Florida Statute. It was also mentioned that I am friends with the Principal -Dr. Jarrett and was not doing things fairly for the children of the school. Why friendship is relevant is beyond me. In fact, I am friends with ALL Principals within the county. We share a common vision, "the development of our youth." It's very ironic to me that an impromptu meeting happened the day I decided to take off. However, per Ms. Buckhalt when she received the phone call about the meeting, I was to be present, per Chief Ashley. I was never notified to date by any command staff represented at the meeting.

In summation, Chief Ashley attempt to demote or remove my authority as Captain is directly related to his unwillingness to address outstanding complaints (one of which surrounds the civil citation program and discourteous behavior displayed towards Dr. Jarrett by the Lieutenant), I have submitted to him related to a Lieutenant within the agency and the fact that I am not willing to serve on his campaign team in his bid for Sheriff of Gadsden County. Chief Ashley has failed to address concerns, all of which were brought to my attention by the men and women of the agency. It is at this time that I ethically provide this brief timeline of events to your attention. I will not play politics with public safety.

I am confident that your office will take the necessary steps to address the content of this letter and any outstanding correspondences.

Thank you for your time and commitment to the City of Quincy and the men and women of the Quincy Police Department.

Sincerely,

Zachary D. Woods, MS

October 16, 2023

Mr. Robert Nixon, City Manager
City of Quincy
404 W. Jefferson Street
Quincy, FL 32351

CC: City Attorney Gary Roberts, HR/Risk Mgmt. Director Stacy Hannigon

Re: Formal letter of concern/ Civil Rights Violation

Per The U.S. Constitution and the 1964 Civil Rights Act, I would like to bring the following issues to your attention.

On October 16, 2023, at approximately 0924hrs, I received a phone call from Chief Ashley who advised me to report to his office when I wasn't busy. After reporting to Chief Ashley, he advised me to give Daphne Brown (Communications Officer) a break from 0830-0845, 1130-1200, and 0230-0245. Immediately after this conversation he asked me if he could be "frank" with me. I answered "yes." Chief Ashley followed up on this statement by saying the people that I allow in my life don't have my best interest and that I needed to spend less time around Dee-Dee (Ms. Moore), and just because they shower me and my kids with gifts doesn't mean they like me. He also stated if I'm ever in a room where I'm constantly talking about "a man" then God did not place me there and I needed to remove myself. He also stated that he knew Lt. Carlos Hill was not fond of him and that Hill may act as if he has my best interest but doesn't because when I was having issues with dispatcher Daphne Brown, Hill never wrote her up or fired her. He also mentioned when I report back to patrol, I will have a good sergeant (Sgt Barber) but he doesn't want any of his negative energy to rub off on me. He stated that he sets the bar very high for me and that I needed to do the same for myself. He stated that I needed to spend less time around the people that I'm spending time with because they are only trying to get information on me to burn me. Daily, the only co-workers I frequent are Dee-Dee and Lt. Hill. He stated the people that I hang around have all burned him and are not fond of him and he wants me to watch out for them. He stated when the Lord grants him his new position as Sheriff of Gadsden County, he wants me to follow him and wants me to learn as much information as I can and only soak up the good. He stated in a joking manner that if I repeated any of this information that he would call my mom (whom he recently met at my baby shower) and "write me off."

I am currently thirty-six weeks pregnant and am due to deliver any day now. I am taken back by Chief Ashley's unprofessional behavior to belittle employees and bring discord to this agency, and its potential. I'm not sure what Chief Ashley meant by mentioning that he was going to "write me off." Was he going to fire me? Write me up? Begin to speak negatively to other employees about me too? It is important that I bring this matter to your attention to ensure that my civil liberties are protected for not only me, but also my 3 children. I have a heart to serve, and I would like to do so without any negative/unwanted repercussions that could potentially bring interruption to my career at Quincy Police Department.

I am hoping that your office will address my concerns and bring resolution to these issues.

Thank you for your time.

Sincerely,

Ofc. Glanton

October 16, 2023

Mr. Robert Nixon, City Manager

City of Quincy

404 W. Jefferson Street

Quincy, FL 32351

Cc: City Attorney (Gary Roberts)

Re: Formal Complaint

Dear Mr. Nixon,

I am writing to express my deep concern regarding the hostile work environment that is continuing to happen within the Quincy Police Department. Recently, I have been made aware of several conversations that have taken place behind closed doors with my co-workers and Chief Ashley, which has caused me to feel very targeted and aggrieved. It is my sincere hope that Chief Ashley's efforts to discount my credibility, reputation, and professional standing within this organization cease immediately. At this point, I feel threatened and humiliated as a 20-plus-year tenured employee of the City of Quincy, who has served satisfactorily across multiple administrations. It is at this time that I respectfully submit this formal letter to your attention, detailing my concerns.

Chief Ashley told Lt. Carlos Hill not to trust me.

Former employee David Rittman told me that he was told by you that I said that I was going to take you from your wife while I was at dinner with my "woman group" passing your picture around. I'm not a part of any women's group! This lie which was told by Chief Ashley was extremely disheartening and I cannot wrap my head around why or how a Chief would feel so encouraged to blatantly lie and make it known. This further leads me to conclude his involvement in the anonymous letter which circulated in the community.

Accuses me of reporting information to your office. (i.e. timecard process, departmental problems, wasteful spending, etc.)

He accused me of reporting departmental information to the Sheriff's Office. Questioning my relationship with Capt. Holmes and Col. Barkley. I have never spoken negatively about the agency to either one of them but I'm constantly being accused of doing so.

Telling Officer Glanton that she's 'acting funny' because she's been hanging around me.

Telling Ofc. Glanton not to trust me because I will "burn her!" Saying "If we are in my office talking about men all day, then she's hanging around the wrong person!"

Telling Ofc. Glanton that I am "beneath her!" She sits high and I sit low!

Instructing Capt. Woods took my departmental-issued vehicle away from me, as he made strides to decrease the fleet by removing the take-home vehicle of our crime analysts. Thus, limiting my ability to report in a timely manner to calls needing my service.

I coordinated Ofc. Glanton Baby Shower. Chief Ashley told Ofc. Glanton said that "just because they shower you with gifts, doesn't mean they like you; they're just trying to get close to you to get information."

Chief Ashley has repeatedly and aggressively attempted to devalue me and turn employees against me. This is not a leader. He is not leading fairly and is not doing his due diligence in protecting me as an employee. His work ethic is hostile and discourteous. Just a few days ago, Chief Ashley looked me in the face and gave me his word that he would never do anything to hurt someone. He keeps using the phrase that he is "God-fearing." His actions certainly are not Godly, as God is not the author of confusion.

I trust that your office will take appropriate action to address these concerns promptly and efficiently.

Thank you for your attention to this matter.

Sincerely,

Admetric Moore

Formal letter - Chief Ashley

Admetric Moore <amoore@myquincy.net>

Mon 10/16/2023 2:35 PM

To: Robert Nixon <rnixon@myquincy.net>

Cc: Janice Shackelford <jshackelford@myquincy.net>

 1 attachments (18 KB)

Formal letter - Chief Ashley.docx;

See attached

#1

To whom this my concern at the city of Quincy,

We the officers and Staff of the Quincy Police Department would like to shed light and clarity on our current administration. We feel that Chief Timothy Ashley judgment in hiring Assistant Chief Shamar, Lt Scott Littlefield, and allowing Rebeca Villalona to be placed on the reserve unit as a Captain, and attempting to hire a dispatcher from the CDA has caused the moral and work environment to be unpleasant. Furthermore, we feel that Chief Ashley is allowing Chief Shamar also known as (Belafonte K. Brown) to run the police department as if he was the true chief of the Quincy Police Department.

768.096 Employer presumption against negligent hiring

Chief Ashley has hired Chief Shamar, Lt Littlefield without a full background and/or knowing the full background of both. In 2011, Officer DeAnthony Shamar was terminated from the City of Sanford for using a Police Explorer with notifying the chain of command. Officer Shamar during his 9-year employment with the Sanford Police Department accused 38 internal affairs investigation with 13 of those investigation being sustained for misconduct/violation of Policy.

Officer Shamar sued the Sanford police Department for harassment and hostile work environment. The case was dropped by court, and subsequent appeals were also dropped by the court. Shortly after, the attorney that represented Officer Shamar sued Now Mr. Shamar for attorney fees.

2019-20, Deputy Shamar was employed with the Leon County Sheriff's Office. While working patrol Deputy Shamar responded to a shots fired call. When he arrived, Deputy Shamar stated to Officer from the Tallahassee Police Department, "No victim, No Suspect" kicked several expended shell casings in a ditch and proceeded to go back on patrol with no report. This case was investigated by the Sheriff and Deputy Shamar resigned before the investigation was completed. Current due to this case, the Florida Department of Law Enforcement is investigation this incident and has put Assistant Shamar Florida Police Certification under investigation and review. Deputy Shamar also was sustained on other internal affairs investigation while employed with the Leon County Sheriff's Office.

Assistant Chief Shamar continues to operate in this manner. Assistant Chief Shamar works regularly as a patrolman/supervisor in Quincy. While working, he does not wear a body worn camera. Over the last year, Assistant Chief Shamar has conducted numerous traffic stops without a BWC. After conducting these stops and making contact with possible suspects, he calls a patrolman to write the report. In case QPD #2300772, Assistant Chief Shamar call another officer to do the initial report. Although Assistant Chief Shamar wrote a supplement narrative, there was no body camera footage of the initial stop. If a check was done of all the cases, he has done this way you would find questionable practices.

January 2023, Assistant Chief Shamar fires two dispatchers. One of the dispatchers was having sexual relations with Sgt. Gardner, who was employed during this time. This termination was to cover up the fact that Sgt. Gardner was married but sleeping with this dispatcher. It was told to the city manager's office that another employee, not Sgt. Gardner was sleeping with this dispatcher. Assistant Chief Shamar covered this up by firing the two-dispatcher stating that they still on probation and at will employees.

Assistant Chief Shamar has a Brady (Giglio Letter) from the State Attorney's Office, 2nd Judicial Circuit. (See attached Memo). Review attached. Recently Assistant Chief Shamar testified during traffic court. The attorney question him about his employment record with Sanford police and Leon County Sheriff Office. The case was dropped due the Giglio letter. Subsequently the drug case was dropped based on the traffic stopped being dismissed.

Lieutenant Scott Littlefield was also hired without a complete background investigation. Lt Littlefield has numerous internal affairs investigations with the Leon County Sheriff's Office. When he was hired that information was not placed in his personnel file. If a complete records request and background was done, you would find under normal hiring practices he would not be considered to be hired as a lieutenant. Furthermore, on some of Assistant Chief Shamar internal affairs investigations with LCSO, you will find Lt Littlefield as a witness.

Capt. Rebeca Villalona was placed on QPD Reserve Unit April of 2022. She was issued a handgun, Laptop, badge, and police identification. It was stated that she would help with investigations on cold cases. Capt. Villalona resigned from the Sanford Police Department in 2018 while under investigation for moral conduct.

I recommend that the personnel files of Shamar, Littlefield, Villalona be reviewed by HR. I also would do a public record request for all three personnel files from Leon County Sheriff's and Sanford Police Department.

Dear City Manager,

As a current employee within the department, it breaks my heart to send you this email, but I feel there are several things you need to know as I witness this agency crumble. I simply cannot continue to sit and allow the disgust that I am witnessing every day in this agency. Although Chief Ashley presents as a good guy, he is not managing our agency. He is allowing Shamar to destroy our future in law enforcement. It is no secret that his past is filled with corruption while he was employed in central Florida and that his credibility is shot in the courts. There's even reports of him committing corrupt acts at Leon County Sheriff's Office. He is always talking down to our officers, filling the media and you guys with lies, suggesting that we are happy, productive and our morale is high. Our morale IS NOT high, as a matter of fact, it's perhaps the lowest I've ever witnessed it since my years of serving here. He's not fair at all. He shows favoritism. How? 1. Well, there's a dispatcher who has a take home car- that's not fair. 2. His friend Sgt. Gardner was giving a reward when he left to go to Leon county- that's not fair, that has never been done for any other officer who left this agency- and we see and know that-that's not fair! 3. He micromanages command staff and refuses to allow them to implement any ideas they might have-I've witnessed him completely change shifts process, simply because he does not like it-that's not fair and bad management. 4. He stops cars and initiates cases but refuses to do the paperwork and hands it off to others to do- that's not fair. 5. He makes abrupt decisions without considering what we have going on and threatens to discipline us if we don't adhere. - that's not fair and is Ludacris. 6. He picks on officers due to his own issues with them-example Sgt. Barber- that's not fair. This is disgusting and is my main reason for not wanting to identify myself with this letter, due to mandatory retaliation. 7. He once fired two female employees (with the Chief Consent), after one of them allegedly had an affair with Sgt. Gardner, -that's not fair. 8. He bad mouths other agencies and refuses to work with them due to personal reasons, limiting us as an agency the ability to be efficient with our job-that's not fair. 9. He refused to send officers to training when requested because he did not like them Sgt. Taylor, however to all whom he likes he bends backwards and gives them everything they want (inv. Malave and Inv. McCray, Brandi). - that's not fair. 10. He dictates all actions of the agency. He refuses to allow anyone do or have a say so in ANYTHING. (Ex; car assignments, training, patrol assignments,) Truthfully, I've never worked for anyone like this---its' horrible and not fair that you all gave this job to him.

Sir, it's a shame that the chief allows Shamar to treat us like this and allow this agency to fall like it is. It's not going to get any better. We don't get paid much. We are one of the lowest paid agencies in the county-both civilian and sworn. You have to have spoken with the chief regarding our treatment and the management of the police department, but sir it isn't getting better and Shamar is continuing to do his dirt in his old slimy ways. I ask that you hold the chief and Shamar accountable. I am not writing this letter on behalf of any employees, but I am sure that each of them will agree to the info in this note and I am sure that if they could sign it anonymously, they would. Please hold these **two** accountable and do something for us at the PD, before there is no more PD.

Thanks for your consideration!
07/20/2023



MEMORANDUM

TO: Timothy J. Ashley, Chief of Police
FROM: Rob Nixon, City Manager
DATE: 31 July 2023
SUBJECT: Response to 27 July 23 Memo from Chief T. Ashley, QPD
CC: S. Hannigon, HR Director
G. Roberts, City Attorney

Please accept this correspondence as my official reply to your memorandum dated July 27, 2023, regarding the determination of Administrative Leave for Assistant Chief DeAnthony Shamar. The purpose of my correspondence is to provide you with some measure of clarity regarding my decision.

On 27 July 23, I convened a meeting in the conference room at City Hall to discuss your memorandum to me which outlined your responses and views on the administrative action I authorized regarding the Assistant Chief (AC). Meeting participants included HR Director S. Hannigon, Attorney G. Roberts (by phone), you and me. At that time, I stated that the "anonymous" letters directed at you and Assistant Chief Shamar were not the sole or motivating factors for my decision to investigate or prescribe administrative leave. Your erroneous assumption or misunderstanding as to what was the driving factor for my decision has inappropriately led you to believe that my action was hypocritical. My decision was primarily based upon the accumulation of direct complaints from QPD law enforcement officers, non-law enforcement staff, and citizens to me and the City's Human Resources Director over time.

As you agree in your memorandum to me, at different junctures over the past ten months, you, AC Shamar, and I have had several meetings to discuss complaints against AC Shamar and yourself. On multiple occasions, you stated that you and AC Sheheane would "work" with AC Shamar to improve his managerial and communications approaches. No anonymous letters were available or considered when I presented those complaints to you then. Both AC Chiefs Sheheane and Shamar made comments confirming your team's approach to addressing AC Shamar's challenges. Your assumption that my decision was based solely upon an "anonymous" letter(s) is incorrect.

Further, I communicated to you that my decision was a result of extensive conversations with the Human Resources Director and the City Attorney. I shared with you that we considered the direct complaints, the anonymous letters, the City of Quincy Human Resource policies, and Florida Statute 112.532 in our discussions regarding these matters. Preventing further unrest, fear of retaliation or other elements of a hostile environment (allegedly caused by AC Shamar) among the ranks at QPD was another factor considered. I added that the investigation that I was authorizing is from the HR Policy perspective and not as a law enforcement "I.A." If evidence warranted an "I.A." then, QPD would be expected to investigate the alleged transgression by employing the appropriate policies and procedures per F.S. 112. Considering my description to you of the process the team used to arrive at the administrative leave recommendation for AC Shamar that I provided,

I believe that your conclusion that the resultant action was “inappropriate and not well-thought” out is inaccurate.

In terms of “due process,” I stated that the investigation would be led and coordinated by the City Attorney and HR Director to ensure that the process would be objective, unbiased, fair, and within the context of City of Quincy policy, state law, and federal law.

I believe “due process” requires impartial investigations, a right to representation, assurances that policies and procedures will be applied consistently; an opportunity for employees to be heard; timely and transparent decision-making, and a fair appeals process. As I see it, we are only in the initial phases of the “due process” continuum. Your conclusion that “a better due process approach” is necessary, in my opinion, is premature since you have not had the opportunity to see the process through.

I believe that I have responded to the core element of your memo which erroneously concluded that the “anonymous” letters were the impetus for the action to place AC Shamar on administrative leave. The letters may be considered the “straw(s) that broke the camel’s back” but not the sole reason for the decision. Again, the decision for his administrative leave is based upon the mounting complaints against AC Shamar over the past year.

In consideration of your other comments included in your memo, I submit the following:

1. Hostile Work Environment: We both agree “hostile work environments do exist. However, I believe documented complaints from employees can provide substance for an investigation. Observed behavior can provide substance for an investigation. By your own acknowledgment, Director Hannigon admonished you and your command staff for using the term “terrorists” when referring to your other employees. When I asked you about the use of that word, you indicated that you meant it in the strongest possible use of the word. In your July 27th memo to me, you referred to your employees who are complaining about AC Shamar and a hostile environment as “agency terrorists.” In my opinion, the term “terrorists” could be interpreted as an expression of disdain and disrespect. It creates an “Us vs. Them” environment which could be viewed as “hostile.”
2. Body Worn Camera (BWC): A/Chief Shamar, I, nor any other past administrators have ever been required or expected to wear BWCs. The system was implemented for the ranks of lieutenants, sergeants, investigators, and officers, among other things associated with the BWC process. In reviewing QPD General Orders on the subject of “Body Worn Cameras (BWC),” I did not find any policy statement or justification for administrators, particularly those who are conducting traffic stops, to not wear a BWC. Per F.S. 943.1718(2) “A law enforcement agency that permits its law enforcement officers to wear body cameras shall establish policies and procedures addressing the proper use, maintenance, and storage of body cameras and the data recorded by body cameras. The policies and procedures must include:
(a) General guidelines for the proper use, maintenance, and storage of body cameras.
(b) Any limitations on which law enforcement officers are permitted to wear body cameras.”
3. It is common practice for one law enforcement officer to observe crimes/infractions and then relay the arrest or traffic stop to another officer. While this practice may be common, it does place an additional burden on the delegated officer to prepare reports and possibly have to attend additional court hearings as a result. You have commented several times that you don’t perform certain actions or accept certain information as it increases the probability of you being called into court.

4. Background Investigations (BGIs): After reviewing the City of Quincy Human Resources policy, I am not aware of a justification or allowance which removes the requirement to complete a background check; nor am I aware of any instances where a candidate is exempt from a background check simply because a previous employer conducted one. All City of Quincy employees must undergo a complete background check.

5. QPD Reserve Officer Program: Please provide documentation as to what service or activities Captain Rebecca Villalona has contributed to QPD as a Reserve Officer program. For example, I know she was brought in to assist with 160 cold cases in Quincy. Describe her progress to date since joining our reserves.

6. Lieutenant Scott Littlefield: I am not aware of any attacks on Lt. Littlefield. There was a comment made that Lt. Littlefield and AC Shamar had a connection regarding an alleged Leon County I.A.

7. Chief Ashley isn't running the police department: I may not be using the phrase "21st Century Policing" in the same way you are but I believe the phrase refers to a policing approach grounded in the premise that "police and citizens must work together to create public safety" (https://cops.usdoj.gov/pdf/taskforce/taskforce_finalreport.pdf), not an organizational management model. When you state that you are "allowing A/Chief Shamar to run the agency," I believe that validates the comment that you are not "running" the department. I would like to hear your interpretation of your role and responsibilities at QPD and how that interpretation correlates to your work activities.

8. In terms of celebrating AC Shamar, I have openly and frequently recognized AC Shamar publicly and privately. I have ensured that the City Commission has recognized you, AC Shamar, and many others in QPD publicly.

In closing, your recommendation to immediately eliminate the administrative leave action is **DENIED**. However, I accept your recommendation that we reconvene to re-evaluate the process. I suggest we reconvene on either August 1st or 2nd. Thank you.

MEMORANDUM

TO: Attorney Gary Roberts
FROM: Rob Nixon, City Manager
DATE: 05SEPTEMBER2023
RE: Assistant Chief DeAnthony Shamar
CC: Attorney Gary Roberts
HR Director Stacey Hannigon
Police Chief Timothy Ashley

Pursuant to the letter provided by Attorney Tiffany Cruz dated August 24, 2023, please accept the following as my response. For approximately 13 months, I have received complaints about the "hostile work environment" at Quincy Police Department under the delegated leadership of Assistant Chief DeAnthony Shamar. On seven (7) different occasions, I met with Chief Ashley, Assistant Chief Shamar and others including Assistant Chiefs Smith and Sheheane to address concerns over Assistant Chief Shamar's managerial approach and complaints received by me or HR Director Hannigon. At each engagement, Chief Ashley and his other Assistant Chiefs committed to working with Assistant Chief Shamar to improve his ability to lead law enforcement and non-law enforcement personnel. However, the complaints did not diminish over time. Consequently, as City Manager, and in consultation with the City Attorney and HR Director, I directed Chief Ashley to provide AC Shamar with notification placing him on administrative leave. Per Attorney Roberts' recommendation, the decision was made that Chief Ashley would follow QPD's normal protocols regarding administrative leave.

Hostile Environment Complaints.

Law enforcement and non-law enforcement personnel have expressed concerns about retaliation by AC Shamar. Staff at QPD have cited their concerns that Chief Ashley would allow AC Shamar to make the work environment "a living hell" if anyone goes against AC Shamar. My office has received warnings that staff will walk out if something isn't done to address their concerns regarding AC Shamar.

Specific instances include complaints from the following:

- Sgt. Harold Barber- stated that he is constantly harassed with complaints of insubordination, incompetence and ineptitude.
- Dispatcher Brittany Groover-AC Shamar denied her access to means to communicate with a sick family member; AC Shamar berated and humiliated her for going to the rest room and not taking a communication device; AC Shamar constantly complained about her leaving dispatch and using her cell phone while in dispatch. She stated after one meeting her schedule was changed in retaliation in spite of advising AC Shamar that she could only work night shift.

- Victims' Advocate Admetric Moore- stated that AC Shamar accused her of being a department snitch or leak and told several others under his leadership this allegation; she complained that AC Shamar told others not to trust her which made her feel uncomfortable and unsafe at work; stated that AC Shamar told another officer not to "pillow talk" with Ms. Moore; she stated that AC Shamar told her that "people" were following her; AC Shamar stated to Ms. Moore that he personally received notifications to his phone of her whereabouts in her QPD assigned vehicle afterhours.
- Sgt. Shawn Boyd- complained about inconsistent and unfair treatment towards him by AC Shamar.
- Lt. Carlos Hill- uncomfortable with regular regimen of unfair scrutiny and expectations/criticism about how dispatch was coordinated.
- Officer Rodney Mackey- complained that he was targeted for not writing a formal statement against Sgt Barber alleging insubordination at the direction AC Shamar
- Officer Debrale Smiley- complained that he was targeted for not writing a formal statement against Sgt Barber alleging insubordination at the direction AC Shamar.

Insubordination.

On at least two occasions, I received complaints from QPD staff that AC Shamar was directing staff to defy City policy.

- The first instance of insubordination was regarding my directive for all staff to manually clock in. AC Shamar directed his staff to not to "clock in" using the recently installed time clocks at QPD even though he knew the mandate was City-wide to all employees. He stated that he would not use the time clock either.
- The second instance of insubordination was when AC Shamar falsely stated that one dispatcher was certified which justified 68 hours of overtime pay in a single, two-week pay period. He was asked to present copies of the dispatcher's certificates to HR. Chief Ashley emailed him to comply with this request. AC Shamar said that the two people that had access to that system were unable until the next week to print out the copies. Later, he said there was no certificate and that he misunderstood the word "certified" and meant "trained."

State Attorney Concerns.

The City of Quincy is concerned with the potential liability of negligent retention of AC Shamar pursuant to a letter by State Attorney Jack Campbell to FDLE dated March 21, 2022 in which he calls into question AC Shamar's character and fitness to be in law enforcement. This letter clearly expresses the State Attorney's Office (SAO) Brady-Giglio considerations regarding AC Shamar. The SAO is seriously concerned about his decision-making capacity and they question his ability to serve as a law enforcement officer or lead a law enforcement agency. As such, they are asking FDLE to look into his qualifications to remain a sworn officer. This letter places the City on notice of potential legal liability.

In closing, I have deep concerns about the complaints levied against AC Shamar because that have been sustained over time; the complaints imply a careful, intentional method of retaliation or reprisal; specific individuals have expressed feelings of insecurity and fear; and QPD as a service unit has been increasingly dysfunctional and marginally productive.

Office of the City Manager

Attachments:

Administrative leave memo to AC Shamar

July 31, 2023 email to Chief Ashley, HR and City Attorney

July 31, 2023 memo response to Chief Ashley's July 27, 2023 letter

Anonymous letters #1, #2 and #3

March 21, 2022 letter from Jack Campbell to FDLE Criminal Justice Commission Board

Office of the City Manager



FLORIDA POLICE BENEVOLENT ASSOCIATION, INC.

The Voice of Florida's Law Enforcement Officers

November 20, 2023

Via E-mail (rnixon@myquincy.net)

Robert Nixon
City Manager
404 West Jefferson Street
Quincy, Florida 32351

Dear City Manager Nixon,

Recently, the Florida PBA conducted a survey of our membership at the Quincy Police Department. This survey was sent via email to our various members. One of our members forwarded the survey to two other members that indicated they had not received the email. The two members that received the forwarded email voted through the link sent to them by the other member. This caused the survey to show that the same person (the member that forwarded the email) voted three times.

At the same time, the PBA also emailed a survey to the correct email address of the two members that had not received the survey. Those two members voted through the correct PBA email survey link and to the email link provided by another member. This skewed the vote to show two additional votes.

The PBA has corrected the survey and reduced the results by two extra votes. For your additional information, there is one question where only 17 people voted. This is not a typographical error. We apologize for any confusion this causes, but we want to make it clear that there was a total of 18 people that voted in the survey.

If you have any questions, please do not hesitate to contact me.

Thank you,

Stephanie Dobson Webster
General Counsel, Florida Police Benevolent Association

Constant Contact Survey Results

Campaign Name: QUINCY PD SURVEY

Survey Starts: 48

Survey Submits: 20

Export Date: 11/13/2023 02:29 PM

MULTIPLE CHOICE

Salary

Answer Choice	0%	100%	Number of Responses	Responses Ratio
Excellent			0	0%
Good			0	0%
Fair			2	10%
Poor			18	90%
Total Responses			20	100%

MULTIPLE CHOICE

Promotional Opportunities

Answer Choice	0%	100%	Number of Responses	Responses Ratio
Excellent			0	0%
Good			3	15%
Fair			7	35%
Poor			10	50%
Total Responses			20	100%

MULTIPLE CHOICE

Health Care

Answer Choice	0%	100%	Number of Responses	Responses Ratio
Excellent			5	25%
Good			11	55%
Fair			2	10%
Poor			2	10%
Total Responses			20	100%

MULTIPLE CHOICE

Life Insurance Benefits

Answer Choice	0%	100%	Number of Responses	Responses Ratio
Excellent			3	15%
Good			10	50%
Fair			5	25%
Poor			2	10%

MULTIPLE CHOICE

I have confidence in the staff's ability to lead this Department.

Answer Choice	0%	100%	Number of Responses	Responses Ratio
Strongly Agree			1	5%
Agree			0	0%
Disagree			8	40%
Strongly Disagree			11	55%
Total Responses			20	100%

MULTIPLE CHOICE

The Quincy Police Department takes an interest in the overall safety of employees.

Answer Choice	0%	100%	Number of Responses	Responses Ratio
Strongly Agree			2	10%
Agree			6	30%
Disagree			3	15%
Strongly Disagree			9	45%
Total Responses			20	100%

MULTIPLE CHOICE

I feel that politics creates safety problems for me in my job.

Answer Choice	0%	100%	Number of Responses	Responses Ratio
Strongly Agree			8	40%
Agree			6	30%
Disagree			3	15%
Strongly Disagree			3	15%
Total Responses			20	100%

OPEN QUESTION

4) If you could change any one thing within the Quincy Police Department today, what would it be?

- Command staff
- Rate of pay
- Fleet maintenance

Command staff are battling each other daily and causing conflict, the rate of pay is horrible the job itself takes a lot of time away from family and you have to work overtime/details to survive.

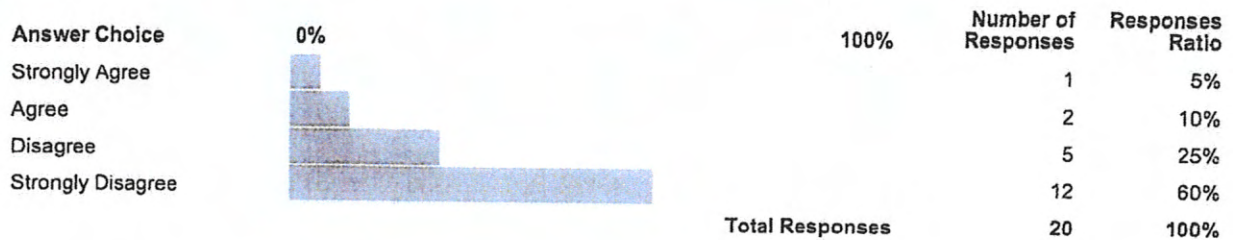
Shortage of staff. Leadership needs to be improved. As well as overall morale.

Administration. The interim chief. I do not believe he is qualified for the position. The assistant chief Shamar I believe he should not continue to perform in his role given the investigations surrounding him and his inability to perform tasks.

18 Response(s)

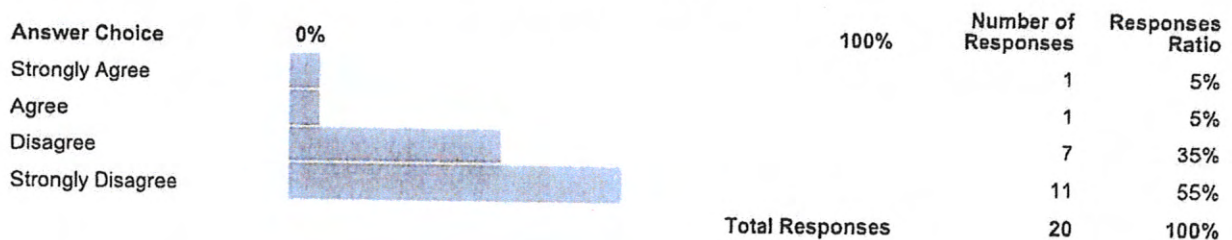
MULTIPLE CHOICE

Little or no favoritism is shown in the promotional process.



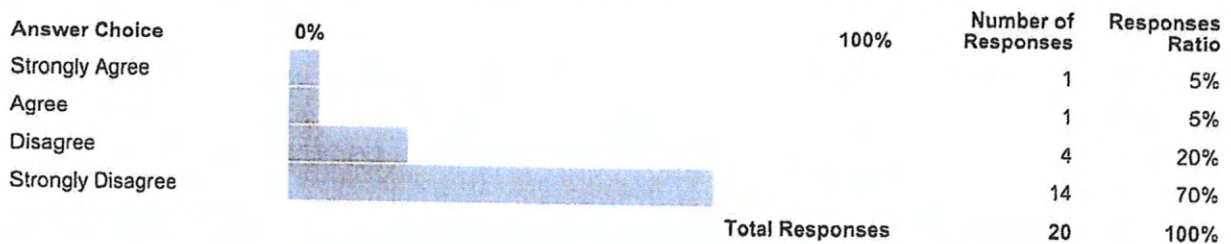
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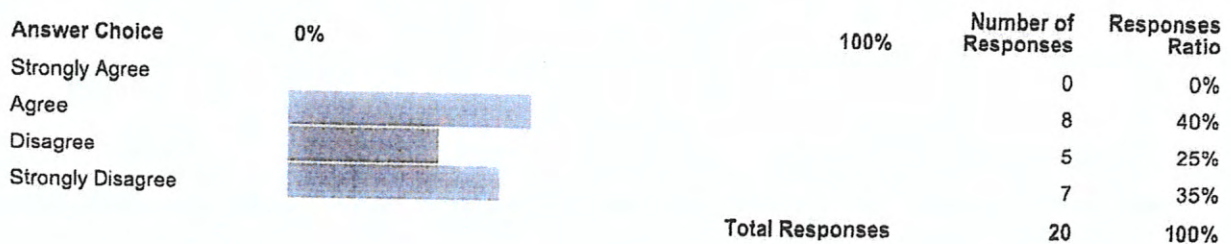
MULTIPLE CHOICE

Disciplinary actions taken by the Department are fair and commensurate with the complaint/violation.



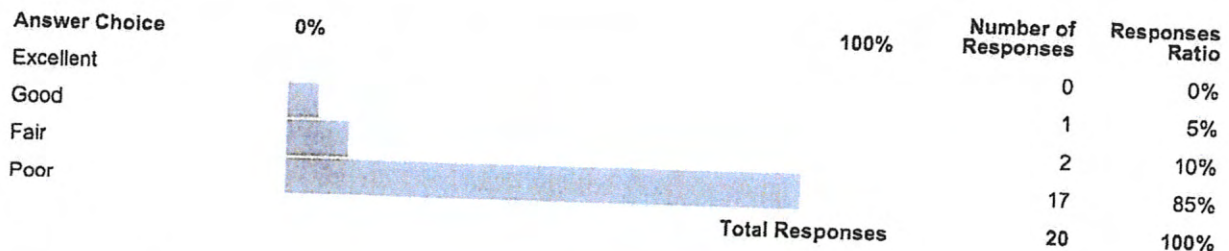
MULTIPLE CHOICE

The City of Quincy provides adequate equipment for me to be proficient and effective in performance of my duties.



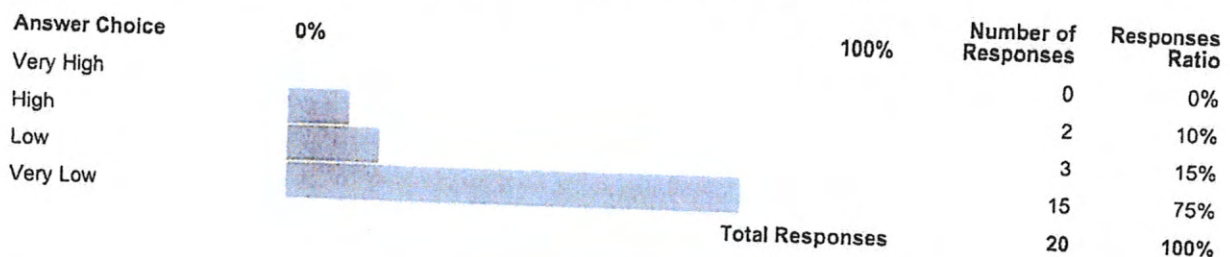
MULTIPLE CHOICE

Leadership by the Command Staff



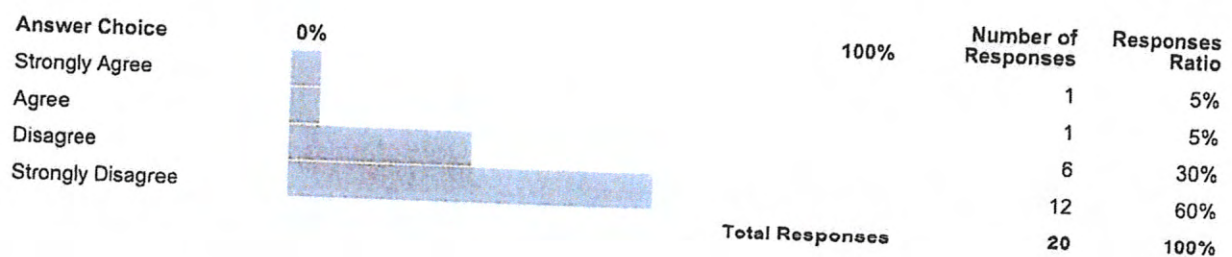
MULTIPLE CHOICE

2) How would you rate the overall morale level within the Quincy Police Department?



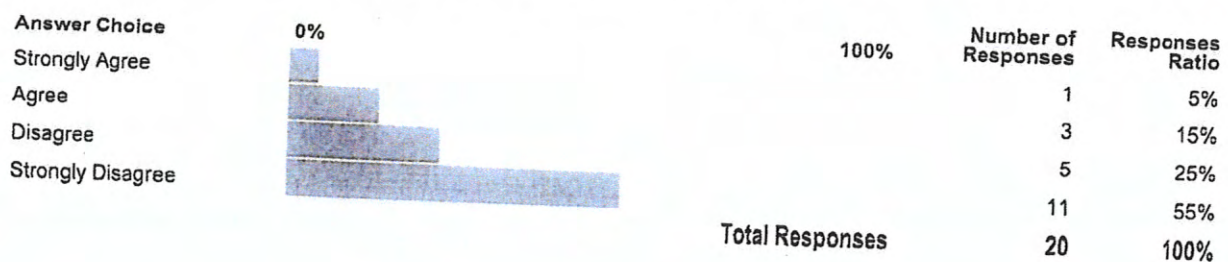
MULTIPLE CHOICE

Any member of the Quincy Police Dept. can file a grievance without fear of repercussions from management.



MULTIPLE CHOICE

Personnel rules and regulations are applied equally to all employees.



MULTIPLE CHOICE
In-Service Training

Answer Choice	0%	100%	Number of Responses	Responses Ratio
Excellent			1	5%
Good			4	20%
Fair			4	20%
Poor			11	55%
Total Responses			20	100%

MULTIPLE CHOICE
Retirement Plan for Police

Answer Choice	0%	100%	Number of Responses	Responses Ratio
Excellent			1	5%
Good			6	30%
Fair			7	35%
Poor			6	30%
Total Responses			20	100%

MULTIPLE CHOICE
Field Training of New Officers

Answer Choice	0%	100%	Number of Responses	Responses Ratio
Excellent			0	0%
Good			3	15%
Fair			8	40%
Poor			9	45%
Total Responses			20	100%

MULTIPLE CHOICE
Information Sharing

Answer Choice	0%	100%	Number of Responses	Responses Ratio
Excellent			1	5%
Good			1	5%
Fair			5	25%
Poor			13	65%
Total Responses			20	100%

MULTIPLE CHOICE

5) Do you support Chief Ashley and his administration?

Answer Choice	0%	100%	Number of Responses	Responses Ratio
Yes			3	16%
No			15	83%
Total Responses			18	100%

QUINCY POLICE DEPT CLIMATE SURVEY
RESPONSES TO OPEN QUESTION #4

4) If you could change any one thing within the Quincy Police Department today, what would it be?

Administration and how they fail to communicate with the officers. Our concerns are never heard and often overlooked.

Officer safety and salary

The way administration treats people; everybody is replaceable in their words. They have said in multiple meetings for us to quit so they can bring other people from outside the agency they have more confidence in. Everything.

Admin brought in by Ashley

I would discourage gossip within the file and ranks. I believe that a group of PBA members don't like to be held accountable and feel that they have an entitlement and should be exempt in being held accountable. They then conspire to create division.

Shortage of staff. Leadership needs to be improved. As well as overall morale.

Administration. The interim chief. I do not believe he is qualified for the position. The assistant chief Shamar, I believe he should not continue to perform in his role given the investigations surrounding him and his inability to perform tasks.

It would have to be a change in leadership, I have witnessed mismanagement of funds and the lack of interest in recruiting to bring more officers to the department, that staffing is at an all time low and it does not seem to be getting better soon.

Relieved the administration of their duties last year 2022.

The salary, The number of employees we have, some members of command staff

Termination of the Chief and Assistant Chief

Officer Safety and Salary

A change in leadership possibly. This department has been at a stand still and mostly what I hear is due to money management. I feel if someone with the proper experience and leadership could better the department.

