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September 28, 2007

VIA EMAIL
DELIVERY & READ RECEIPT
REQUESTED

Mr. Robert R. McLaughlin
Interim County Administrator
Board of County Commissioners
Escambia County, Florida
221 South Palafox Street
Suite 420
Pensacola, FL 32591

Re: George Touart
Our File No. 00758-100643

Dear Mr. McLaughlin:

Thank you for your letter dated September 20, 2007 which was not faxed until September 24, 2007. I have reviewed the action taken at the BCC meeting on September 6, 2007, and the following appears clear from the record:

- Mr. Touart announced his intention to retire effective April of 2008.
- The BCC accepted Mr. Touart's offer to retire effective April 2008 and placed Mr. Touart on administrative leave pending a formal agreement regarding his retirement.

To date, Mr. Touart has not agreed with the BCC regarding those terms and your letter dated September 20th does not implement the BCC'S acceptance of Mr. Touart's retirement effective April 2008.

Prior to Mr. Touart's announcement of his intent to retire effective April 2008, he was presented with a written proposal indicating the BCC's willingness to accept his retirement effective April 2008. Indeed, Mr. Touart was told by BCC staff that the BCC would support the

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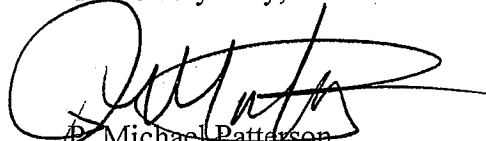
written agreement prepared by BCC staff and presented to Mr. Touart prior to his announcement. That written agreement included the terms necessary to implement his retirement effective April 2008.

As you know, the BCC has not taken action to terminate Mr. Touart's contract pursuant to the terms of that contract.. The BCC should not and can not terminate Mr. Touart's employment under the ruse of accepting his announced retirement and then rejecting any agreement implementing his retirement effective April 2008. The BCC should implement its original intent to accept his retirement effective April 2008.

Mr. Touart will live up to his agreement to retire April 2008. Mr. Touart respectfully insists that the BCC uphold and abide by its acceptance of his retirement effect April 2008 and comply with the terms of his employment contract with the BCC.

Mr. Touart is, and has always been, willing and able to perform the duties of Administrator and is willing to cooperate fully in assisting in an administrative transition.

Yours very truly,



D. Michael Patterson

For the Firm

PMP/rsh
cc: George Touart
Janet Lander