ADMIN

The administration

N/A

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Export Date: 11/13/2023 02:29 PM

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Answer Choice	0%	100%	Number of Responses	Responses Ratio
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MULTIPLE CHOICE

Promotional Opportunities

Answer Choice	0%	100%	Number of Responses	Responses Ratio
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MULTIPLE CHOICE

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Answer Choice	0%	100%	Number of Responses	Responses Ratio
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MULTIPLE CHOICE

Life Insurance Benefits

Answer Choice	0%	100%	Number of Responses	Responses Ratio
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Answer Choice	0%	100%	Number of Responses	Responses Ratio
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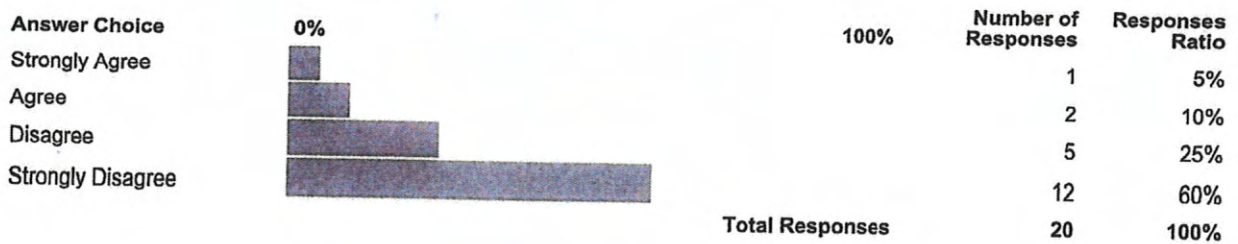
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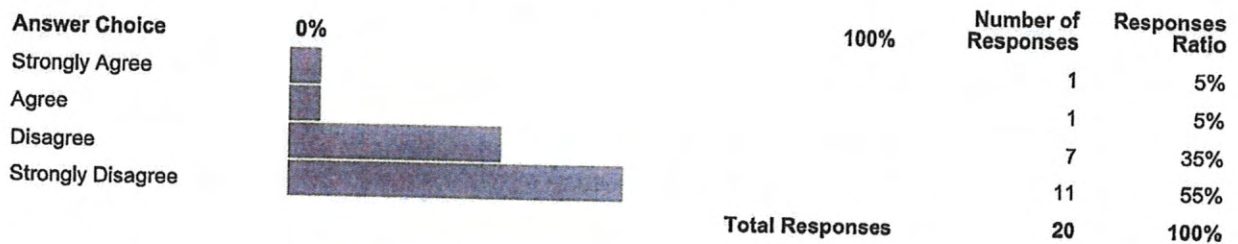
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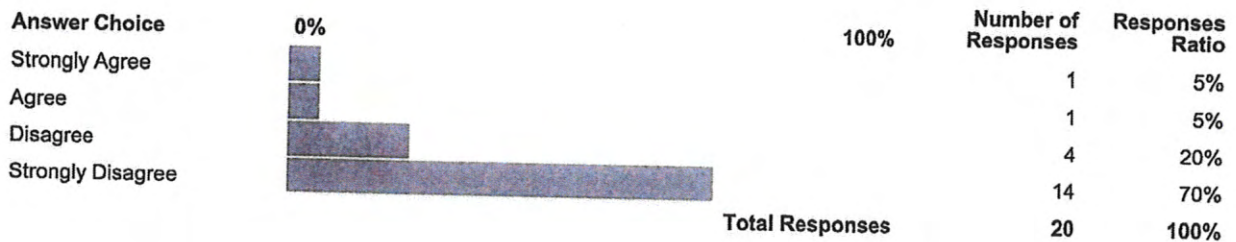
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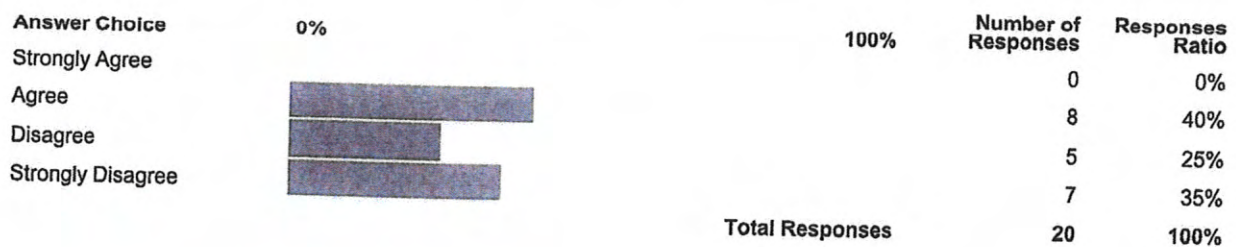
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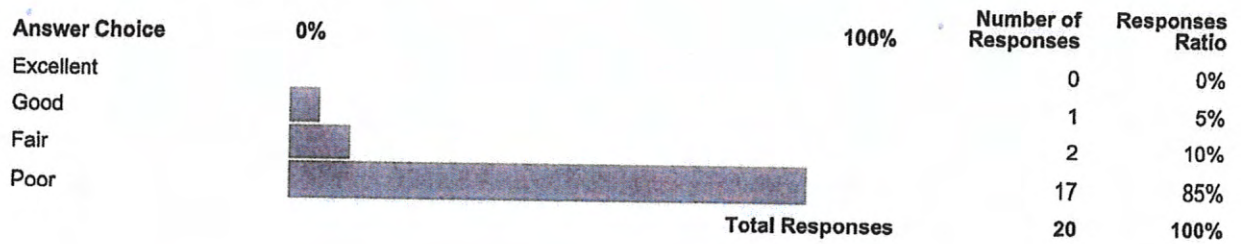
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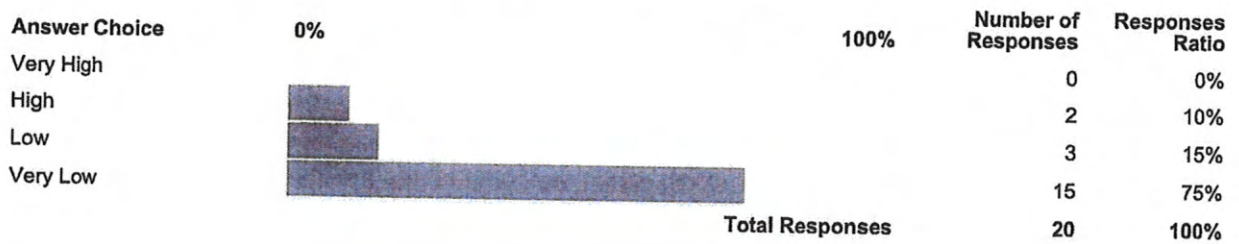
MULTIPLE CHOICE

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MULTIPLE CHOICE

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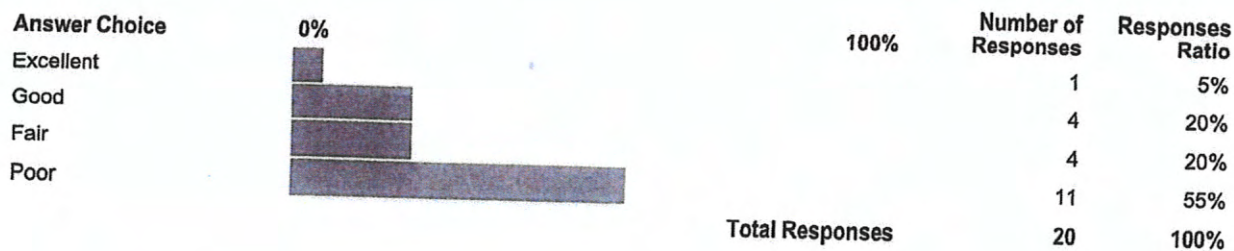


MULTIPLE CHOICE

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In-Service Training



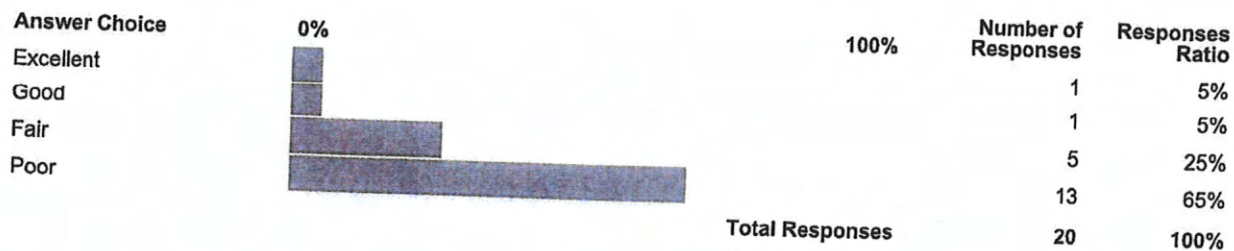
MULTIPLE CHOICE
Retirement Plan for Police



MULTIPLE CHOICE
Field Training of New Officers

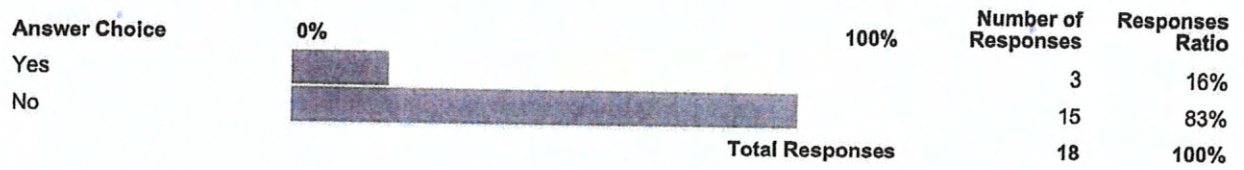


MULTIPLE CHOICE
Information Sharing



MULTIPLE CHOICE

5) Do you support Chief Ashley and his administration?



QUINCY POLICE DEPT CLIMATE SURVEY
RESPONSES TO OPEN QUESTION #4

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Officer Safety and Salary

A change in leadership possibly. This department has been at a stand still and mostly what I hear is due to money management. I feel if someone with the proper experience and leadership could better the department.

ADMIN

The administration

N/A

Failure to satisfactorily manage financial resources to ensure operational effectiveness and productivity;

As stated in QPD General Orders, the Police Chief is charged with the authority and responsibility of fiscal management for QPD. Former Chief Ashley routinely failed to adhere to procedures that would ensure compliance to City of Quincy policies and State law mandating prompt payment to vendors. Former Chief Ashley's disregard of policies and procedures negatively impacted the City's reputation, threatened the livelihood of local small businesses and limited the operational efficacy of QPD and its staff.

Title XIV TAXATION AND FINANCE
Florida Statute, Chapter 218 FINANCIAL MATTERS PERTAINING TO POLITICAL SUBDIVISIONS
SECTION 74 Procedures for calculation of payment due dates.
“Local Government Prompt Payment Act.”

218.74 Procedures for calculation of payment due dates.—

- (1) Each local governmental entity shall establish procedures whereby each payment request or invoice received by the local governmental entity is marked as received on the date on which it is delivered to an agent or employee of the local governmental entity or of a facility or office of the local governmental entity.
- (2) The payment due date for a local governmental entity for the purchase of goods or services other than construction services is 45 days after the date specified in s. 218.73. The payment due date for the purchase of construction services is specified in s. 218.735.
- (3) If the terms under which a purchase is made allow for partial deliveries and a payment request or proper invoice is submitted for a partial delivery, the time for payment for the partial delivery must be calculated from the time of the partial delivery and the submission of the payment request or invoice in the same manner as provided in s. 218.73 or s. 218.735.
- (4) All payments, other than payments for construction services, due from a local governmental entity and not made within the time specified by this section bear interest from 30 days after the due date at the rate of 1 percent per month on the unpaid balance. The vendor must invoice the local governmental entity for any interest accrued in order to receive the interest payment. Any overdue period of less than 1 month is considered as 1 month in computing interest. Unpaid interest is compounded monthly. For the purposes of this section, the term “1 month” means a period beginning on any day of one month and ending on the same day of the following month.

City of Quincy Prompt Pay Policy

- *To ensure that the City of Quincy does not violate Florida's Prompt Pay Law 45-day payment requirement for local governments, the COQ Finance Department has historically strongly encouraged Department Heads to ensure that invoices are submitted in a timely fashion in order to be paid in 30 days, provided terms have been satisfactorily met.*

As the Police Chief of the Quincy Police Department, former Chief Ashley repeatedly failed in his responsibility to submit invoices, from vendors for goods or services, in a timely fashion to prevent the City from violating the State Prompt Pay Policy.

Previously submitted for Commission review, are invoices from various vendors and contractors which exceeded the 45-day payment period. In some cases, invoices were held up to 6 months before they were submitted to the Finance Department. (see selected invoices provided)

Over the course of the 2022-2023 fiscal year, QPD has internet services suspended for non-payment; a leased biohazard bin was repossessed for non-payment; and GPS fleet management services for QPD patrol vehicles were suspended for non-payment.

One vendor listed QPD as a "cash only" because timely payments were not received.



FW: Fleet Account(s) 45 days past due to be set to cash only - response requested

Admetric Moore <amoore@myquincy.net>

Thu 11/16/2023 3:15 PM

To: Robert Nixon <rnixon@myquincy.net>

See email below.

From: Eugene Monroe <emonroe@myquincy.net>

Sent: Thursday, November 16, 2023 2:05 PM

To: Admetric Moore <amoore@myquincy.net>; Carlos Hill <chill@myquincy.net>; Glendon Robinson <grobinson@myquincy.net>

Subject: Fwd: Fleet Account(s) 45 days past due to be set to cash only - response requested

Get [Outlook for iOS](#)

From: noreply@myfleetcenter.com <noreply@myfleetcenter.com>

Sent: Wednesday, November 15, 2023 1:04:09 PM

To: Amanda Matthews <amathews@myquincy.net>; Eugene Monroe <emonroe@myquincy.net>

Subject: Fleet Account(s) 45 days past due to be set to cash only - response requested



 **FLEET CENTER**

PO Box 620130

Middleton, WI 53562

Phone: 888-999-9497

Fax: 608-836-1739

take5.myfleetcenter.com

pastdue@myfleetcenter.com

11/15/2023

Attn: Quincy Police Department

Re: Account MBL-126896 Cash Only Referral

Please be advised that your delinquent Take 5 Oil Change/MyFleetCenter account is being placed on credit hold and may be reviewed for referral to a collection agency.

Payment is due immediately upon receipt of this notice.

If there is any reason why you have not made payment, please contact MyFleetCenter 9497 to discuss the situation.

To avoid interruption of services, please make payment in full to MyFleetCenter within business days or contact us immediately to discuss the situation.

We accept Mastercard, Visa, American Express, and checks by phone. You may also account and pay online at take5.myfleetcenter.com. To obtain a password link, please customer service at 888-999-9497. We encourage ACH payment. Please contact us by email to obtain our ACH information. Otherwise remit payment via check to MyFleetCenter 620130, Middleton, WI, 53562, USA. You can access your account to view and print invoices at take5.myfleetcenter.com. To obtain a password link, please contact customer service at 9497.

On behalf of Take 5 Oil Change and MyFleetCenter, thank you for your fleet business.

[UNSUBSCRIBE](#)

View Invoice: 46348 - 2016 IMPALA OIL CHANGE

Invoice Header	Invoice Distributions	Invoice Payments	Notes
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Invoice Information

Invoice Date:	12.28.2022
Due Date:	12.28.2022
Discount Date:	12.28.2022
A/P Account:	
G/L Description:	
Desc:	2016 IMPALA OIL CHANGE
1099 Code:	0
Batch No:	70657
Batch Date:	08.08.2023

Last Payment#:	9953105
Last Paid Date:	08.11.2023
Last Paid Amount:	79.17
PO Number:	0
Send To No:	1
Payment Address:	

PO BOX 620130
 MIDDLETON WI 53562

Orig Invoice Amt:	79.17
Invoice Bal:	0.00
Amount Paid:	79.17
Original Discount:	0.00
Discount Balance:	0.00
Retainage:	0.00

UBS Account Number:	0
UBS Location Code:	

View Invoice: 43933 - 2020 OIL CHANGE FORD

Invoice Header	Invoice Distributions	Invoice Payments	Notes
----------------	-----------------------	------------------	-------

Invoice Information

Invoice Date: 11.04.2022
 Due Date: 11.04.2022
 Discount Date: 11.04.2022
 A/P Account:
 G/L Description:
 Desc: 2020 OIL CHANGE FORD
 1099 Code: 0
 Batch No: 70657
 Batch Date: 08.08.2023

Last Payment#: 9953105
 Last Paid Date: 08.11.2023
 Last Paid Amount: 107.17
 PO Number: 0
 Send To No: 1
 Payment Address:

PO BOX 620130
 MIDDLETON WI 53562

Orig Invoice Amt: 107.17
 Invoice Bal: 0.00
 Amount Paid: 107.17
 Original Discount: 0.00
 Discount Balance: 0.00
 Retainage: 0.00

UBS Account Number: 0
 UBS Location Code:



Store MBL477 828
TAKE5 OIL CHANGE LLC (MASTER) (Take
5)
719 W. Jefferson Street
Quincy, FL 32351
850-387-2197
Division: n/a

Date: 10/24/2022
Time: 00:00:00
Account #: MBL-126896
Invoice #: 43370
Status: Past due - DUE NOW
Paid on: n/a

Fleet	Vehicle	
Quincy Police Department 121 E Jefferson St Quincy, FL 32351 850-627-7111	Year: 2016 License GGJY43 plate: Make: CHEVROLET Mileage: 101164 Model: IMPALA VIN: 2G1WA5E3XG1162796 LIMITED	
Customer / Driver Information	Additional Information	
	Unit #: IMPALA Addtl. notes: DriverName=SCHMITT	
Services		
Description	Quantity	Price
Extra Oil - Extra oil over 5 units Extra Oil -	1.00	\$8.99
FS Surcharge - Shop Service Charge FS Surcharge -	1.00	\$3.99
DM FULL SYN - DURAMAX FULL SYN DM FULL SYN -	1.00	\$85.99
Summary		
Subtotal		\$98.97
Taxes total		\$0.00
@Store discount		\$(-19.80)
Invoice total		\$79.17
Adjustments		\${adjustments}
Discounts		\$-0.00
Paid at time of service		\$(-0.00)
Paid to MyFleetCenter		\$(-0.00)
AMOUNT DUE NOW		\$79.17
Remit payment to:		MyFleetCenter.com PO Box 620130 Middleton, WI 53562 USA
Messages / notes		
This invoice is past due. Please pay immediately or contact MyFleetCenter customer service at 888-999-9497 or admin@myfleetcenter.com to avoid service interruption. Thank you for your business		

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AUG 04 2023

FINANCE

Vendor # 3651
Invoice # 43370
GL # 001.220.521.30404
Dept. Approval Chris J. [Signature]
Finance Approval _____
City Mgr Approval _____



Store MBL477 828
TAKE5 OIL CHANGE LLC (MASTER) (Take
5)
719 W. Jefferson Street
Quincy, FL 32351
850-387-2197
Division: n/a

Date: 11/04/2022
Time: 00:00:00
Account #: MBL-126896
Invoice #: 43933
Status: Past due - DUE NOW
Paid on: n/a

Fleet	Vehicle
Quincy Police Department 121 E Jefferson St Quincy, FL 32351 850-627-7111	Year: 2020 License X11150 plate: Make: FORD Mileage: 38865 Model: EXPLORER VIN: 1FM5K8AB9LGA97706
Customer / Driver Information	Additional Information
	Unit #: 104 Addtl. notes: DriverName=ANTHONY SHAMAR

Services		
Description	Quantity	Price
AIR FILTER - AIR FILTER	1.00	\$34.99
AIR FILTER - Extra Oil - Extra oil over 5 units	1.00	\$8.99
Extra Oil - FS Surcharge - Shop Service Charge	1.00	\$3.99
FS Surcharge - DM FULL SYN - DURAMAX FULL SYN	1.00	\$85.99
Summary		
Subtotal		\$133.96
Taxes total		\$0.00
@Store discount		\$(-26.79)
Invoice total		\$107.17
Adjustments		\${adjustments}
Discounts		\$-0.00
Paid at time of service		\$(-0.00)
Paid to MyFleetCenter		\$(-0.00)
AMOUNT DUE NOW		\$107.17
Remit payment to:		MyFleetCenter.com PO Box 620130 Middleton, WI 53562 USA
Messages / notes		
This invoice is past due. Please pay immediately or contact MyFleetCenter customer service at 888-999-9497 or admin@myfleetcenter.com to avoid service interruption. Thank you for your business.		

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AUG 04 2023

FINANCE

Vendor # 3651
Invoice # 43933
GL # 001.220.521.30404
Dept. Approval [Signature]
Finance Approval _____
City Mgr Approval _____



Store MBL477 828
TAKE5 OIL CHANGE LLC (MASTER) (Take
5)
719 W. Jefferson Street
Quincy, FL 32351
850-387-2197
Division: n/a

Date: 12/10/2022
Time: 00:00:00
Account #: MBL-126896
Invoice #: 45534
Status: Past due - DUE NOW
Paid on: n/a

Fleet	Vehicle	
Quincy Police Department 121 E Jefferson St Quincy, FL 32351 850-627-7111	Year: 2011 License XI6281 plate: Make: FORD Mileage: 142004 Model: CROWN VIN: 2FABP7BV6BX120479 VICTORIA	
Customer / Driver Information	Additional Information	
	Unit #: 107 Addtl. notes: DriverName=JONTERIA DAVIS	
Services		
Description	Quantity	Price
Extra Oil - Extra oil over 5 units Extra Oil -	1.00	\$8.99
FS Surcharge - Shop Service Charge FS Surcharge -	1.00	\$3.99
DM SB HM - DURAMAX SYN BLEND HM DM SB HM -	1.00	\$85.99
	Summary	
	Subtotal	\$98.97
	Taxes total	\$0.00
	@Store discount	\$(-19.80)
	Invoice total	\$79.17
	Adjustments	\$(adjustments)
	Discounts	\$-0.00
	Paid at time of service	\$(-0.00)
	Paid to MyFleetCenter	\$(-0.00)
	AMOUNT DUE NOW	\$79.17
	Remit payment to:	MyFleetCenter.com PO Box 620130 Middleton, WI 53562 USA
Messages / notes		
This invoice is past due. Please pay immediately or contact MyFleetCenter customer service at 888-999-9497 or admin@myfleetcenter.com to avoid service interruption. Thank you for your business.		

Vendor # 3651
Invoice # 45534
GL # 001.220.521.30404
Dept Approval Chris J. H. H. H.
Finance Approval _____
City Mgr Approval _____

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AUG 04 2023
FINANCE



Store MBL477 828
TAKE5 OIL CHANGE LLC (MASTER) (Take
5)
719 W. Jefferson Street
Quincy, FL 32351
850-387-2197
Division: n/a

Date: 12/28/2022
Time: 00:00:00
Account #: MBL-126896
Invoice #: 46348
Status: Past due - DUE NOW
Paid on: n/a

Fleet	Vehicle
Quincy Police Department 121 E Jefferson St Quincy, FL 32351 850-627-7111	Year: 2016 License GGJY43 plate: Make: CHEVROLET Mileage: 104739 Model: IMPALA VIN: 2G1WA5E3XG1162796 LIMITED
Customer / Driver Information	Additional Information
	Unit #: GGJY43 Addtl. notes: DriverName=P SMITH

Services		
Description	Quantity	Price
Extra Oil - Extra oil over 5 units Extra Oil -	1.00	\$8.99
FS Surcharge - Shop Service Charge FS Surcharge -	1.00	\$3.99
DM FULL SYN - DURAMAX FULL SYN DM FULL SYN -	1.00	\$85.99
Summary		
Subtotal		\$98.97
Taxes total		\$0.00
@Store discount		\$(-19.80)
Invoice total		\$79.17
Adjustments		\$(adjustments)
Discounts		\$-0.00
Paid at time of service		\$(-0.00)
Paid to MyFleetCenter		\$(-0.00)
AMOUNT DUE NOW		\$79.17
Remit payment to:		MyFleetCenter.com PO Box 620130 Middleton, WI 53562 USA
Messages / notes		
This invoice is past due. Please pay immediately or contact MyFleetCenter customer service at 888-999-9497 or admin@myfleetcenter.com to avoid service interruption. Thank you for your business.		

Vendor # 3651
Invoice # 46348
GL # 001. 820. 521. 30404
Dept Approval: Ch. J. J. J. J. J.
Finance Approval _____
City Mgr. Approval _____

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AUG 04 2023
FINANCE



Store MBL477 828
TAKE5 OIL CHANGE LLC (MASTER) (Take
5)
719 W. Jefferson Street
Quincy, FL 32351
850-387-2197
Division: n/a

Date: 03/13/2023
Time: 00:00:00
Account #: MBL-126896
Invoice #: 49642
Status: Past due - DUE NOW
Paid on: n/a

Fleet	Vehicle
Quincy Police Department 121 E Jefferson St Quincy, FL 32351 850-627-7111	Year: 2020 License NEA556 plate: Make: GMC Mileage: 49352 Model: SIERRA VIN: 1GTP8BEK3LZ325237 1500
Customer / Driver Information	Additional Information
	Unit #: 5237 Addtl. notes: DriverName=ANTHONY SHAMER

Services		
Description	Quantity	Price
DM FULL SYN - DURAMAX FULL SYN	1.00	\$85.99
DM FULL SYN - FS Surcharge - Shop Service Charge	1.00	\$3.99
FS Surcharge - Extra Oil - Extra oil over 5 units Extra Oil -	1.00	\$8.99
Summary		
Subtotal		\$98.97
Taxes total		\$0.00
@Store discount		\$(-24.75)
Invoice total		\$74.22
Adjustments		\$(adjustments)
Discounts		\$-0.00
Paid at time of service		\$(-0.00)
Paid to MyFleetCenter		\$(-0.00)
AMOUNT DUE NOW		\$74.22
Remit payment to:		MyFleetCenter.com PO Box 620130 Middleton, WI 53562 USA
Messages / notes		
This invoice is past due. Please pay immediately or contact MyFleetCenter customer service at 888-999-9497 or admin@myfleetcenter.com to avoid service interruption. Thank you for your business.		

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FINANCE

Vendor # 3651
Invoice # 49642
GL # 001.230.521.30404
Dept. Approval Ch. J. [Signature]
Finance Approval _____
City Mgr. Approval _____



Store MBL477 828
TAKE5 OIL CHANGE LLC (MASTER) (Take
5)
719 W. Jefferson Street
Quincy, FL 32351
850-387-2197
Division: n/a

Date: 03/16/2023
Time: 00:00:00
Account #: MBL-126896
Invoice #: 49819
Status: Past due - DUE NOW
Paid on: n/a

Fleet	Vehicle	
Quincy Police Department 121 E Jefferson St Quincy, FL 32351 850-627-7111	Year: 2019 License AJ42TA plate: Make: DODGE Mileage: 33605 Model: CHARGER VIN: 2C3CDXAG5KH645090	
Customer / Driver Information	Additional Information	
	Unit #: 45090 Addtl. notes: DriverName=MALAVE	
Services		
Description	Quantity	Price
Extra Oil - Extra oil over 5 units	1.00	\$8.09
Extra Oil -		
FS Surcharge - Shop Service Charge	1.00	\$3.99
FS Surcharge -		
DM FULL SYN - DURAMAX FULL SYN	1.00	\$85.99
DM FULL SYN -		
	Summary	
	Subtotal	\$98.07
	Taxes total	\$0.00
	@Store discount	\$(-19.61)
	Invoice total	\$78.46
	Adjustments	\${adjustments}
	Discounts	\$-0.00
	Paid at time of service	\$(-0.00)
	Paid to MyFleetCenter	\$(-0.00)
	AMOUNT DUE NOW	\$78.46
	Remit payment to:	MyFleetCenter.com PO Box 620130 Middleton, WI 53562 USA
Messages / notes		
This invoice is past due. Please pay immediately or contact MyFleetCenter customer service at 888-999-9497 or admin@myfleetcenter.com to avoid service interruption. Thank you for your business		

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AUG 04 2023

FINANCE

Vendor # 3651
Invoice # 49819
GL # 001. 020. 521. 30404
Dept Approval [Signature]
Finance Approval _____
City Mgr. Approval _____



Store MBL477 828
TAKE5 OIL CHANGE LLC (MASTER) (Take
5)
719 W. Jefferson Street
Quincy, FL 32351
850-387-2197
Division: n/a

Date: 03/22/2023
Time: 00:00:00
Account #: MBL-126896
Invoice #: 50042
Status: Past due - DUE NOW
Paid on: n/a

Fleet	Vehicle	
Quincy Police Department 121 E Jefferson St Quincy, FL 32351 850-627-7111	Year: 2007 License XI6276 plate: Make: FORD Mileage: 175143 Model: CROWN VIN: 2FAFP71W77X137066 VICTORIA	
Customer / Driver Information	Additional Information	
	Unit #: 110 Addtl. notes: DriverName=ADAM HARTIN	
Services		
Description	Quantity	Price
Extra Oil - Extra oil over 5 units Extra Oil -	1.00	\$7.99
FS Surcharge - Shop Service Charge	1.00	\$3.99
DM SB HM - DURAMAX SYN BLEND HM DM SB HM -	1.00	\$85.99
Summary		
Subtotal		\$97.97
Taxes total		\$0.00
@Store discount		\$(-24.50)
Invoice total		\$73.47
Adjustments		\${adjustments}
Discounts		\$-0.00
Paid at time of service		\$(-0.00)
Paid to MyFleetCenter		\$(-0.00)
AMOUNT DUE NOW		\$73.47
Remit payment to:		MyFleetCenter.com PO Box 620130 Middleton, WI 53562 USA
Messages / notes		
This invoice is past due. Please pay immediately or contact MyFleetCenter customer service at 888-999-9497 or admin@myfleetcenter.com to avoid service interruption. Thank you for your business.		

Vendor # 3651
Invoice # 50042
GL # 001.820.521.30404
Dept Approval: [Signature]
Finance Approval: _____
City Mgr. Approval: _____

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FINANCE



Store MBL477 828
TAKE5 OIL CHANGE LLC (MASTER) (Take
5)
719 W. Jefferson Street
Quincy, FL 32351
850-387-2197
Division: n/a

Date: 03/27/2023
Time: 00:00:00
Account #: MBL-126896
Invoice #: 50279
Status: Past due - DUE NOW
Paid on: n/a

Fleet	Vehicle	
Quincy Police Department 121 E Jefferson St Quincy, FL 32351 850-627-7111	Year: 2016 License QWJJ47 plate: Make: FORD Mileage: 152413 Model: EXPLORER VIN: 1FM5K8AT2GGC35942	
Customer / Driver Information	Additional Information	
	Unit #: 35942 Addtl. notes: DriverName=ZACH WOODS	
Services		
Description	Quantity	Price
Extra Oil - Extra oil over 5 units	1.00	\$9.99
Extra Oil -		
FS Surcharge - Shop Service Charge	1.00	\$3.99
FS Surcharge -		
DM HM XLT - DURAMAX FULL SYN HM XLT	1.00	\$99.99
DM HM XLT -		
	Summary	
	Subtotal	\$113.97
	Taxes total	\$0.00
	@Store discount	\$(-22.80)
	Invoice total	\$91.17
	Adjustments	\${adjustments}
	Discounts	\$-0.00
	Paid at time of service	\$(-0.00)
	Paid to MyFleetCenter	\$(-0.00)
	AMOUNT DUE NOW	\$91.17
	Remit payment to:	MyFleetCenter.com PO Box 620130 Middleton, WI 53562 USA
Messages / notes		
This invoice is past due. Please pay immediately or contact MyFleetCenter customer service at 888-999-9497 or admin@myfleetcenter.com to avoid service interruption. Thank you for your business		

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AUG 04 2023

FINANCE

Vendor # 3651
Invoice # 50279
GL # 001. 220. 521. 30404
Dept. Approval Chip [Signature]
Finance Approval _____
City Mgr. Approval _____



No. 54196

Take 5 Oil Change #0477
719 W. Jefferson Street
Quincy, FL 32351
850-387-2197 www.take5oilchange.com
06/28/2023 06:00 PM

OFFICER VAUGHN

BE ON THE LOOKOUT FOR OUR CUSTOMER SERVICE SURVEY EMAIL

Customer	Vehicle
QUINCY POLICE DEPARTMENT (REP) 121 E JEFFERSON ST QUINCY, FL 32351 850-627-7111 amoore@myquincy.net	2020 FORD EXPLORER ACCT # FMLA97707 VIN: 1FM5K8AB0LGA97707 PLATE #: XII149 Present Mileage: 57,064 Next Service Due on 9/26/2023 at 60,064 miles.

Description	Quantity	Lubricant	Part #	Taxable	Price
DURAMAX FULL SYN	5.00	DMFS5W20BK	X2500	\$85.99	\$85.99
Lubricant Description: DURAMAX FULL SYN 5W20 BK					
Shop Service Charge	1.00			\$3.99	\$3.99
Extra oil over 5 units	1.00	DMFS5W20BK		\$8.99	\$8.99
Lubricant Description: DURAMAX FULL SYN 5W20 BK					
Non-Taxable					
SubTotal		\$0.00		\$98.97	\$98.97
Discount (FLEET)					\$24.75
Tax (7.500%)					EXEMPT
TOTAL (FLEET)					\$74.22

SERVICE CHECK LIST

1. Oil Change.....Complete
2. Oil Filter.....Replaced
3. Drain Plug.....Drained OK
4. Plug Gasket ...Replaced
6. Air Filter.....Rec Repl
7. PS Fluid..... N / A
8. Coolant.....Safe Level
9. Transmission... N / A
10. Washer Fluid...Filled
11. Wiper Blades...OK
12. Cabin Filter... N / A
13. Oil Level.....Safe Level
14. Windshield.....Cleaned
15. Tires.....Front 38 Rear 38

Vendor #

3651

Invoice #

54196

GL #

01.220 521.30404

Dept. Approval

1. Engine Oil Leaks On Arrival

Finance Approval

City Mgr Approval

Fleet Account : 126896

VIN# 1FM5K8AB0LGA97707 License# X11149
Driver: VAUGHN
Unit# 105

Please Remit Payment To:

MyFleetCenter | Email: admin@myfleetcenter.com
PO Box 620130 | Phone: 888-999-9497
Middleton, WI 53562

Techs: DEVATTE (Mobile) EDDIE (Fly)
DEVATTE (Safety) EDDIE (Mod)
DEVATTE (Svc Writer)

AUG 04 2023

FINANCE

Please retain this receipt. It will provide a record of the date and mileage for warranty purposes.

Customer Signature

If a problem should arise related to workmanship or product and you are seeking a refund, reimbursement, and/or repair, you must inform Take 5 Oil Change immediately by contacting the shop where the services were provided. Do not have any diagnostic or repair work performed on your vehicle without first securing approval from a Take 5 District Manager. Take 5 is not responsible for any repairs, towing, diagnostics, or other services completed without Take 5's authorization. See warranty information on the back of this invoice for details. We do not service manual transmissions or differentials.

TAKE 5



FLEET CENTER

Store MFC00000
MyFleetCenter.com - Late Fees
, WI 53562
608-836-6563
Division:

Date: 11/30/2022
Time: 00:00:00
Account #: MBL-126896
Invoice #: 9575797
Status: Past due - DUE NOW
Paid on: n/a

Fleet		Vehicle	
Quincy Police Department 121 E Jefferson St Quincy, FL 32351 850-627-7111		Year: 0	License plate: 0
		Make:	Mileage:
		Model:	VIN:
Customer / Driver Information		Additional Information	
		Driver: Late fee assessed on past due invoices	
Services			
Description	Quantity	Price	
SBLF - Late fee assessed on invoice 43370	1.00	\$0.00	
Summary			
Subtotal		\$0.00	
Taxes total		\$0.00	
Invoice total		\$20.00	
Adjustments		\${adjustments}	
Discounts		\$-0.00	
Paid at time of service		\$(-0.00)	
Paid to MyFleetCenter		\$(-0.00)	
AMOUNT DUE NOW		\$20.00	
Remit payment to:		MyFleetCenter.com PO Box 620130 Middleton, WI 53562 USA	
Messages / notes			
This invoice is past due. Please pay immediately or contact MyFleetCenter customer service at 888-999-9497 or admin@myfleetcenter.com to avoid service interruption. Thank you for your business.			

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AUG 04 2023

FINANCE

Vendor # 3651
Invoice # 9575797
GL # 001.220.521.30404
Dept Approval: Chief Jimmy J. [Signature]
Finance Approval _____
City Mgr Approval _____

134.96
TAI



FLEET CENTER

Store MFC00000
MyFleetCenter.com - Late Fees
, WI 53562
608-836-6563
Division:

Date: 01/31/2023
Time: 00:00:00
Account #: MBL-126896
Invoice #: 9784580
Status: Past due - DUE NOW
Paid on: n/a

Fleet	Vehicle	
Quincy Police Department 121 E Jefferson St Quincy, FL 32351 850-627-7111	Year: 0 License plate: Make: Mileage: 0 Model: VIN:	
Customer / Driver Information	Additional Information	
	Driver: Late fee assessed on past due invoices	
Services		
Description	Quantity	Price
SBLF - Late fee assessed on invoice 9575797	1.00	\$1.00
SBLF -		
SBLF - Late fee assessed on invoice 46348	1.00	\$3.96
SBLF -		
SBLF - Late fee assessed on invoice 45534	1.00	\$3.96
SBLF -		
SBLF - Late fee assessed on invoice 44026	1.00	\$3.96
SBLF -		
SBLF - Late fee assessed on invoice 43933	1.00	\$5.36
SBLF -		
SBLF - Late fee assessed on invoice 43370	1.00	\$3.96
SBLF -		
	Summary	
	Subtotal	\$22.20
	Taxes total	\$0.00
	Invoice total	\$22.19
	Adjustments	\$(adjustments)
	Discounts	\$-0.00
	Paid at time of service	\$(-0.00)
	Paid to MyFleetCenter	\$(-0.00)
	AMOUNT DUE NOW	\$22.19
	Remit payment to:	MyFleetCenter.com PO Box 620130 Middleton, WI 53562 USA
Messages / notes		
This invoice is past due. Please pay immediately or contact MyFleetCenter customer service at 888-999-9497 or admin@myfleetcenter.com to avoid service interruption. Thank you for your business.		

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AUG 04 2023

FINANCE

Vendor #

3651

Invoice #

9784580

GL #

001.220.521.30404

Dept Approval

Chris J. J. J. J. J.

Finance Approval

City Mgr Approval



FLEET CENTER

Store MFC00000
MyFleetCenter.com - Late Fees
, WI 53562
608-836-6563
Division:

Date: 04/30/2023
Time: 00:00:00
Account #: MBL-126896
Invoice #: 10113691
Status: Past due - DUE NOW
Paid on: n/a

Fleet	Vehicle
Quincy Police Department 121 E Jefferson St Quincy, FL 32351 850-627-7111	Year: 0 License plate: Make: Mileage: 0 Model: VIN:

Customer / Driver Information	Additional Information
	Driver: Late fee assessed on past due invoices

Services		
Description	Quantity	Price
SBLF - Late fee assessed on invoice 10002176	1.00	\$1.00
SBLF -		
SBLF - Late fee assessed on invoice 9784580	1.00	\$1.11
SBLF -		
SBLF - Late fee assessed on invoice 9575797	1.00	\$1.00
SBLF -		
SBLF - Late fee assessed on invoice 50305	1.00	\$3.71
SBLF -		
SBLF - Late fee assessed on invoice 50279	1.00	\$4.56
SBLF -		
SBLF - Late fee assessed on invoice 50042	1.00	\$3.67
SBLF -		
SBLF - Late fee assessed on invoice 49819	1.00	\$3.92
SBLF -		
SBLF - Late fee assessed on invoice 49728	1.00	\$3.71
SBLF -		
SBLF - Late fee assessed on invoice 49669	1.00	\$3.92
SBLF -		
SBLF - Late fee assessed on invoice 49642	1.00	\$3.71
SBLF -		
SBLF - Late fee assessed on invoice 46348	1.00	\$3.96
SBLF -		
SBLF - Late fee assessed on invoice 45534	1.00	\$3.96
SBLF -		
SBLF - Late fee assessed on invoice 43933	1.00	\$5.36
SBLF -		
SBLF - Late fee assessed on invoice 43370	1.00	\$3.96
SBLF -		

Summary	
Subtotal	\$47.55
Taxes total	\$0.00
Invoice total	\$47.55
Adjustments	\$(adjustments)
Discounts	\$-0.00
Paid at time of service	\$(-0.00)
Paid to MyFleetCenter	\$(-0.00)
AMOUNT DUE NOW	\$47.55
Remit payment to:	MyFleetCenter.com PO Box 620130 Middleton, WI 53562 USA

Messages / notes
This invoice is past due. Please pay immediately or contact MyFleetCenter customer service at 888-999-9497 or admin@myfleetcenter.com to avoid service interruption. Thank you for your business.

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AUG 04 2023

FINANCE

Vendor # 3651
Invoice # 10113691
GL # 001-220-521.30404
Dept. Approval: Chris J. Harty
Finance Approval: _____
City Mgr Approval: _____



FLEET CENTER

Store MFC00000
MyFleetCenter.com - Late Fees
, WI 53562
608-836-6563
Division:

Date: 05/31/2023
Time: 00:00:00
Account #: MBL-126896
Invoice #: 10234160
Status: Past due - DUE NOW
Paid on: n/a

Fleet	Vehicle
Quincy Police Department 121 E Jefferson St Quincy, FL 32351 850-627-7111	Year: 0 License plate: Make: Mileage: 0 Model: VIN:

Customer / Driver Information	Additional Information
	Driver: Late fee assessed on past due invoices

Services		
Description	Quantity	Price
SBLF - Late fee assessed on invoice 10113691	1.00	\$2.38
SBLF -		
SBLF - Late fee assessed on invoice 50279	1.00	\$4.56
SBLF -		
SBLF - Late fee assessed on invoice 50042	1.00	\$3.67
SBLF -		
SBLF - Late fee assessed on invoice 49819	1.00	\$3.92
SBLF -		
SBLF - Late fee assessed on invoice 49728	1.00	\$3.71
SBLF -		
SBLF - Late fee assessed on invoice 49669	1.00	\$3.92
SBLF -		
SBLF - Late fee assessed on invoice 49642	1.00	\$3.71
SBLF -		
SBLF - Late fee assessed on invoice 9784580	1.00	\$1.11
SBLF -		
SBLF - Late fee assessed on invoice 46348	1.00	\$3.96
SBLF -		
SBLF - Late fee assessed on invoice 45534	1.00	\$3.96
SBLF -		
SBLF - Late fee assessed on invoice 9575797	1.00	\$1.00
SBLF -		
SBLF - Late fee assessed on invoice 43933	1.00	\$5.36
SBLF -		
SBLF - Late fee assessed on invoice 43370	1.00	\$3.96
SBLF -		

Summary	
Subtotal	\$45.22
Taxes total	\$0.00
Invoice total	\$45.22
Adjustments	\$(adjustments)
Discounts	\$-0.00
Paid at time of service	\$(-0.00)
Paid to MyFleetCenter	\$(-0.00)
AMOUNT DUE NOW	\$45.22
Remit payment to:	MyFleetCenter.com PO Box 620130 Middleton, WI 53562 USA

Messages / notes
This invoice is past due. Please pay immediately or contact MyFleetCenter customer service at 888-999-9497 or admin@myfleetcenter.com to avoid service interruption. Thank you for your business

RECEIVED

AUG 04 2023

FINANCE

Vendor # 3651
Invoice # 10234160
GL # 001. 220. 521. 30404
Dept. Approval Chris J. J. J. J.
Finance Approval
City Mgr Approval

View Invoice: 248194 - RUBO 200 X RUNNER CAPACITOR



Invoice Header	Invoice Distributions	Invoice Payments	Notes
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Invoice Information

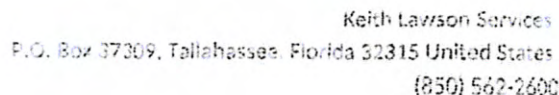
Invoice Date: 08.23.2022
Due Date: 09.22.2022
Discount Date: 08.23.2022
A/P Account: 001-201-00000
G/L Description: VOUCHERS PAYABLE
Desc: RUBO 200 X RUNNER CAPACITOR
1099 Code: 0
Batch No: 68384
Batch Date: 12.08.2022

Last Payment#: 9951349
Last Paid Date: 12.13.2022
Last Paid Amount: 345.00
PO Number: 0
Send To No: 1
Payment Address:

P. O. BOX 37309
 TALLAHASSEE FL 32315-7309

Orig Invoice Amt: 345.00
Invoice Bal: 0.00
Amount Paid: 345.00
Original Discount: 0.00
Discount Balance: 0.00
Retainage: 0.00

UBS Account Number: 0
UBS Location Code:



Vendor # _____
 Vendor # 248194
 G. # 001-810-531-30511
 Dept. Approve. Chris F. H. [Signature]
 Finance Approve. **ON LINE APPROVE**
 City Mgr. Approva. _____

Terms: PAST DUE - PLEASE PAY
Completed Date: 8/23/2022

Unit was not cooling. I checked the condenser and it wasn't working. I checked the capacitor and it was bad . I had a Turbo 200 X in the van and installed it. Condenser came right on and started cooling. Everything is operating correctly.

CUSTOMER AUTHORIZATION

All invoices are due upon receipt. Balances unpaid after thirty (30) days will accrue interest at the rate of 1.5% per month. All costs, including reasonable attorneys' fees, incurred by KLS in the collection of past-due amounts owed by the customer shall be paid by the customer, whether litigation is commenced or not.

Date 8/23/2022

CUSTOMER ACKNOWLEDGEMENT

View Invoice: 2064894 - POLICE DEPT

Invoice Header	Invoice Distributions	Invoice Payments	Notes
-------------------	--------------------------	---------------------	-------

Invoice Information

Invoice Date: 02.01.2022
Due Date: 03.03.2022
Discount Date: 02.01.2022
A/P Account: 001-201-00000
G/L Description: VOUCHERS PAYABLE
Desc: POLICE DEPT
1099 Code: 0
Batch No: 67413
Batch Date: 08.19.2022

Last Payment#: 9950514
Last Paid Date: 08.22.2022
Last Paid Amount: 105.00
PO Number: 0
Send To No: 1

Payment Address: 254 E 6TH AVE
TALLAHASSEE FL 32303

Orig Invoice Amt: 105.00
Invoice Bal: 0.00
Amount Paid: 105.00
Original Discount: 0.00
Discount Balance: 0.00
Retainage: 0.00

UBS Account Number: 0
UBS Location Code:



Paul's Pest Control
254 E 6th Ave
Tallahassee, FL 32303
850-222-6808

Service Slip/Invoice

INVOICE: 2064894
DATE: 2/1/2022
ORDER: 2064894



[6022425]

City of Quincy Police Dept.
R.D Edwards Building
121 E Jefferson St
Quincy, FL 32351-2407

[6022425] 850-627-0134

City of Quincy Police Dept.
R.D Edwards Building
121 E Jefferson St
Quincy, FL 32351-2407

Work Date	Time	Target Pest	Technician	Time In
2/1/2022	09:13 AM	ANTS BRWN RECLU.		
Purchase Order	Terms	Last Service	Map Code	Time Out
vln 5150	NET 30	8/1/2022		

Chief Glenn H. Sapp 850-627-0134

Service	Description	Price
1231PS	PC Comm Quarterly ProShield	\$105.00
Today I performed your regularly scheduled treatment for general household pests and occasional invaders. I applied a granular perimeter treatment and applied a liquid materials around windows and doors. All areas that are conducive to pest activity were inspected and treated accordingly. Should you have any issues between visits, please do not hesitate to call. We appreciate your business! Thanks for choosing Paul's Termite and Pest Control!		
SUBTOTAL		\$105.00
TAX		\$0.00
AMT. PAID		\$0.00
TOTAL		\$105.00

AMOUNT DUE \$105.00

Go to callpauls.com to pay your invoice online.

Vendor # 5
Invoice # _____
GL # 001-210-521-30511
Dept Approval Chief Glenn Sapp
Finance Approval ON LINE APPROVAL
City Mgr Approval _____

TECHNICIAN SIGNATURE

police
CUSTOMER SIGNATURE

Subject to the terms and conditions of the contract, this invoice is valid for 90 days from the date of service. If payment is not received by the due date, a late fee of 1.5% per month will be assessed. Payment in full is required for the next service visit. If payment is not received by the due date, the company reserves the right to suspend service until payment is received.

PLEASE PAY TO THE ORDER OF PAUL'S PEST CONTROL

View Invoice: 2116790 - POLICE DEPT

Invoice Header	Invoice Distributions	Invoice Payments	Notes
-------------------	--------------------------	---------------------	-------

Invoice Information

Invoice Date: 05.24.2022	Last Payment#: 9950514
Due Date: 06.23.2022	Last Paid Date: 08.22.2022
Discount Date: 05.24.2022	Last Paid Amount: 115.50
A/P Account: 001-201-00000	PO Number: 0
G/L Description: VOUCHERS PAYABLE	Send To No: 1
Desc: POLICE DEPT	Payment Address: 254 E 6TH AVE TALLAHASSEE FL 32303
1099 Code: 0	
Batch No: 67415	
Batch Date: 08.19.2022	

Orig Invoice Amt:	115.50	UBS Account Number: 0
Invoice Bal:	0.00	UBS Location Code:
Amount Paid:	115.50	
Original Discount:	0.00	
Discount Balance:	0.00	
Retainage:	0.00	



INVOICE:	2116790
DATE:	5/24/2022
ORDER:	2116790



City of Quincy Police Dept.
R.D Edwards Building
121 E Jefferson St
Quincy, FL 32351-2407

City of Quincy Police Dept.
R.D Edwards Building
121 E Jefferson St
Quincy, FL 32351-2407

Work Date	Time	Target Pool	Technician		Time In
5/24/2022	03:06 PM	ANTS BRWN RECLU.			
Purchase Order	Terms	Last Service	Map Code	Time Out	
v/m 5150	NET 30	8/1/2022			

Chief Glenn H. Sapp 850-627-0134

Service	Description	Price
1231	PC Comm: Quarterly ProShield	\$115.50

Today I performed your regularly scheduled treatment for general household pests and occasional invaders. I applied a liquid materials around exterior and interior . All areas that are conducive to pest activity were inspected and treated accordingly. Should you have any issues between visits, please do not hesitate to call. We appreciate your business! Thanks for choosing Paul's Termite and Pest Control!

SUBTOTAL	\$115.50
TAX	\$0.00
AMT. PAID	\$0.00
TOTAL	\$115.50

AMOUNT DUE	\$115.50
------------	----------

Go to callpauls.com to pay your invoice online.

Vendor # _____
Invoice # _____
GL # 001-010-521-30511
Dept Approval Unit / Hwy / Water
Finance Approval ON LINE APPROVAL
City Mgr Approval _____

TECHNICIAN SIGNATURE

CUSTOMER SIGNATURE

[illegible]

PLEASE PRINT OR TYPE FULL NAME: _____

View invoice: 875050 - KEY TAGE/ SPLIT KEY RING

Invoice Header	Invoice Distributions	Invoice Payments	Notes
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Invoice Information

Invoice Date: 04.26.2022

Due Date: 04.26.2022

Discount Date: 04.26.2022

A/P Account:

G/L Description:

Desc: KEY TAGE/ SPLIT KEY RING

1099 Code: 0

Batch No: 67351

Batch Date: 08.10.2022

Last Payment#: 24599

Last Paid Date: 08.15.2022

Last Paid Amount: 15.43

PO Number: 0

Send To No: 1

Payment Address:

P. O. BOX 1038
10 NORTH DUVAL STREET
QUINCY FL 32353-1038

Orig Invoice Amt: 15.43

Invoice Bal: 0.00

Amount Paid: 15.43

Original Discount: 0.00

Discount Balance: 0.00

Retainage: 0.00

UBS Account Number: 0

UBS Location Code:



Benjamin
Moore

I thank you for shopping at
Bell & Bates
850-627-6115

10 N. Duval St. P.O. Box 1038 • Quincy, FL 32353-1038
www.bellandbates.com

STHILL



PAGE NO 1

QUINCY POLICE DEPARTMENT
404 WEST JEFFERSON ST
QUINCY FL 32351

CUST # 2149
TERMS: DUE 10TH OF MONTH
P.O. # HILL
REF. # PO # HILL
DUE DATE: 5/10/22

INV # 578050
DATE: 4/26/22
CLERK: JG
TERM # 559
TIME: 9:07

INVOICE

QUANTITY	UM	ITEM	DESCRIPTION	SUG. PRICE	PRICE/PER	EXTENSION
1	EA	HMB133	KEY TAGS CARDBOARD	.59	.59 /EA	1.18 N
1	EA	KB111-BKT	2 IN SPLIT KEY RING 2PCK/BUCKET	.99	.99 /EA	.99 N
2	EA	3948866	KW1 KWIKESEY KEYBLANK 250	2.35	2.35 /EA	4.70 N
2	EA	3773702	SC4 EZ KEY BLANKS	2.29	2.29 /EA	4.58 N
1	EA	6251185	M1 MASTER KEYBLANK 250	1.99	1.99 /EA	1.99 N
1	EA	2789659	KEY BLANK YALE Y1	1.99	1.99 /EA	1.99 N

** AMOUNT CHARGED TO ACCOUNT **

15.43 TAXABLE

NON-TAXABLE 0.00
SUB-TOTAL 15.43
TAX AMOUNT 0.00
TOTAL INVOICE 15.43

Vendor # 117
Invoice # 578050
GL # 04-210-3051
Dept. Approval *Supervisor's Approval*
Finance Approval *ONLINE APPROVAL*
City Mgr Approval

Carroll Hill

Invoice By

**1 Hour Signs Inc dba Apogee Signs**

251 Fortune Boulevard
Midway, FL 32343
Ph: (850) 224-7446
FAX: (850) 224-8936
Web: <https://apogeesigns.com>

Invoice #: 6344

Order Created: 8/3/2022 11:21:00A

Sale Date: 11/2/2022 10:30:00A

Sale Date: 11/2/2022 10:30:00AM		Page 1 of 1	
		Account No: 771	
Billed To:	Quincy Police Department	Created Date:	8/3/2022 11:21:00AM
Contact:	Tim Ashley, Chief	Salesperson:	Brent Yawn
Address:	121 E Jefferson St. Quincy,FL 32351	Email:	N/A
		Not Specified:	(850) 224-7446
		Not Specified:	(850) 224-8936
Email:	tashley@myquincy.net		
Office Phone:	(850) 627-7111		
Office Fax:	(850) 579-4505		
Description:	Quincy Police Department Reflective Decal Packages		

		Quantity	Unit Price	Subtotal
1	Product: Roland Roll Prints	6.00	\$412.00	\$2,472.00
	Description: Quincy PD, Crown Vic Decal Packages			
	• 6- 33 in (H) x 94 in (W) Single Sided Print(s) made from Not Assigned stock material			
	• Laminated with 3M8518 48" Gloss Overlamine on face			
2	Product: Misc	6.00	\$150.00	\$900.00
	Description: Quincy Police Department LCSD Sheriff Crown Vic Decal Removal			
	• 6 Ea., Decal Removal			

Pay Online

Order Subtotal: \$3,372.00

Total Taxes: \$0.00

Total: \$3,372.00

Order Balance: \$3,372.00

Payment Terms:

ew Invoice: 63443 - REMOVING AND REPLACING DECALS

Invoice Header	Invoice Distributions	Invoice Payments	Notes
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Invoice Information

Invoice Date:	08.03.2022
Due Date:	09.02.2022
Discount Date:	08.03.2022
A/P Account:	001-201-00000
G/L Description:	VOUCHERS PAYABLE
Desc:	REMOVING AND REPLACING DECALS
1099 Code:	7 Nonemployee compensation
Batch No:	68100
Batch Date:	09.30.2022

Last Payment#:	9951126
Last Paid Date:	11.10.2022
Last Paid Amount:	3,372.00
PO Number:	0
Payment Address:	

APOGEE SIGNS
251 FORTUNE BLVD
MIDWAY FL 32343

UBS Account Number:	0
UBS Location Code:	

Orig Invoice Amt:	3,372.00
Invoice Bal:	0.00
Amount Paid:	3,372.00
Original Discount:	0.00
Discount Balance:	0.00
Retainage:	0.00

View Invoice: 03/18/2023 - ACCT#8535101770109216

Invoice Header Invoice Distributions Invoice Payments Notes

Payment for Vendor 500 - COMCAST - Invoice: 03/18/2023

Main Maintenance Filters Sorts

05.04.2023	19952350	CHK	734.10	0.00	Cleared	
Showing 1 To 1 Of 1 Records						

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COMCAST BUSINESS

Account Number
8535 10 177 0109216

Billing Date
Mar 18, 2023

Services From
Mar 22, 2023 to Apr 21, 2023

Page
1 of 3

Hello City Of Quincy,

Thanks for choosing Comcast Business.

Your bill at a glance

For 121 E JEFFERSON ST OFC, QUINCY, FL, 32351-2407

Previous balance		\$1,468.20
Payment - thank you	Mar 18	-\$734.10
Balance forward due now		\$734.10
Regular monthly charges	Page 3	\$364.80
Taxes, fees and other charges	Page 3	\$2.25
New charges due Apr 08, 2023		\$367.05

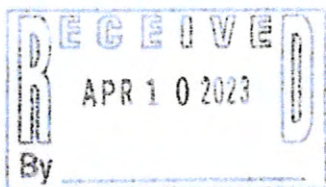
Amount due \$1,101.15

Need help?

Visit business.comcast.com/help or see page 2 for other ways to contact us.

Your bill explained

- Any payments received or account activity after Mar 18, 2023 will show up on your next bill. View your most up-to-date account balance at business.comcast.com/myaccount.
- This page gives you a quick summary of your monthly bill. A detailed breakdown of your charges begins on page 3.



Vendor # 500
Invoice # 001-210-521-30341
GL # 001-210-521-30341
Dept. Approval Online Approval
Finance Approval Online Approval
City Mgr Approval _____

001-210-521
-30341

Detach the bottom portion of this bill and enclose with your payment

Please write your account number on your check or money order

Do not include correspondence with payment

COMCAST BUSINESS

1100 NORTHPOINT PKWY W PALM
BCH FL 33407-1937
96331870 NO RP 18 20230316 NNNNNNNY 0002251 0007

CITY OF QUINCY
ATTN CARLOS HILL
121 E JEFFERSON ST
QUINCY, FL 32351-2407

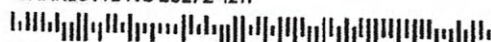


Account number **8535 10 177 0109216**
Balance forward due now **\$734.10**
New charges due Apr 08, 2023 **\$367.05**
Total amount due \$1,101.15
Amount enclosed **\$**

Make checks payable to Comcast
Do not send cash

Send payment to

COMCAST
PO BOX 71211
CHARLOTTE NC 28272-1211



853510177010921601101153

COMCAST BUSINESS

Account Number
8535 10 177 0109216

Billing Date
Mar 18, 2023

Services From
Mar 22, 2023 to Apr 21, 2023

Page
3 of 3

Regular monthly charges \$364.80

Comcast Business	\$344.85
Packaged services	\$539.90
Connection Pro	\$39.95
Business Internet 1g	\$499.95
Comcast Business services	\$54.90
Static IP - 5	\$24.95
SecurityEdge	\$29.95

Equipment & services	\$19.95
Equipment Fee	\$19.95
Internet.	

Taxes, fees and other charges \$2.25

Taxes & government fees	\$2.25
Sales Tax	\$2.25

What's included?



Internet: Fast, reliable internet on our Gig-speed network

Visit business.comcast.com/myaccount for more details



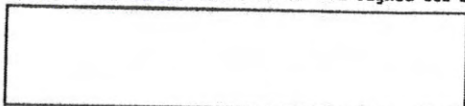


INVOICE

1-43 (

PO Box 54308
Lexington, KY 40555-4430
Billing Questions: AR@Galls.com

When applicable, merchandise was received and signed for by (signature below):



Sold To:
QUINCY POLICE DEPARTMENT
CARLOS HILL
121 E JEFFERSON STREET
ATTN: SAPP
QUINCY FL 32351

BILLING INQUIRIES (366) 286-1358

Page 1 of 1

ACCOUNT NUMBER 1001621898
TERMS NET 30
INVOICE NUMBER 024319896
INVOICE DATE 04/27/2023
DUE DATE 05/27/2023
SHIP VIA Customer Pickup
P.O. NUMBER Smith Uniforms 3.29.23

ORDER# / ORDER DATE 23257031 03/29/2023
FOB SHIPPING POINT F.O.B. Shipping Point

Ship To:
TLH - Tallahassee Retail Show
CARLOS HILL
3710 NW Passage
TALLAHASSEE FL 32303

ITEM	ITEM DESCRIPTION	WHS	QTY	PRICE	TOTAL
TR2124 DKNV 48 OB	BLAUER 6 POCKET POLYESTER TROUSER W/TUNNELFLEX WAIST	TLH	4	64.96	259.84
Vendor # 3532 Invoice # 024319896 GL # 001-220-521-30522 Dept. Approv: <i>[Signature]</i> Finance Approval City Mgr Approval					

Subtotal: 259.84
Shipping: 80.00
Tax: 80.00
CREDIT/PREPAYMENTS: 80.00
TOTAL CHARGES CURRENT SHIPMENT: 259.84



To ensure proper payment application, please write your account number on your check, and include the attached coupon with your payment

INVOICE DATE 04/27/2023

DUE DATE 05/27/2023

ACCOUNT NUMBER 1001621898

AMOUNT DUE 259.84

INVOICE NUMBER 024319896

Bill To:
QUINCY POLICE DEPARTMENT
CARLOS HILL
121 E JEFFERSON STREET
ATTN: SAPP
QUINCY FL 32351

Payable To:
GALLS LLC
P.O. Box 505614
St. Louis, MO 63150-5614

RECEIVED

AUG 04 2023

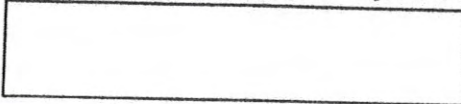
FINANCE



INVOICE

PO Box 54308
Lexington, KY 40555-4430
Billing Questions:ARGGalls.com

When applicable, merchandise was received and signed for by (signature below):



Sold To:
QUINCY POLICE DEPARTMENT
EUGENE MONROE
121 E JEFFERSON STREET
ATTN: SAPP
QUINCY FL 32351

BILLING INQUIRIES (866)286-1388

Page 1 of 1

ACCOUNT NUMBER 1001621898
TERMS NET 30
INVOICE NUMBER 024319909
INVOICE DATE 04/27/2023
DUE DATE 05/27/2023
SHIP VIA Customer Pickup
P.O. NUMBER store order 3.8.23

ORDER# / ORDER DATE 23064072 03/08/2023
FOB SHIPPING POINT F.O.B. Shipping Point

Ship To:
TLH - Tallahassee Retail Shwm
EUGENE MONROE
3710 NW Passage
TALLAHASSEE FL 32303

ITEM	ITEM DESCRIPTION	WHS	QTY	PRICE	TOTAL
SH599 DKNV XL-REG	BLAUER SUPER SHIRT 100% POLY S/S SHIRT	TLH	1	61.48	61.
Vendor # <u>3532</u> Invoice # <u>024319909</u> GL # <u>001.220.521.30522</u> Dept Approval <u>Chris J. H. H. H.</u> Finance Approval _____ City Mgr Approval _____					

Subtotal: 61.48
Shipping: \$0.00
Tax: \$0.00
CREDIT/PREPAYMENTS: \$0.00
TOTAL CHARGES CURRENT SHIPMENT: 61.48



To ensure proper payment application, please write your account number on your check, and include the attached coupon with your payment

INVOICE DATE 04/27/2023

DUE DATE 05/27/2023

ACCOUNT NUMBER 1001621898

AMOUNT DUE 61.48

INVOICE NUMBER 024319909

Bill To:
QUINCY POLICE DEPARTMENT
EUGENE MONROE
121 E JEFFERSON STREET
ATTN: SAPP
QUINCY FL 32351

Payable To:
GALLS LLC
P.O. Box 505614
St. Louis, MO 63150-5614

RECEIVED

AUG 04 2023

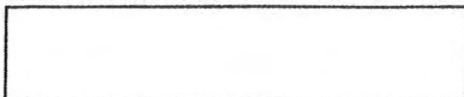
FINANCE



INVOICE

PO Box 54308
Lexington, KY 40555-4430
Billing Questions:AR@Galls.com

When applicable, merchandise was received and signed for by (signature below):



Sold To:
QUINCY POLICE DEPARTMENT
CARLOS HILL
121 E JEFFERSON STREET
ATTN: SAPP
QUINCY FL 32351

BILLING INQUIRIES (866) 286-1358

Page 1 of 1

ACCOUNT NUMBER 1001621898
TERMS NET 30
INVOICE NUMBER 024319897
INVOICE DATE 04/27/2023
DUE DATE 05/27/2023
SHIP VIA Customer Pickup
P.O. NUMBER M.GREEN NEW HIRE 4.10.23

ORDER# / ORDER DATE 23349262 04/10/2023
FOB SHIPPING POINT F.O.B. Shipping Point

Ship To:
TLH - Tallahassee Petal Show
CARLOS HILL
3710 NW Passage
TALLAHASSEE FL 32303

ITEM	ITEM DESCRIPTION	WHS	QTY	PRICE	TOTAL
TR2133 DKNV 2 REG	BLAUER WOMENS 6-POCKET POLYESTER TROUSERS	TLH	4	59.00	232.
Vendor # 3532 Invoice # 024319897 GL # 001-220-521-30522 Dept Approval: <i>Chris J. Harty</i> Finance Approval: City Mgr Approval:					

Subtotal: 232.00
Shipping: \$0.00
Tax: \$0.00
CREDIT/PREPAYMENTS: \$0.00
TOTAL CHARGES CURRENT SHIPMENT: 232.00



To ensure proper payment application, please write your account number on your check, and include the attached coupon with your payment

INVOICE DATE 04/27/2023

DUE DATE 05/27/2023

ACCOUNT NUMBER 1001621898

AMOUNT DUE 232.00

INVOICE NUMBER 024319897

Bill To:
QUINCY POLICE DEPARTMENT
CARLOS HILL
121 E JEFFERSON STREET
ATTN: SAPP
QUINCY FL 32351

Payable To:
GALLS LLC
P.O. Box 505614
St. Louis, MO 63150-5614

RECEIVED

AUG 04 2023

FINANCE

w Invoice: FBN4570222 - MONTHLY LEASE OCT 2022

Invoice Header	Invoice Distributions	Invoice Payments	Notes
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Invoice Information

Invoice Date:	10.05.2022
Due Date:	11.04.2022
Discount Date:	10.05.2022
A/P Account:	001-201-00000
G/L Description:	VOUCHERS PAYABLE
Desc:	MONTHLY LEASE OCT 2022
1099 Code:	0
Batch No:	68672
Batch Date:	01.12.2023

Last Payment#:	26505
Last Paid Date:	01.17.2023
Last Paid Amount:	6,028.82
PO Number:	0
Send To No:	1
Payment Address:	

PO BOX 800089
KANSAS CITY OH 64180-0089

Orig Invoice Amt:	6,028.82
Invoice Bal:	0.00
Amount Paid:	6,028.82
Original Discount:	0.00
Discount Balance:	0.00
Retainage:	0.00

UBS Account Number:	0
UBS Location Code:	

INVOICE

Page: 1
 Consolidated Invoice No: FBN4570222
 Invoice Date: 10/05/2022
 Customer Number: 589121A
 Due upon receipt, late if not paid by 20th of October
 AMOUNT DUE: \$ 6,028.82

For billing questions, please email ARBilling@efleets.com or call
 the Billing Solutions Team 1-866-556-2864

Please Remit To:
 ENTERPRISE FM TRUST
 Enterprise Fleet Management Customer Billing
 PO BOX 800089
 Kansas City MO 64180-0089
 United States

Customer:
 CITY OF QUINCY
 404 W Jefferson St
 Quincy FL 32351-2328

1 Enterprise FM Trust, a Delaware statutory trust, is the owner of the vehicle covered by this Schedule. Enterprise FM Trust (not Enterprise Fleet Management) is and shall be deemed to be the Lessor of such vehicle under the Master Lease Agreement and shall have all rights and obligations of the Lessor under the Master Lease Agreement with respect to such vehicle. All rental and other payments owed by the Lessee with respect to such vehicle under the Master Lease Agreement shall be paid to Enterprise Fleet Management in its capacity as the servicer for Enterprise FM Trust. All references in Sections 11(a) (Insurance) and 12 (Indemnity) of the Master Lease Agreement to the "Lessor" shall include any servicer(s) and/or other agent(s) for or of Enterprise FM Trust.

The inclusion herein of references to maintenance fees/services are solely for the administrative convenience of Lessee. Notwithstanding the inclusion of such references in this [Invoice/Schedule/Quote], all such maintenance services are to be performed by Enterprise Fleet Management, Inc., and all such maintenance fees are payable by Lessee solely for the account of Enterprise Fleet Management, Inc., pursuant to that certain separate [Maintenance Agreement] entered into by and between Lessee and Enterprise Fleet Management, Inc.; provided that such maintenance fees are being billed by FM Trust, and are payable at the direction of FM Trust, solely as an authorized agent for collection on behalf of Enterprise Fleet Management, Inc.

Charge Summary

Line	Cust Ref	Cost Code	Unit Number	Trm	Mos	Svc Yr	Make	Model	Invoice Number	Driver	Base Lease	Maintenance Fee	Insurance	Tax/Other Charges	Miscellaneous	Total
1	589121	10/01 - 10/31/22	23D3S2' Monthly Lease Charge	19	21	20	GMC	SIER	23D3S2-1022-MR	LZ324960	496.43					496.43
2	589121	10/01 - 10/31/22	23D3S3' Monthly Lease Charge	19	21	20	GMC	SIER	23D3S3-1022-MR	LZ325237	546.38					546.38
3	589121	10/01 - 10/31/22	23KKKH' Monthly Lease Charge	48	27	20	FORD	POLI	23KKKH-1022-MR	LGA97704	879.06					879.06

Vendor # 147082
 Invoice #
 GL # 001-200-521-40642
 Dept. Approval
 Finance Approval
 City Mgr. Approval
ONLINE APPROVAL

Customer: CITY OF QUINCY

Page: 2
Consolidated Invoice No: FBN4570222
Invoice Date: 10/05/2022

ne	Cust Ref	Cost Code	Unit Number	Trm	Mos	Make	Model	Invoice Number	Driver	Base Lease	Maintenance Fee	Insurance	Tax/Other Charges	Miscellaneous	Total
4	589121	10/01 - 10/31/22	23KKKQ' 48	48	27	20	FORD POLI	23KKKQ-1022-MR	LGA97709	879.06					879.06
5	589121	10/01 - 10/31/22	23KKKS' 48	48	27	20	FORD POLI	23KKKS-1022-MR	LGA97707	879.06					879.06
6	589121	10/01 - 10/31/22	23KKKT' 48	48	27	20	FORD POLI	23KKKT-1022-MR	LGA97706	879.06					879.06
7	589121	10/01 - 10/31/22	25JNWM' 48	48	3	22	FORD EXPL	25JNWM-1022-MR	Please Provide	686.36					686.36
8		09/08/22	INITIAL REG-DMV FEE					22701032-OT						98.55	98.55
			1FMSK7BHONG846665/												
			Unit Total:				25JNWM'			686.36				98.55 \$	784.91
9	589121	10/01 - 10/31/22	25JNXH' 48	48	2	22	FORD EXPL	25JNXH-1022-MR	Please Provide	684.86					684.86
			Monthly Lease Charge												
			Total for Customer:				589121			5,930.27				98.55 \$	6,028.82

Vendor # _____

Invoice # _____

GL # _____

Dept. Approval Cheryl J. Vukobratovic

Finance Approval _____

City Mgr. Approval _____

TOTAL INVOICE AMOUNT FOR CUSTOMER: 589121A

5,930.27

98.55 \$

6,028.82

rw Invoice: 27052 - Florida Bullet

Invoice Header	Invoice Distributions	Invoice Payments	Notes
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Invoice Information

Invoice Date:	08.15.2022
Due Date:	09.14.2022
Discount Date:	08.15.2022
A/P Account:	001-201-00000
G/L Description:	VOUCHERS PAYABLE
Desc:	Florida Bullet
1099 Code:	0
Batch No:	68198
Batch Date:	11.23.2022

Last Payment#:	9951196
Last Paid Date:	11.23.2022
Last Paid Amount:	2,153.40
PO Number:	225779
Send To No:	1
Payment Address:	

PO BOX 1122
OLDSMAR FL 34677-1122

Orig Invoice Amt:	2,153.40
Invoice Bal:	0.00
Amount Paid:	2,153.40
Original Discount:	0.00
Discount Balance:	0.00
Retainage:	0.00

UBS Account Number:	0
UBS Location Code:	

Florida Bullet, Inc.

P.O. Box 1122
Oldsmar, FL 34677-1122
V:[727] 461-6081 F:[727] 441-4477

INVOICE

DATE	INVOICE #
8/15/2022	27052
FI Bullet Rep	MRW

Bill To

Quincy City of
FINANCE DEPARTMENT
404 West Jefferson St.
Quincy, Florida 32351-7681

Ship To

Quincy Police Dept
Attn: Lt. Hill
121 East Jefferson St.
Quincy, FL 32351
850-879-8942

P.O. NUMBER		TERMS	DUE DATE		SHIP DATE	VIA	F.O.B.
Q7184CH		Net 30	9/14/2022		8/15/2022	UPS Gro...	
Item #	Description	Ordered	Shipped	Back-Ordered	Price Each	Line Total	
53617	Speer Bonded Duty, 9mm +P, 124 Gr, GDHP, Per 1,000 Rds	3	3	0	379.90	1,139.70	
5201	Speer Blazer Brass Training, 9mm, 124 Gr, FMJ, Per 1,000 Rds	3	3	0	279.90	839.70	
Shipping & Handl...	Shipping & Handling Fee	6	6		29.00	174.00	
chill@myquincy.net							
1ZX965W10353688517, 1ZX965W10354950329, 1ZX965W10353820533, 1ZX965W10352675149, 1ZX965W10353530150, 1ZX965W10352641569							
Thank you for your business. We appreciate it very much! Andy					Total		\$2,153.40
					Payments/Credits		\$0.00
					Balance Due		\$2,153.40



CITY OF QUINCY

404 W JEFFERSON ST
QUINCY FL 32351-2328

PURCHASE ORDER: 225779

Page: 1 of 1

***** VENDOR *****

FLORIDA BULLET, INC.
P.O. BOX 7497
CLEARWATER FL 33758-7497

***** DELIVER TO *****

CITY OF QUINCY-POLICE DEPT
121 E JEFFERSON ST
QUINCY FL 32351-2407

Ordered	Due By	Ship Via	FOB	Terms	Customer No	By
11.17.2022	12.17.2022			NET 30		JBRUNSON

Requisition No	Vendor No	Vendor Phone	Vendor Fax	Vendor Contact
	6192-1	(727)461-6081		

No	Quantity	U/M	Description	Unit Price	Extended	G/L Account
1	1.00		Florida Bullet	2,153.4000	2,153.40	001-220-521-60644
				** TOTAL **	2,153.40	

VENDOR NO. _____

INVOICE NO. _____

GL NO. _____

DEPT. APPROVER Quincy Brunson

FINANCE APPROVER [Signature]

CITY MGR APPROVER [Signature]

ON LINE APPROVAL

VENDOR INSTRUCTIONS:

- MAIL INVOICES TO: CITY OF QUINCY
ATTN: ACCOUNTS PAYABLE
404 W JEFFERSON ST
QUINCY FL 32351
- INVOICES AND PACKAGES MUST BEAR THE P.O. NO. ABOVE.
- PURCHASES MAY NOT EXCEED THE TOTAL AMOUNT OF THIS ORDER WITHOUT PRIOR APPROVAL BY THE CITY MANAGER
- ACCEPTANCE OF THIS ORDER INCLUDES ACCEPTANCE OF ALL TERMS, PRICES, DELIVERY INSTRUCTIONS, SPECIFICATIONS AND CONDITIONS.
- STATE TAX EXEMPT#: 30-10-005051-54C EIN: 59-6000416

SPECIAL INSTRUCTIONS:

FLORIDA BULLET

CITY OF QUINCY
Update Purchase Orders For Batch: 68211

Batch: 68211 Period: 11.17.2022

Account Number	Description	Debits	Credits	Other	
001-220-521-60644	EQUIPMENT	0.00	0.00	2,153.40	ENC PLC
001-243-35000	ENCUMBRANCE PLACED	2,153.40	0.00	0.00	
001-243-36000	ENCUMBRANCE RESERVED	0.00	2,153.40-	0.00	
	FUND TOTALS	2,153.40	2,153.40-	2,153.40	
	GRAND TOTALS	2,153.40	2,153.40-	2,153.40	

View Invoice: 7-968-20059 - GROUND SERVICES



Invoice Header Invoice Distributions Invoice Payments Notes

Payment for Vendor 114427 - FEDEX - Invoice: 7-968-20059



Main Maintenance Filters Sorts

02.13.2023	1.9951838	CHK	148.19	0.00	Cleared
Showing 1 To 1 Of 1 Records					

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**Billing Address:**

CITY OF QUINCY
121 E JEFFERSON ST
QUINCY FL 32351-2407

Shipping Address:

CITY OF QUINCY
121 E JEFFERSON ST
QUINCY FL 32351-2407

Invoice Questions?

Contact FedEx Revenue Services

Phone: 800.622.1147

M-F 7 AM to 8 PM CST

Sa 7 AM to 6 PM CST

Internet: fedex.com

Invoice Summary

FedEx Ground Services

Total Charges	USD	\$148.19
---------------	-----	----------

TOTAL THIS INVOICE	USD	\$148.19
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Other discounts may apply.

To pay your FedEx invoice, please go to www.fedex.com/payment. Thank you for using FedEx.

Your Account is Past Due. Date of Notice: Jan 13, 2023. To prevent further action, please remit your payment immediately. If payment has been made, please disregard this notice.

Payments not received by Dec 21, 2022 are subject to a late fee.

Vendor: 

Invoice # 7.968.20059

GL # 001.210.521.30341

Dept Approval: *Cliff L. H. H. H.*

Finance Approval **ON LINE APPROVAL**

City Mgr. Approval: _____

Detailed descriptions of surcharges can be located at fedex.com

To ensure proper credit, please return
this portion with your payment to FedEx.
Please do not staple or fold.
Please make check payable to FedEx.

Invoice Number	Amount Past Due	Account Number
7-968-20059	USD \$148.19	7603-2302-0

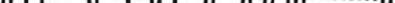
Remittance Advice

Your Account is Past Due. Date of Notice: Jan 13, 2023

Payments not received by this date are subject to a late fee.

7968200597000014819776032302070000000000000001481970

0028110 01 MB 0.515 **AUDIO 190 1014 32351-240231 400-876110-11



CITY OF QUINCY

121 E JEFFERSON ST

QUINCY FL 32351-2407

[illegible]

FedEx

P.O. Box 660481

DALLAS TX 75266-0481

PERMISSION TO REPRODUCE THIS JOURNAL ARTICLE IS GRANTED BY THE AMERICAN PSYCHOLOGICAL ASSOCIATION ON THE CONDITION THAT THE USER PAY THE DIRECT COSTS OF REPRODUCTION.

View Invoice: COQ2022-001 - ANIMAL CONTROL SERV. OCT-DEC

Invoice Header Invoice Distributions Invoice Payments Notes

Payment for Vendor 370 - Gadsden County BOCC - Invoice: COQ2022-001

Main Maintenance Filters Sorts

09.30.2022	19950795	CHK	8,780.00	0.00	Cleared
Showing 1 To 1 Of 1 Records					

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Make all checks payable to: Gadsden County BOCC
THANK YOU FOR YOUR BUSINESS!

View Invoice: COQ2022-002 - ANIMAL CONTROL SERV. JAN - MAR



Invoice Header Invoice Distributions Invoice Payments Notes

Payment for Vendor 370 - Gadsden County BOCC - Invoice: COQ2022-002



Main Maintenance Filters Sorts

09.30.2022	19950795	CHK	8,780.00	0.00	Cleared	

Showing 1 To 1 Of 1 Records

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Make all checks payable to: Gadsden County BOCC
THANK YOU FOR YOUR BUSINESS!

View Invoice: COQ2022-003 - ANIMAL CONTROL SERV. APR - JUN



Invoice Header Invoice Distributions Invoice Payments Notes

Payment for Vendor 370 - Gadsden County BOCC - Invoice: COQ2022-003



Main Maintenance Filters Sorts

09.30.2022	19950795	CHK	8,780.00	0.00	Cleared	

Showing 1 To 1 Of 1 Records

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Make all checks payable to: Gadsden County BOCC
THANK YOU FOR YOUR BUSINESS!

View Invoice: 9/12/2022 - assessments/inspection/report

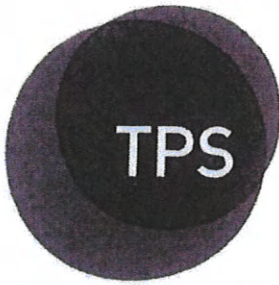
Invoice Header Invoice Distributions Invoice Payments Notes

Payment for Vendor 4166 - TRIBUE PROFESSIONAL SERVICES LLC - Invoice: 9/12/2022

Main Maintenance Filters Sorts

11.02.2022	1	25627	NOD	1,200.00	0.00	Cleared
Showing 1 To 1 Of 1 Records						

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Tribue Professional Service, LLC

P. O. Box 1123

Quincy, FL 32353-1123

marvin.tribue@yahoo.com

September 12, 2022

To: City of Quincy/Police Department
Attn: Chief Timothy Ashley

Cc: Robert Nixon, City Manager

Re: Building Assessment
305 W. Crawford Street – Quincy

INVOICE

SCOPE OF SERVICES PERFORMED

1. Complete assessment of 4 office buildings interior and exterior, notating any deficiencies
2. Performed systems operation check of electrical, mechanical and plumbing systems.
3. Performed visual inspection of under roof and ceilings throughout entire buildings.
4. Perform inspection of each individual office and/or rooms in all 4 buildings and notate deficiencies.
5. Provide written report of noted deficiencies of entire building (report enclosed).

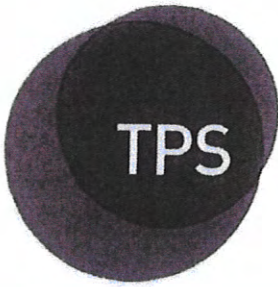
TOTAL FOR SERVICES PERFORMED: \$1,200.00

GL001-210-52-30341

JB Purchasing
AGENT
02 NOV 22

OK to Pay
11/2/22

Thank you for allowing us to serve you!!!



Tribue Professional Service, LLC

P. O. Box 1123
Quincy, FL 32353-1123
marvin.tribue@yahoo.com

September 12, 2022

BUILDING ASSESSMENT

To: City of Quincy/Police Department
Attn: Chief Timothy Ashley

RE: Building Assessment
305 W. Crawford Street - Quincy

1. Disc Village (1st Floor)

DEFICIENCIES:

Room 2 – Damaged blinds
Room 3 – Damaged blinds
Room 4 – Light fixture
Room 10 – Drywall repair and paint
Room 11 – Drywall repair and paint
Men's room – Ceiling tiles and drywall repair
Women's room – Ceiling tiles and drywall repair
Hallways – Ceiling tiles and paint walls
Rear hallway – Light fixtures
Rear office – Ceiling tiles

OPERATING PROPERLY:

Electrical system
Mechanical (HVAC) system
Plumbing system

Disc Village (2nd Floor)

DEFICIENCIES:

Men's room – Drywall patch/repair, paint, urinal replacement, replace worn and damaged floor covering
Women's room – Drywall patch/repair, paint, light fixture, exhaust/ventilation fan, replace floor covering

Big Bend Transit Office

DEFICIENCIES:

Room 6 – Paint
Lobby – Ceiling Tiles

Big Bend Transit cont.

OPERATING PROPERLY:

Electrical system
Mechanical (HVAC) system
Plumbing system

Department of Corrections Offices

DEFICIENCIES:

Office 2 – Paint
Office 4 – Ceiling tiles
Office 9 – Paint
Office 16 – Drywall patch/repair
Office 17 – Paint
Office 19 – Drywall patch/repair
Front desk – Ceiling tiles and paint
Testing room – Drywall patch and repair
Men's room – Ceiling tiles, drywall patch and repair
Women's room – Drywall patch and repair
Break room – Ceiling tiles, drywall patch and repair
IT room – Drywall patch and repair
Conference room – Ceiling tiles

OPERATING PROPERLY:

Electrical system
Mechanical (HVAC) system
Plumbing system

Janice Shackelford

From: Timothy Ashley
Sent: Wednesday, November 02, 2022 2:39 PM
To: Janice Shackelford
Subject: FW: Invoice

FYI,

From: Timothy Ashley
Sent: Wednesday, November 2, 2022 2:02 PM
To: Amanda Matthews <amatthews@myquincy.net>
Cc: Marcia Carty <mcarty@myquincy.net>; Robert Nixon <rnixon@myquincy.net>
Subject: RE: Invoice

GL 001-210-521-30341
Contractual Services

From: Amanda Matthews <amatthews@myquincy.net>
Sent: Monday, October 31, 2022 8:20 AM
To: Timothy Ashley <tashley@myquincy.net>
Subject: Re: Invoice

Please provide GL. Accounts payable will process once that information is received. Thanks

From: Amanda Matthews <amatthews@myquincy.net>
Sent: Thursday, October 27, 2022 4:14 PM
To: Timothy Ashley <tashley@myquincy.net>
Subject: Fw: Invoice

Please confirm approval for payment of this invoice. Thanks

From: Marvin Tribue <marvin.tribue@yahoo.com>
Sent: Thursday, October 27, 2022 4:12 PM
To: Amanda Matthews <amatthews@myquincy.net>
Subject: Fw: Invoice

Sent from Yahoo Mail on Android

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

From: "Marvin Tribue" <marvin.tribue@yahoo.com>
To: "rnixon@myquincy.net" <rnixon@myquincy.net>
Cc:
Sent: Mon, Oct 17, 2022 at 4:48 PM
Subject: Invoice

Mr. Nixon the attached invoice per our conversation.

View Invoice: 439064 - MANAGEMENT/MAINTENANCE

Invoice Header Invoice Distributions Invoice Payments Notes

Payment for Vendor 5649 - SONITROL OF TALLAHASSEE INC - Invoice: 439064

Main Maintenance Filters Sorts

08.10.2022	1	24583	NOD	62.50	0.00	Cleared
Showing 1 To 1 Of 1 Records						

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FEID #591822025
1136 Thomasville Road
Tallahassee, FL 32303
(850) 205-5000

Invoice

Invoice Number
439064

Date
06/07/2022

Customer Number
R1M603278

Due Date
Net 30

Total Due: \$62.50

Bill To: City of Quincy Police Department
121 E Jefferson St
Quincy, FL 32351

Site Location: City of Quincy Police Department
121 E Jefferson St
Quincy, FL 32351

Customer Number
R1M603278

PO Number

Invoice Date
6/7/2022

Due Date
Net 30

Description

City of Quincy Police Department 121 E Jefferson St, Quincy, FL
CS Access Control Management and Maintenance
06/06/2022-06/30/2022

Quantity

0.8300

Rate

Amount

\$62.50

Sub Total

62.50

Sales Tax

0.00

Payments/Credits Applied

0.00

Vendor # 5649
Invoice # 439064
GL # 001-220-526-30491
Dept Approval: Chief J. J. Ashby
Finance Approval: ON LINE APP
City Mgr. Approval: _____

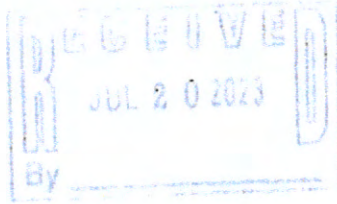
Date	Invoice #	Description	Amount	Balance Due
6/7/2022	439064	Recurring Services (S19143-1) online date 6/6/22 Pro-rated for period 6/6/22-6/30/22	62.50	62.50

A FINANCE CHARGE OF 1 1/2% OR 18% ANNUAL PERCENTAGE RATE will be charged Past Due Accounts.



VERIFIED ELECTRONIC SECURITY

FEID #591822025
1136 Thomasville Road
Tallahassee, FL 32303
(850) 205-5000



Invoice

Invoice Number
469103

Date
01/25/2023

Customer Number
R1M603278

Due Date
Net 30

Total Due: \$185.00

Bill To: City of Quincy Police Department
121 E Jefferson St
Quincy, FL 32351

Site Location: City of Quincy Police Department
121 E Jefferson St
Quincy, FL 32351

Customer Number	PO Number	Invoice Date	Due Date	
R1M603278		1/25/2023	Net 30	
Description	Quantity	Rate	Amount	
City of Quincy Police Department 121 E Jefferson St, Quincy, FL CCTV Maintenance 02/01/2023-02/28/2023	1.0000	\$95.00	\$95.0	
CS Access Control Management and Maintenance 02/01/2023-02/28/2023	1.0000	\$75.00	\$75.0	
Intercom Maintenance 02/01/2023-02/28/2023	1.0000	\$15.00	\$15.0	
Sub Total				185.00
Sales Tax				0.00
Payments/Credits Applied				0.00

Vendor 5649
Invoice 469103
GL 001-220-521-30341
Dept Approval _____
Finance Approval ON LINE APPROVAL
City Mgr. Approval _____

Date	Invoice #	Description	Amount	Balance Due
1/25/2023	469103	Recurring Services	185.00	185.00

A FINANCE CHARGE OF 1 1/2% OR 18% ANNUAL PERCENTAGE RATE will be charged Past Due Accounts.

Invoice: 469103 - CCTV MAINT & ACCESS CONTROL

Payment for Vendor 5649 - SONITROL OF TALLAHASSEE INC - Invoice: 469103

Invoice Header	Invoice Distributions	Invoice Payments	Notes
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Main Maintenance Filters Sorts

07.26.2023	1	28876	NOD	185.00	0.00	Cleared
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Showing 1 To 1 Of 1 Records

View Invoice: 415070 - CCTV MAINTENANCE

Invoice Header Invoice Distributions Invoice Payments Notes

Payment for Vendor 5649 - SONITROL OF TALLAHASSEE INC - Invoice: 415070

Main Maintenance Filters Sorts

08.15.2022	1	24603	NOD	110.00	0.00	Cleared

Showing 1 To 1 Of 1 Records

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Sonitrol of Tallahassee Inc
 FEID #591822025
Remittance Address:
 1136 Thomasville Road
 Tallahassee, FL 32303
 (850) 205-5000

To: City of Quincy Police Department
 121 E Jefferson St
 Quincy, FL 32351

Site Location: City of Quincy Police Department
 121 E Jefferson St
 Quincy, FL 32351

Invoice	
Invoice Number 415070	Date 12/25/2021
Customer Number R1M603278	Terms Net 30

Total Due:\$110.00

Click Here To Pay Online!

TO INSURE PROPER CREDIT, PLEASE DETACH AND RETURN WITH YOUR REMITTANCE

Customer Number
 R1M603278

PO Number

Invoice Date
 12/25/2021

Terms
 Net 30

Description	Quantity	Rate	Amount
City of Quincy Police Department - 121 E Jefferson St, Quincy, FL			
CCTV Maintenance 01/01/2022 - 01/31/2022	1.00	\$95.00	\$95.00
Intercom Maintenance 01/01/2022 - 01/31/2022	1.00	\$15.00	\$15.00
Subtotal:			\$110.00
Tax			\$0.00
Payments/Credits Applied			\$0.00

Vendor # 5644
 Invoice # 460534
 GL # 001-220-521-30491
 Dept. Approval: Chief [Signature]
 Finance Approval: ON LINE APPROVAL
 City Mgr Approval: _____

Date	Invoice #	Description	Amount	Balance Due
12/25/2021	415070	Recurring Services	\$110.00	\$110.00

TERMS - NET 30 DAYS. A FINANCE CHARGE OF 1.5% OR 18% ANNUAL PERCENTAGE RATE will be charged on Past Due Accounts.

View Invoice: 410534 - CCTV MAINTENANCE



Invoice Header Invoice Distributions Invoice Payments Notes

Payment for Vendor 5649 - SONITROL OF TALLAHASSEE INC - Invoice: 410534



Main Maintenance Filters Sorts

08.15.2022	1	24603	NOD	110.00	0.00	Cleared
Showing 1 To 1 Of 1 Records						

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Sonitrol of Tallahassee Inc
 FEID #591822025
Remittance Address:
 1136 Thomasville Road
 Tallahassee, FL 32303
 (850) 205-5000

Invoice	
Invoice Number 410534	Date 11/25/2021
Customer Number R1M603278	Terms Net 30

Total Due:\$110.00

To: City of Quincy Police Department
121 E Jefferson St
Quincy, FL 32351

Site Location: City of Quincy Police Department
121 E Jefferson St
Quincy, FL 32351

[Click Here To Pay Online!](#)

TO INSURE PROPER CREDIT, PLEASE DETACH AND RETURN WITH YOUR REMITTANCE

Customer Number	PO Number	Invoice Date	Terms
R1M603278		11/25/2021	Net 30

Description	Quantity	Rate	Amount
City of Quincy Police Department - 121 E Jefferson St, Quincy, FL			
CCTV Maintenance 12/01/2021 - 12/31/2021	1.00	\$95.00	\$95.00
Intercom Maintenance 12/01/2021 - 12/31/2021	1.00	\$15.00	\$15.00
Subtotal:			\$110.00
Tax			\$0.00
Payments/Credits Applied			\$0.00

Vendor # 5649
 Invoice # 410534
 GL # 001-220-521-30491
 Dept. Approval Chief [Signature]
 Finance Approval ON LINE APPROVAL
 City Mgr. Approval _____

Date	Invoice #	Description	Amount	Balance Due
11/25/2021	410534	Recurring Services	\$110.00	\$110.00

TERMS - NET 30 DAYS. A FINANCE CHARGE OF 1.5% OR 18% ANNUAL PERCENTAGE RATE will be charged on Past Due Accounts.



Invoice Header Invoice Distributions Invoice Payments Notes

Payment for Vendor 4735 - MOBILE COMMUNICATIONS OF NORTH FLORIDA LLC - Invoice: 100005873-1



Main Maintenance Filters Sorts

11.10.2022	19951106	CHK	150.00	0.00	Cleared	
Showing 1 To 1 Of 1 Records						

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INVOICE

100005873-1

Page 1

Invoice Date: 07/18/2022

Due Date: 08/17/2022

Bill To:

Quincy FL City of Police
Accounts Payable
404 West Jefferson St
Quincy, FL 32351-2328

Ship To:

Quincy FL City of Police
Accounts Payable
404 West Jefferson St
Quincy, FL 32351-2328

Contact: Captain Eugene Monroe
Contact #:

Contact: Captain Eugene Monroe
Contact #:

PO# : CAPTAIN MONROE

Customer #: 11372

SalesPerson: 720

Terms: NET 30 DAYS

Qty	Item	Description	Unit Price	Amount
1	PMNN4493A	IMPRES 3000 mAh Li-Ion Battery	135.00	135.00
1	S&H	SHIPPING/ HANDLING	15.00	15.00

Vendor # 146735 4735
Invoice # 100005873-1
GL # 001-220 531-30491
Dept. Approval Chief of Police
Finance Approval **ON LINE APPROVAL**
City Mgr. Approval _____

Remit To:

MOBILE COMMUNICATIONS AMERICA, INC.
PO BOX 1458
CHARLOTTE, NC 28201

Subtotal: \$150.00

Tax: \$0.00

Total Amount: \$150.00

Effective August 1, 2018, all credit card payments are subject to a 2% convenience fee.

Delinquent Accounts - 18% APR will be added to Invoice(s) that are more than 7 days past due. The 18% APR will be applied on a monthly basis.

Contact AR@callmc.com for a remittance address that allows receipt tracking



Invoice Header Invoice Distributions Invoice Payments Notes

Payment for Vendor 4735 - MOBILE COMMUNICATIONS OF NORTH FLORIDA LLC - Invoice: 100006901-1



Main Maintenance Filters Sorts

02.13.2023	1'9951824	CHK	55.00	0.00	Cleared	
Showing 1 To 1 Of 1 Records						

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Mobile
Communications
America

MOBILE COMMUNICATIONS AMERICA, INC.
1640 NORMAN PARK DRIVE
TALLAHASSEE, FL 32304-3704
Phone: 850-576-7113
Fax:

INVOICE

100006901-1

Page 1

Invoice Date: 11/02/2022

Due Date: 12/02/2022

Bill To:

Quincy FL City of Police
Accounts Payable
404 West Jefferson St
Quincy, FL 32351-2328

Ship To:

Quincy FL City of Police
Accounts Payable
404 West Jefferson St
Quincy, FL 32351-2328

Contact: Captain Eugene Monroe
Contact #:

Contact: Captain Eugene Monroe
Contact #:

PO# : CAPTAIN MONROE

Customer #: 11372		SalesPerson: H170	Terms: NET 30 DAYS	
Qty	Item	Description	Unit Price	Amount

1 AAH56RDN9RA1AN

XPR 7550E 403-512 4W FKP GNSS BT WIFI GOB

Serial Number

871TVTU785

0.5 BT-HR-T1

BENCH TECH LABOR PER HOUR TIER1

Customer reports unit does not receive per Ed.
Maintenance contract does not cover portables and
unit fell out of warranty on 10/01/2021 per Motorola (no
extended warranty has been purchased).

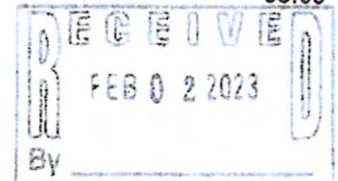
Unit TX/RX tested on R8000 service monitor.

TX 4W and on frequency
RX >12dB@ -119 dBm

All checks good

110.00

55.00



Vendor #

4735

Invoice #

100006901-1

GL #

001-220-521-30491

Dept. Approval

Finance Approval

City Mgr. Approval

ONLY ONE APPROVAL

Remit To:

MOBILE COMMUNICATIONS AMERICA, INC.
PO BOX 1458
CHARLOTTE, NC 28201

Subtotal:

\$55.00

Tax:

\$0.00

Total Amount:

\$55.00

Effective August 1, 2018, all credit card payments are subject to a 2% convenience fee

Delinquent Accounts - 18% APR will be added to Invoice(s) that are more than 7 days past due. The 18% APR will be applied on a monthly basis

Contact AR@callmc.com for a remittance address that allows receipt tracking

Invoice Header Invoice Distributions Invoice Payments Notes

Payment for Vendor 114536 - STERICYCLE, INC. - Invoice: 8001489181

Main Maintenance Filters Sorts

08.15.2022	1	24606	NOD	146.05	0.00	Cleared

Showing 1 To 1 Of 1 Records

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QUINCY POLICE DEPARTMENT Customer #: 1000338078 Invoice #: 8001489181 Invoice Date : 04-30-2022

Service Date	Customer PO	Proof of Service	Service Description	Qty	Unit of Measure	Unit Price	Surcharges/ Discounts	Subtotal Price
--------------	-------------	------------------	---------------------	-----	-----------------	------------	-----------------------	----------------

Invoice Charges

Sub Total	\$115.00
Surcharges/ Discounts	\$31.05
Tax Total	\$0.00
Site Total	\$146.05
Total Invoice Charges	\$146.05

Vendor # 114536
 Invoice # 8001489181
 GL # 001-220-521-30491
 Dept. Approval Chief J. J. Walsh
 Finance Approval ON LINE APPROVAL
 City Mgr Approval _____



TAX ID: 36-3640402

Page 1 of 2

Stericycle has updated the Fees for Shred-it customers. For more information, please visit our 'Fees' Page on shredit.com.

QUINCY POLICE DEPARTMENT
121 E JEFFERSON ST
QUINCY, FL 323512407
USA

Customer No. (Payer)	1000338078
Invoice No.	8001489181
Invoice Date	04-30-2022
Due Date	05-30-2022
Balance FWD	\$276.24
Payments	\$0.00
Credits	\$0.00
Total Invoice Charges	\$146.05
Total Account Balance	\$422.29
Payment Terms	Net due in 30 days

CURRENT	1-30 DAYS	31-60 DAYS	61-90 DAYS	OVER 90 DAYS	TOTAL ACCOUNT BALANCE
\$146.05	\$138.58	\$137.66	\$0.00	\$0.00	\$422.29

For Billing, Scheduling or Customer service: (800) 697-4733 Hours of Operation: (Mon-Fri) 7 AM to 7 PM Customer-relations@Stericycle.com

Service Date	Customer PO	Proof of Service	Service Description	Qty	Unit of Measure	Unit Price	Surcharges/ Discounts	Subtotal Price
--------------	-------------	------------------	---------------------	-----	-----------------	------------	-----------------------	----------------

Invoice Charges

Site#: 1000338078 QUINCY POLICE DEPARTMENT 121 E JEFFERSON ST QUINCY FL 323512407

04-08-2022

85159503

REGULAR SERVICE | ON-

TOTE-LARGE (96G/360L)

1.00

EA

\$115.00

Fuel Surcharge

\$26.45

Environmental Surcharge

\$4.60

PLEASE RETURN THIS PORTION WITH YOUR PAYMENT

CUSTOMER NO.	INVOICE DATE	INVOICE NO.	TOTAL INVOICE CHARGE
1000338078	04-30-2022	8001489181	\$146.05
CHECK NO.		AMOUNT ENCLOSED	
-		\$	

Be sure to write your customer number on your check.

Please log onto MyShredit.com to make an electronic payment.

=====ADDRESSEE=====

QUINCY POLICE DEPARTMENT
121 E JEFFERSON ST
QUINCY, FL 323512407
USA

=====REMIT TO=====

Stericycle, Inc.
28883 Network Place
Chicago, IL 60673-1288

028883 1000338078 0000008001489181 0000014605 7

Invoice Header Invoice Distributions Invoice Payments Notes

Payment for Vendor 114536 - STERICYCLE, INC. - Invoice: 8001278276

Main Maintenance Filters Sorts

08.15.2022	1	24606	NOD	138.58	0.00	Cleared

Showing 1 To 1 Of 1 Records

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QUINCY POLICE DEPARTMENT Customer #: 1000338078 Invoice #: 8001278276 Invoice Date : 03-31-2022

Service Date	Customer PO	Proof of Service	Service Description	Qty	Unit of Measure	Unit Price	Surcharges/ Discounts	Subtotal Price
--------------	-------------	------------------	---------------------	-----	-----------------	------------	-----------------------	----------------

Invoice Charges

Sub Total \$115.00

Surcharges/ Discounts \$23.58

Tax Total \$0.00

Site Total \$138.58

Total Invoice Charges \$138.58

Vendor # 114534
 Invoice # 8001278276
 GL # 001-220-521-36491
 Dept. Approval Chief J. J. Dickson
 Finance Approval ON LINE APPROVAL
 City Mgr. Approval _____



TAX ID: 36-3640402

Page 1 of 2

Customer No. (Payer)	1000338078
Invoice No.	8001278276
Invoice Date	03-31-2022
Due Date	04-30-2022
Balance FWD	\$252.66
Payments	\$0.00
Credits	\$0.00
Total Invoice Charges	\$138.58
Total Account Balance	\$391.24
Payment Terms	Net due in 30 days

QUINCY POLICE DEPARTMENT
121 E JEFFERSON ST
QUINCY, FL 323512407
USA

CURRENT	1-30 DAYS	31-60 DAYS	61-90 DAYS	OVER 90 DAYS	TOTAL ACCOUNT BALANCE
\$138.58	\$252.66	\$0.00	\$0.00	\$0.00	\$391.24

For Billing, Scheduling or Customer service. (800) 697-4733 Hours of Operation: (Mon-Fri) 7 AM to 7 PM Customer-relations@Stericycle.com

Service Date	Customer PO	Proof of Service	Service Description	Qty	Unit of Measure	Unit Price	Surcharges/ Discounts	Subtotal Price
--------------	-------------	------------------	---------------------	-----	-----------------	------------	-----------------------	----------------

Invoice Charges

Site#: 1000338078 QUINCY POLICE DEPARTMENT 121 E JEFFERSON ST QUINCY FL 323512407

03-09-2022	84517885	REGULAR SERVICE ON-TOTE-LARGE (96G/360L)	1.00	EA				\$115.00
		Fuel Surcharge					\$18.98	
		Environmental Surcharge					\$4.60	

PLEASE RETURN THIS PORTION WITH YOUR PAYMENT

CUSTOMER NO	INVOICE DATE	INVOICE NO.	TOTAL INVOICE CHARGE
1000338078	03-31-2022	8001278276	\$138.58
CHECK NO.		AMOUNT ENCLOSED	
		\$	

Be sure to write your customer number on your check

Please log onto MyShredit.com to make an electronic payment.

=====ADDRESSEE=====

QUINCY POLICE DEPARTMENT
121 E JEFFERSON ST
QUINCY, FL 323512407
USA

=====REMIT TO=====

Stericycle, Inc.
28883 Network Place
Chicago, IL 60673-1288

028883 1000338078 0000008001278276 0000013858 7

View Invoice: 8001082343 - SHREDDING SERVICES



Invoice Header Invoice Distributions Invoice Payments Notes

Payment for Vendor 114536 - STERICYCLE, INC. - Invoice: 8001082343



Main Maintenance Filters Sorts

08.15.2022	1	24606	NOD	137.66	0.00	Cleared

Showing 1 To 1 Of 1 Records

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QUINCY POLICE DEPARTMENT Customer #: 1000338078 Invoice #: 8001082343 Invoice Date : 02-28-2022

Service Date	Customer PO	Proof of Service	Service Description	Qty	Unit of Measure	Unit Price	Surcharges/ Discounts	Subtotal Price
--------------	-------------	------------------	---------------------	-----	-----------------	------------	-----------------------	----------------

Invoice Charges

Sub Total \$115.00

Surcharges/ Discounts \$22.66

Tax Total \$0.00

Site Total \$137.66

Total Invoice Charges \$137.66

Vendor #

114536

Invoice #

8001082343

GL #

001-220-521-30491

Dept Approval

Chief J. J. Ashby

Finance Approval

ON LINE APPROVAL

City Mgr. Approval



TAX ID: 36-3640402

Page 1 of 2

Customer No. (Payer)	1000338078
Invoice No.	8001082343
Invoice Date	02-28-2022
Due Date	03-30-2022
Balance FWD	\$115.00
Payments	\$0.00
Credits	\$0.00
Total Invoice Charges	\$137.66
Total Account Balance	\$252.66
Payment Terms	Net due in 30 days

QUINCY POLICE DEPARTMENT
121 E JEFFERSON ST
QUINCY, FL 323512407
USA

CURRENT	1-30 DAYS	31-60 DAYS	61-90 DAYS	OVER 90 DAYS	TOTAL ACCOUNT BALANCE
\$252.66	\$0.00	\$0.00	\$0.00	\$0.00	\$252.66

For Billing, Scheduling or Customer service: (800) 697-4733 Hours of Operation: (Mon-Fri) 7 AM to 7 PM Customer-relations@Stericycle.com

Service Date	Customer PO	Proof of Service	Service Description	Qty	Unit of Measure	Unit Price	Surcharges/ Discounts	Subtotal Price
--------------	-------------	------------------	---------------------	-----	-----------------	------------	-----------------------	----------------

Invoice Charges

Site#: 1000338078 QUINCY POLICE DEPARTMENT 121 E JEFFERSON ST QUINCY FL 323512407

02-09-2022

83952091

REGULAR SERVICE | ON-

TOTE-LARGE (96G/360L) 1.00

EA

\$115.00

Recycling Recovery Surcharge

\$1.38

Fuel Surcharge

\$16.68

Environmental Surcharge

\$4.60

PLEASE RETURN THIS PORTION WITH YOUR PAYMENT

CUSTOMER NO	INVOICE DATE	INVOICE NO.	TOTAL INVOICE CHARGE
1000338078	02-28-2022	8001082343	\$137.66
CHECK NO.		AMOUNT ENCLOSED	
-		\$	

Be sure to write your customer number on your check.

Please log onto MyShredit.com to make an electronic payment

=====ADDRESSEE=====

QUINCY POLICE DEPARTMENT
121 E JEFFERSON ST
QUINCY, FL 323512407
USA

=====REMIT TO=====

Stericycle, Inc.
28883 Network Place
Chicago, IL 60673-1288

028883 1000338078 0000008001082343 0000013766 1

View Invoice: 8000881820 - SHREDDING SERVICES



Invoice Header Invoice Distributions Invoice Payments Notes

Payment for Vendor 114536 - STERICYCLE, INC. - Invoice: 8000881820



Main Maintenance Filters Sorts

08.15.2022	1	24606	NOD	115.00	0.00	Cleared	

Showing 1 To 1 Of 1 Records

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QUINCY POLICE DEPARTMENT
121 E JEFFERSON ST
QUINCY, FL 323512407
USA

TAX ID: 36-3640402

Page 1 of 2

Customer No. (Payer)	1000338078
Invoice No.	8000881820
Invoice Date	01-31-2022
Due Date	03-02-2022
Balance FWD	\$0.00
Payments	\$0.00
Credits	\$0.00
Total Invoice Charges	\$115.00
Total Account Balance	\$115.00
Payment Terms	Net due in 30 days

CURRENT	1-30 DAYS	31-60 DAYS	61-90 DAYS	OVER 90 DAYS	TOTAL ACCOUNT BALANCE
\$115.00	\$0.00	\$0.00	\$0.00	\$0.00	\$115.00

For Billing, Scheduling or Customer service: (800) 697-4733 Hours of Operation: (Mon-Fri) 7 AM to 7 PM Customer-relations@Stericycle.com

Service Date	Customer PO	Proof of Service	Service Description	Qty	Unit of Measure	Unit Price	Surcharges/ Discounts	Subtotal Price
--------------	-------------	------------------	---------------------	-----	-----------------	------------	-----------------------	----------------

Invoice Charges

Site#: 1000338078 QUINCY POLICE DEPARTMENT 121 E JEFFERSON ST QUINCY FL 323512407

01-21-2022	83544716	DELIVER SIT CONTAINER TOTE-LARGE (96G/360L)	1 00	EA	\$115.00
------------	----------	--	------	----	----------

Sub Total \$115.00

Tax Total \$0.00

Site Total \$115.00

PLEASE RETURN THIS PORTION WITH YOUR PAYMENT

CUSTOMER NO	INVOICE DATE	INVOICE NO.	TOTAL INVOICE CHARGE
1000338078	01-31-2022	8000881820	\$115.00
CHECK NO.		AMOUNT ENCLOSED	
-		\$	

Be sure to write your customer number on your check.

Please log onto MyShredit.com to make an electronic payment

=====ADDRESSEE=====

QUINCY POLICE DEPARTMENT
121 E JEFFERSON ST
QUINCY, FL 323512407
USA

=====REMIT TO=====

Stericycle, Inc.
28883 Network Place
Chicago, IL 60673-1288

028883 1000338078 0000008000881820 0000011500 4

QUINCY POLICE DEPARTMENT Customer #: 1000338078 Invoice #: 8000881820 Invoice Date : 01-31-2022

Service Date	Customer PO	Proof of Service	Service Description	Qty	Unit of Measure	Unit Price	Surcharges/ Discounts	Subtotal Price
--------------	-------------	------------------	---------------------	-----	-----------------	------------	-----------------------	----------------

Invoice Charges

Total Invoice Charges \$115.00

Vendor # 114536
 Invoice # 8000881820
 GL # 001-220-521-30441
 Dept. Approval Chief J. H. J. [Signature]
 Finance Approval ON LINE APPROVAL
 City Mgr. Approval _____



Invoice Header Invoice Distributions Invoice Payments Notes

Payment for Vendor 114536 - STERICYCLE, INC. - Invoice: 8001687302



Main Maintenance Filters Sorts

08.15.2022	1	24606	NOD	146.63	0.00	Cleared

Showing 1 To 1 Of 1 Records

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QUINCY POLICE DEPARTMENT Customer #: 1000338078 Invoice #: 8001687302 Invoice Date : 05-31-2022

Service Date	Customer PO	Proof of Service	Service Description	Qty	Unit of Measure	Unit Price	Surcharges/ Discounts	Subtotal Price
--------------	-------------	------------------	---------------------	-----	-----------------	------------	-----------------------	----------------

Invoice Charges

Sub Total \$115.00

Surcharges/ Discounts \$31.63

Tax Total \$0.00

Site Total \$146.63

Total Invoice Charges \$146.63

Vendor # 114536
 Invoice # 8001687302
 GL # 001-220-521-30491
 Dept. Approval Chief J. J. [Signature]
 Finance Approval ON LINE APPR
 City Mgr Approval _____



TAX ID: 36-3640402

Page 1 of 2

Stericycle has updated the Fees for Shred-it customers. For more information, please visit our 'Fees' Page on shredit.com.

QUINCY POLICE DEPARTMENT
121 E JEFFERSON ST
QUINCY, FL 323512407
USA

Customer No. (Payer)	1000338078
Invoice No.	8001687302
Invoice Date	05-31-2022
Due Date	06-30-2022
Balance FWD	\$537.29
Payments	\$0.00
Credits	\$0.00
Total Invoice Charges	\$146.63
Total Account Balance	\$683.92
Payment Terms	Net due in 30 days

CURRENT	1-30 DAYS	31-60 DAYS	61-90 DAYS	OVER 90 DAYS	TOTAL ACCOUNT BALANCE
\$146.63	\$146.05	\$138.58	\$137.66	\$115.00	\$683.92

For Billing, Scheduling or Customer service: (800) 697-4733 Hours of Operation: (Mon-Fri) 7 AM to 7 PM Customer-relations@Stericycle.com

Service Date	Customer PO	Proof of Service	Service Description	Qty	Unit of Measure	Unit Price	Surcharges/ Discounts	Subtotal Price
--------------	-------------	------------------	---------------------	-----	-----------------	------------	-----------------------	----------------

Invoice Charges

Site#: 1000338078 QUINCY POLICE DEPARTMENT 121 E JEFFERSON ST QUINCY FL 323512407

05-04-2022

85672999

REGULAR SERVICE | ON-

TOTE-LARGE (96G/360L) 1.00

EA

\$115.00

Fuel Surcharge

\$27.03

Environmental Surcharge

\$4.60

PLEASE RETURN THIS PORTION WITH YOUR PAYMENT

CUSTOMER NO.	INVOICE DATE	INVOICE NO.	TOTAL INVOICE CHARGE
1000338078	05-31-2022	8001687302	\$146.63
CHECK NO.	AMOUNT ENCLOSED		
-	\$		

Be sure to write your customer number on your check.

Please log onto MyShredit.com to make an electronic payment

=====ADDRESSEE=====

QUINCY POLICE DEPARTMENT
121 E JEFFERSON ST
QUINCY, FL 323512407
USA

=====REMIT TO=====

Stericycle, Inc.
28883 Network Place
Chicago, IL 60673-1288

028883 1000338078 0000008001687302 0000014663 0

View Invoice: 8001882643 - SHREDDING SERVICES



Invoice Header Invoice Distributions Invoice Payments Notes

Payment for Vendor 114536 - STERICYCLE, INC. - Invoice: 8001882643



Main Maintenance Filters Sorts

08.15.2022	1	24606	NOD	317.18	0.00	Cleared

Showing 1 To 1 Of 1 Records

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QUINCY POLICE DEPARTMENT Customer #: 1000338078 Invoice #: 8001882643 Invoice Date : 06-30-2022

Service Date	Customer PO	Proof of Service	Service Description	Qty	Unit of Measure	Unit Price	Surcharges/ Discounts	Subtotal Price
--------------	-------------	------------------	---------------------	-----	-----------------	------------	-----------------------	----------------

Invoice Charges

Sub Total	\$230.00
Surcharges/ Discounts	\$87.18
Tax Total	\$0.00
Site Total	\$317.18
Total Invoice Charges	\$317.18

Vendor # 114536
 Invoice # 8001882643
 GL # 001-820-521-36491
 Dept. Approval: Ch. of Police J. Walsh
 Finance Approval: ON LINE APPROVAL
 City Mgr. Approval: _____

View Invoice: 194207 - Cleaning Supplies (QPD DeeDee)

3

Invoice Header	Invoice Distributions	Invoice Payments	Notes
----------------	-----------------------	------------------	-------

Invoice Information

Invoice Date: 09.18.2023

Due Date: 09.18.2023

Discount Date: 09.18.2023

A/P Account: 001-201-00000

G/L Description: VOUCHERS PAYABLE

Desc: Cleaning Supplies (QPD DeeDee)

1099 Code: 0

Batch No: 71573

Batch Date: 09.30.2023

Last Payment#: 9953710

Last Paid Date: 11.16.2023

Last Paid Amount: 269.99

PO Number: 0

Send To No: 1

Payment Address:

P.O. BOX 708
218 WEST MONROE STRE
THOMASVILLE GA 31799

Orig Invoice Amt: 269.99

Invoice Bal: 0.00

Amount Paid: 269.99

Original Discount: 0.00

Discount Balance: 0.00

Retainage: 0.00

UBS Account Number: 0

UBS Location Code:

TOM HORNE SUPPLY CO.
P.O. BOX 708
THOMASVILLE, GA 31799
PHONE: (229) 226-3031

PAGE NO 1

QUINCY CITY OF PD
121 EAST JEFFERSON ST
QUINCY FL 32351

CUST # 55452
TERMS: NET 30 DAYS
P.O. # DEEDDE
REF. # PO # DEEDDE

INV # 194207
DATE: 5/18/23
CLERK: BS
TERM: 556
TIME: 5:10
DUPLICATE

QUANTITY	UNIT	ITEM	DESCRIPTION	PRICE/EA	EXTENSION
1	EA	REC7428	LYSOL TOILET TISSUE	57.87	57.87
1	EA	REC7428	800ML FREN LOTION SOAP	146.24	146.24
1	EA	REC7428	32OZ GLASS PUM	3.82	3.82
1	EA	REC7428	32OZ GLASS PUM	3.82	3.82
** AMOUNT CHARGED TO ACCOUNT **				269.95	269.95
				TAXABLE	0.00
				NON-TAXABLE	269.95
				SUB-TOTAL	269.95
				TAX AMOUNT	0.00
				TOTAL INVOICE	269.95

X

Vendor # 8923
Invoice # 194807
GL # 001-210-501-3084
Dept. Approval [Signature]
Finance Approval
City Mgr. Approval

TOM HORNE SUPPLY CO.
P.O. BOX 708
THOMASVILLE, GA 31799
PHONE: (229) 226-3031

PAGE NO 1

QUINCY CITY OF PD
121 EAST JEFFERSON ST
QUINCY FL 32351

CUST # 55452
TERMS: NET 30 DAYS
P.O. # DEEDDE
REF. # PO # DEEDDE

INV # K95040
DATE: 5/24/23
CLERK: BS
TERM: 556
TIME: 1:35
DUPLICATE

QUANTITY	UNIT	ITEM	DESCRIPTION	PRICE/EA	EXTENSION
1	EA	REC7428	LYSOL SPRAY DISINFECTANT	146.24	146.24
1	EA	REC7428	50" X 8" NATURAL ROLL TOWEL	12.42	12.42
1	EA	REC7428	CAN LINER 12-16GAL. 5MIL WHITE	34.00	34.00
** AMOUNT CHARGED TO ACCOUNT **				245.08	245.08
				TAXABLE	0.00
				NON-TAXABLE	245.08
				SUB-TOTAL	245.08
				TAX AMOUNT	0.00
				TOTAL INVOICE	245.08

X

Vendor # 8923
Invoice # K95040
GL #
Dept. Approval
Finance Approval
City Mgr. Approval

View Invoice: 23-2097 - Business Cards



Invoice Header	Invoice Distributions	Invoice Payments	Notes
----------------	-----------------------	------------------	-------

Invoice Information

Invoice Date: 08.23.2023
Due Date: 10.07.2023
Discount Date: 10.07.2023
A/P Account: 001-201-00000
G/L Description: VOUCHERS PAYABLE
Desc: Business Cards
1099 Code: 0
Batch No: 71573
Batch Date: 09.30.2023

Last Payment#: 9953711
Last Paid Date: 11.16.2023
Last Paid Amount: 74.00
PO Number: 0
Send To No: 1
Payment Address:

1366 BLOUNTSTOWN HWY
TALLAHASSEE FL 32304

Orig Invoice Amt: 74.00
Invoice Bal: 0.00
Amount Paid: 74.00
Original Discount: 0.00
Discount Balance: 0.00
Retainage: 0.00

UBS Account Number: 0
UBS Location Code:

INVOICE

Budget Printing Center

1366 Blountstown Street
Tallahassee, Florida 32304
Phone: (850) 576-3332
Fax: (850) 576-3310
mail@BudgetPrintingOnline.com

INVOICE NUMBER

23-2097

DATE

8/23/2023

PURCHASE ORDER NO.

Admetric

RETURNED WITH JOB

Email



CUSTOMER
Quincy Police Department
121 East Jefferson Street
Quincy, FL 32351

THANK YOU! WE APPRECIATE YOUR BUSINESS!

SO MUCH MORE
THAN PRINT!

QUANTITY	DESCRIPTION	JOB #	AMOUNT
500	Business Cards each of 2 3.5 x 2" 100# White Uncoated Full Color on One Side "Chis Canceco & Zachary Woods"	23942	74.00
Please check shipment carefully. Complaints must be made within TEN (10) DAYS to be honored. A finance charge will be added to all invoices after 30 days, at the highest rate allowed by law. After 45 days, an Account Maintenance Fee of \$5.00 will be added. Customer is responsible for all cost of collection, including collection agency fees and actual attorney's fees.			
Subtotal			\$74.00
Sales Tax			\$0.00
TOTAL			\$74.00

Received
and Accepted **X**

Vendor # 146651
Invoice # 23-2097
GL # 001-210-521-30511
Dept. Approval *[Signature]*
Finance Approval *[Signature]*
City Mgr. Approval *[Signature]*

View Invoice: 23-1853 - Business Cards



Invoice Header	Invoice Distributions	Invoice Payments	Notes
----------------	-----------------------	------------------	-------

Invoice Information

Invoice Date: 07.27.2023

Due Date: 09.10.2023

Discount Date: 09.10.2023

A/P Account: 001-201-00000

G/L Description: VOUCHERS PAYABLE

Desc: Business Cards

1099 Code: 0

Batch No: 71573

Batch Date: 09.30.2023

Last Payment#: 9953711

Last Paid Date: 11.16.2023

Last Paid Amount: 74.00

PO Number: 0

Send To No: 1

Payment Address:

1366 BLOUNTSTOWN HWY
TALLAHASSEE FL 32304

Orig Invoice Amt: 74.00

Invoice Bal: 0.00

Amount Paid: 74.00

Original Discount: 0.00

Discount Balance: 0.00

Retainage: 0.00

UBS Account Number: 0

UBS Location Code:

INVOICE

Budget Printing Center

1366 Blountstown Street
Tallahassee, Florida 32304
Phone: (850) 576-3332
Fax: (850) 576-3310
mail@BudgetPrintingOnline.com

INVOICE NUMBER

23-1853

DATE

7/27/2023

PURCHASE ORDER NO.

Admetric

RETURNED WITH JOB

Email



CUSTOMER

Quincy Police Department
121 East Jefferson Street
Quincy, FL 32351

THANK YOU! WE APPRECIATE YOUR BUSINESS!

SO MUCH MORE
THAN PRINT!

QUANTITY	DESCRIPTION	JOB #	AMOUNT
500	Business Cards 3.5 x 2" 100# White Uncoated Full Color on One Side "Herb Sheheane"	23778	37.00
500	Business Cards 3.5 x 2" 100# White Uncoated Full Color on One Side "Generic"	23787	37.00
Please check shipment carefully. Complaints must be made within TEN (10) DAYS to be honored. A finance charge will be added to all invoices after 30 days at the highest rate allowed by law. After 45 days an Account Maintenance Fee of \$5.00 will be added. Customer is responsible for all cost of collection, including collection agency fees and actual attorney's fees.			
Received and Accepted ☒			
Subtotal			\$74.00
Sales Tax			\$0.00
TOTAL			\$74.00

Vendor #

Invoice #

GL #

Dept. Approval

Finance Approval

City Mgr. Approval

146651

23-1853

GL # 001-810-521-30511

Dept. Approval *[Signature]*

Finance Approval

City Mgr. Approval

View Invoice: 588828 - Hardwood Stakes4ft (Dee Dee)

Invoice Header	Invoice Distributions	Invoice Payments	Notes
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Invoice Information

Invoice Date: 02.24.2023
Due Date: 02.24.2023
Discount Date: 02.24.2023
A/P Account: 001-201-00000
G/L Description: VOUCHERS PAYABLE
Desc: Hardwood Stakes4ft (Dee Dee)
1099 Code: 0
Batch No: 71573
Batch Date: 09.30.2023

Last Payment#: 30317
Last Paid Date: 11.16.2023
Last Paid Amount: 13.96
PO Number: 0
Send To No: 1
Payment Address:

P. O. BOX 1038
 10 NORTH DUVAL STREET
 QUINCY FL 32353-1038

Orig Invoice Amt: 13.96
Invoice Bal: 0.00
Amount Paid: 13.96
Original Discount: 0.00
Discount Balance: 0.00
Retainage: 0.00

UBS Account Number: 0
UBS Location Code:



Benjamin
Moore
Paints

BELL & BATES HOME SUPPLY CO.
10 NORTH DUVAL STREET
BELL & BATES HOME SUPPLY CO.
10 N. Duval St. • P.O. Box 1038 • Quincy, FL 32353-1038
www.bellandbates.com

STIHL®

PAGE NO 1



QUINCY POLICE DEPARTMENT
404 WEST JEFFERSON ST

QUINCY FL 32351

CUST # 2149
TERMS: DUE 10TH OF MONTH
P.O. # DEE DEE

REF. # PO # DEE DEE
DUE DATE: 3/10/23

INV # 588828
DATE: 2/24/23
CLERK: AB
TERM # 559

TIME: 3:18
DUPLICATE
* INVOICE *

QUANTITY	UM	ITEM	DESCRIPTION	SUG. PRICE	PRICE/PER	EXTENSION
4	EA	7663834	WW4-1 HARDWOOD STAKES 4" FT	3.49	3.49 /EA	13.96 N
RECEIVED						
NOV 16 2023						
FINANCE						
Vendor # 117						
Invoice # 588808						
GL # 001-210-524-351						
Dept. Approval						
Finance Approval						
City Mgr. Approval						
** AMOUNT CHARGED TO ACCOUNT **				13.96	TAXABLE	0.00
					NON-TAXABLE	13.96
					SUB-TOTAL	13.96
					TAX AMOUNT	0.00
					TOTAL INVOICE	13.96

X a4lw

Received By

View Invoice: 589013 - EZ Key Blanks (McCray)



Invoice Header	Invoice Distributions	Invoice Payments	Notes
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Invoice Information

Invoice Date: 03.02.2023
Due Date: 03.02.2023
Discount Date: 03.02.2023
A/P Account: 001-201-00000
G/L Description: VOUCHERS PAYABLE
Desc: EZ Key Blanks (McCray)
1099 Code: 0
Batch No: 71573
Batch Date: 09.30.2023

Last Payment#: 30317
Last Paid Date: 11.16.2023
Last Paid Amount: 9.95
PO Number: 0
Send To No: 1
Payment Address:

P. O. BOX 1038
10 NORTH DUVAL STREET
QUINCY FL 32353-1038

Orig Invoice Amt: 9.95
Invoice Bal: 0.00
Amount Paid: 9.95
Original Discount: 0.00
Discount Balance: 0.00
Retainage: 0.00

UBS Account Number: 0
UBS Location Code:



BELMONT BATES HOME CENTER
10 NORTH DUVAL STREET
QUINCY, FL 32351-1038
PHONE: (352) 627-6135
Established 1902

HOME CENTER
10 N. Duval St. • P.O. Box 1038 • Quincy, FL 32353-1038
www.bellandbates.com

QUINCY POLICE DEPARTMENT
404 WEST JEFFERSON ST

QUINCY FL 32351

PAGE NO 1



STIHL

INV # 589013
DATE : 3/02/23
CLERK: AB
TERM # 559

TIME : 12:06

DUPLICATE
* INVOICE *

CUST # 2149
TERMS: DUE 10TH OF MONTH
P.O. # MCCRAY
REF. # PO # MCCRAY
DUE DATE: 4/10/23

QUANTITY	UM	ITEM	DESCRIPTION	SUG. PRICE	PRICE/PER	EXTENSION
5	EA	3773702	SC4 E2 KEY BLANKS	1.99	1.99 /EA	9.95*N
RECEIVED NOV 16 2023 FINANCE						
Vendor # 117 Invoice # 589013 GL # 001-810-521-3051 Dept. Approval Finance Approval City Mgr. Approval						
REPRINT						
** AMOUNT CHARGED TO ACCOUNT **				9.95	TAXABLE	0.00
					NON-TAXABLE	9.95
					SUB-TOTAL	9.95
					TAX AMOUNT	0.00
					TOTAL INVOICE	9.95

X
Received By

View Invoice: 589516 - Storeroom Lever (Lt. Robison)



Invoice Header	Invoice Distributions	Invoice Payments	Notes
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Invoice Information

Invoice Date: 03.17.2023
Due Date: 03.17.2023
Discount Date: 03.17.2023
A/P Account: 001-201-00000
G/L Description: VOUCHERS PAYABLE
Desc: Storeroom Lever (Lt. Robison)
1099 Code: 0
Batch No: 71573
Batch Date: 09.30.2023

Last Payment#: 30317
Last Paid Date: 11.16.2023
Last Paid Amount: 87.99
PO Number: 0
Send To No: 1
Payment Address:

P. O. BOX 1038
 10 NORTH DUVAL STREET
 QUINCY FL 32353-1038

Orig Invoice Amt: 87.99
Invoice Bal: 0.00
Amount Paid: 87.99
Original Discount: 0.00
Discount Balance: 0.00
Retainage: 0.00

UBS Account Number: 0
UBS Location Code:



BELL & BATES HOME CENTER
10 NORTH DUVAL STREET
BELL & BATES HOME CENTER
10 NORTH DUVAL STREET
QUINCY, FLORIDA 32351-1038
PHONE: (352) 627-0111
Established 1902
10 N. Duval St. • P.O. Box 1038 • Quincy, FL 32353-1038
www.bellandbates.com

STIHL

PAGE NO 1



QUINCY POLICE DEPARTMENT
404 WEST JEFFERSON ST

QUINCY FL 32351

CUST # 2149
TERMS: DUE 10TH OF MONTH
P.O. # LT ROBINSON

REF. # PO # LT ROBINSON
DUE DATE: 4/10/23

INV # 589516
DATE : 3/17/23
CLERK: GH
TERM # 560

TIME : 1:46
DUPLICATE
* INVOICE *

QUANTITY	DM	ITEM	DESCRIPTION	SUG. PRICE	PRICE/PER	EXTENSION
1	EA	4790929	STOREROOM LEVER CTL 2-3/4BS	87.99	87.99 /EA	87.99 N
RECEIVED NOV 16 2023 FINANCE						
Vendor # 117 Invoice # 589516 GL # 01-810-521.3051 Dept. Approval Finance Approval City Mgr. Approval						
** AMOUNT CHARGED TO ACCOUNT **						
				87.99	TAXABLE	0.00
					NON-TAXABLE	87.99
					SUB-TOTAL	87.99
					TAX AMOUNT	0.00
					TOTAL INVOICE	87.99

X *Th. D. K...*
Received By

View Invoice: 589892 - EZ Key Blank (D. Mordica PO)

6

Invoice Header	Invoice Distributions	Invoice Payments	Notes
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Invoice Information

Invoice Date: 03.29.2023
Due Date: 03.29.2023
Discount Date: 03.29.2023
A/P Account: 001-201-00000
G/L Description: VOUCHERS PAYABLE
Desc: EZ Key Blank (D. Mordica PO)
1099 Code: 0
Batch No: 71573
Batch Date: 09.30.2023

Last Payment#: 30317
Last Paid Date: 11.16.2023
Last Paid Amount: 1.99
PO Number: 0
Send To No: 1
Payment Address:

P. O. BOX 1038
10 NORTH DUVAL STREET
QUINCY FL 32353-1038

Orig Invoice Amt: 1.99
Invoice Bal: 0.00
Amount Paid: 1.99
Original Discount: 0.00
Discount Balance: 0.00
Retainage: 0.00

UBS Account Number: 0
UBS Location Code:



PAGE NO 1

PAGE NO. 1

QUINCY POLICE DEPARTMENT
404 WEST JEFFERSON ST

QUINCY
FL 32351

CUST # 2149

TERMS: DUE 10TH OF MONTH
P.O. # D. MORDICA PO

REF. # PO #
DUE DATE:

INV # 589892
DATE : 3/29/23
CLERK: AB
TERM # 559

TIME :10:30

DUPLICATE
INVOICE

QUANTITY	UM	ITEM	DESCRIPTION	SUG. PRICE	PRICE/PER	EXTENSION
1	EA	3773702	SC4 E2 KEY BLANKS	1.99	1.99 /EA	1.99*N
RECEIVED NOV 16 2023 FINANCE REPRINT Vendor # <u>117</u> Invoice # <u>589516</u> GL # <u>001.010.531.30511</u> Dept. Approval <u>[Signature]</u> Finance Approval <u>[Signature]</u> City Mgr. Approval <u>[Signature]</u>						
				1.99	TAXABLE	0.00
					NON-TAXABLE	1.99
					SUB-TOTAL	1.99
					TAX AMOUNT	0.00
					TOTAL INVOICE	1.99

** AMOUNT CHARGED TO ACCOUNT **

[Handwritten signature]

View Invoice: 2303-068065 - 10oz cradle caulk gun



Invoice Header	Invoice Distributions	Invoice Payments	Notes
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Invoice Information

Invoice Date: 03.13.2023

Due Date: 03.13.2023

Discount Date: 03.13.2023

A/P Account:

G/L Description:

Desc: 10oz cradle caulk gun

1099 Code: 0

Batch No: 71342

Batch Date: 09.30.2023

Last Payment#: 9953622

Last Paid Date: 11.02.2023

Last Paid Amount: 8.98

PO Number: 0

Send To No: 1

Payment Address:
P. O. BOX 1013
HWY 90 WEST
QUINCY FL 32353-1013

Orig Invoice Amt: 8.98

Invoice Bal: 0.00

Amount Paid: 8.98

Original Discount: 0.00

Discount Balance: 0.00

Retainage: 0.00

UBS Account Number: 0

UBS Location Code:



Stone's Quincy
PO Box 1013
18785 Blue Star Hwy
Quincy FL 32351
850-627-9616

OCT 31 2023

FINANCE

CUSTOMER COPY



INVOICE

2303-068065 PAGE 1 OF 1

SOLD TO	JOB ADDRESS
CITY OF QUINCY ATTN: ACCOUNTS PAYABLE 404 W. JEFFERSON STREET QUINCY FL 32351	CITY OF QUINCY ATTN: ACCOUNTS PAYABLE 404 W. JEFFERSON STREET QUINCY FL 32351 (904) 627-7681

BY STORE HOURS
MON-FRI 7:30AM - 8:00PM
SAT 8AM - 1PM

ACCOUNT	JOB
50351	0
SOLD ON	3/13/2023 7:54:17 AM
CUST PICKUP	
BRANCH	0500
CUSTOMER PO#	POLICE STATION
STATION	T550
CASHIER	ALUGO
SALESPERSON	
ORDER ENTRY	

Quantity	Unit	Item	Description	D	T	Price	Per	Amount
EA	773463		Created from Template Item: DISTEMPLATE		Y	4.9900	EA	4.99
EA	773110		100Z CRADLE CAULK GUN		Y	3.9900	EA	3.99
Vendor # <u>251</u> Invoice # <u>2303-068065</u> Gt # <u>01.210.521.3US11</u> Dept Approval <u>[Signature]</u> Finance Approval <u>[Signature]</u> City Mgr Approval <u>[Signature]</u>								
Paym	mod(s)							
Charge	8.98							
						SubTotal		8.98
						GAS_EX 0.00% Sales Tax		0.00
						EXE: 65-80125216750-7		
						Deposit		
						Please Pay This Amount:		8.98
						Delivered by		

Signature

[Signature]

View Invoice: 250118 - CONDENSER UNIT REPAIR



Invoice Header	Invoice Distributions	Invoice Payments	Notes
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Invoice Information

Invoice Date: 11.29.2022
Due Date: 12.29.2022
Discount Date: 11.29.2022

A/P Account:

G/L Description:

Desc: CONDENSER UNIT REPAIR

1099 Code: 0

Batch No: 68928

Batch Date: 02.07.2023

Last Payment#: 9951834

Last Paid Date: 02.13.2023

Last Paid Amount: 975.00

PO Number: 0

Send To No: 1

Payment Address:

P. O. BOX 37309
TALLAHASSEE FL 32315-7309

Orig Invoice Amt: 975.00

Invoice Bal: 0.00

Amount Paid: 975.00

Original Discount: 0.00

Discount Balance: 0.00

Retainage: 0.00

UBS Account Number: 0

UBS Location Code:



Keith Lawson Services
P.O. Box 37309 Tallahassee Florida 32315 United States
(850) 562-2600

BILL TO
City of Quincy
121 E. Jefferson St
Quincy, FL 32351 USA

Vendor # 11452
Invoice #
GL # 001. 010. 521. 30511
Dept Approval: [Signature]
Finance Approval: ON LINE APPROVAL
City Mgr Approval: [Signature]

INVOICE
250118

INVOICE DATE
Nov 29, 2022

JOB ADDRESS
Quincy City Hall
404 West Jefferson Street
Quincy, FL 32351 USA

Terms: PAST DUE - PLEASE PAY
Completed Date: 11/29/2022

DESCRIPTION OF WORK

Condenser unit 1 has a motor that has the bearing going out on. Customer needs a quote.
11/29/22

Locked out tagged out unit. I removed the electrical from the motor. I removed the old motor and installed the new one. I hooked up the new wiring and started up the unit. I checked for proper operation and everything is working properly at the time.

TASK	DESCRIPTION	QTY	PRICE	TOTAL
COM.SERVICE REPAIR	Repair performed by technician or technicians at agreed upon rates. Includes labor and material	1.00	\$975.00	\$975.00

POTENTIAL SAVINGS	\$97.50
SUB-TOTAL	\$975.00
TAX	\$0.00
TOTAL DUE	\$975.00
BALANCE DUE	\$975.00

Thank you for choosing Keith Lawson Services

CUSTOMER AUTHORIZATION

All invoices are due upon receipt. Balances unpaid after thirty (30) days will accrue interest at the rate of 1.5% per month. All costs, including reasonable attorneys' fees, incurred by KLS in the collection of past-due amounts owed by the customer shall be paid by the customer, whether litigation is commenced or not.

Sign here

Date 11/29/2022

CUSTOMER ACKNOWLEDGEMENT

I find and agree that all work performed by Keith Lawson Services has been completed in a satisfactory and workmanlike manner. I have been given the opportunity to address concerns and/or discrepancies in the work provided, and I either have no such concerns or have found no discrepancies or they have been addressed to my satisfaction. My signature here signifies my full and final acceptance of all work performed by the contractor.



Sign here

Date 11/29/2022



Invoice Header	Invoice Distributions	Invoice Payments	Notes
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Invoice Information

Invoice Date: 11.22.2022
Due Date: 11.22.2022
Discount Date: 11.22.2022
A/P Account: 001-201-00000
G/L Description: VOUCHERS PAYABLE
Desc: CAN LINER
1099 Code: 0
Batch No: 68667
Batch Date: 01.12.2023

Last Payment#: 9951686
Last Paid Date: 01.17.2023
Last Paid Amount: 206.24
PO Number: 0
Send To No: 1
Payment Address:

P.O. BOX 708
218 WEST MONROE STRE
THOMASVILLE GA 31799

Orig Invoice Amt: 206.24
Invoice Bal: 0.00
Amount Paid: 206.24
Original Discount: 0.00
Discount Balance: 0.00
Retainage: 0.00

UBS Account Number: 0
UBS Location Code:

TOM HIGENT SUPPLY CO
P.O. BOX 708
THORNTONVILLE, CA 94796
PHONE: (209) 226-8031

TO: [illegible]
FROM: [illegible]
DATE: [illegible]
QTY: [illegible]
UNIT: [illegible]
PRICE: [illegible]
TOTAL: [illegible]

ITEM # [illegible]
DESCRIPTION [illegible]
QTY [illegible]
UNIT [illegible]
PRICE [illegible]
TOTAL [illegible]

AMOUNT
TOTAL
TAX
TOTAL

Vendor # 8923
Invoice # 187908
GL # 001-210-521-30511
Dept. Approval [illegible]
Finance Approval [illegible]
City Mgr. Approval [illegible]
ONLINE APPROVAL

View Invoice: 7-961-00072 - FEDEX GROUND SERVICES



Invoice Header	Invoice Distributions	Invoice Payments	Notes
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Invoice Information

Invoice Date: 11.29.2022

Due Date: 12.29.2022

Discount Date: 11.29.2022

A/P Account: 001-201-00000

G/L Description: VOUCHERS PAYABLE

Desc: FEDEX GROUND SERVICES

1099 Code: 0

Batch No: 68667

Batch Date: 01.12.2023

Last Payment#: 9951689

Last Paid Date: 01.17.2023

Last Paid Amount: 115.88

PO Number: 0

Send To No: 1

Payment Address: PO BOX 660481
DALLAS TX 75266-0481

Orig Invoice Amt: 115.88

Invoice Bal: 0.00

Amount Paid: 115.88

Original Discount: 0.00

Discount Balance: 0.00

Retainage: 0.00

UBS Account Number: 0

UBS Location Code:

Invoice Number	Invoice Date	Account Number	Page
7-961-00072	Nov 29, 2022	7603-2302-0	1 of 2

Billing Address:

CITY OF QUINCY
121 E JEFFERSON ST
QUINCY FL 32351-2407

Shipping Address:

CITY OF QUINCY
121 E JEFFERSON ST
QUINCY FL 32351-2407

Invoice Questions?

Contact FedEx Revenue Services

Phone: 800.622.1147

M-F 7 AM to 8 PM CST

Sa 7 AM to 6 PM CST

Internet: fedex.com

Invoice Summary
FedEx Ground Services

Total Charges	USD	\$8.28
TOTAL THIS INVOICE	USD	\$8.28

Account Summary as of Nov 29, 2022

Previous Balance	107.60
Payments	0.00
Adjustments	0.00
New Charges	8.28
New Account Balance	\$115.88

Other discounts may apply

To pay your FedEx invoice, please go to www.fedex.com/payment. Thank you for using FedEx.

Payments not received by Dec 14, 2022 are subject to a late fee.



Vendor # 114427

Invoice #

GL # 001-210-521-30511

Dept Approval

Finance Approval

City Mgr. Approval

Handwritten signature: Charles J. Hickey
ONLINE APPROVAL

Detailed descriptions of surcharges can be located at fedex.com

Invoice Number	Invoice Amount	Account Number	Account Balance
7-961-00072	USD \$8.28	7603-2302-0	USD \$115.88

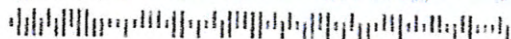
Remittance Advice

Your payment is due by Dec 14, 2022

Payments not received by this date are subject to a late fee.

796100072100000082847603230207000011588100000082840

0024133



CITY OF QUINCY
121 E JEFFERSON ST
QUINCY FL 32351-2407



FedEx
P.O. Box 660481
DALLAS TX 75266-0481



63306370005794



Invoice Header	Invoice Distributions	Invoice Payments	Notes
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Invoice Information

Invoice Date: 11.22.2022
Due Date: 12.22.2022
Discount Date: 11.22.2022
A/P Account: 001-201-00000
G/L Description: VOUCHERS PAYABLE
Desc: FEDEX GROUND SERVICES
1099 Code: 0
Batch No: 68654
Batch Date: 01.11.2023

Last Payment#: 9951689
Last Paid Date: 01.17.2023
Last Paid Amount: 107.60
PO Number: 0
Send To No: 1
Payment Address: PO BOX 660481
DALLAS TX 75266-0481

Orig Invoice Amt: 107.60
Invoice Bal: 0.00
Amount Paid: 107.60
Original Discount: 0.00
Discount Balance: 0.00
Retainage: 0.00

UBS Account Number: 0
UBS Location Code:

**Billing Address:**

CITY OF QUINCY
121 E JEFFERSON ST
QUINCY FL 32351-2407

Shipping Address:

CITY OF QUINCY
121 E JEFFERSON ST
QUINCY IL 62351-2407

Invoice Questions?

Contact FedEx Revenue Services
Phone: 800.622.1147
M-F 7 AM to 8 PM CST
Sa 7 AM to 6 PM CST
Internet: fedex.com

Invoice Summary

FedEx Ground Services

Total Charges	USD	\$107.60
TOTAL THIS INVOICE	USD	\$107.60

Other discounts may apply.

To pay your FedEx invoice, please go to www.fedex.com/payment. Thank you for using FedEx.

Your Account is Past Due. Date of Notice: Dec 30, 2022. To prevent further action, please remit your payment immediately. If payment has been made, please disregard this notice.

Payments not received by Dec 07, 2022 are subject to a late fee.



Vendor # 114427

Invoice #

GL # 001-210-521-3051

Dept Approval *Christy [Signature]*

Finance Approval **ON LINE APPROVAL**

City Manager Approval: _____

Detailed descriptions of surcharges can be located at fedex.com

Invoice Number	Amount Past Due	Account Number
7-954-04709	USD \$107.60	7603-2302-0

Remittance Advice

Your Account is Past Due. Date of Notice: Dec 30, 2022

Payments not received by this date are subject to a late fee.

795404709300001076077603230207000000000000001076070

0046803



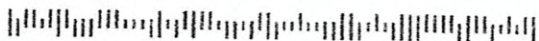
CITY OF QUINCY
121 E JEFFERSON ST
QUINCY IL 62351-2407



FedEx
P.O. Box 660481
DALLAS TX 75266-0481



6005955000235



* 2014-15 2014-15 2014-15 2014-15 2014-15



Invoice Number	Invoice Date	Account Number	Page
7-954-04709	Nov 22, 2022	7603-2302-0	3 of 3

FedEx Ground Prepaid Detail (Original)

Ship Date: Nov 10, 2022

Cust. Ref.: NO REFERENCE INFORMATION

Payor: Shipper

Dept. #:

P.O. #:

- Replacement barcode package number assigned to your account
- We calculated your charges based on a dimensional weight of 47.0 lbs. 24 in x 17 in x 16 in, using a dimensional factor of 139

Tracking ID	997 028300439556	Sender	Recipient	Transportation Charge	34.13
Zone	04	CITY OF QUINCY	Quincy Police Department	Fuel Surcharge	6.23
Packages	1	121 E JEFFERSON ST	121 E Jefferson Street	Total Charge	USD \$40.36
Actual Weight	26.3 lbs	QUINCY FL 32351-2407	Quincy FL 32351-240721		
Rated Weight	47 lbs				
Delivered	Nov 14, 2022				

Ship Date: Nov 10, 2022

Cust. Ref.: NO REFERENCE INFORMATION

Payor: Shipper

Dept. #:

P.O. #:

- Replacement barcode package number assigned to your account
- We calculated your charges based on a dimensional weight of 61.0 lbs. 21 in x 20 in x 20 in, using a dimensional factor of 139

Tracking ID	997 028300439549	Sender	Recipient	Transportation Charge	35.86
Zone	04	CITY OF QUINCY	Quincy Police Department	Fuel Surcharge	6.54
Packages	1	121 E JEFFERSON ST	121 E Jefferson Street	Total Charge	USD \$42.40
Actual Weight	41.9 lbs	QUINCY FL 32351-2407	Quincy FL 32351-240721		
Rated Weight	61 lbs				
Delivered	Nov 15, 2022				

Prepaid Subtotal USD \$82.76

FedEx Ground Miscellaneous Charges USD \$24.84
(see summary section)

Total FedEx Ground USD \$107.60

Vendor # _____

Invoice # _____

GL # 001-210-521-30511

Dept Approval *Chris J. H. H. H.*

Finance Approval _____

City Mgr Approval _____

View Invoice: 589129 - Tire Wet Foam (Zack Woods)

Invoice Header	Invoice Distributions	Invoice Payments	Notes
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Invoice Information

Invoice Date: 03.06.2023	Last Payment#: 30317
Due Date: 03.06.2023	Last Paid Date: 11.16.2023
Discount Date: 03.06.2023	Last Paid Amount: 11.98
A/P Account: 001-201-00000	PO Number: 0
G/L Description: VOUCHERS PAYABLE	Send To No: 1
Desc: Tire Wet Foam (Zack Woods)	Payment Address: P. O. BOX 1038
1099 Code: 0	10 NORTH DUVAL STREET
Batch No: 71573	QUINCY FL 32353-1038
Batch Date: 09.30.2023	

Orig Invoice Amt: 11.98	UBS Account Number: 0
Invoice Bal: 0.00	UBS Location Code:
Amount Paid: 11.98	
Original Discount: 0.00	
Discount Balance: 0.00	
Retainage: 0.00	



**Benjamin
Moore**
Paints

QUINCY POLICE DEPARTMENT
404 WEST JEFFERSON ST
QUINCY FL 32351

I thank you for Shopping at
BELL & BATES HOME CENTER
10 NORTH DUVAL STREET
QUINCY, FL 32351-1038
PHONE: (850) 624-6115
Established 1902
HOME CENTER
10 N. Duval St. • P.O. Box 1038 • Quincy, FL 32353-1038
www.bellandbates.com

STIHL



PAGE NO 1

INV # 589129
DATE : 3/06/23
CLERK: AB
TERM # 559
TIME : 3:23
DUPLICATE
* INVOICE *

CUST # 2149
TERMS: DUE 10TH OF MONTH
P.O. # ZACK WOODS
REF. # CITY
DUE DATE: 4/10/23

RECEIVED

NOV 16 2023

FINANCE

REPRINT

Vendor # 117
Invoice # 889129
GL # 001.210.581.3051
Dept. Approval [Signature]
Finance Approval [Signature]
City Mgr. Approval [Signature]

QUANTITY	UM	ITEM	DESCRIPTION	SUG. PRICE	PRICE/PER	EXTENSION
1	EA	4066254 6906507	22145 TIRE WET FOAM AEROS 180Z 25464 ARMORALL CAR WASH	5.99 5.99	5.99 /EA 5.99 /EA	5.99 N 5.99 N
** AMOUNT CHARGED TO ACCOUNT **				11.98	TAXABLE	0.00
					NON-TAXABLE	11.98
					SUB-TOTAL	11.98
					TAX AMOUNT	0.00
					TOTAL INVOICE	11.98

X [Signature]
Received by

Invoice Header	Invoice Distributions	Invoice Payments	Notes
----------------	-----------------------	------------------	-------

Payment for Vendor 3197 - WILLIAMS COMMUNICATIONS INC. - Invoice: 17760

Main	Maintenance	Filters	Sorts
------	-------------	---------	-------

07.22.2022	1	24410	NOD	110.00	0.00	Cleared
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Showing 1 To 1 Of 1 Records

Figure 1: A schematic diagram of the experimental setup. It shows a participant sitting at a table, viewing a screen. The screen displays a target (a vertical bar) and a starting position (a horizontal bar). The participant's hand is positioned at the starting position. The diagram illustrates the movement of the hand from the starting position to the target.

CHECK REQUEST

CITY OF QUINCY

PLEASE ISSUE A CHECK IN THE AMOUNT OF

DATE: 07/18/2022

\$ 110.00

To: Williams Communications, Inc
5046 Tennessee Capital Blvd.
Tallahassee, FL 32303
850-385-1121

Vendor #
INVOICE: 17760

PURPOSE OF REMITTANCE: ~~Monthly Rent~~

I HEREBY CERTIFY THAT THE ABOVE REQUEST IS SUPPORTED BY SUFFICIENT
UNENCUMBERED BALANCE OF DULY APPROPRIATED FUNDS.

ACCOUNT NUMBER: 001-220-521-30491

Director/Originator:

Chris J. Ashley

CODING OF ACCOUNTS APPROVED AND SUFFICIENCY OF APPROPRIATION BALANCE
VERIFIED (EXCEPT AS OTHERWISE NOTED). ISSUANCE OF ABOVE CHECK AUTHORIZED FOR
PURPOSE AS NOTED.

ON LINE APPROVAL

City Manager

Finance Director

SPECIAL INSTRUCTIONS
Please see invoice



WILLIAMS
COMMUNICATIONS, INC.
WIRELESS TECHNOLOGIES

INVOICE

Williams Communications, Inc
5046 Tennessee Capital Blvd
Tallahassee FL 32303
850-385-1121

Invoice Number: 17760
Invoice Date: 1/31/2022
Customer PO:
Ship Via: DEL
Terms: 30 Days Net
SRO: SRO0000909

C000000332

Quincy, City Of Utilities & Public
404 W. Jefferson St.
Quincy FL 32351

Ship To: 1
Quincy PD
ATTN: Asst. Chief Shamer
121 East Jefferson Street
Quincy FL 32351

Line: 1

Serial Number:

Qty: 1

Description:

U/M: EA

Oper: 10

Code: Labor

Description: Labor

Trans Date	Partner ID	Description	Qty	Qty Billed	Price	Ext Price
1/31/2022	TLH Team	INS Installation Services	1.00	1.00	90.00000	90.00
Trans Date	Item	Description	Qty	Qty Billed	Price	Ext Price
1/31/2022	ShopI	Fuse, coupler, Zip, Hard, Conn, etc	1.00	1.00	20.00000	20.00

Chevy Impala Tag ENKC78 Vin G1163759 - Diagnostics and repair of siren/light controller and cig plugs. Replaced siren/light controller remote coupler, and replaced fuse for cig plugs.

Please remit payment to:
Williams Communications Inc.
5046 Tennessee Capital Blvd
Tallahassee FL 32303

For Credit Card Payments
Call : 850-385-1121

Invoice Sale Amount: 110.00
Freight: 0.00
Sales Tax: 0.00
Invoice Total: 110.00

07-18-2022

AUTHORIZATION TO PAY

Chris J. Ashby

Thank you for being a loyal Customer, we appreciate your business!

www.wmscom.com | facebook:Williams-Communications-Inc

Invoice Header Invoice Distributions Invoice Payments Notes

Payment for Vendor 3197 - WILLIAMS COMMUNICATIONS INC. - Invoice: 16269

Main Maintenance Filters Sorts

07.22.2022	1	24410	NOD	522.00	0.00	Cleared
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Showing 1 To 1 Of 1 Records

CHECK REQUEST

CITY OF QUINCY

DATE: 07/18/2022

PLEASE ISSUE A CHECK IN THE AMOUNT OF

\$ 522.00

To: Williams Communications, Inc
5046 Tennessee Capital Blvd.
Tallahassee, FL 32303
850-385-1121

Vendor #
INVOICE: 16269

PURPOSE OF REMITTANCE: ~~Monthly Rent~~

I HEREBY CERTIFY THAT THE ABOVE REQUEST IS SUPPORTED BY SUFFICIENT
UNENCUMBERED BALANCE OF DULY APPROPRIATED FUNDS.

ACCOUNT NUMBER: 001-220-521-30491

Director/Originator:

Chief Ztry J. Ashely

CODING OF ACCOUNTS APPROVED AND SUFFICIENCY OF APPROPRIATION BALANCE
VERIFIED (EXCEPT AS OTHERWISE NOTED). ISSUANCE OF ABOVE CHECK AUTHORIZED FOR
PURPOSE AS NOTED.

ON LINE APPROV''

City Manager

Finance Director

SPECIAL INSTRUCTIONS
Please see invoice



INVOICE

Williams Communications, Inc
5046 Tennessee Capital Blvd
Tallahassee FL 32303
850-385-1121

Invoice Number: 16269
Invoice Date: 9/22/2021
Customer PO:
Ship Via: DEL
Terms: Net 30 Days
SRO: SOSMA00706

C000000332

Quincy, City Of Utilities & Public
404 W. Jefferson St.
Quincy FL 32351

Ship To: 1
Quincy PD
ATTN: Asst. Chief Shamer
121 East Jefferson Street
Quincy FL 32351

Line: 1		Serial Number:		Qty: 0			
Oper: 10		Code: Parts		U/M: EA			
Trans Date		Description		Qty		Price	
Item		Description		Qty Billed		Ext Price	
9/22/2021	SPEEDOCERTA	SEE ATTACHED		3.00	3.00	36.00000	108.00
	WD						
9/22/2021	SPEEDOCERT	SEE ATTACHED		8.00	8.00	18.00000	144.00
9/22/2021	RADAR CERT	SEE ATTACHED		5.00	5.00	40.00000	200.00
9/22/2021	LASER CERT	SEE ATTACHED		1.00	1.00	70.00000	70.00

Please remit payment to:
Williams Communications Inc.
5046 Tennessee Capital Blvd
Tallahassee FL 32303

For Credit Card Payments
Call : 850-385-1121

Invoice Sale Amount: 522.00
Freight: 0.00
Sales Tax: 0.00
Invoice Total: 522.00

07-18-2022
Authorization TO PAY.
Chg Jthy J. Walsh

Thank you for being a loyal Customer, we appreciate your business!

www.wmscom.com | facebook:Williams-Communications-Inc



GPS

2023-09-12

City of Quincy Police Department
121 E JEFFERSON ST
QUINCY, FL 32351-2407

2 BIO HAZARD
BINS - REPOSED
VENDOR #
147286

RE: Notice of Suspension - Non Payment
Account # 100000156744
Amount Due: \$2,443.00

Dear Customer,

Please be advised the account referenced above is scheduled to be suspended for non-payment.

The total past due amount of \$2,443.00 must be received in our office by 09/22/2023 or the service on your Verizon Connect Fleet (formerly Fleetmatics) account will be interrupted.

Payment can be mailed to the below address:

Verizon Connect Fleet USA, LLC
P.O. BOX 15043
Albany, NY 12212-5043

To process credit card payment or if you have any additional questions regarding the outstanding balance, please contact Verizon's Customer Financial Department at 1(800) 283-9801.

Sincerely

Verizon Collection Analyst



Invoice No.	Purchase Order #	Balance Due	Invoice Date	Due Date	DBT	Currency
316000039141		610.75	5/1/2023	5/31/2023	104	USD
610000047983		610.75	6/1/2023	7/1/2023	73	USD
608000045976		610.75	7/3/2023	8/2/2023	41	USD
620000042767		610.75	8/1/2023	8/31/2023	12	USD
366000043480		610.75	9/5/2023	10/5/2023	-23	USD
		3,053.75				

RE: Outstanding Invoices

Sherylanne Branning <Sherylanne.Branning@prologicits.com>

Tue 8/8/2023 12:21 PM

To: Robert Nixon <rnixon@myquincy.net>; Andrea Burks <aburks@myquincy.net>; DeAnthony Shamar <dshamar@myquincy.net>; Admetric Moore <amoore@myquincy.net>
Cc: Jeremy Loveren <Jeremy.Loveren@prologicits.com>; John Cauble <John.Cauble@prologicits.com>

Good Afternoon,

Please provide a payment status on the attached outstanding invoices. A payment commitment/date is required at this time to prevent further collection efforts. Your attention to this request is greatly appreciated. I have not received a response from POCs in over a week.

INV06639—76 days past due

INV06705—72 days past due

INV06817—62 days past due

INV08028—Due 8/17/2023

Regards,

Sherylanne Branning

Accounts Specialist

ProLogic ITS

106 Northpoint Parkway

Building 2, Suite 350

Acworth, GA 30102

O: (866) 923-0513 x 718

F: (770) 975-1144

E: Sherylanne.Branning@prologicits.com

www.prologicits.com

From: Robert Nixon

Sent: Friday, August 4, 2023 12:52 PM

To: Sherylanne Branning; Andrea Burks; DeAnthony Shamar; Admetric Moore

Cc: Jeremy Loveren; John Cauble

Subject: Re: Outstanding Invoices

**** Think Before You Click:** This email originated **outside** our organization **

Good afternoon:

I am Rob Nixon, City Manager. I am aware of this issue and have directed staff to resolve these invoices immediately. I will follow up with an update to you later today.

Thank you

Rob Nixon

From: Sherylanne Branning <Sherylanne.Branning@prologicits.com>

Sent: Friday, August 4, 2023 12:06 PM

To: Andrea Burks <aburks@myquincy.net>; DeAnthony Shamar <dshamar@myquincy.net>; Admetric Moore <amoore@myquincy.net>; Robert Nixon <rnixon@myquincy.net>

Cc: Jeremy Loveren <Jeremy.Loveren@prologicits.com>; John Cauble <John.Cauble@prologicits.com>

Subject: Outstanding Invoices

Good Afternoon,

Please provide a payment status on the attached outstanding invoices. A payment commitment/date is required at this time to prevent further collection efforts. Your attention to this request is greatly appreciated. On Wednesday 8/2/2023 I was finally able to connect with Ms. Burks and she did not have the invoices in her system. I emailed the invoices to her and I attempted to call the Finance department and Ms. Burks number today. However, I can not leave a message due to voice mail boxes being full.

INV06639—72 days past due
INV06705—68 days past due
INV06817—58 days past due
INV08028—Due 8/17/2023

Regards,

Sherylanne Branning
Accounts Specialist

ProLogic ITS

106 Northpoint Parkway
Building 2, Suite 350
Acworth, GA 30102

O: (866) 923-0513 x 718

F: (770) 975-1144

E: Sherylanne.Branning@prologicits.com

www.prologicits.com

From: [Sherylanne Branning](#)

Sent: Wednesday, August 2, 2023 11:47 AM

To: aburks@myquincy.net

Cc: [Jeremy Loveren](#)

Subject: ProLogic ITS

Please find attached 4 Invoices for the Police Department.

Regards,

Sherylanne Branning
Accounts Specialist

ProLogic ITS

106 Northpoint Parkway
Building 2, Suite 350
Acworth, GA 30102

O: (866) 923-0513 x 718

F: (770) 975-1144

E: Sherylanne.Branning@prologicits.com

www.prologicits.com

Agency:

Quincy PD

Date

04-10-20

Vehicle Number

WVA Number

Vehicle 1	LG497701	20-115
Vehicle 2	PR204192	NEBA92
Vehicle 3	GG897691	Q-HUT81
Vehicle 4	HG126732	122
Vehicle 5	LG497704	20-115
Vehicle 6	PR204193	NEBA86
Vehicle 7	BX120476	X16263
Vehicle 8	KR352035	XG5615
Vehicle 9	BX120478	X1626
Vehicle 10	G1162796	GGJY43
Vehicle 11	LR198117	X11038
Vehicle 12	KR352036	A14274
Vehicle 13	LR11391	X11039
Vehicle 14	BX120479	X16277
Vehicle 15	KR352037	XG5616
Vehicle 16	NOB42687	X11089
Vehicle 17	NOB42688	X11090
Vehicle 18	HG126733	122
Vehicle 19		0
Vehicle 20		0
Vehicle 21		0
Vehicle 22		0
Vehicle 23		0
Vehicle 24		0
Vehicle 25		0
Vehicle 26		0
Vehicle 27		0
Vehicle 28		0
Vehicle 29		0
Vehicle 30		0
Vehicle 31		0
Vehicle 32		0
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Vehicle 34		0
Vehicle 35		0
Vehicle 36		0
Vehicle 37		0
Vehicle 38		0
Vehicle 39		0
Vehicle 40		0
Vehicle 41		0
Vehicle 42		0
Vehicle 43		0
Vehicle 44		0
Vehicle 45		0
Vehicle 46		0
Vehicle 47		0
Vehicle 48		0
Vehicle 49		0
Vehicle 50		0



INVOICE

Williams Communications, Inc
5046 Tennessee Capital Blvd
Tallahassee FL 32303
850-385-1121

Invoice Number: 67702
Invoice Date: 6/16/2023
Customer PO:
Ship Via: CPU
Terms: 30 Days Net
SRO: SRO0003465

C000000332

Quincy, City Of Utilities & Public
404 W. Jefferson St.
Quincy FL 32351

Ship To: 2
Quincy PD
Attn: Lt Eugene Monroe
339 East Jefferson St
Quincy FL 32351

Line: 1 Serial Number: Qty: 1
Description: U/M: EA

Oper: 10 Code: Labor Description: Labor

Trans Date	Partner ID	Description	Qty	Qty Billed	Price	Ext Price
6/16/2023	TLH Team	INS Installation Services	1.00	1.00	135.00000	135.00
Trans Date	Item	Description	Qty	Qty Billed	Price	Ext Price
6/16/2023	ShopI	Fuse, loom, ties, etc.	1.00	1.00	10.00000	10.00

Ford Crown Vic Tag XJ5055 Vin BX120480 - Light bar inop - Found blown fuse on the internal light bar I/O board.

Please remit payment to:
Williams Communications Inc.
5046 Tennessee Capital Blvd
Tallahassee FL 32303

For Credit Card Payments
Call : 850-385-1121

Invoice Sale Amount: 145.00
Freight: 0.00
Sales Tax: 0.00
Invoice Total: 145.00

Thank you for being a loyal Customer, we appreciate your business!



WILLIAMS
COMMUNICATIONS, INC
WIRELESS TECHNOLOGIES

INVOICE

Williams Communications, Inc
5046 Tennessee Capital Blvd
Tallahassee FL 32303
850-385-1121

Invoice Number: 67358

Invoice Date: 4/21/2023

Customer PO:

Ship Via: DEL

Terms: Net 30 Days

SRO: SOSMA00893

C000000332

Quincy, City Of Utilities & Public
404 W. Jefferson St.
Quincy FL 32351

Ship To: 0

Quincy, City Of Utilities & Public
404 W. Jefferson St.
Quincy FL 32351

Line: 1

Serial Number:

Qty: 0

Description:

Tuning Forks, Cables msc parts

U/M: EA

Oper: 10

Code: Parts

Description: Parts

Trans Date	Item	Description	Qty	Qty Billed	Price	Ext Price
4/21/2023	SPEEDOCERT	See attached	18.00	18.00	42.00000	756.00
4/21/2023	LASER CERT	See attached	2.00	2.00	90.00000	180.00
4/21/2023	RADAR CERT	See attached	4.00	4.00	55.00000	220.00

Please remit payment to:
Williams Communications Inc.
5046 Tennessee Capital Blvd
Tallahassee FL 32303

For Credit Card Payments
Call : 850-385-1121

Invoice Sale Amount: 1,156.00

Freight: 0.00

Sales Tax: 0.00

Invoice Total: 1,156.00

Thank you for being a loyal Customer, we appreciate your business!



WILLIAMS
COMMUNICATIONS, INC.
WIRELESS TECHNOLOGIES

INVOICE

Williams Communications, Inc
5046 Tennessee Capital Blvd
Tallahassee FL 32303
850-385-1121

Invoice Number: 66530

Invoice Date: 12/8/2022

Customer PO:

Ship Via: CPU

Terms: 30 Days Net

SRO: SRO0002330

c000000332

Quincy, City Of Utilities & Public
404 W. Jefferson St.
Quincy FL 32351

Ship To: 2

Quincy PD
Attn: Lt Eugene Monroe
339 East Jefferson St
Quincy FL 32351

Line: 1

Serial Number:

Qty: 1

Description:

U/M: EA

Oper: 10

Code: Labor

Description: Labor

Trans Date	Partner ID	Description	Qty	Qty Billed	Price	Ext Price
12/8/2022	TLH Team	INS Installation Services	1.00	1.00	720.00000	720.00
Trans Date	Item	Description	Qty	Qty Billed	Price	Ext Price
12/8/2022	SGP901001	Circuit Breaker	1.00	1.00	41.00000	41.00
Ford Crown Vic - Installation of used FHP equipment (Lights & Siren)						
12/8/2022	Shop1	Wire, Loom, Zip, Hard, Conn, etc	1.00	1.00	50.00000	50.00

Please remit payment to:
Williams Communications Inc.
5046 Tennessee Capital Blvd
Tallahassee FL 32303

For Credit Card Payments
Call : 850-385-1121

Invoice Sale Amount: 811.00
Freight: 0.00
Sales Tax: 0.00
Invoice Total: 811.00

Thank you for being a loyal Customer, we appreciate your business!

MEDTECH Forensics, Inc.
 4369 Huggins Hill Lane
 Tallahassee, FL 32311-0731
 (800) 596-6420
 (850) 878-7061

Invoice

Date	Invoice #
9/14/2023	40856

Bill To
City of Quincy Attn: Accounts Payable 404 W. Jefferson Street Quincy FL 32351

Ship To
Quincy Police Department 121 East Jefferson Street Quincy, FL 32351 Attn: Capt Eugene Monroe Jr

P.O. Number	Terms	Rep	Via	Due Date	Interest will be charged at the rate of 1.5% per month on past due balance.
	Net 30	SWR	UPS	10/14/2023	

Quantity	Item Code	Description	Price	Amount
2	NS20150	Cocaine ID Swipes, 50/box	40.23	80.46
4	NARK2005	NARK II Duquenois-Levine Reagent (Marijuana/Hashish Hash-Oil/THC) Pouch Style Presumptive Drug Test, 10/box	23.27	93.08
3	9275-CS	Barrier Tape, Bulk Case of 8 Rolls (Crime Scene)	92.00	276.00
1	PEM-1/20SB	Photo Evidence Markers w/Metric Scale, Yellow (1-20) w/Carry Bag	60.00	60.00
1	PEM-1/50	Photo Evidence Markers w/Foldable L Shaped Scales, Yellow, 1-50, Black Carry Bag	120.00	120.00
4	F-1	Fentanyl Detection Safety Wipe, 10/box	28.50	114.00
2	M-39	Methamphetamine Detection Safety Wipe, 10/box--REPLACEMENTS--NO CHARGE		0.00
1	SH	Shipping and Handling	58.00	58.00
THIS IS A PARTIAL BILL FOR ALL ITEMS THAT HAVE SHIPPED				

Thank you for your business.	Total	\$801.54
------------------------------	--------------	----------

DELINQUENT INVOICES/PROBLEMATIC ACCOUNTS

Notables

Enterprise Fleet

Pro Logistics

Verizon-GPS

Comcast-Phone and Internet

Simple G/L Inquiry

This program allows you to select groupings of account numbers to report on.

- The G/L Accounts are selected based on the Fiscal year, Fiscal Month, Account Types and G/L Account Number matching entered.
- See the field help for G/L Matches field for detailed instructions on pattern matching.
- G/L Accounts are filtered based on your Security Settings.

Fiscal Year:	2023	Account Type:	SELECT ALL
Fiscal Month:	9 - September		A - Asset
G/L Matches:	001-210*		L - Liability
G/L Acct#: Sort Position:	NONE		Q - Equity
G/L Acct#: Sort Length:	NONE		N - Encumbrance
		☒ Show Details	
		☐ Include Zero Value Details	
		☐ Do NOT Show Details	
		☐ SubTotal Fund	
		☐ SubTotal GL Type	

Submit

Records Per Page: 500 Go

I-210-521-10110	EXE SALARIES & WAGES	75,000.00	0.00	8,653.68	74,097.73	0.00	902.27	98.80	View GL Account
I-210-521-10120	REGULAR SALARIES & WAGES	1,000.00	0.00	21,370.18	189,875.86	0.00	63,844.14	74.84	View GL Account
I-210-521-10130	OTHER SALARIES & WAGES	253,720.00	0.00	50.00	857.50	0.00	142.50	85.75	View GL Account
I-210-521-10140	OVERTIME	500.00	0.00	0.00	1,197.53	0.00	302.47	79.84	View GL Account
I-210-521-10150	SPEC PAY-INCENTIVE,HOL,LV BUYBACK	800.00	0.00	0.00	0.00	0.00	300.00	0.00	View GL Account
I-210-521-10210	FICA TAXES	25,323.00	0.00	2,226.97	19,364.18	0.00	5,958.82	76.47	View GL Account
I-210-521-10220	RETIREMENT CONTRIBUTIONS	39,722.00	0.00	6,697.10	49,426.33	0.00	9,704.33	124.43	View GL Account
I-210-521-10230	LIFE & HEALTH INSURANCE	53,415.00	0.00	3,833.09	37,981.19	0.00	15,433.81	71.11	View GL Account
I-210-521-30341	CONTRACTUAL SERVICES	20,000.00	0.00	30.26	29,460.28	0.00	25.28	100.09	View GL Account
I-210-521-30402	TRAVEL EXPENSE	1,500.00	0.00	0.00	0.00	0.00	0.00	0.00	View GL Account
I-210-521-30403	GAS & DIESEL	7,000.00	0.00	3,329.30	21,334.07	0.00	3,119.07	117.12	View GL Account
I-210-521-30404	OIL & GREASE	850.00	0.00	0.00	0.00	0.00	0.00	0.00	View GL Account
I-210-521-30405	TIRES	110.00	0.00	0.00	0.00	0.00	110.00	0.00	View GL Account
I-210-521-30406	VEHICLE PARTS ONLY	250.00	0.00	0.00	0.00	0.00	0.00	0.00	View GL Account
I-210-521-30407	VEHICLE REPAIRS	500.00	0.00	0.00	0.00	0.00	500.00	0.00	View GL Account
I-210-521-30410	TELEPHONE	60,000.00	0.00	4,636.48	48,721.53	0.00	7,721.53	118.83	View GL Account
I-210-521-30430	UTILITIES	8,000.00	0.00	0.00	5,185.22	0.00	1,064.78	82.96	View GL Account
I-210-521-30464	REPAIRS & MAINTENANCE-RADIO	1,000.00	0.00	0.00	0.00	0.00	0.00	0.00	View GL Account
I-210-521-30491	OTHER OPERATING EXPENSE	4,946.00	0.00	0.00	466.25	0.00	479.75	49.29	View GL Account
I-210-521-30492	INVESTIGATIVE FUNDS	1,500.00	0.00	0.00	0.00	0.00	0.00	0.00	View GL Account
I-210-521-30493	TRAINING	1,500.00	0.00	0.00	300.00	0.00	1,200.00	20.00	View GL Account

J1-210-521-30494	Software License	5,000.00	25,970.50	0.00	0.00	16,970.50	0.00	9,000.00	65.35	View GL Account
J1-210-521-30511	OFFICE SUPPLIES-GENERAL	23,000.00	7,700.00	0.00	444.29	6,373.36	0.00	1,326.64	82.77	View GL Account
J1-210-521-30521	OPERATING MATERIALS & SUPPLIES	2,000.00	500.00	0.00	0.00	147.21	0.00	352.79	29.44	View GL Account
J1-210-521-30522	OPERATING SUPPLIES-UNIFORMS	500.00	500.00	0.00	0.00	0.00	0.00	500.00	0.00	View GL Account
J1-210-521-30540	PUBLICATIONS, SUBSCRIP. & MEMBERSHP	1,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	View GL Account
J1-210-521-31000	OTHER OPERATING EXP - IT SUPPORT	9,500.00	9,500.00	0.00	0.00	8,708.37	0.00	791.63	91.67	View GL Account
J1-210-521-60641	OFFICE FURNITURE & EQUIPMENT	1,500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	View GL Account
J1-210-522-10110	EXE SALARIES & WAGES	130,000.00	130,000.00	0.00	16,244.11	130,311.94	0.00	311.94	100.24	View GL Account
J1-210-522-10120	REGULAR SALARIES & WAGES	47,000.00	47,000.00	0.00	5,376.63	46,026.18	0.00	973.82	97.93	View GL Account
J1-210-522-10150	SPEC PAY-INCENTIVE,HOL,LV BUYBACK	6,000.00	6,000.00	0.00	400.00	5,415.00	0.00	585.00	90.25	View GL Account
J1-210-522-10210	FICA TAXES	14,000.00	14,000.00	0.00	1,589.19	13,046.96	0.00	953.04	93.19	View GL Account
J1-210-522-10220	RETIREMENT CONTRIBUTIONS	21,240.00	31,240.00	0.00	5,696.65	31,660.04	0.00	420.04	101.34	View GL Account
J1-210-522-10230	LIFE & HEALTH INSURANCE	28,674.00	28,674.00	0.00	3,360.37	24,857.46	0.00	3,816.54	86.69	View GL Account
J1-210-522-30410	TELEPHONE	23,923.00	23,923.00	0.00	2,700.71	23,115.60	0.00	807.40	96.63	View GL Account
J1-210-522-30430	UTILITIES	17,100.00	17,100.00	0.00	0.00	18,348.69	0.00	1,248.69	107.30	View GL Account
J1-210-522-30461	REPAIR & MAINTENANCE-OFFICE EQUIP.	3,000.00	3,000.00	0.00	514.52	1,142.79	0.00	1,857.21	38.09	View GL Account
J1-210-522-30463	REPAIR & MAINT.-BUILDINGS & GROUNDS	10,000.00	10,000.00	0.00	1,325.45	10,981.53	0.00	981.53	109.82	View GL Account
J1-210-522-30464	REPAIR & MAINTENANCE-RADIO	7,000.00	4,000.00	0.00	0.00	0.00	0.00	4,000.00	0.00	View GL Account
J1-210-522-30465	COPIER PAYMENT	1,989.00	1,989.00	0.00	150.21	1,652.31	0.00	336.69	83.07	View GL Account
J1-210-522-30491	OTHER OPERATING EXPENSE	1,105.00	1,105.00	0.00	0.00	1,158.27	0.00	53.27	104.82	View GL Account
J1-210-522-30494	FIRE PREVENTION AND EDUCATION	8,000.00	8,000.00	0.00	1,115.92	4,104.38	3,000.00	895.62	88.80	View GL Account
J1-210-522-30511	OFFICE SUPPLIES-GENERAL	1,000.00	1,000.00	0.00	106.34	614.07	0.00	385.93	61.41	View GL Account
J1-210-522-30521	OPERATING MATERIALS & SUPPLIES	2,800.00	2,800.00	0.00	19.79	1,228.33	0.00	1,571.67	43.87	View GL Account
J1-210-522-30522	OPERATING SUPPLIES - UNIFORMS	4,000.00	4,000.00	0.00	255.33	2,343.25	0.00	1,656.75	58.58	View GL Account
J1-210-522-31000	OTHER OPERATING EXP-IT SUPPORT	9,500.00	9,500.00	0.00	0.00	8,708.37	0.00	791.63	91.67	View GL Account
J1-210-522-60641	OFFICE FURNITURE & EQUIPMENT	3,000.00	6,000.00	0.00	0.00	5,546.44	0.00	453.56	92.44	View GL Account
** GRAND TOTAL **		938,467.00	941,437.50	0.00	90,126.57	840,728.72	3,000.00	97,708.78	89.6	

GL Account 2023 (001-201-000000) - VOUCHERS PAYABLE

Monthly Master Totals Items History Auto Notes Where Used

G/L Monthly Totals

Oct	137,086.51-	0.00	0.00	0.00	0.00	0.00
Nov	149,194.52-	0.00	0.00	0.00	0.00	0.00
Dec	298,818.25-	0.00	0.00	0.00	0.00	0.00
Jan	65,449.06-	0.00	0.00	0.00	0.00	0.00
Feb	48,606.31-	0.00	0.00	0.00	0.00	0.00
Mar	182,321.74	0.00	0.00	0.00	0.00	0.00
Apr	140,844.40-	0.00	0.00	0.00	0.00	0.00
May	63,365.43-	0.00	0.00	0.00	0.00	0.00
Jun	4,090.92-	0.00	0.00	0.00	0.00	0.00
Jul	90,190.07-	0.00	0.00	0.00	0.00	0.00
Aug	307,661.95	0.00	0.00	0.00	0.00	0.00
Sep	14,769.21	0.00	0.00	0.00	0.00	0.00
Total	492,892.57-	0.00	0.00	0.00	0.00	0.00

Showing 1 To 13 Of 13 Records

v G/L Detail - OTHER SALARIES & WAGES



G/L Detail Information

G/L Account:	001-210-521-10130
Fiscal Year:	2023
Fiscal Month:	10 October
Actual Amount:	127.50
Encumbered Amount:	0.00
Budget Amount:	253,720.00
Budget Adjustment:	252,720.00-
Statistical Quantity:	0.00
Budget Percentage:	0.00

Vendor Invoice Inquiry

Vendor Number: 145026
Vendor Name: VERIZON
Vendor Address: PO BOX 660108 Dallas, TX 75266-0108

Submit

Vendor Detail

Invoice History

From Invoice Date: / / Only Outstanding: Records Per Page: 20 Advanced Go

70942 9941603444 08.10.2023 09.09.2023 4,573.60 0.00 08.10.2023 0.00 0 Acct# 722625095-00001

Invoice Information

Invoice: 9941603444
Date: 08.10.2023
Due Date: 09.09.2023
Amount: 4,573.60
Discount Available: 0.00
Discount Taken: 0.00
Balance: 0.00
Retainage: 0.00
1099 Code: 0

Other Information

PO#: 0
Batch Number: 70942
Batch Date: 09.14.2023
Discount Date: 08.10.2023
Last Payment Date: 09.15.2023
Last Payment Number: 29559
Last Payment Amount: 4,573.60

Other Information

Description: Acct# 722625095-00001
A/P Account:
Payment Address: VERIZON PO BOX 660108 DALLAS TX 75266-0108

1	001-001-519-30410	Acct# 722625095-00001	0.00	180.55	0.00
2	001-110-511-30491	Acct# 722625095-00001	0.00	246.88	0.00
3	001-210-521-30410	Acct# 722625095-00001	0.00	3,260.54	0.00
4	001-210-522-30410	Acct# 722625095-00001	0.00	40.28	0.00
5	001-284-515-30410	Acct# 722625095-00001	0.00	101.68	0.00
6	001-410-539-30410	Acct# 722625095-00001	0.00	171.51	0.00
7	508-539-539-30410	Acct# 722625095-00001	0.00	36.07	0.00
8	402-520-535-30410	Acct# 722625095-00001	0.00	134.02	0.00
9	403-520-531-30410	Acct# 722625095-00001	0.00	134.02	0.00
10	404-520-533-30410	Acct# 722625095-00001	0.00	134.02	0.00
11	405-520-532-30410	Acct# 722625095-00001	0.00	134.03	0.00

29559	NOD	Cleared	09.15.2023	134.03	4,439.57
29559	NOD	Cleared	09.15.2023	134.02	4,305.55

From: Police Department
Date: 5/18/2023
To: Police Department

Instructions: Please insert the account number to file in the days immediately following the date of the claim, and any other relevant information, as indicated in the article about your home life, and date of approval.

[illegible]

EXPLANATION:

Chad E. Fitch
DEPARTMENT DIRECTOR

DATE 07-18-23

CITY MANAGER

DATE _____

FINANCE STAFF

DATE _____

m: Police Department
e: 7/18/2023
Police Department

Instructions:

1. Please enter the account number to which the overdraft amount(s) from
2. Please enter the name of your bank.
3. Your name and explanatory information regarding transfer is needed.
4. Please enter the amount you wish to transfer.
5. Please enter the month/year title and date of approval.

LANATION:

DATE 07-18-23

DATE _____

DATE _____

n: Police Department
 i: 7/18/2023
 Police Department

tion. We are interested in the number of the observed samples from the population, which will be used in the subsequent analysis.

ANATION:

Chae-Fitzing J. Isahay
DEPARTMENT DIRECTOR

07-18-23
DATE

CITY MANAGER

DATE _____

FINANCE STAFF

DATE _____

DATE _____

**CITY OF QUINCY
BUDGET TRANSFER
FISCAL YEAR END SEPTEMBER 30, 2023**

From: Police Department
Date: 8/21/2023
To: Police Department

Instructions: 1. Please insert the account number to take the overdraw amount(s) from.
2. Type in and explain why the D overdraft is needed.
3. Type in the bottom your name, title, and date of approval.

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	AMOUNT OVERDRAWN	INCREASE	DECREASE
001-220-521-30408	VEHICLE PARTS ONLY		\$200.00	
001-210-521-30410	VEHICLE PARTS			\$200.00
		\$0.00	\$200.00	\$200.00

EXPLANATION:

Chief Anthony J. Greder
DEPARTMENT DIRECTOR

08-22-23
DATE

CITY MANAGER

DATE _____

FINANCE STAFF

DATE _____

m: Police Department
e: 9/5/2023
Police Department

1. Please enter the account number to take the 01-01-2011 account from 2010 and explain why the budget transfer is needed.

2. Please enter the 01-01-2011 name, title, and telephone number.

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	AMOUNT OVERDRAWN	INCREASE	DECREASE
10-521-30493	TRAINING		\$	1,150.00
20-521-30404	OIL & GREASE		\$1,150	
10-521-30405	TIRES			
20-521-30406	VEHICLE PARTS ONLY	\$687.13	\$9,000.00	\$110.00
10-521-30407	SOFTWARE LICENSES			\$9,000.00
		\$687.13	\$10,260.00	\$10,260.00

ANATION:

Chief Henry J. Corder
DEPARTMENT DIRECTOR

9/16/23
DATE

CITY MANAGER

DATE _____

FINANCE STAFF

DATE _____

Police Department
21/2023
Police Department

ons: 1. Please insert the account number to take the overdrawn amount(s) from.
3. Type in and explain why the budget transfer is needed
2. Type at the bottom your name, title, and date of approval

[illegible]**ATION:**

DEPARTMENT DIRECTOR

DATE _____

CITY MANAGER

DATE _____

FINANCE STAFF

DATE _____

n: Police Department
: 8/2/2023
Police Department

options. If state-level voters cannot take the vote off-budget, they must vote in and out of the budget transfer process. If voters do not vote in and out of the budget transfer process, they must vote in and out of the state of approval.

ANATION:

Christy Henry
DEPARTMENT DIRECTOR

08-02-23
DATE

CITY MANAGER

DATE _____

FINANCE STAFF

DATE _____

STATEMENT

PAGE: 1 BELL & BATES HOME CENTER
10 NORTH DUVAL STREET
P.O. BOX 1038
QUINCY, FLORIDA 32353-1038
(850) 627-6115

QUINCY POLICE DEPARTMENT
404 WEST JEFFERSON ST
QUINCY FL 32351

CLOSING DATE: 10/27/23
DUE DATE : 11/10/23
ACCT: 2149

CLOSING
DATE : 10/27/23
DUE DATE: 11/10/23

BELL & BATES HOME
QUINCY POLICE DEPA
ACCOUNT : 2149

|||||

PLEASE DETACH AND RETURN
REMITTANCE SLIP WITH YOUR PAYMENT

DATE	REFERENCE	ST	C	DESCRIPTION	DEBIT	CREDIT	REFERENCE	AMOUNT
2/24/23	588828	1	I	PO # DEE DEE	13.96		588828	13.96
3/ 2/23	589013	1	I	PO # MCCRAY	9.95		589013	9.95
3/ 6/23	589129	1	I	CITY	11.98		589129	11.98
3/17/23	589516	1	I	PO # LT ROBISON	87.99		589516	87.99
3/29/23	589892	1	I	PO # D.MORDICA POLICE DEP	1.99		589892	1.99
3/30/23	C80322	1	P	PAYMENT TO DOC #588828		2.54	C80322	-2.54
6/27/23	410874	1	F	SERVICE CHARGE	1.85		410874	1.85
8/27/23	315086	1	F	SERVICE CHARGE	1.88		315086	1.88
10/11/23	596297	1	I	LARRY	12.89		596297	12.89
				NEW BALANCE	139.95			

IF PAYMENT NOT RECEIVED WITHIN TEN DAYS WE WILL TAKE LEGAL ACTION

CURRENT	1-30 DAYS	31-60 DAYS	61-90 DAYS	OVER 90 DAYS
12.89	0.00	1.88	0.00	125.18



Verizon Connect Fleet USA LLC
5055 North Point Pkwy
Alpharetta, GA, 30022

Invoice Number	Invoice Date	Due Date	Account Number	Page
366000043480	09/05/2023	10/05/2023	100000156744	1 of 4

City of Quincy Police Department
121 E JEFFERSON ST
QUINCY, FL, 32351-2407

Quick Bill Summary

Currency: USD

Prior Charges (Including Past Due Amounts)	2,443.00
Unapplied Payments & Adjustments	0.00
Total Outstanding Charges	2,443.00

Total Current Charges Due by 10/05/2023 610.75

Monthly Recurring Charges	610.75
Professional Services	0.00
Equipment Charges	0.00
Taxes, Governmental Surcharges & Fees	0.00

Account Balance \$ 3,053.75

	Phone	Email
Customer Service	800-936-9546	reveal.govt@verizonconnect.com



City of Quincy Police Department
121 E JEFFERSON ST
QUINCY, FL, 32351-2407

Bill Date 09/05/2023
Account Number 100000156744
Invoice Number 366000043480
Due Date 10/05/2023



Total Current Charges

\$ 610.75

Please Remit To:
VERIZON
PO BOX 15043
ALBANY NY 12212-5043

44 1000001567440036600004348000000000024430000000000305375



Invoice Number	Invoice Date	Due Date	Account Number	Page
366000043480	09/05/2023	10/05/2023	100000156744	2 of 4

Account Balance Details - Open Transactions on your Account

Date	Transaction Number	Debit	Due Date	Credit	Payments	Balance
05/01/2023	316000039141	610.75	05/31/2023	0.00	0.00	610.75
06/01/2023	610000047983	610.75	07/01/2023	0.00	0.00	1,221.50
07/03/2023	608000045976	610.75	08/02/2023	0.00	0.00	1,832.25
08/01/2023	620000042767	610.75	08/31/2023	0.00	0.00	2,443.00
09/05/2023	366000043480	610.75	10/05/2023	0.00	0.00	3,053.75

New Account Balance

\$ 3,053.75

Recent Account Activity (Prior 30 days) - Closed Transactions

Invoice Date	Invoice Number	Invoices	Credits	Payments	Transaction Date	Date Closed
Activity Totals						

ABOUT YOUR INVOICE**Support:**

For any support needs, please contact Verizon Connect Support at 800-906-9545.

Note: All taxes are calculated at the line item level.

Please note that features provided with your service for which you are not charged are not displayed on your invoice.

HOW TO PAY YOUR INVOICE**ONLINE BILL PAY NOW AVAILABLE**

You can access the customer portal to pay bills, set up autopay, view & download invoices, and create & check case status. Users with the right permissions can access the customer portal by logging into Reveal, clicking on the name in the top right, and then clicking on My Account. From there you will see the link to View your Bill and Account Summary. You may access Verizon Connect Reveal at <https://reveal.us.fleetmatics.com/login.aspx>.

Autopay/Automatic Payment:

If you are not enrolled in Verizon Connect's automated payment system, you may register by contacting Verizon Connect Support at 800-906-9545.

Paying By Phone:

Contact Verizon Connect Customer Support at 800-906-9545 to authorize a one-time payment, or to update your recurring payment information.

Paying By Mail:

Please detach the remit section on the 1st page of the invoice & mail with your check to: PO BOX 15043, ALBANY NY 12212-5043.

Paying Electronically Via ACH or Wire Transfer:

Paying by ACH or Wire Transfer: e-mail ACH-WIRE.Requests@verizon.com for bank account information and instructions.

Customers In Bankruptcy

If you are or were in bankruptcy, this bill may include amounts for pre-bankruptcy charges. You should not pay pre-bankruptcy amounts; they are for your information only. In the event that Verizon Innovation receives notice of a bankruptcy filing, pre-bankruptcy charges will be adjusted in future invoices. Mail bankruptcy-related correspondence to: 500 Technology Drive, Suite 550, Weldon Springs, MO 63304.



INVOICE

Verizon Connect Fleet USA LLC
5055 North Point Pkwy
Alpharetta, GA, 30022

City of Quincy Police Department
121 E JEFFERSON ST
QUINCY, FL, 32351-2407
Payment Terms: NT30

Invoice Number	Invoice Date	Due Date	Account Number	Page
366000043480	09/05/2023	10/05/2023	100000156744	4 of 4

Item	Charge Type	Period	PO#	Contract#	Qty	Price	Ext Price	Tax
VEHICLE TRACKING SUBSCRIPTION-SELF INST	Recurring Services (base product)	08/01/2023 - 08/31/2023		1446690	35	17.45	610.75	0.00
Recurring Total							610.75	0.00
Hardware Total							0.00	0.00
Professional Service Total							0.00	0.00

Subtotal	\$ 610.75
Total Tax	\$ 0.00
Invoice Total	\$ 610.75

Taxes and Surcharge Summary

Description	Total (USD)
Federal Taxes and Surcharges	
Total Federal Taxes and Surcharges	0.00
State, County, and City Taxes and Surcharges	
FL State and Local Sales Tax	0.00
Total State Taxes and Surcharges	0.00
Total Taxes and Surcharges	\$ 0.00

Florida Bullet, Inc.

Invoice Due 05/29/2022
26532

Amount Due: **\$959.70**

To Carlos Hill :

A copy of your invoice is attached to this email for your records.

Thank you for your business - we appreciate it very much!

Sincerely,

Florida Bullet, Inc.
(727) 461-6081
TF3@floridabullet.net

Florida Bullet, Inc.

Invoice Due 11/09/2022
27219

Amount Due: **\$1,319.60**

To Carlos Hill :

A copy of your invoice is attached to this email for your records.

Thank you for your business - we appreciate it very much!

Sincerely,

Florida Bullet, Inc.
(727) 461-6081
TF3@floridabullet.net



2023-09-12

City of Quincy Police Department
121 E JEFFERSON ST
QUINCY, FL 32351-2407

RE: Notice of Suspension - Non Payment
Account # 100000156744
Amount Due: \$2,443.00

Dear Customer,

Please be advised the account referenced above is scheduled to be suspended for non-payment.

The total past due amount of \$2,443.00 must be received in our office by 09/22/2023
or the service on your Verizon Connect Fleet (formerly Fleetmatics) account will be interrupted.

Payment can be mailed to the below address:

Verizon Connect Fleet USA, LLC
P.O. BOX 15043
Albany, NY 12212-5043

To process credit card payment or if you have any additional questions regarding the outstanding balance,
please contact Verizon's Customer Financial Department at 1(800) 283-9801 .

Sincerely

Verizon Collection Analyst



Invoice No.	Purchase Order #	Balance Due	Invoice Date	Due Date	DBT	Currency
316000039141		610.75	5/1/2023	5/31/2023	104	USD
610000047983		610.75	6/1/2023	7/1/2023	73	USD
608000045976		610.75	7/3/2023	8/2/2023	41	USD
620000042767		610.75	8/1/2023	8/31/2023	12	USD
366000043480		610.75	9/5/2023	10/5/2023	-23	USD
		3,053.75				



Invoice

#INVPRA116951

6/1/2023

Bill To

Quincy Police Department (FL)
339 E Jefferson St
Quincy FL 32351
United States

End User

Quincy Police Department (FL)

Terms

Net 30

Due Date

7/1/2023

PO #**Contract Term**

7/1/2023 to 6/30/2024

Description**Qty****Rate****Amount**

PoliceOne Academy Annual Rate Per User

1

\$77.58

\$77.58

Subtotal

\$77.58

Tax Total (%)

\$0.00

Invoice Total

\$77.58

Amount Paid

\$0.00

Amount Due

\$77.58

[Click here to submit your accounting inquiry](#)

Lexipol now has an easier way for you to view/pay your invoices. Please set up/login to your account today at LEXIPOL CUSTOMER PORTAL. If you have difficulty logging in, please click on the reset password link, reset your password, and attempt logging in again.

Please Make Checks Payable to:
Lexipol, LLC
2611 Internet Blvd, Suite 100
Frisco, Tx 75034-9085

Past Due Invoices



FEID #591822025
1136 Thomasville Road
Tallahassee, FL 32303
(850) 205-5000

Invoice

Invoice Number Date
497609 08/25/2023

Customer Number Due Date
R1M603278 Net 30

Total Due: \$185.00

Bill To: City of Quincy Police Department
121 E Jefferson St
Quincy, FL 32351

Site Location: City of Quincy Police Department
121 E Jefferson St
Quincy, FL 32351

Customer Number
R1M603278

PO Number

Invoice Date
8/25/2023

Due Date
Net 30

Description

Quantity

Rate

Amount

City of Quincy Police Department 121 E Jefferson St, Quincy, FL
CCTV Maintenance
09/01/2023-09/30/2023

1.0000

\$95.00

\$95.00

CS Access Control Management and Maintenance
09/01/2023-09/30/2023

1.0000

\$75.00

\$75.00

Intercom Maintenance
09/01/2023-09/30/2023

1.0000

\$15.00

\$15.00

Sub Total

185.00

Sales Tax

0.00

Payments/Credits Applied

0.00

Date	Invoice #	Description	Amount	Balance Due
8/25/2023	497609	Recurring Services	185.00	185.00

A FINANCE CHARGE OF 1 1/2% OR 18% ANNUAL PERCENTAGE RATE will be charged Past Due Accounts.



ORIGINAL INVOICE

523 CHAFFEE RD S, UNIT 12
 ACKSONVILLE, FL 32221
 27-526-5451
 /WWW.SRTSUPPLY.COM

Bill To: QUINCY POLICE DEPARTMENT (FL)
 404 WEST JEFFERSON STREET
 QUINCY FL 32351

Entered By: KAJ
 850-627-7111
 Ship To: QUINCY POLICE DEPARTMENT (FL)
 404 WEST JEFFERSON STREET
 QUINCY FL 32351

Invoice #	Order #	Customer #	Customer P.O. #	Terms	Salesperson
Invoice Dt.	Order Dt.				Ship Via
2529700	125297	4318	CARLOS HILL	NET 30	158
7/14/22	05/17/22				UPS GROUND

Units	U/M	Item Description	Disc	Unit Price	Amount
1	EA	NASHC8600B4Z9 SOHPC KWIQ CLIP TANK TRACKLASER CARRIER NMB Name: ADRIAN MALAVE Gender: MALE Color: BLACK Height: 6.3 Weight: 175 Chest: 39 Waist: 32 Front: 10X12 Back: 10X12 Placard: YELLOW POLICE		513.000	513.00
1	EA	NASHC6B25BD0I PLATE BACKERS, BII-5SET OF 2 NMB Name: ADRIAN MALAVE Gender: MALE Front: 10X12 Back: 10X12		323.680	323.68
1	EA	JASCUDB25BS0I BII-5 SIDE PANELS SET OF 2		188.16	188.16



ORIGINAL INVOICE

523 CHAFFEE RD S, UNIT 12
 JACKSONVILLE, FL 32221
 27-526-5451
 WWW.SRTSUPPLY.COM

Entered By: KAJ
 850-627-7111

Bill To: QUINCY POLICE DEPARTMENT (FL)
 404 WEST JEFFERSON STREET
 QUINCY FL 32351

Ship To: QUINCY POLICE DEPARTMENT (FL)
 404 WEST JEFFERSON STREET
 QUINCY FL 32351

Invoice #	Order #	Customer #	Customer P.O. #	Terms	Salesperson
Invoice Dt	Order Dt				Ship Via
2529700	125297	4318	CARLOS HILL	NET 30	158
7/14/22	05/17/22				UPS GROUND

Units	U/M	Item Description	Disc	Unit Price	Amount
		(Page 2)			
		Note 1: MEDIUM CUMBER BUND			
2 B/O	EA	ASPLTOMG10X1		283.50	.00
		10X12 OMEGA PLUS ICW PLATE			
		NMB			
		Name: ADRIAN MALAVE			
		Subtotal			1,024.84
		Tax #: 301000505154C			
		Total Due On 08/13/22			1,024.84



ORIGINAL INVOICE

523 CHAFFEE RD S, UNIT 12
 JACKSONVILLE, FL 32221
 27-526-5451
 WWW.SRTSUPPLY.COM

Bill To: QUINCY POLICE DEPARTMENT (FL)
 404 WEST JEFFERSON STREET
 QUINCY FL 32351

Entered By: KAJ
 850-627-7111
 Ship To: QUINCY POLICE DEPARTMENT (FL)
 404 WEST JEFFERSON STREET
 QUINCY FL 32351

Invoice #	Order #	Customer #	Customer P.O. #	Terms	Salesperson
Invoice Dt	Order Dt				Ship Via
2529701	125297	4318	CARLOS HILL	NET 30	158
7/20/22	05/17/22				UPS GROUND

Units	U/M	Item Description	Disc	Unit Price	Amount
2	EA	ASPLTOMG10X1 10X12 OMEGA PLUS ICW PLATE NMB Name: ADRIAN MALAVE		283.50	567.00
		Subtotal			567.00
		Tax #: 301000505154C			567.00
		Total Due On 08/19/22			567.00



Verizon Connect Fleet USA LLC
5055 North Point Pkwy
Alpharetta, GA, 30022

Invoice Number	Invoice Date	Due Date	Account Number	Page
308000048512	11/01/2023	12/01/2023	100000156744	1 of 4

City of Quincy Police Department
121 E JEFFERSON ST
QUINCY, FL, 32351-2407

Quick Bill Summary

Currency: USD

Prior Charges (Including Past Due Amounts)	3,664.50
Unapplied Payments & Adjustments	0.00
Total Outstanding Charges	3,664.50

Total Current Charges Due by 12/01/2023 610.75

Monthly Recurring Charges	610.75
Professional Services	0.00
Equipment Charges	0.00
Taxes, Governmental Surcharges & Fees	0.00

Account Balance

\$ 4,275.25

	Phone	Email
Customer Service	800-906-9545	reveal.govt@verizonconnect.com



City of Quincy Police Department
121 E JEFFERSON ST
QUINCY, FL 32351-2407

Bill Date 11/01/2023
Account Number 100000156744
Invoice Number 308000048512
Due Date 12/01/2023

Total Current Charges



Please Recycle



Account Balance Details - Open Transactions on your Account						
Date	Transaction Number	Debit	Due Date	Credit	Payments	Balance
05/01/2023	316000039141	610.75	05/31/2023	0.00	0.00	610.75
06/01/2023	610000047983	610.75	07/01/2023	0.00	0.00	1,221.50
07/03/2023	608000045976	610.75	08/02/2023	0.00	0.00	1,832.25
08/01/2023	620000042767	610.75	08/31/2023	0.00	0.00	2,443.00
09/05/2023	366000043480	610.75	10/05/2023	0.00	0.00	3,053.75
10/02/2023	625000043771	610.75	11/01/2023	0.00	0.00	3,664.50
11/01/2023	308000048512	610.75	12/01/2023	0.00	0.00	4,275.25

\$4,275.25

Invoice Date	Invoice Number	Invoices	Credits	Payments	Transaction Date	Date Closed
Activity Totals						



Invoice Number	Invoice Date	Due Date	Account Number	Page
308000048512	11/01/2023	12/01/2023	100000156744	3 of 4

ABOUT YOUR INVOICE

Support:

For any support needs, please contact Verizon Connect Support at 800-906-9545.

Note: All taxes are calculated at the line item level.

Please note that features provided with your service for which you are not charged are not displayed on your invoice.

HOW TO PAY YOUR INVOICE

ONLINE BILL PAY NOW AVAILABLE

You can access the customer portal to pay bills, set up autopay, view & download invoices, and create & check case status. Users with the right permissions can access the customer portal by logging into Reveal, clicking on the name in the top right, and then clicking on My Account. From there you will see the link to View your Bill and Account Summary. You may access Verizon Connect Reveal at <https://reveal.us.fleetmatics.com/login.aspx>.

Autopay/Automatic Payment:

If you are not enrolled in Verizon Connect's automated payment system, you may register by contacting Verizon Connect Support at 800-906-9545.

Paying By Phone:

Contact Verizon Connect Customer Support at 800-906-9545 to authorize a one-time payment, or to update your recurring payment information.

Paying By Mail:

Please detach the remit section on the 1st page of the invoice & mail with your check to: PO BOX 15043, ALBANY NY 12212-5043.

Paying Electronically Via ACH or Wire Transfer:

Paying by ACH or Wire Transfer: e-mail ACH-WIRE.Requests@verizon.com for bank account information and instructions.

Customers In Bankruptcy

If you are or were in bankruptcy, this bill may include amounts for pre-bankruptcy charges. You should not pay pre-bankruptcy amounts; they are for your information only. In the event that Verizon Innovation receives notice of a bankruptcy filing, pre-bankruptcy charges will be adjusted in future invoices. Mail bankruptcy-related correspondence to: 500 Technology Drive, Suite 550, Weldon Springs, MO 63304.



Invoice

Verizon Connect Fleet USA LLC
5055 North Point Pkwy
Alpharetta, GA, 30022

City of Quincy Police Department
121 E JEFFERSON ST
QUINCY, FL, 32351-2407
Payment Terms: NT30

Invoice Number	Invoice Date	Due Date	Account Number	Page
308000048512	11/01/2023	12/01/2023	100000156744	4 of 4

Item	Charge Type	Period	PO#	Contract#	Qty	Price	Ext Price	Tax
VEHICLE TRACKING SUBSCRIPTION-SELF INST	Recurring Services (base product)	10/01/2023 - 10/31/2023		1446690	35	17.45	610.75	0.00
Recurring Total							610.75	0.00
Hardware Total							0.00	0.00
Professional Service Total							0.00	0.00

Subtotal	\$ 610.75
Total Tax	\$ 0.00
Invoice Total	\$ 610.75

Taxes and Surcharge Summary

Description	Total (USD)
Federal Taxes and Surcharges	
Total Federal Taxes and Surcharges	0.00
State, County, and City Taxes and Surcharges	
FL State and Local Sales Tax	0.00
Total State Taxes and Surcharges	0.00
Total Taxes and Surcharges	\$ 0.00



Coastal Protective Products
301 Commerce Blvd
Suite C, Midway, FL 32343 United States
travis@cpprod.biz | 850-900-5597

Invoice #000006

Issue date
Jun 9, 2023

QPD Mag /Light

Customer

Lt. Carlos Hill
Quincy Police Dept
chill@myquincy.net
850-841-0251
121 E Jefferson St
Quincy, FL 32351

Invoice Details

PDF created November 13, 2023
\$2,087.10

Payment

Due June 9, 2023
\$2,087.10

Items	Quantity	Price	Amount
Glock 33rd 9mm Mag	20	\$37.99	\$759.80
69440 Streamlight TLR RM1	5	\$128.94	\$644.70
69450 Streamlight TLR RM2	5	\$136.52	\$682.60
Subtotal			\$2,087.10

Total Due

\$2,087.10



IT & Network Support, Copiers, Printers & More
www.a-b-s.com 850.222.2308

1236 North Monroe Street Tallahassee, FL 32303
P: 850-222-2308 F: 850-222-3684

CONTRACT INVOICE

Invoice Number: 431330
Invoice Date: 10/19/2023
Account Number: CO45-001
Balance Due: \$23.85

Bill To: Quincy Police Department
Eugene Monroe
121 E Jefferson Street
Quincy, FL 32351

Customer: Quincy Police Department
121 E Jefferson Street
Quincy, FL 32351

Account No	Payment Terms	Due Date	Invoice Total	Balance Due
CO45-001	Net 30	11/18/2023	\$ 23.85	\$ 23.85
Invoice Remarks				

Contract Number	Contact	Contract Amount	P.O. Number	Start Date	Exp. Date
CT2769-01		\$ 23.85		1/24/2019	
Contract Remarks					

Summary:

Contract base rate charge for this billing period
Contract overage charge for the 9/24/2023 to 10/23/2023 overage period
**See overage details below

\$0.00
\$23.85 **
\$23.85

Detail:

Equipment included under this contract

Toshiba/ES4518A

Number	Serial Number	Base Adj.	Location						
72396	CZLH31893	\$0.00	Quincy Police Department 121 E Jefferson Street Quincy, FL 32351						
Meter Type	Meter Group	Begin Meter	End Meter	Total	Covered	Billable	Rate	Overage	
B/W	B/W	332,043	336,629	4,586	0	4,586	0.005200	\$23.85	\$23.85

106 Northpoint Parkway
Building 2, Suite 350
Acworth, GA 30102
866-923-0513

ProLogic ITS

BILL TO
City of Quincy, FL Police Department
339 East Jefferson Street
Quincy, Florida 32351

SHIP TO
ProLogic ITS
4164 Ward Basin Road
Milton, FL 32583

INVOICE #: INV08028
DATE: 07/18/2023
DUE DATE: 08/17/2023
TERMS NET 30

SHIP DATE	SHIP VIA	TRACKING NO	PO NUMBER	PROJECT ID	ORDER NUMBER
07/13/2023		645411864584	COQ04132023	P02658	Product Only Billing
PRLOGICSVCS Installation includes the list of items mentioned herein. All other parts and or equipment not listed will be subject to additional installation fees.				0	2,005.95 0.00
Shop Supplies Shop Supplies				0	109.00 0.00
Shipping Shipping				1	275.00 275.00
SIFMJS-FPIU20-P3 Front ILS for '20- FPIU, red/blue/white				1	791 14 791 14
SIFMJH-FPIU20-PF2 Rear ILS for '20+ FPIU, blue/white/amber, red end brake light options, SignalMaster capabilities				1	791 14 791 14
MPS62U-BW MicroPulse Ultra 6, blue/white				12	111 95 1,343.40
MPS61U-B MicroPulse Ultra 6, blue				2	77.22 154.44
MPS63U-RBW MicroPulse Ultra 6, red/blue/white				2	92.41 184.82
IPX-LPV2 Tag bracket				1	49.57 49.57

MPSM6U-FPIU20WW Wheel well wedges for '20+ FPIU, 4 pack	1	19.49	19.49
MPSM6U-BP2 B-pillar brackets for '20+ FPIU	1	33.42	33.42
MPSM6-LB L-brackets for MPS6 lights	4	10.58	42.32
ES100C DynaMax/ES100C siren/speaker	1	0.00	0.00
ESBL-FPIU20 ES100C bracket, holds 2 MPS lights	1	0.00	0.00
EXPMOD24 24-channel expansion module	2	200.00	400.00
PFSPLTR-4 4-way splitter	1	32.86	32.86
OBD-CABLE25-2 OBD cable for '20+ FPIU	1	107.59	107.59
PF200R Pathfinder siren/light controller, remote mount model	1	1,006.33	1,006.33
425-6505 Contour console for '20+ FPIU	1	328.73	328.73
425-3704 Cupholder faceplate	1	39.64	39.64
425-2250 Side mount armrest for '20+ FPIU	1	51.36	51.36
425-6666 PF200R faceplate	1	0.00	0.00
425-6701 USB-A/USB-C, 12V power outlets faceplate	1	72.42	72.42
475-0067 Cargo barrier for '20+ FPIU	1	444.64	444.64
425-6291 XPR5550e faceplate	1	28.20	28.20
425-5542 Console computer side mount	1	289.65	289.65
7170-0551-00 Dell Rugged docking station w/ LIND power supply	1	728.24	728.24
HAE4003 UHF antenna - includes Kenwood connector	1	25.80	25.80

Sales Tax

0.00

TOTAL DUE **7,240.20**

Thank you for your business!

See Terms and Conditions at

If you have any questions regarding this invoice, please contact us at AR@ProLogicITS.com

106 Northpoint Parkway
Building 2, Suite 350
Acworth, GA 30102
866-923-0513

ProLogic ITS

BILL TO
City of Quincy, FL Police Department
339 East Jefferson Street
Quincy, Florida 32351

SHIP TO
ProLogic ITS
4164 Ward Basin Road
Milton, FL 32583

INVOICE #: INV06639
DATE: 04/24/2023
DUE DATE: 05/24/2023
TERMS NET 30

SHIP DATE	SHIP VIA	TRACKING NO	PO NUMBER	PROJECT ID	ORDER NUMBER
04/21/2023		631320258420	COQ03222023	P02524	Product Only
SIFMJS-FPIU20-P3 Front ILS for '20+ FPIU, red/blue/white					
				1	791.14 791.14
SIFMJH-FPIU20-PF2 Rear ILS for '20+ FPIU, blue/white/amber, red end brake light options, SignalMaster capabilities					
				1	791.14 791.14
MPS62U-BW MicroPulse Ultra 6, blue/white					
				12	111.95 1,343.40
MPS61U-B MicroPulse Ultra 6, blue					
				2	77.22 154.44
MPS63U-RBW MicroPulse Ultra 6, red/blue/white					
				2	92.41 184.82
IPX-LPV2 Tag bracket					
				1	49.57 49.57
MPSM6U-FPIU20WW Wheel well wedges for '20+ FPIU, 4 pack					
				1	19.49 19.49
MPSM6U-BP2 B-pillar brackets for '20+ FPIU					
				1	33.42 33.42
MPSM6-LB L-brackets for MPS6 lights					
				4	10.58 42.32
ES100C DynaMax/ES100C siren/speaker					
				1	0.00 0.00

ESBL-FPIU20 ES100C bracket, holds 2 MPS lights	1	0.00	0.00
EXPMOD24 24-channel expansion module	2	200.00	400.00
PFSPLTR-4 4-way splitter	1	32.86	32.86
OBD-CABLE25-2 OBD cable for '20+ FPIU	1	107.59	107.59
PF200R Pathfinder siren/light controller, remote mount model	1	1,006.33	1,006.33
425-6505 Contour console for '20+ FPIU	1	328.73	328.73
425-3704 Cupholder faceplate	1	39.64	39.64
425-2250 Side mount armrest for '20+ FPIU	1	51.36	51.36
425-6666 PF200R faceplate	1	0.00	0.00
475-0067 Cargo barrier for '20+ FPIU	1	444.64	444.64
425-6291 XPR5550e faceplate	1	28.20	28.20
425-5542 Console computer side mount	1	289.65	289.65
7170-0551-00 Dell Rugged docking station w/ LIND power supply	1	728.24	728.24
HAE4003 UHF antenna - includes Kenwood connector	1	25.80	25.80
425-6701 USB-A/USB-C, 12V power outlets faceplate	1	72.42	72.42
PRLOGICSVCS Installation includes the list of items mentioned herein. All other parts and or equipment not listed will be subject to additional installation fees.	0	2,005.95	0.00
Shop Supplies Shop Supplies	0	109.00	0.00
Shipping Shipping	1	275.00	275.00
		Sales Tax	0.00

TOTAL DUE 7,240.20

Thank you for your business!

See Terms and Conditions at

If you have any questions regarding this invoice, please contact us at AR@ProLogicIT5.com

106 Northpoint Parkway
Building 2, Suite 350
Acworth, GA 30102
866-923-0513

ProLogic ITS

INVOICE

BILL TO
City of Quincy, FL Police Department
339 East Jefferson Street
Quincy, Florida 32351

SHIP TO
ProLogic ITS
4164 Ward Basin Road
Milton, FL 32583

INVOICE #: INV06817
DATE: 05/08/2023
DUE DATE: 06/07/2023
TERMS: NET 30

SHIP DATE	SHIP VIA	TRACKING NO	PO NUMBER	PROJECT ID	ORDER NUMBER
			COQ03222023	P02524	VIN# A18762
PRLOGICSVCS Installation includes the list of items mentioned herein. All other parts and or equipment not listed will be subject to additional installation fees.				1	2,005.95 2,005.95
Shop Supplies Shop Supplies				1	109.00 109.00
				Sales Tax	0.00
				TOTAL DUE	2,114.95

Thank you for your business!
See Terms and Conditions at www.prologicits.com/terms-conditions
If you have any questions regarding this invoice, please contact us at AR@ProLogicITS.com

106 Northpoint Parkway
Building 2, Suite 350
Acworth, GA 30102
866-923-0513

ProLogic ITS

INVOICE

BILL TO
City of Quincy, FL Police Department
339 East Jefferson Street
Quincy, Florida 32351

SHIP TO
ProLogic ITS
4164 Ward Basin Road
Milton, FL 32583

INVOICE #: INV06705
DATE: 04/28/2023
DUE DATE: 05/28/2023
TERMS: NET 30

SHIP DATE	SHIP VIA	TRACKING NO	PO NUMBER	PROJECT ID	ORDER NUMBER
04/20/2023		631320258566	COQ03222023-2	P02525	Product Only
Shipping					
Shipping				1	275.00 275.00
PRLOGICSVCS					
Installation includes the list of items mentioned herein. All other parts and or equipment not listed will be subject to additional installation fees.				0	2,148.81 0.00
Shop Supplies					
Shop Supplies				0	109.00 0.00
VALR51J-P2L					
51 Valor, blue/white front, blue/amber rear, rear SignalMaster capabilities				1	2,373.42 2,373.42
HKB-FPIU20-HP					
Strap Kit, 2020+ FPIU				1	0.00 0.00
MPS62U-BW					
MicroPulse Ultra 6, blue/white				12	111 95 1,343.40
MPS63U-RBW					
MicroPulse Ultra 6, red/blue/white				2	92.41 184.82
MPSM6U-FPIU20WW					
Wheel well wedges for '20+ FPIU, 4 pack				1	19.49 19.49
MPSM6U-BP2					
B-pillar brackets for '20+ FPIU				1	33.42 33.42
MPSM6-LB					
L-brackets for MPS6 lights				4	10.58 42.32

ES100C DynaMax/ES100C siren/speaker	1	0.00	0.00
ESBL-FPIU20 ES100C bracket, holds 2 MPS lights	1	0.00	0.00
EXPMOD24 24-channel expansion module	2	200.00	400.00
PFSPLTR-4 4-way splitter	1	32.86	32.86
OBD-CABLE25-2 OBD cable for '20+ FPIU	1	107.59	107.59
PF200R Pathfinder siren/light controller, remote mount model	1	1,006.33	1,006.33
425-6505 Contour console for '20+ FPIU	1	328.73	328.73
425-3704 Cupholder faceplate	1	39.64	39.64
425-2250 Side mount armrest for '20+ FPIU	1	51.36	51.36
425-6666 PF200R faceplate	1	0.00	0.00
425-6701 USB-A/USB-C, 12V power outlets faceplate	1	72.42	72.42
475-0063 Partition w/ bidirectional recessed housing for '20+ FPIU	1	714.60	714.60
475-0968 High security extension panels for partition for '20+ FPIU	1	103.21	103.21
475-1486 Secure-Grid window guards and door control covers package	1	296.06	296.06
475-0923 Bio-Seat replacement w/ integrated cargo barrier	1	1,387.24	1,387.24
425-6291 XPR5550e faceplate	1	28.20	28.20
425-5542 Console computer side mount	1	289.65	289.65
7170-0551-00 Dell Rugged docking station w/ LIND power supply	1	728.24	728.24
HAE4003 UHF antenna - includes Kenwood connector	1	25.80	25.80

475-2001
GR3 dual gun rack

1	306.80	306.80
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Sales Tax	0.00
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TOTAL DUE	10,190.60
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Thank you for your business!
See Terms and Conditions at
If you have any questions regarding this invoice, please contact us at AR@ProLogicITS.com



MOBILE COMMUNICATIONS AMERICA, INC.
1640 NORMAN PARK DRIVE
TALLAHASSEE, FL 32304-3704
Phone: 850-576-7113

Page 1

INVOICE

80117537

Accounts Payable

Bill To:

Quincy FL City of Police
Accounts Payable
404 West Jefferson St
Quincy, FL 32351-2328

Customer No: 11372

Customer PO: GLEN SAPP

Due Date: 11/03/2023

10/04/2023	From 10/1/2023 to 9/30/2024		Terms: NET 30 DAYS	
Units	Item	Description	Unit Price	Extended

CONTRACT# E11372

3 EX MAINT

TAX EXEMPT MAINT BILLING

THESE REPEATERS ARE LOCATED AT THE
WATER TOWER.

985.32

2955.96

24/7 RESPONSE. CONTRACT COVERS PARTS
AND LABOR DUE TO NORMAL WEAR AND
USAGE. THIS CONTRACT DOES NOT COVER
POWER SUPPLIES, ANTENNA, OR UPS
SYSTEMS, NOR DOES IT COVER ACTS OF
GOD, SUCH AS LIGHTNING STRIKES.

001-220-521-

30491

024

Reports, Requests, and Communications by the City Manager

Approval of Operating
Agreement Between
Gadsden Renewables and
The City of Quincy

OPERATING AGREEMENT

This **Operating Agreement** (this "**Agreement**"), dated as of [Execution date], is by and between the following parties:

Gadsden Renewables, LLC ("Operator"), and

City of Quincy, Florida ("Owner").

REFERENCES

- A. **Clean Water State Revolving Fund Construction Loan Agreement WW200114**
- B. **Sales and Confidentiality Agreement, executed December 19, 2023**

BACKGROUND

1. Owner has built a 1.3 MW solar generating facility at [address to be determined] Joe Adams Rd, Quincy, Florida, 32351 ("Facility").
2. The Facility was commissioned [date to be provided by CoQ 2022] ("Build Date" or "BOD").
3. This Facility includes a \$715,374.00 loan agreement, owed to the Florida Department of Environmental Protection ("DEP") as of June 16, 2021. This loan agreement incurred a 10% (\$71,546) service fee, totaling \$786,920. This loan was issued at 0% interest.
4. Quincy is obligated to repay this loan at a rate of \$19,673 every Oct 15 and April 15, equivalent to \$39,346 per annum.
5. As of October 1, 2023 \$527,510.90 remains outstanding.
6. Quincy owns an electric utility ("CoQ Utility"), but owns no organic generating assets, apart from the Facility.
7. The CoQ prefers to avoid the costs associated with Facility upkeep, such as grounds management and repair of damaged solar panels.
8. **Reference A** recommends Quincy develop an Asset Management Plan for the Facility. If the Asset Management Plan had been approved by the Quincy City Commission three months prior to the first loan repayment, then DEP would have reduced the financing rate by 0.10%, for an overall savings of \$786.92. The deadline has passed for this discount. However, an Asset Management Plan describing operational costs, maintenance needs, and system life remains a prudent practice for the Facility.
9. Operator personnel have experience in renewable energy infrastructure design, construction, maintenance, and operations.
10. Operator seeks to operate the Facility on behalf of the City of Quincy.

AGREEMENT

NOW THEREFORE, in consideration of the foregoing and the mutual covenants and agreements contained in this Agreement, and for other good and valuable consideration, the receipt and adequacy of which is hereby acknowledged, the Parties agree as follows:

Article 1

Definitions

- 1.1 Definitions. As used in this Agreement, the following terms will have the meanings set out or referred to below, unless the context requires otherwise:

Operating Agreement between Gadsden Renewables and the City of Quincy Utilities

"Affiliate" - with respect to any person or entity, any other person or entity that controls, is controlled by, or is under common control with that person or entity, and includes any officer or director of that person or entity. As used herein, "control," shall mean the ownership, either directly or by attribution, of fifty percent (50%) or more of the combined voting rights attributable to the equity interests of the entity, or the ability to control the composition of the majority of the board of directors or comparable management body of the entity.

"Agreement" - this Agreement, including all Schedules and Exhibits, as any of them may be amended or supplemented from time to time.

"Applicable Law" - all applicable provisions of any constitution, statute, law, ordinance, code, rule, regulation, decision, order, decree, judgment, release, license, permit, stipulation or other official pronouncement enacted, promulgated or issued by any Governmental Authority.

"Asset Management Plan" - a plan, adopted by ordinance or resolution, delineating each of the following elements: i) identification of all assets within the Local Government's system; ii) an evaluation of the current age, condition, and anticipated useful life of each asset; iii) the current value of the assets; iv) the cost to operate and maintain all assets; v) a capital improvement plan based on a survey of industry standards, life expectancy, life cycle analysis, and remaining useful life; vi) an analysis of funding needs; vii) an analysis of population growth and wastewater or stormwater flow projections, as applicable, for the Local Government's planning area, and a model, if applicable, for impact fees; commercial, industrial and residential rate structures; and industrial pretreatment fees and parameters; viii) the establishment of an adequate funding rate structure; ix) a threshold rate set to ensure the proper operation of the utility.

"Build Date" - Calendar date when the City of Quincy accepted beneficial occupant delivery (BOD) of the solar generating facility. BOD is [date to be provided by CoQ 2022]

"Build Year" - Calendar year beginning with after BOD. Build Year 1 is Calendar Year 2022.

"Business Day" - any day Monday through Friday that banks are open for business in Quincy, Florida.

"Owner Enforced Curtailment" - *see* Section 9.7.

"Owner Indemnified Parties" - *see* Section 14.1.

"Claiming Party" - *see* Section 15.1.

"Claims" - any claims, demands, losses, liabilities, penalties (civil or criminal), fines and expenses (including reasonable attorneys' fees and expenses), including with respect to (i) personal injury or death to persons, damage to any property or facilities of any person or entity, (ii) environmental, health or safety matters or conditions (including on-Site or off-Site contamination), and (iii) financial responsibility for corrective or remedial action under any Environmental Law or fines or penalties imposed under any Environmental Law.

"Commercial Operation Date" - *see* Section 3.1.

"Commercially Reasonable Efforts" - the efforts that a prudent person desiring to achieve a result would use in similar circumstances to achieve that result as expeditiously as practicable; provided, however, that a person required to use Commercially Reasonable Efforts will not be

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required to undertake extraordinary or unreasonable measures or incur expenses in excess of normal and usual filing fees and processing fees, if any.

"Confidential Information" - for purposes of this Agreement, any written data or information (or an oral communication if the Party requesting confidentiality for such oral communication promptly confirms such communication in writing) that is privileged, confidential or proprietary and is identified and marked in accordance with Section 16.2, except information that (1) is a matter of public knowledge at the time of its disclosure or is thereafter published in or otherwise ascertainable from any source available to the public without breach of this Agreement, (2) is obtained from a third party (other than an Affiliate of one of the Parties) other than by or as a result of unauthorized disclosure, or (3) had been independently developed, prior to the time of disclosure, by the receiving Party or its Affiliates not utilizing improper means.

"Contract Year" - each twelve-month period during the Term of this Agreement that begins on the Commercial Operation Date or each anniversary thereof.

"Deemed Energy" - means energy that could have been generated by the Facility and delivered to Owner but for (i) Owner Enforced Curtailment, or, (ii) any failure by Owner to perform its obligations under this Agreement or the Electric Interconnection Agreement. The amount of Deemed Energy for any given period of time shall be determined pursuant to the methodology set forth in Exhibit B.

"Delay Damages" - *see* Section 11.3.

"Delivery Point" - *see* Section 5.1.

"Effective Date" - *see* Section 2.1.

"Electric Interconnection Agreement" - an agreement providing for the interconnection of the Facility to the electric transmission and distribution system owned by Owner.

"Emergency" - Conditions beyond the normal control of Owner that affect the ability of Owner's transmission and distribution system to function normally, including any abnormal system condition which requires immediate manual or automatic action to prevent loss of load, equipment damage, or tripping of system elements which might result in cascading outages or to restore system operation to comply with Applicable Law.

"Environmental and Renewable Attributes" - the aggregate amount of environmental, or renewable energy credits or other benefits (including emissions allowances, offsets, credits and increments and renewable energy credits) arising from the generation of electric energy at the Facility. In no event shall Environmental and Renewable Attributes include any investment tax credits, production tax credits, or any other such tax benefits or financial incentives.

"Environmental Laws" - all Applicable Laws relating to pollution, protection, preservation or restoration of human health, the environment or natural resources, including laws relating to releases or threatened releases of hazardous substances or hazardous waste, or otherwise relating to the manufacture, processing, distribution, use, treatment, storage, disposal, transport or handling of hazardous substances or hazardous waste, including the Clean Water Act, the Clean Air Act, the Resource Conservation and Recovery Act, and the Comprehensive Environmental Response Compensation and Liability Act, in each case as amended, and their state and local counterparts and all regulations thereunder.

"Event of Default" - *see* Section 11.1.

"Facility" - means, collectively, Operator's solar photovoltaic electric generating facility located on the Site and Operator's interconnection facilities for such Facility, the purpose of which is to produce electricity and deliver such to the Delivery Point, including all of the following: Operator's equipment, buildings, step up transformers, output breakers, facilities necessary to connect to the Delivery Point, protective and associated equipment, improvements, and all other tangible assets, contract rights, leases, easements, rights of way, surface use agreements and other interests or rights in real estate reasonably necessary for the construction, operation, and maintenance of the electric generating facility that produces the electrical energy subject to this Agreement.

"Facility Capacity" - is approximately 1.3 MW (AC).

"FERC" - the Federal Energy Regulatory Commission or its successor organization.

"Financing Documents" - means the documents associated with any Tax Equity Financing and the loan and credit agreements, notes, bonds, indentures, security agreements, lease financing agreements, mortgages, deeds of trust, interest rate exchanges, swap agreements and other documents relating to the development, bridge, construction or permanent debt financing for the Facility, including any credit enhancement, credit support, working capital financing, or refinancing documents, and any and all amendments, modifications, or supplements to the foregoing that may be entered into from time to time at the discretion of Operator in connection with development, construction, ownership, leasing, operation or maintenance of the Facility.

"Force Majeure" - an event or circumstance that prevents one Party from performing its obligations under this Agreement, which event or circumstance was not anticipated as of the Effective Date, which is not within the reasonable control of, or the result of the negligence of, the Claiming Party, and which, by the exercise of due diligence, the Claiming Party is unable to overcome or avoid or cause to be avoided; provided, however, that in no event shall (1) a site-specific strike, lockout or labor dispute, (2) Owner's inability economically to use or resell the Project Energy purchased hereunder, or (3) an inability to comply with Applicable Law to be considered an event of *Force Majeure*.

"Forced Outage" - a unit outage that requires the unit to be removed from service with no warning, which is not a Planned Outage or Maintenance Outage, but may or may not be the result of *Force Majeure*.

"Governmental Authority" - any federal, state or local legislative, executive, judicial, quasi-judicial or other public authority, agency, department, bureau, division, unit, court, tribunal, or other public body, person or entity having jurisdiction over a Party, the Facility or this Agreement, which shall include, but not be limited to, in appropriate context, FERC, the Florida Public Service Commission, the North American Electric Reliability Council, the Florida Reliability Coordinating Council, or their respective successor organizations, and which shall exclude Owner (except when Owner is acting in its regulatory capacity).

"Indebtedness" - means (a) obligations for borrowed money, (b) obligations representing the deferred purchase price of property or services, (c) obligations, whether or not assumed, secured by liens or payable out of the proceeds of production from property now or hereafter owned or acquired, (d) obligations which are evidenced by notes, acceptances, or other instruments, and (e) any other obligation for borrowed money or other financial accommodation.

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"Installed Capacity" - the aggregate sum, expressed in MWac, of the manufacturer's rated electric energy output of the system comprising the Facility at reference conditions of 50 degrees Celsius and a power factor of 1.0, as certified on Commercial Operation Date

"Lender" - means any lenders or other third persons (including cash equity investors and Tax Equity Investors) and any successors and assigns thereto, providing financing related to the Facility, including its initial construction, maintenance, or operations.

"Maintenance Outage" - an outage that can be deferred beyond the next weekend, but does not require that the Facility be removed from service immediately. A Maintenance Outage does not necessarily have to be deferred beyond the next weekend, but rather has the potential to be delayed past the next weekend. For the purposes of Maintenance Outage determination, the next weekend shall mean the period from 2400 (12:00 a.m.) on the next Friday until 2400 (12:00 a.m.) on Sunday, Eastern Prevailing Time.

"Meters" - *see* Section 7.1.

"Mutually Agreed Outage" - *see* Section 9.6.

"NERC" - the North American Electric Reliability Corporation, or any successor to its functions, including any delegated regional entities.

"Nameplate Capacity" - the aggregate sum, expressed in MWac, of the manufacturer's rated electric energy output of each of the installed inverters comprising the Facility at reference conditions of 50 degrees Celsius and a power factor of 1.0, as indicated on the nameplate physically attached to such inverters.

"Operating Representative" - *see* Section 9.13.

"Party" - Owner or Operator.

"Permit" - any license, approval, order, permit or similar document or action issued or taken by any Governmental Authority, including, if applicable, FERC authorization to engage in the wholesale sale of electric capacity, energy and related products at market-based rates.

"Planned Outage" - an outage that is scheduled well in advance, is of a predictable duration, and is scheduled to occur only during the months of October-November or February-May.

"Project Energy" - the electric energy produced, flowed and delivered from the Facility to the Delivery Point pursuant to the terms of this Agreement, measured in megawatt- hours (MWh).

"Project Energy Payment" - *see* Section 8.1.

"Prudent Industry Practice" - any of the practices, methods, standards and acts including practices, methods, standards and acts engaged in or adopted by a significant portion of the independent solar photovoltaic electric power generation industry in the United States during the applicable period) which, in the exercise of reasonable judgment in light of the facts known at the time, could be expected to accomplish the desired result consistent with reliability, economy, safety, and expedition. Prudent Industry Practice is not intended to be limited to any particular set of optimum practices, methods, standards or acts to the exclusion of all others, but rather is

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intended to include practices, methods, or acts generally accepted in the United States, having due regard for, among other things, manufacturers' recommendations and warranties, contractual obligations, Applicable Law and requirements or guidance of Governmental Authorities and NERC.

"Representatives" - *see* Section 16.2.

"Schedule of Rates" - the pricing structure for Project Energy Payments; *see* **Exhibit C**.

"Operator Indemnified Parties" - *see* Section 14.2.

"Site" - the real property where the Facility is located, specifically at [address to be determined] Joe Adams Rd, Quincy, Florida, 32351.

"Solar Renewable Energy Credit" or "SREC" - *see* Section 4.2.

"Specified Rate" - for each calendar month, the lower of (1) the highest "prime rate" as published in *The Wall Street Journal* under the heading "Money Rates" on the first day of such month that such rates are published, plus 2% per annum and (2) the maximum rate allowed by Applicable Law.

"Stipulated Commercial Operation Date" - *see* Section 3.2.

"Tax" or "Taxes" - all taxes, assessments, charges, duties, fees, levies or other governmental charges, including all federal, state, local, foreign or other income, profits, unitary, business, franchise, capital stock, real property, personal property, intangible, withholding, FICA, unemployment compensation, disability, transfer, sales, use, excise and other taxes, assessments, charges, duties, fees, or levies of any kind whatsoever (whether or not requiring the filing of returns) and all deficiency assessments, additions to tax, penalties and interest.

"Tax Equity Financing" - means a transaction or series of transactions involving one or more investors seeking a return that is enhanced by tax credits and/or tax depreciation (each a "Tax Equity Investor") including, without limitation, (a) described in Internal Revenue Code Revenue Procedures 2001-28 (sale-leaseback (with or without "leverage")), 2007-65 (flip partnership) or 2014-12 (flip partnership and master tenant partnership), as those Revenue Procedures are reasonably applied or analogized to a solar project transaction (as opposed to a wind farm or rehabilitated real estate) or (b) contemplated by Section 50(d)(5) of the Internal Revenue Code (a pass-through lease).

"Tax Equity Investor" - has the meaning set forth in the definition of Tax Equity Financing.

"Term" - *see* Section 2.2.

- 1.2 Interpretation. The headings of Articles and Sections in this Agreement are provided for convenience only and will not affect the construction or interpretation of this Agreement. All references to "Articles," "Sections," "Schedules," or "Exhibits," refer to the corresponding Articles, Sections, Schedules or Exhibits of or to this Agreement. All Schedules and Exhibits to this Agreement are hereby incorporated by reference. All words used in this Agreement will be construed to be of such gender or number as the circumstances require. Unless otherwise expressly provided, the word "including" does not limit the preceding words or terms. Unless otherwise stated, any reference in this Agreement to any person shall include its permitted successors and assigns and, in the case of any Governmental Authority, any person succeeding

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to its functions and capacities. For purposes of this Operating Agreement, Owner is not a Governmental Authority, unless otherwise indicated.

- 1.3 Construction. In the event of a conflict between the terms of this Agreement and those of any Exhibit or Schedule, the terms of the Agreement shall prevail. Each Party acknowledges that it and its counsel have reviewed and revised this Agreement and that the normal rule of construction to the effect that any ambiguities are to be resolved against the drafting party shall not be employed in the interpretation of this Agreement.

Article 2

Term and Conditions Precedent

- 2.1 Effective Date. This Agreement will become effective upon the date of its execution and delivery by each of the Parties, or if not executed on the same date, the later date on which a Party executes the Agreement and delivers it to the other Party.

- 2.2 Term. This Agreement will continue in effect until the **twenty-fifth (25th) anniversary of the Build Date, approximately the 23 years after the Contract Year**, subject to earlier termination pursuant to Sections 2.3, 11.1, 11.4, or 15.2 (the period from the Commercial Operation Date until such time, the "**Initial Term**"). Operator shall have the option to extend the Term for an additional five-year extension term following the Initial Term, subject to earlier termination pursuant to the terms of this Agreement ("**First Extension Term**"), by providing a written notice delivered to Operator not later than twenty-four (24) months prior to the end of the Initial Term. If Owner exercises the First Extension Term option, then Owner shall have the option to extend the Term for an additional three-year extension term following the First Extension Term, subject to earlier termination pursuant to the terms of this Agreement ("**Second Extension Term**"), by providing a written notice delivered to Operator by not later than twenty-four (24) months prior to the end of the First Extension Term. The Initial Term, together with the First Extension Term and Second Extension Term, if applicable, is referred to herein as the ("**Term**").

- 2.3 Conditions Precedent.

- 2.3.1 Conditions Precedent. Operator may terminate this Agreement effective upon written notice to that effect, and neither Party will have any further obligation to the other Party, except as provided in Section 2.4, if any of the following events has not occurred:

- (a) Owner's Electric Interconnection Agreement remains valid and is not been cancelled or rescinded; Owner and Operator will perform all reasonable efforts to maintain Electric Interconnection Agreement;
- (b) All other Permits that are necessary for the ownership, development, construction, operation and maintenance of the Facility;
- (c) By December 31, 2024, Operator has obtained any necessary bank loans, letters of credit, or other financing sources necessary to operate the Facility;

Owner and Operator will perform all reasonable efforts to ensure the completion of all aforementioned events described in (a)-(c). To the extent any of these Conditions Precedent have already been acquired by Owner, Owner will make all reasonable efforts to assign them or related rights and benefits to Operator. Any such assignments will be narrowly tailored to ensure Operator's ability to operate the Facility on behalf of Owner.

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- 2.3.2 Exercise of Termination Right. Any election by Operator to terminate this Agreement pursuant to Section 2.3.1 must be communicated in writing to the other Party within thirty (30) days of the corresponding deadline for the applicable event in Section 2.3.1. Failure to give such notice in a timely manner shall constitute a waiver of the termination right otherwise provided by that section.
- 2.4 Effect of Early Termination. Any expiration or termination of this Agreement shall not relieve either Party of any liability accrued or arising from conduct or activities prior to the effective date of the expiration or termination, and such expiration or termination shall not affect the continued operation or enforcement of any provision of this Agreement which by its express terms or by reasonable implication is to survive any expiration or termination. Upon any early termination of this Agreement pursuant to Sections 2.3 or 15.2, neither Party shall have any liability to the other with respect to performance obligations.

Article 3

Commercial Operation Date; Testing

- 3.1 Stipulated Commercial Operation Date. The "**Stipulated Commercial Operation Date**" shall be no later than **January 1, 2024**, as extended by a day-for-day extension due to any
- 3.1.1 *Force Majeure* event,
- 3.1.2 delay in obtaining all Permits required or
- 3.3.3 delay in obtaining any interconnection or transmission permission.
- If Operator and Owner can accelerate Commercial Operation Date, they are encouraged to do so, as discussed in Section 9.1.
- 3.2 Commercial Operation Date. The respective rights and obligations of Operator and Owner relating to the commercial operation of the Facility and the obligation of Owner to make payments under Article 8 will commence on the Commercial Operation Date. The Commercial Operation Date for the Facility is scheduled for the **Stipulated Commercial Operation Date, January 1, 2024**. However, Operator may request Owner delay the Commercial Operation Date if any of the criteria in 3.1.
- 3.3 No Legal Restraints.
- 3.3.1 Operator has certified there are no suits, proceedings, judgments, rulings or orders by or before any Governmental Authority that could reasonably be expected to materially and adversely affect its ability to operate the Facility and to produce Project Energy.
- 3.3.2 Owner has certified there are no suits, proceedings, judgments, rulings or orders by or before any Governmental Authority that could reasonably be expected to materially and adversely affect the ability of the Facility to operate and produce Project Energy or has indemnified Operator against any such suits, proceedings, judgments, rulings or orders by or before any Governmental Authority.
- 3.3.3 Any suit, proceeding, judgment, ruling or order by or before any Governmental Authority, which requires Operator to pause or to cease operations, will be treated as an owner enforced curtailment in accordance with Section 9.7 Owner Enforced Curtailment. The events giving rise to such suit, proceeding, judgment, ruling or order

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must have occurred prior the Effective Date, or, if after the Effective Date, have been performed by Owner.

3.4 Testing.

3.4.1 Initial Test. Operator does not expect to need an initial test because system appears to be supplying energy to the grid. However, because system maintenance and past operations are unknown, unexpected difficulties may arise, requiring testing prior to Commercial Operation. If an initial test is not required, then Sections 3.4.2 and 3.4.3 are moot.

3.4.2 Coordination of Initial Test. During initial testing Operator will coordinate the production and delivery of Project Energy with Owner.

3.4.3 Payment for Test Energy. Owner will pay Owner for all Project Energy generated during initial testing at the price specified for the first (1st) Contract Year.

Article 4

Purchase and Sale of Project Energy

4.1 Purchase and Sale of Project Energy and Services. Operator will deliver to Owner all Project Energy, and all associated Environmental and Renewable Attributes.

4.2 Owner will pay Operator for all project energy at a rate equal to the normalized wholesale rate Owner pays to the Southeastern Power Administration (SEPA). Details of how to compute this rate are further discussed in **ARTICLE 8 Charges and Payments**.

4.3 Operator's failure to deliver Project Energy up to the Facility Capacity and associated Environmental and Renewable Attributes shall be excused only by

4.3.1 an event of Force Majeure,

4.3.2 a Planned Outage, Maintenance Outage or Mutually-Agreed Outage,

4.3.3 a Forced Outage,

4.3.4 insufficient solar resources,

4.3.5 curtailment of the Facility by Owner, or

4.3.6 Owner's failure to perform its obligations under this Agreement.

4.2 Environmental Credits.

4.2.1 Environmental Credits. The Parties acknowledge that currently effective or future legislation, regulation or voluntary programs may create value in the ownership, use or allocation of Environmental and Renewable Attributes. Specifically, Operator and Owner shall use Commercially Reasonable Efforts to provide to Owner all Environmental and Renewable Attributes to the extent such credits may accrue during the Term.

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- 4.2.2 Other Covenants. During the Term, to the extent applicable, Operator and Owner shall reasonably cooperate in making any required filings with the applicable Governmental Authorities to allow Owner to obtain any available Environmental and Renewable Attributes associated with the Facility, provided that Operator will only be required to exercise Commercially Reasonable Efforts to comply with this Section 4.2.2. Following expiration of the Term, Operator shall retain all rights in all Environmental and Renewable Attributes associated with the energy produced by the Facility.
- 4.2.3 Solar Renewable Energy Credit Program. Operator and Owner agree to cooperate on any registration of Environmental and Renewable Attributes. This includes a Solar Renewable Energy Credit (“**SREC**”) Program, as discussed in **Appendix D**. Operator and Owner acknowledge that the terms of this Section 4.2.3 may be changed by or made economically unfeasible by future legislation or regulation. In such circumstances, Operator and Owner will cooperate to modify this SREC Program to adjust to the modified legislative or regulatory landscape. In no event shall Owner unilaterally enact a such a change to disadvantage the SREC Program.
- 4.3 No Other Products. Operator makes no representation or warranty as to the ability of the Facility to provide any ancillary services. Owner acknowledges that the Facility is not intended to provide voltage support to Owner's transmission system. Owner will not be entitled under this Agreement to receive any ancillary services by means of the Facility.

Article 5

Delivery Point; Delivery

- 5.1 Delivery Point. The delivery point for the delivery by Operator to Owner of Project Energy shall be the existing point of interconnection located near the Facility on Distribution Line 336 (“**Delivery Point**”).
- 5.2 Title. Title to and risk of loss of Project Energy shall pass from Operator to Owner at the Delivery Point.
- 5.3 Responsibility. Operator shall be responsible for delivery of Project Energy to the Delivery Point and, as between the Parties, shall be responsible for all costs, liabilities, taxes, losses, and charges of any kind imposed or assessed with respect to the delivery of Project Energy to the Delivery Point. Except as otherwise agreed, Owner shall be responsible for providing transmission and distribution service from the Delivery Point and, as between the Parties, shall be responsible for all costs, liabilities, taxes, losses, and charges of any kind imposed or assessed at and after the delivery of Project Energy at the Delivery Point, including responsibility for any transmission service and ancillary services.
- 5.4 Project Energy. Project Energy supplied under this Agreement will be supplied as three- phase, alternating 60 Hertz current, expressed in megawatt hours.
- 5.5 Forecasting.
- 5.5.1 Long-Range Forecasts. For planning purposes, on or before (a) the initial delivery of Project Energy, and (b) December 1st of each calendar year thereafter, Operator shall provide a non-binding forecast of the hourly energy production of the Facility for the coming Contract Year.

- 5.5.2 Basis of Forecasts. The forecasts called for by this Agreement shall be non-binding, good faith estimates only, and Owner expressly releases Operator from any liability to Owner for the forecasts.

Article 6

Interconnection

- 6.1 Interconnection Facilities. Owner will be responsible for the construction, operation, maintenance and control of all electric interconnection facilities, distribution upgrades, transmission upgrades, or other upgrades required to interconnect the Facility to Owner's electric system. It is understood that an Electric Interconnection Agreement already exists, as the Facility was originally built on behalf of the Owner and appears to be supplying energy to Owner's electrical grid. If a valid Electric Interconnection Agreement does not exist or cannot be assigned to Operator, Operator will make all reasonable efforts to procure one, and Owner will provide all reasonable assistance. Owner will reimburse Operator's expenses in procuring or extending any Electric Interconnection Agreement over the life of the Electric Interconnection Agreement after the Commercial Operation Date.

Article 7

Metering

- 7.1 Location and Ownership. Project Energy will be measured by the electricity metering equipment currently installed at the Facility ("Meters"). As between the Parties, Operator will be responsible, at its expense, for the installation, maintenance and replacement, if necessary, of the Meters in accordance with Prudent Industry Practice. Upon request, Operator will share all Meter data with Owner.
- 7.2 Check Meters. Either Party may, at its option and expense, install, operate and maintain one or more check meters in accordance with Prudent Industry Practice. Check meters will not be used for measurement of Project Energy. Except as provided in Section 7.3.2, check meters will be subject to inspection and testing by the other Party at all reasonable times.
- 7.3 Testing and Adjustment of Meters.
- 7.3.1 Inspection and Testing. The Operator will inspect and test all Meters in accordance with Prudent Industry Practice.
- 7.3.2 Adjustment for Inaccurate Measurements.
- 7.3.2.1 Upon installation, the revenue meter shall be tested and adjusted to an accuracy of 0.3%, as measured against a standard test meter utilized in the test and shall be tested on a calendar year basis each and every year thereafter, while this Agreement is in force. Upon installation, a check meter shall be tested and adjusted to an accuracy of 0.3% as measured against a standard test meter and shall be tested on a calendar year basis each and every year thereafter, while this Agreement is in force.
- 7.3.2.2 If no check meter has been installed and the annual test reflects that the revenue meter varies by more than 1% from the standard test meter, the revenue meter shall be adjusted, repaired, or replaced to return the revenue meter to an accuracy of 0.3% as measured against a standard test meter. If the Parties cannot agree on the amount or duration of the inaccuracy, an adjustment shall be made for the amount of inaccuracy as measured by the test meter and for a period equivalent to one-half of the time from the date of the last previous test

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of the revenue meter, provided however, that the period subject to adjustment shall not exceed six months.

- 7.3.2.3 If either Party has installed a check meter, and the revenue meter is found to vary by more than 1% from the check meter during any billing cycle, both the check meter and the revenue meter shall be tested and adjusted, repaired, or replaced as necessary to return the meter(s) to an accuracy of 0.3% as measured against a standard test meter. If the revenue meter is found during the test to vary by no more than 1% from the standard test meter, no adjustment of the revenue meter register shall be made. If the revenue meter was found during the test to vary by more than 1% from the standard test meter, an adjustment shall be made for the amount of inaccuracy as measured by the standard test meter for the period of the billing cycle in question and that portion of the following billing cycle(s) ending with the adjustment, repair, or replacement of the revenue meter to an accuracy of 0.3% as measured against a standard test meter.

Article 8

Charges and Payments

- 8.1 Project Energy Payment. Owner will pay Operator for project energy at a rate equal to the normalized wholesale rate (including Monthly Energy Non-Fuel Payment (MENFP), Monthly Capacity Payment (MCP), Monthly Energy Fuel Payment (MEFP), and monthly customer charge (MCC), and all associated fees) Owner paid to the Southeastern Power Administration (SEPA) for each kWh of energy during the same time period. Within three (3) business days of receipt, Owner will share all SEPA wholesale energy bills with Operator. Operator will in turn bill Owner for the energy provided, in accordance with this normalized rate.

OR

Owner will pay Operator for project energy at a rate equal to the average wholesale rate (including Monthly Energy Non-Fuel Payment (MENFP), Monthly Capacity Payment (MCP), Monthly Energy Fuel Payment (MEFP), and monthly customer charge (MCC), and all associated fees) Owner paid to the Southeastern Power Administration (SEPA) during the previous calendar year. No later than January 10 of every calendar year Owner will provide Operator the 12 previous monthly bills from SEPA. From these bills Operator will compute the normalized, average monthly wholesale cost of energy (including Monthly Energy Non-Fuel Payment (MENFP), Monthly Capacity Payment (MCP), Monthly Energy Fuel Payment (MEFP), and monthly customer charge (MCC), and all associated fees) SEPA charged over the previous year. Owner will pay Operator at this rate for all energy provided by the Facility to the Owner.

[CoQ shall leave the rate method it prefers and shall delete the other version of this paragraph then update 8.2 per month/year as]

- 8.1 Project Energy Payment Components. Operator shall NOT separate charges for Monthly Energy Non-Fuel Payment (MENFP), Monthly Capacity Payment (MCP), Monthly Energy Fuel Payment (MEFP), and monthly customer charge (MCC), and all associated fees), as SEPA does in its bills. Rather, to determine its billing rate Operator shall divide the total dollar amount charged by SEPA over the previous month/year by the total wholesale energy delivered in kWh over that same month/year as follows

$$\text{Operator Rate} \left(\frac{\$}{\text{kWh}} \right) = \frac{\text{SEPA Energy (kWh)}}{\text{SEPA Total Amount Due (\$)}}$$

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Owner will owe Operator a payment for the sum of the Project Energy and the Deemed Energy, multiplied by the Operator Rate as follows

$$\text{Payment due (\$)} = \text{Operator Rate} \left(\frac{\$}{\text{kWh}} \right) * (\text{Project Energy (kWh)} + \text{Deemed Energy (kWh)})$$

8.3 Statements and Payment.

- 8.3.1 Invoices. By the tenth (10th) day of each month following a month in which Project Energy was delivered or for which there was any Deemed Energy, Operator shall provide Owner with an invoice setting forth the quantity of Project Energy that was delivered, the quantity of Deemed Energy, the applicable Schedule of Rates, the Project Energy Payment, and any other amounts due hereunder. Owner shall remit the amount due Operator by wire transfer, pursuant to Operator's invoice instructions, on or before twenty (20) calendar days after Owner's receipt of Operator's invoice.
- 8.3.2 Next Business Day. If the last calendar day for a payment due under this Agreement is not a Business Day, then such payment shall be due not later than the next Business Day following that calendar day.
- 8.3.3 Interest. If Owner fails to pay any amount payable under this Agreement when due, then Owner also will pay interest at the Specified Rate on the amount that is not paid from the date that the amount was due to the date on which Operator receives payment.
- 8.3.4 Netting. The Parties hereby agree that they shall discharge mutual debts and payment obligations due and owing to each other on the same date pursuant to this Agreement through netting, in which case all amounts owed by each Party to the other Party during the monthly billing period under this Agreement, interest, and payments or credits, shall be netted so that only the excess amount remaining due shall be paid by the Party who owes it.
- 8.3.5 Disputes. The Owner will pay, via electronic means, the full amount of all invoices within twenty (20) days of receipt of a proper invoice. Such payments will be subject to audit by Owner following payment. Should Owner, as a result of such audit, dispute any amounts paid, Owner will advise Operator of such dispute and shall deduct the amount in dispute from the amount otherwise due with respect to the next invoice.

Article 9 Maintenance and Operation

- 9.1 Asset Management Plan. Operator will develop an Asset Management Plan for the Facility, which it will submit to Owner. Asset management will include
 - 9.1.1 Identification of all assets within the Facility;
 - 9.1.2 An evaluation of the current age, condition, and anticipated useful life of each asset;
 - 9.1.3 The current value of the assets;
 - 9.1.4 The cost to operate and maintain all assets;

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- 9.1.5 A capital improvement plan based on a survey of industry standards, life expectancy, life cycle analysis, and remaining useful life;
- 9.1.6 An analysis of funding needs;
- 9.1.7 Establishment of an adequate funding rate structure;
- 9.1.8 A threshold rate set to ensure the proper operation of the utility;

The Asset Management plan will omit the following items recommended in **Reference A** because they are outside the scope of Operator's operations. Owner may develop these items to supplement Owner's Asset Management Plan if it sees fit:

- 9.1.9 An analysis of population growth and wastewater or stormwater flow projections, as applicable, for the Local Government's planning area;
- 9.1.10 A model, if applicable, for wastewater and stormwater impact fees;
- 9.1.11 Commercial, industrial and residential stormwater and wastewater rate structures;
- 9.1.12 Industrial stormwater and wastewater pretreatment fees and parameters.

9.2 Initial Operations. Operator will use Commercially Reasonable Efforts in accordance with Prudent Industry Practice to cause the Commercial Operation Date for the Facility to occur on or before the Stipulated Commercial Operation Date.

9.3 Operation and Maintenance. Operator will at all times operate and maintain the Facility in accordance with Prudent Industry Practice.

9.4 Permits and Compliance with Law.

9.3.1 Operator will obtain and maintain in full force and effect all applicable Permits that are necessary for the ownership, development, construction, operation and maintenance of the Facility and the generation and delivery of Project Energy, and except to the extent that failure to do so would not materially adversely affect the operation of the Facility or generation and delivery of Project Energy. Owner will obtain and maintain in full force and effect all applicable Permits that Owner is required to obtain pursuant to executing this Operating Agreement, the Electric Interconnection Agreement, or its status as a regulated utility. Each Party shall cooperate with the other Party's efforts to obtain all such Permits. To the extent Owner has already obtained any applicable Permits (including Interconnection Agreements), Owner will assign such Permits to Operator.

9.3.2 Operator will, at all times during the Term, comply with all Applicable Law related to the operation and maintenance of the Facility and Operator's performance of its obligations under this Agreement, including all applicable Environmental Laws in effect at any time during the Term, except to the extent the failure to do so would not have a material adverse effect on the construction, operation and maintenance of the Facility or Operator's ability to perform its obligations hereunder.

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- 9.3.3 Owner will, at all times during the Term, comply with all Applicable Law necessary for Owner to perform its obligations under this Agreement, including all applicable Environmental Laws in effect at any time during the Term.

9.4 Planned and Maintenance Outages.

- 9.4.1 Operator shall annually provide Owner with a rolling five (5) year Planned Outage Schedule for review. The initial Planned Outage Schedule will be provided no later than ninety (90) days prior to the Commercial Operation Date. This schedule will show all anticipated Planned Outages for the five (5) years of operation following the Commercial Operation Date. On or before June 1 of each calendar year, Operator will update the Planned Outage Schedule to reflect any changes in the schedule for years 1-4 and to add the new year 5. In addition to the annual revisions, Operator shall provide an updated Planned Outage Schedule for the current calendar year (January to December) as soon as the need for changes in the Planned Outage Schedule are known. Owner shall have twenty (20) calendar days to review the Planned Outage Schedule and to provide Operator with concurrence or requested modifications to the Planned Outage Schedule. To the extent possible without incurring increased costs or risking material damage to any component of the Facility, Operator will modify the Planned Outage schedule to meet Owner's needs. If, during a Planned Outage, Operator identifies that the Planned Outage will last longer than scheduled, Operator shall immediately notify Owner of such delay.

- 9.4.2 At the point where the Operator is aware that a Maintenance Outage is required, Operator shall immediately notify Owner and coordinate the date and time in which the Maintenance Outage will occur. Owner agrees to schedule such Maintenance Outage in a manner that allows Operator to remove the Facility from service as soon as practical without impacting Owner's system operations.

- 9.5 Forced Outages. Should Operator identify the need to remove the Facility from operation due to a Forced Outage, Operator shall provide Owner with as much advance notice as possible of the Forced Outage. As soon as possible following the commencement of the Forced Outage, Operator shall provide Owner with information pertaining to the cause of the outage and the anticipated return to service date.

- 9.6 Mutually Agreed Outages. In addition to the foregoing, Operator may remove all or a portion of the Facility from service to perform work at such other times and for such durations as Operator and Owner may agree ("**Mutually Agreed Outages**"). The Parties acknowledge and agree that neither Party will have any obligation to agree to a Mutually Agreed Outage.

- 9.7 Owner Enforced Curtailment. The Owner operates an electric utility that consists of a generation, transmission and distribution system. If during the course of operating the Owner's electric utility, the situation arises such that the Owner must curtail the Facility's ability to deliver electric power to the Delivery Point for any reason other than as set forth in Section 9.14, then Owner shall compensate the Operator for energy not delivered ("**Owner Enforced Curtailment**"). The compensation for an Owner Enforced Curtailment shall be calculated by multiplying Deemed Energy by the per MWh rate specified in Exhibit C.

- 9.8 Records. Operator will, during the term of this Agreement, maintain appropriate books and records with respect to the operation and maintenance of the Facility consistent with Prudent Industry Practice and Applicable Law. Subject to the confidentiality requirements of Section

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16.2. Operator will make such books and records available to Owner for inspection and copying as Owner may reasonably request to verify the accuracy of any statement, charge or computation made pursuant to this Agreement.

- 9.9 Reports. Subject to the confidentiality requirements of Section 16.2, each of the Parties will provide to the other Party all information that such other Party shall reasonably request in connection with the performance of this Agreement, including all relevant technical information required for the purchase and sale and delivery and acceptance of Project Energy.
- 9.10 Qualified Personnel. Operator will employ or contract with qualified personnel for the purpose of operating and maintaining the Facility.
- 9.11 Inspection. Owner will have the right to reasonably inspect the Meters and the Facility, upon reasonable prior notice to Operator, during normal business hours and subject to the safety rules and regulations of Operator.
- 9.12 Insurance. Operator shall carry and maintain no less than the insurance coverages listed below, applicable to all operations undertaken by Operator, in the minimum amounts indicated, and all such liability insurance shall name Owner as an additional insured. Such minimum amounts may be satisfied either by primary insurance or by any combination of primary and excess/umbrella insurance. All such insurance is to be placed with Florida-admitted insurers rated B+ or better by A.M. Best Rating Service. The required insurance coverages shall be maintained in effect throughout the Term.
- (a) Commercial General Liability insurance written on an occurrence basis, with a minimum limit of \$3 million or a combined single limit of \$5 million.
- 9.13 Operating Representatives. Each Party shall maintain one designated representative (the "**Operating Representative**"), who shall have authority to act for its principal in all technical, real-time or routine matters relating to operation of the Facility and performance of this Agreement and to attempt to resolve disputes or potential disputes. The Operating Representatives, in their capacity as representatives, shall not have the authority to amend or modify any provision of this Agreement.
- 9.14 Emergency Curtailment. Owner may exercise its ability to curtail Project Energy from time-to-time due to an Emergency ("**Emergency Curtailment**"). The Operator is solely responsible for any lost revenue to Operator associated with such Emergency Curtailment. For the avoidance of doubt, lost revenue associated with such Emergency Curtailment does not give rise to Deemed Energy. For the avoidance of doubt, any reduction or disconnection of the Facility that becomes necessary due to the operations or maintenance of Distribution Line 336, Joe Adams Road, or any other infrastructure in near the site will be deemed an Owner Enforced Curtailment pursuant to Section 9.7 and not an Emergency Curtailment pursuant to this Section 9.14. Following occurrence of an Emergency Curtailment, Owner will undertake all efforts, consistent with Prudent Industry Practice, to address the Emergency and to alleviate the curtailment.

Article 10
Reserved

Article 11
Events of Default and Remedies

- 11.1 Termination Due to Event of Default. If an event specified in Section 11.2 (an "**Event of Default**") occurs, and is continuing, with respect to either Operator or Owner, then the other Party may terminate this Agreement immediately upon written notice to the other Party. The terminating Party will be entitled to all available remedies at law or in equity, except as expressly limited by this Agreement (including Section 14.3).
- 11.2 Events of Default. The occurrence of any of the following events shall constitute an Event of Default:
- 11.2.1 Payment Default. With respect to Owner, if Owner fails to make, when due, any payment required under this Agreement, and if that failure is not remedied on or before fifteen (15) days after Operator notifies Owner of the failure, unless payment is the subject of a good-faith dispute as described in Section 16.15.
- 11.2.2 Inability to Deliver. With respect to Operator, failure to maintain the capability of the Facility to provide at least 50% of its Installed Capacity for any 12 consecutive months, and provided that any Deemed Energy shall count toward satisfying this obligation. Should an event of Force Majeure occur, the 12-month period will be tolled, on a day-for-day basis, for so long as such event continues.
- 11.2.3 Misrepresentation. With respect to a Party, if any representation or warranty made by the Party in this Agreement proves to have been false or misleading in any material respect when made, unless such Party cures or otherwise completes arrangements to hold the other Party harmless from the adverse effect of such misrepresentation within 60 days after notice thereof.
- 11.2.4 Default. With respect to a Party, if the Party in default fails to perform any covenant set forth in this Agreement (other than obligations that are otherwise specifically covered in this Section 11.2), which is not cured within 60 days after the other Party not in default notifies the Party in default of the failure; provided that if such failure cannot be cured with due diligence within such 60-day period and the Party in default has commenced and is diligently continuing to attempt to effect a cure, the Event of Default shall not be deemed to occur until the expiration of such longer period, not to exceed an additional 60 days, as reasonably necessary to diligently complete such cure.
- 11.2.5 Bankruptcy and Insolvency. With respect to a Party, if the Party:
- (a) is dissolved (other than pursuant to a consolidation, acquisition or merger);
 - (b) becomes insolvent or is unable to pay its debts or fails, or admits in writing its inability, generally to pay its debts as they become due;
 - (c) institutes or has instituted against it a proceeding seeking a judgment of insolvency or bankruptcy or any other relief under any bankruptcy or insolvency law or other similar law affecting creditors' rights, or a petition is presented for its winding-up or liquidation and, in the case of any such proceeding or petition instituted or presented against it, such proceeding or petition (1) results in a judgment of insolvency or bankruptcy or the entry of an order for relief or the making of an order for its winding-up or liquidation or (2) is not dismissed, discharged, stayed or restrained in each case within ninety (90) days of the institution or presentation thereof;

- (d) has a resolution passed for its winding-up, official management or liquidation (other than pursuant to a consolidation, acquisition or merger);
 - (e) seeks or becomes subject to the appointment of an administrator, provisional liquidator, conservator, receiver, trustee, custodian or other similar official for it or for all or substantially all its assets;
 - (f) causes or is subject to any event with respect to it, which, under the applicable laws of any jurisdiction, has an analogous effect to any of the events specified in clauses (a) through (e) (inclusive); or
 - (g) takes any action in furtherance of, or indicating its consent to, approval of, or acquiescence in, any of the foregoing acts.
- 11.3 Delay Damages. If the Commercial Operation Date does not occur within ninety (90) days after the Stipulated Commercial Operation Date, Operator shall pay Owner damages ("**Delay Damages**") in an amount of \$1,000 per day for each subsequent day until the Commercial Operation Date is achieved, unless this Agreement is sooner terminated pursuant to Section 11.4. Except as provided in Section 11.4, such Delay Damages shall be Owner's sole and exclusive remedy for Operator's failure to achieve the Commercial Operation Date.
- 11.4 Assignability of Agreement. Operator may assign its rights and responsibilities in this Agreement to a third party. If such an assignment is made, the new third party will assume Operator's place in this Agreement. This Agreement will otherwise not change. Procedures and terms governing an Assignment of this Agreement are discussed in Section 16.4.

Article 12

Taxes

- 12.1 Exemption. Owner is an entity of the Florida government. Therefore, Owner will not be required to pay nor Operator to collect or remit any sales and use taxes pursuant to this Agreement.
- 12.2 Income and Other Taxes. Each party shall be responsible for its own liabilities for any other Taxes, including income taxes, attributable to amounts paid to it under this Agreement. It is understood that Owner, as an entity of the Florida Government, is not subject to any tax liability. Should Owner assign its rights and responsibilities pursuant to this Agreement to any non-tax-exempt party, the terms of this Section 12.4 will apply to it.

Article 13

Representations and Warranties

- 13.1 Representations and Warranties of Operator. Operator hereby represents and warrants to Owner on the Effective Date:
- 13.1.1 Status. Operator is duly organized, validly existing and in good standing under the laws of the jurisdiction of its formation.
 - 13.1.2 Authorization, etc. The execution, delivery and performance by Operator of this Agreement have been duly authorized by all necessary action on the part of Operator, and do not and will not:
 - (a) violate the organizational documents of Operator or any Applicable Law, or

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- (b) contravene, breach or result in a default under any agreement or instrument to which Operator is a party or by which its assets may be bound.

13.1.3 Enforceability. This Agreement is the legal, valid, and binding obligation of Operator and is enforceable against Operator in accordance with its terms, except as such enforceability may be limited by bankruptcy, insolvency, reorganization or similar laws relating to or affecting the enforcement of creditors' rights generally or by general equitable principles, regardless of whether such enforceability is considered in a proceeding in equity or at law.

13.1.4 Permits and Approvals. As of the date of this Agreement, Operator has obtained any and all Permits necessary for it to enter into this Agreement and reasonably expects to have obtained all Permits necessary for operation of the Facility and delivery of Project Energy by the Commercial Operation Date.

13.1.5 Litigation. There are no suits, proceedings, judgments, rulings or orders by or before any Governmental Authority or arbitrator or any pending or threatened action or proceeding affecting Operator before any Governmental Authority or arbitrator

- (a) that could reasonably be expected to materially and adversely affect the ability of Operator to perform its obligations under this Agreement or Operator's ability to operate the Facility, or

- (b) which purports to affect the legality, validity or enforceability of this Agreement.

13.2 Representations and Warranties of Owner. Owner hereby represents and warrants to Operator on the Effective Date and again on and as of the Commercial Operation Date:

13.2.1 Status. Owner is a state or political subdivision thereof, or an instrumentality, agency or department of either of the foregoing that is duly organized, validly existing and in good standing under the laws of the jurisdiction of its formation.

13.2.2 Authorization, etc. The execution, delivery and performance by Owner of this Agreement have been duly authorized by all necessary action on the part of Owner, and do not and will not:

- (a) violate the organizational documents of Owner or any Applicable Law, or
- (b) contravene, breach or result in a default under any agreement or instrument to which Owner is a party or by which its assets may be bound.

13.2.3 Enforceability. This Agreement is the legal, valid, and binding obligation of Owner and is enforceable against Owner in accordance with its terms.

13.2.4 Litigation. There are no suits, proceedings, judgments, rulings or orders by or before any Governmental Authority or arbitrator or any pending or threatened action or proceeding affecting Owner before any Governmental Authority or arbitrator that

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- (a) could reasonably be expected to materially and adversely affect the ability of Owner to perform its obligations under this Agreement, or
- (b) purports to affect the legality, validity or enforceability of this Agreement.

13.3 Additional Governmental Entity Representations. Owner hereby represents and warrants to Operator as of the Effective Date and continuing through the end of the Term:

- (a) All acts necessary to the valid execution, delivery and performance of this Agreement, including without limitation, competitive bidding, public notice, election, referendum, prior appropriation or other required procedures has or will be taken and performed as required under Applicable Law and Owner's ordinances, bylaws or other regulations,
- (b) All persons making up the governing body of Owner are the duly elected or appointed incumbents in their positions and hold such positions in good standing in accordance with Applicable Law and Owner's ordinances, bylaws or other regulations,
- (c) Entry into and performance of this Agreement by Owner are for a proper public purpose within the meaning of Owner's organizational documents and Applicable Law,
- (d) The term of this Agreement does not extend beyond any applicable limitation imposed by Owner's organizational documents and Applicable Law,
- (e) Owner's obligations to make payments hereunder will be treated as costs of operation and maintenance of its energy system and will be payable solely from revenues of that energy system,
- (f) Entry into and performance of this Agreement by Owner will not adversely affect the exclusion from gross income for federal income tax purposes of interest on any obligation of Owner otherwise entitled to such exclusion, and
- (g) Obligations to make payments hereunder do not constitute a general indebtedness of Owner or create any kind of lien on, or security interest in, any property or revenues of Owner which, in either case, is proscribed by any provision of Owner's organizational documents or Applicable Law, or any contractual restriction binding on or affecting it or any of its assets.

13.4 No Other Warranties. Except as explicitly set forth in this Agreement, neither Party makes any representation or warranty, and all implied warranties, including any warranty of merchantability or fitness for a particular purpose, are hereby expressly disclaimed. Each Party's decisions have been the result of arm's length negotiations between the Parties; and each Party is entering into this Agreement with a full understanding of all of the associated risks (economic and otherwise), and it is capable of assuming and willing to assume those risks.

Article 14

Indemnification; Limitation of Liability

14.1 Indemnification by Operator. Operator hereby agrees to indemnify and defend Owner and each of its subsidiary companies and the directors, officers and employees of each of them

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(collectively, the "**Owner Indemnified Parties**"), and hold each of the Owner Indemnified Parties harmless, against all Claims to the extent arising out of, resulting from or caused by:

- (a) Operator's ownership, operation or maintenance of the Facility, or
- (b) Project Energy when title to Project Energy as the case may be, is vested in Operator.

14.2 Indemnification by Owner. Subject to the limitations of this **Article 14**, Owner hereby agrees to indemnify and defend Operator and each of its Affiliates and the directors, officers and employees of each of them (collectively, the "**Operator Indemnified Parties**"), and hold each of the Operator Indemnified Parties harmless, against all Claims to the extent arising out of, resulting from or caused by:

- (a) Owner's ownership, operation or maintenance of Owner's electric system, or
- (b) Project Energy, when title to Project Energy has vested in Owner.

14.3 LIMITATION ON REMEDIES. THE EXPRESS REMEDY, PAYMENT OBLIGATIONS, OR MEASURE OF DAMAGES SET FORTH IN SECTIONS 11.3 AND 11.4 OF THIS AGREEMENT WILL BE THE OWNER'S SOLE AND EXCLUSIVE REMEDY WITH RESPECT TO SUCH SECTIONS IN ACCORDANCE WITH THE TERMS AND CONDITIONS OF SUCH SECTIONS. ACCORDINGLY, OPERATOR'S LIABILITY WILL BE LIMITED AS SET FORTH IN SUCH SECTIONS AND ALL OTHER REMEDIES OR DAMAGES AT LAW OR IN EQUITY FOR THE SAME DAMAGE OR INJURY NOT PERMITTED BY SUCH SECTIONS ARE WAIVED. NEITHER PARTY WILL BE LIABLE FOR CONSEQUENTIAL, INCIDENTAL, PUNITIVE, EXEMPLARY OR INDIRECT DAMAGES, LOST PROFITS OR OTHER BUSINESS INTERRUPTION DAMAGES, BY STATUTE, IN TORT OR IN CONTRACT, UNDER ANY INDEMNITY PROVISION OR OTHERWISE (EXCEPT TO THE EXTENT THAT A PARTY IS REQUIRED TO INDEMNIFY THE OTHER PARTY UNDER THIS ARTICLE 14 FOR THIRD PARTY CLAIMS NOT ARISING OUT OF CONTRACTS WITH THE INDEMNIFIED PARTY). IT IS THE INTENT OF THE PARTIES THAT THE LIMITATIONS IMPOSED ON SUCH REMEDIES AND THE MEASURE OF SUCH DAMAGES BE WITHOUT REGARD TO THE CAUSE OR CAUSES RELATED THERETO, INCLUDING THE NEGLIGENCE OF A PARTY, WHETHER SUCH NEGLIGENCE BE SOLE, JOINT OR CONCURRENT, OR ACTIVE OR PASSIVE.

14.4 Survival. The provisions of this Article 14 shall survive the termination of this Agreement.

14.5 Limitations on Liability of Owner.

- (a) Notwithstanding any other provision of this Agreement to the contrary, the liability of Owner under this Agreement is intended to be consistent with Florida law and shall not constitute or be interpreted or construed as a waiver by Owner of its rights of sovereign immunity with respect to torts or tort claims, including, without limitation, its rights under Section 768.28, Florida Statutes, or any successor statute, nor shall any such provision be deemed to alter said waiver or to extend the liability of Owner beyond such limits, nor shall any such obligation be deemed or construed as a waiver of any defense of sovereign immunity to which Owner may be entitled.

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- (b) The obligations of Owner hereunder shall not be or constitute general obligations or indebtedness of Owner within the meaning of the Constitution of Florida and shall not be payable from ad valorem taxation of Owner. No person shall ever have the right to compel the exercise of any ad valorem taxing power to pay the obligations of Owner. All amounts due Operator from Owner under this Agreement shall be payable solely from revenues of Owner's combined gas and electric energy system.

Article 15

Force Majeure

- 15.1 Force Majeure. To the extent either Party is prevented by *Force Majeure* from carrying out, in whole or part, its obligations under this Agreement and such Party (the "**Claiming Party**") gives notice and details of the *Force Majeure* to the other Party as soon as practicable, then the Claiming Party shall be excused from the performance of its obligations for the duration of the *Force Majeure*. *Force Majeure* shall not excuse the obligation to pay amounts due or owing under this Agreement. The Claiming Party shall remedy the *Force Majeure* with all reasonable dispatch and shall notify the non-Claiming Party as soon as practicable of the termination of such *Force Majeure* event. To the extent Owner is unable to accept delivery of Project Energy as provided under this Agreement due to *Force Majeure*, this Agreement will not be construed to prohibit Operator from selling Project Energy to third parties during the continuance of such *Force Majeure*; provided, that nothing in this Agreement will obligate Owner to transmit such Project Energy to any third party or limit any obligation that Owner may otherwise have pursuant to Applicable Law.
- 15.2 Termination for Extended Force Majeure. In the event that a *Force Majeure* continues for more than twelve (12) consecutive calendar months and the Claiming Party is not, at the end of such twelve-month period, exercising due diligence to remedy the *Force Majeure* or such *Force Majeure* would not reasonably be expected to be remedied through the exercise of due diligence within three (3) additional months, the non-Claiming Party may terminate this Agreement upon notice to the Claiming Party.

Article 16

Miscellaneous

- 16.1 Notices. All notices, demands, requests and other communications provided for under this Agreement, except for real-time or routine communications between the Operating Representatives concerning Facility operations, will be in writing addressed to the respective Party, as the case may be, at the following addresses. Either Party may change the address to which notices are sent or the designation of its Operating Representative by written notice to the other as required by this Section 16.1. Notice will be deemed to have been given
 - (a) when presented personally, upon receipt,
 - (b) when sent by a nationally recognized overnight courier service, on the date delivered to the addressee, or
 - (c) when sent by mail, postage prepaid, registered or certified, return receipt requested, on the date delivered to the addressee

The names and addresses for the service of notices referred to in this Section 16.1 and the designated Operating Representatives are:

To Operator: GADSDEN RENEWABLES LLC
315 WEST WASHINGTON STREET
QUINCY, FL. 32351
Operating Representative: Ms Regina Davis

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with a copy to: Dr Davis George Moye
527 E Park Ave
Tallahassee, FL 32301

Mr David Arnold
6994 GRENVILLE RD
TALLAHASSEE, FL 32309

To Owner: City of Quincy 404 West Jefferson Street
Quincy, FL 32351
Operating Representative:
City Manager

with a copy to: City of Quincy
404 West Jefferson Street
Quincy, FL 32351
Operating Representative:
City Attorney

16.2 Confidentiality.

- (a) Subject to Section 16.2(b), each Party agrees that it will not disclose Confidential Information, whether acquired before or after the Effective Date, to any third party other than each Party's officers, directors, employees, advisors or representatives, investors or potential investors, or each Party's Affiliates and commercial or institutional lenders or potential lenders, their officers, directors, employees, advisors or representatives (collectively, "**Representatives**"), in each case who need to know such information for the purpose of advising such Party or enforcing the terms of this Agreement, and who agree to maintain the confidentiality of the Confidential Information during the Term and for a period ending two years thereafter. Each Party will be responsible for any breach of this Section 16.2 by its Representatives. Notwithstanding the foregoing, Confidential Information may be disclosed to any Governmental Authority or regulatory authority (such as a regional transmission organization or independent system operator) requesting or requiring such information, provided that the other Party is notified of such disclosure (to the extent permitted by law) so that it may seek a protective order or take other action it deems appropriate. This provision will not restrict either Party from making public announcements of the existence of this Agreement or the amount of Project Energy to be purchased and sold or the duration of this Agreement or the other terms of this Agreement without the consent of the other Party.
- (b) The Parties acknowledge that Owner is a governmental entity subject to the Florida Public Records Law (Chapter 119, Florida Statutes). The Parties further acknowledge that, notwithstanding other provisions of this Agreement to the contrary, some or all of the information, materials, or documents provided to Owner by Operator may be "public records" and, as such, may be subject to disclosure to, and copying by, the public unless otherwise specifically exempt by statute. Should Operator provide Owner with any materials which it believes, in good faith, contain information which would be exempt from disclosure or copying under Florida law, Operator shall indicate that belief by placing a distinctive cover sheet on such document with the phrase "CONTAINS

INFORMATION EXEMPT FROM DISCLOSURE" set forth in large, bold type, and by typing or printing, in bold letters, the phrase "Exempt from Disclosure" on the face of each affected page of such material. The Operator shall submit to Owner both a complete and a redacted copy of the document and each affected page. Should any person request to examine or copy any material so designated, Owner will produce for that person only the redacted copy of the affected page. If the person requests to examine or copy the complete copy of the affected page, Owner shall notify Operator of that request, and Operator, within thirty-six (36) hours of receiving such notification, shall either permit or refuse to permit such disclosure or copying. If Operator refuses to permit disclosure or copying, Operator shall hold harmless and indemnify Owner for all expenses, costs, damages, and penalties of any kind whatsoever which may be incurred by Owner or assessed or awarded against Owner, and in favor of the person making such request, in regard to Owner's refusal to permit disclosure or copying of such material. If litigation is filed in relation to such request and Operator is not initially named as a party, Operator shall promptly seek to intervene as a defendant in such litigation to defend its claim regarding the confidentiality of such material.

- (c) With respect to the protection and disclosure of information that is claimed by Operator to be confidential, this Section 16.2, and not the terms and conditions of **Reference B**, the Sales and Confidentiality Agreement between the Parties dated December 19, 2023, shall apply and control.

16.3 No Partnership. This Agreement shall not be interpreted or construed to create an association, joint venture or partnership among the Parties, or to impose any partnership duty, obligation or liability on the Parties. No Party shall act as agent of the other, have the authority or hold itself out as having the authority to bind the other Party to any contract, obligation or commitment or take any other action on behalf of the other Party, in each case except as expressly set forth in this Agreement.

16.4 Assignment. Operator may assign this Agreement or any portion thereof to any person or entity without the prior written consent of Owner. Any proposed assignee of this Agreement shall

- (a) agree to assume all of assignor's obligations hereunder, and
- (b) deliver to Owner such assurances regarding its creditworthiness and its ability to perform all obligations of Operator hereunder, as Owner may require, and
- (c) cooperate with Owner to comply with any legal requirements that result from such assignment.

Any assignment of this Agreement made in compliance with the preceding sentences shall constitute an acceptance and assumption of such obligations by the assignee, a novation of the assignee in place of Operator with respect to such obligations (and any related interests so transferred) and a release and discharge by Owner of Operator, as assignor, from, and an agreement by Owner not to make any claim for payment, liability, or otherwise against Operator, as assignor, with respect to, such obligations from and after the effective date of the assignment. Notwithstanding the foregoing, Operator may assign its rights under this Agreement, in whole or in part, to any Lender without the consent of Owner in accordance with Section 16.16 and Operator may, without the consent of Owner, assign this Agreement to a Lender for collateral security purposes in connection with any financing or the refinancing of the Facility; and, provided, further, that such collateral assignment shall not place any limitation on Owner's rights under this Agreement or expand the liability, risks or obligations imposed on Owner under this Agreement.

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In connection therewith, Owner agrees to execute a written consent to such collateral assignment, in a form reasonably acceptable to Owner, should Lender request such an assignment.

- 16.5 Further Assurances. Each Party hereby undertakes to take or cause to be taken all actions, including the execution of additional instruments or documents, necessary to give full effect to the provisions of this Agreement.
- 16.6 Third Party Beneficiaries. This Agreement is for the benefit of the Parties hereto and their respective successors and permitted assigns and the Owner Indemnified Parties and the Operator Indemnified Parties, and this Agreement shall not otherwise be deemed to confer upon or give to any third party any remedy, claim, liability, reimbursement, cause of action or other right.
- 16.7 Governing Law. This Agreement shall be governed by and shall be construed and interpreted in accordance with the laws of the State of Florida, without reference to principles of conflicts of laws thereunder.
- 16.8 Waiver of Jury Trial. Each Party hereby irrevocably and unconditionally waives any right to a jury in any trial of any action arising out of this Agreement.
- 16.9 Entire Agreement. This Agreement constitutes the entire agreement between the Parties and supersedes all prior agreements and undertakings, oral or written, between them with respect to the subject matter of this Agreement.
- 16.10 Venue. Any and all suits for any and every breach of this Contract shall be instituted and maintained in a court of competent jurisdiction in the County of Gadsden, State of Florida.
- 16.11 Amendment.
- 16.11.1 In Writing. No amendment, modification, waiver, change or addition hereto shall be effective or binding on any of the Parties hereto unless the same is in writing and signed by each of the Parties hereto.
- 16.11.2 Binding Rates. Absent the agreement of the Parties to the proposed change, the standard of review for changes to this Agreement proposed by a Party, a nonparty, or the Federal Energy Regulatory Commission acting *sua sponte* shall be the "public interest" standard of review set forth in *United Gas Pipe Line Co. v. Mobile Gas Service Corp.*, 350 U.S. 332 (1956) and *Federal Power Commission v. Sierra Pacific Power Co.*, 350 U.S. 348 (1956) (the "**Mobile-Sierra**" doctrine). The Parties, for themselves and their successors and assigns,
- (a) agree that this "public interest" standard shall apply to any proposed changes in any other documents, instruments or other agreements executed or entered into by the Parties in connection with this Agreement and
- (b) hereby expressly and irrevocably waive any rights they can or may have to the application of any other standard of review, including the "just and reasonable" standard.

Notwithstanding the foregoing, to the fullest extent permitted by applicable law, each Party, for itself and its successors and assigns, hereby also expressly and irrevocably waives any rights it can or may have, now or in the future, whether under §§ 205 and/or 206 of the Federal Power Act or otherwise, to seek to obtain from FERC by any means, directly or indirectly (through complaint, investigation or otherwise), and each hereby covenants and agrees not at any time to seek to so obtain, an order from FERC changing this Agreement. To the extent that any non-party seeks such relief, or FERC acts *sua*

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sponte, to consider any such changes, the Parties further covenant and agree to use commercially reasonable efforts (which efforts may include the costs and expense of appearing before FERC or in connection with any appeals of FERC orders but shall not otherwise require the payment of money by a Party), to cooperate to jointly oppose the entry of an order by FERC providing for any such changes.

- 16.12 Waivers. Any waiver, express or implied, by either Party of any right or of any failure to perform or breach of this Agreement by the other Party shall not constitute or be deemed as a waiver of any other right or of any other failure to perform or breach of this Agreement by such other Party, whether of a similar or dissimilar nature.
- 16.13 Severability. In the event of the invalidity or unenforceability of any provision of this Agreement, the validity or enforceability of the other provisions hereof shall not be affected and the Parties shall substitute for such invalid or unenforceable provision a valid and enforceable provision that most closely approximates the intended effect of the invalid or unenforceable provision.
- 16.14 Right to Audit. The Operator shall maintain all records necessary and required to document billing under this Agreement. Such records shall include, but shall not be limited to, those required to support, verify and/or substantiate all billings under this Agreement. These records shall be maintained for a period of three (3) years from the completion of the Agreement. The Owner reserves the right to audit and/or review all records maintained as a result of this Agreement. Should a billing error be discovered by the audit, the Operator shall remedy such error with the Owner within ten (10) days or such Agreement shall be subject to termination, at the option of the Owner, for such failure.
- 16.15 Dispute Resolution. In the event that a dispute arises between the Parties regarding the application or interpretation of any provision of this Agreement (including but not limited to whether or not an alleged default exists), the aggrieved party shall promptly provide written notice of the dispute to the other Party. The respective project managers shall undertake in good faith to resolve the dispute. If they cannot resolve the dispute within fourteen (14) days after delivery of such notice, each Party shall cause representatives at the executive level of the respective organization to attempt to resolve the dispute. In the event the dispute cannot be resolved within thirty (30) days after the written notice of the dispute was first given, the Parties may utilize a mutually agreeable independent third party, with expertise in the area of dispute, to assist in resolving the dispute. If the Parties are unable to resolve the dispute within fifty (50) days after notice of dispute was first given, each Party may then pursue all rights and remedies available under this Agreement, in equity, or at law, subject to the provisions of Sections 16.7, 16.8, and 16.10.
- 16.16 Accommodation of Lender.
- 16.16.1 Owner shall make Commercially Reasonable Efforts to provide such consents to collateral assignment, certifications, representations, information or other documents, as may be reasonably requested by Operator in connection with the financing of the Facility or related projects (generally, a "**Lender Consent**"); provided, however, that in providing a Lender Consent, Owner shall have no obligation to alter or modify the terms of this Agreement or provide any consent or enter into any agreement, that has a material adverse effect on any of Owner's rights, benefits, risks, or obligations under this Agreement. Operator shall reimburse, or shall cause the Lender to reimburse, Owner for the direct expenses (including the fees and expenses of counsel) incurred by Owner in the preparation, negotiation, execution and/or delivery of the Lender Consent and any documents requested by Operator or the Lender, and provided by Owner, pursuant to this Section 16.16.2. Operator shall provide Owner with a notice identifying the Lender

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and providing appropriate contact information for the Lender. Within ten (10) Days following Operator's receipt of each notice from the Lender of a default, or the Lender's intent to exercise any remedies under the Financing Documents, Operator shall deliver a copy of such notice to Owner.

- 16.16.2 Operator shall provide Owner with a notice identifying the Lender and providing appropriate contact information for the Lender. Within ten (10) Days following Operator's receipt of each notice from the Lender of a default, or the Lender's intent to exercise any remedies under the Financing Documents, Operator shall deliver a copy of such notice to Owner.

Article 17
Ratification

17.1 Signature. IN WITNESS WHEREOF, each Party has caused this Agreement to be duly executed by its authorized officer.

GADSDEN RENEWABLES LLC (Operator)		CITY OF QUINCY (Owner)	
By:		By:	
Name:		Name:	
Title:		Title:	
Date:		Date:	

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EXHIBIT A

[attached here is NATIVE LOAD FIRM AND SYSTEM FIRM POWER AND ENERGY
TRANSACTION CONFIRMATION Between City of Quincy, FL and Florida Power & Light
Company, August 31, 2015]

EXHIBIT B

Deemed Energy Calculation Methodology

For any period of hours in which there is Deemed Energy, the amount of Deemed Energy will be determined pursuant to the formula below:

$$E_{Deemed} = E_{Sealed} * (1 - D) * EA - E_{Measured}$$

Where:

- (a) D – Cumulative Degradation Factor for the applicable year after the Contract Year for which the Deemed Energy is being calculated, as set forth in the following table:

Build Year	Contract Year	Degradation per year	
1		0	
2		0.005	
3	1	0.01	
4	2	0.015	
5	3	0.02	
6	4	0.025	
7	5	0.03	
8	6	0.035	
9	7	0.04	
10	8	0.045	
11	9	0.05	
12	10	0.055	
13	11	0.06	
14	12	0.065	
15	13	0.07	
16	14	0.075	
17	15	0.08	
18	16	0.085	
19	17	0.09	
20	18	0.095	
21	19	0.1	
22	20	0.105	
23	21	0.11	(if applicable)
24	22	0.115	(if applicable)
25	23	0.12	(if applicable)
26	24	0.125	(if applicable)
27	25	0.13	(if applicable)
28	26	0.135	(if applicable)
29	27	0.14	(if applicable)
30	28	0.145	(if applicable)

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- (b) EA = Equivalent availability percentage, which shall be equal to ninety-nine percent (99%), unless a Forced Outage was in effect immediately prior to the Deemed Energy period, in which case, the EA shall be the lesser of 99% and the actual Facility availability
- (c) E_{Deemed} = Deemed Energy (kWh)
- (d) $E_{Measured}$ = Actual Project Energy measured at the Meter in kWh over the period of hours during which deemed energy is to be calculated
- (e) $E_{Scaled} = \sum_{i=1}^n \left[\frac{POA_{Measured-i}}{POA_{Modeled-i}} * E_{Modeled-i} \right]$

Where:

- i. $E_{Modeled-i}$ = AC energy production estimate of the Facility by the NREL PVWatts calculator (kWh) for the i^{th} hour for the first Contract Year
- ii. $POA_{Measured-i}$ = Measured plane-of-array irradiance for the i^{th} hour (W/m^2)
- iii. $POA_{Modeled-i}$ = Modeled plane-of-array irradiance produced by the NREL PVWatts calculator for the i^{th} hour (W/m^2) for the first Contract Year

On or before the Commercial Operation Date, Operator will provide Owner with the modeled plane-of-array irradiance produced by the NREL PVWatts calculator (W/m^2) for each hour of the first Contract Year and the corresponding AC energy production estimate for the Facility (kWh) produced by the NREL PVWatts calculator for each hour of the first Contract Year.

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EXHIBIT C

[attached here are the SOUTHEASTERN POWER ADMINISTRATION BILL(S) FOR COLLECTION
DUKE ENERGY FLORIDA SERVICE AREA July 2022 – June 2023]

EXHIBIT D

Solar Renewable Energy Credit (SREC)

1 Solar Energy Program. Participating residential, small- and medium-sized commercial electric utility customers with the City of Quincy may subscribe for all or a portion of their monthly electric bill to be powered by solar energy. These customers may opt for one of three participation levels: 25%, 50%, or 100%. The City's largest electric customers are also eligible to subscribe. In lieu of percentage options, these commercial customers specified a fixed number of monthly kilowatt hours that are designated as solar energy. Customers who participate pay \$0.05/kWh for their solar energy in lieu of their pro rata share of the normal Monthly Energy Fuel Payment (MEFP) on their respective bill(s) and a SREC commensurate with the amount of solar energy purchased. This rate will remain fixed until December 31, 2037.

2 MEFP Computations. This value is determined in accordance with the terms of NATIVE LOAD FIRM AND SYSTEM FIRM POWER AND ENERGY TRANSACTION CONFIRMATION Between City of Quincy, FL and Florida Power & Light Company and its amendments (FPL PPA). Owner and FPL determine MEFP bilaterally. Operator does not participate in MEFP computations. Per the FPL PPA, Owner and FPL will determine MEFP by either of the two following methods

$$(a) MEFP = [(SFPE * PEP) + SFOPE * OPEP] + [\sum_{k=1}^n NLFE_k * NLFGHR_k * GI]$$

$$(b) MEFP = [(NLFPE * PEP) + (NLFOPE * OPEP)]$$

where:

MEFP - The Monthly Energy Fuel Payment, expressed in dollars, for the Monthly Billing Period

SFPE - System Firm Peak Energy, expressed in MWh, shall be the total On Peak Energy based on the sum of Operator's hourly scheduled values at the Point(s) of Delivery for each applicable billing period of the Delivery Period. For scheduling purposes, Operator shall account for 1) the SEPA Adjustment Factor 2) FPL and Duke Transmission losses (expressed in MWh) at and from where Energy is first received into the FPL Transmission System to the Point(s) of Delivery based on the demand loss factors for FPL Transmission System's delivery points on the FPL Transmission System and the demand loss factors for Duke Transmission System's delivery points on the Duke Transmission System and 3) Renewable capacity exceeding 1,000 kW during the hour of the forecasted monthly peak as per Section 8(e).

PEP - Peak Energy Price, expressed in \$/MWh and calculated in accordance with FPL PPA Appendix D.

SFOPE - System Firm Off-Peak Energy, expressed in MWh, shall be the total Off Peak Energy based on the sum of Operator's hourly scheduled values at the Point(s) of Delivery for each applicable billing period of the Delivery Period. For scheduling purposes, Operator shall account for 1) the SEPA Adjustment Factor 2) FPL and Duke Transmission losses (expressed in MWh) at and from where Energy is first received into the FPL Transmission System to the Point(s) of Delivery based on the demand loss factors for FPL Transmission System's delivery points on the FPL Transmission System and the demand loss factors for Duke Transmission System's delivery points on the Duke Transmission System and 3) Renewable capacity exceeding 1,000 kW during the hour of the forecasted monthly peak as per Section 8(e).

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OPEP - Off-Peak Energy Price, expressed in \$/MWh and calculated in accordance with Appendix D

NLFGHR - the Native Load Firm Guaranteed Heat Rate shall be 50.0 mmBtu/MWh.

GI - the daily midpoint price of natural gas (expressed in \$/MMBtu) for the relevant day of delivery of energy for Louisiana-Onshore South Florida Gas, Zone 3, as published in Platt's Gas Daily Price Survey, plus the Florida Gas Transmission ("FGT") fuel loss factor, the FGT average usage charge from the applicable FGT tariff, and a \$.80/MMBtu demand charge. In the event that no such price is published for the relevant Delivery Day, then the following shall be used: (a) the arithmetic average of the daily midpoint price (expressed in \$/MM Btu) of the last published price prior to and the next published price after the relevant day of delivery of energy.

NLFPE - Native Load Firm Peak Energy, expressed in MWh, shall be the total On Peak Energy based on the sum of Operator's hourly scheduled values at the Points(s) of Delivery for each applicable billing period of the Delivery Period. For scheduling purposes, Operator shall account for 1) the SEPA Adjustment Factor 2) FPL and Duke Transmission losses (expressed in MWh) at and from where Energy is first received into the FPL Transmission System to the Point(s) of Delivery based on the demand loss factors for FPL Transmission System's delivery points on the FPL Transmission System and the demand loss factors for Duke Transmission System's delivery points on the Duke Transmission System and 3) Renewable capacity exceeding 1,000 kW during the hour of the forecasted monthly peak as per Section 8(e).

NLFOPE - Native Load Firm Off-Peak Energy, expressed in MWh, shall be the total On-Peak Energy based on the sum of Operator's hourly scheduled values at the Points(s) of Delivery for each applicable billing period of the Delivery Period. For scheduling purposes, Operator shall account for 1) the SEPA Adjustment Factor 2) FPL and Duke Transmission losses (expressed in MWh) at and from where Energy is first received into the FPL Transmission System to the Point(s) of Delivery based on the demand loss factors for FPL Transmission System's delivery points on the FPL Transmission System and the demand loss factors for Duke Transmission System's delivery points on the Duke Transmission System and 3) Renewable capacity exceeding 1,000 kW during the hour of the forecasted monthly peak as per Section 8(e).

- 3 Rebate to Operator. For every kWh of retail electricity sold under the Solar Energy Program, Owner will rebate Operator 80% of the Fuel Charge billed. For example, if Owner charges retail customers \$.05/kWh solar energy, then Owner will rebate to Operator \$.04/kWh sold to retail customers.

DUE DILIGENCE OPERATING AGREEMENT

This **Due Diligence Operating Agreement** (this "**Agreement**"), dated as of [Execution date], is by and between the following parties:

Gadsden Renewables, LLC ("Operator"), and

City of Quincy, Florida ("Owner").

REFERENCES

- A. **Draft Operating Agreement between Gadsden Renewables and City of Quincy, Florida**
- B. **City of Quincy Regular City Commission Meeting Minutes, May 23, 2023, Memorandum of Understanding with Gadsden Renewables**

BACKGROUND

1. Owner has built a 1.3 MW solar generating facility on Joe Adams Rd, Quincy, Florida, 32351 ("Facility").
2. Operator seeks to operate the Facility on behalf of the owner. Operator's operation of the Facility will ensure its performance in optimal performance to improve Owner's economic status by ensuring the long term delivery of low cost solar energy.
3. Operator must perform due diligence prior to executing the Operating Agreement. Due diligence requires Owner's assistance in completing the **Punch List**. Some items in the **Punch List** are necessary to understanding the economic viability of the Facility and how much Operator may improve the Facility's performance. Other items in the **Punch List** are administrative matters.
4. Owner has approved **Reference B**. Completing this Operating Agreement is a key step to financing the project in **Reference B**. Upon request, Operator can procure documentation from lenders indicating the benefits of **Reference A** upon financing **Reference B**.
5. The project described in **Reference B** will ensure additional long term, delivery of low cost, reliable solar energy.

AGREEMENT

NOW THEREFORE, in consideration of the foregoing and the mutual covenants and agreements contained in this Agreement, and for other good and valuable consideration, the receipt and adequacy of which is hereby acknowledged, the Parties agree as follows:

1. Subject to a due diligence upon completion of the **Punch List**, the Parties agree to complete and execute **Reference A**.
2. The due diligence period shall last no more than six (6) months from the execution date. Operator may **Reference A**. The Parties may execute **Reference A** at any point during the due diligence period.
3. Upon the expiration of the due diligence period, **Reference A** will become binding upon the parties unless any of the following have not occurred:

a. Owner has not provided reasonable assistance with any of the Punch List items, in which case Operator may unilaterally withdraw from **Reference A**.

b. Operator identifies any defect in Facility, which substantially changes the economics of the collaboration envisioned under **Reference A**.

4. Operator will be under no obligation to make any modifications to the facility if the expenses associated with the potential modification do not justify the improvement.

PUNCH LIST

1. **Access to Facility.** Owner will authorize Operator unfettered access to the Facility during the due diligence period. This unfettered access includes Owner providing Operator a key to access the Facility. Alternately, Operator may supplement or replace the lock on the facility, providing Owner maintains unfettered access.

2. **Access to Facility's system performance data.** Owner will cooperate with Operator in gaining access to system performance data. This system data access includes

a. Transferring SMA's monitoring account to Operator. Currently, the online account holder, who has authority to view the System's performance data, is

Robert Green
Advanced Green Technology
sma@agt.com
robertgreen@flsolarutilities.com

b. Troubleshoot and repair existing telecommunications at site.

c. Manual access to existing Facility monitoring hardware via Operator-sanctioned information technology.

3. **Access to Facility power generation and distribution hardware.** Owner will authorize Operator to access existing Facility power generation and distribution hardware for the limited purpose of assessing Facility's material condition and performance.

4. **Designation of Facility address.** Owner notify Operator of the assigned address of the Facility.

5. **Identification of Build Date.** Build Date is the calendar date when the City of Quincy accepted beneficial occupant delivery (BOD) of the Facility.

RESULTS

Upon completion of the **Punch List**, Operator expects to have identified the following:

1. **Current Facility power generation performance.** This refers to the existing Facility's power generation. Operator intends to determine

a. The energy supplied to the power grid. This is the maximum energy the Facility can deliver to Quincy's power grid.

b. If direct current (DC) generation exceeds corresponding alternating current (AC) output at all inverters. Repairing or replacing inverters may increase the maximum energy the Facility can deliver to Quincy's power grid.

c. If AC input to the grid tie transformer exceeds corresponding AC output at the grid tie transformer. Repairing or replacing the transformer may increase the maximum energy the Facility can deliver to Quincy's power grid.

2. **Current Facility material condition.** Operator must ascertain the material condition of the facility. This includes

- a. Status of all solar panels, including identifying panels that must be replaced.
- b. Status of all power electronics hardware, including identifying hardware that must be replaced.

This information will inform Operator of how much power generation may be improved by simple repairs.

- c. Telecommunications hardware. An initial site review on September 27, 2023, Operator struggled to assess Facility monitoring telecommunications. These telecommunications must be troubleshot and repaired in order to assess Facility performance.

3. Irradiance measurements. Operator to perform irradiance measurements at site. Irradiance measurements will determine how much system performance may improve by replacing turf ground with a gravel. Operator believes that replacing turf with gravel may improve light absorption by solar panels and may reduce operating costs.

Ratification

1. Signature. IN WITNESS WHEREOF, each Party has caused this Agreement to be duly executed by its authorized officer.

GADSDEN RENEWABLES LLC (Operator)		CITY OF QUINCY (Owner)	
By:		By:	
Name:		Name:	
Title:		Title:	
Date:		Date:	

Other Items Requested to
be Agendaed by
Commission Member(s),
the City
Manager and Other City
Officials

Black History Month

Freida Bass-Prieto, Mayor

Evaluations

Freida Bass-Prieto, Mayor