

Debi Dulaney

From: Russell Van Sickle
Sent: Monday, February 15, 2016 11:50 AM
To: Debi Dulaney
Subject: FW: City of Pensacola Firefighter Investigation

From: Russell Van Sickle
Sent: Monday, February 15, 2016 11:49 AM
To: 'Joseph Glover'
Subject: RE: City of Pensacola Firefighter Investigation

Deputy Chief Glover,

Within a few minutes of receiving your email below, I received an identical email, word for word, from Chief Schmitt.

I will not be conducting the investigation using only written questions by email. Even though the Firefighters Bill of Rights does not apply in this situation, as I told you in my February 11 dated letter, I am willing to conduct the investigation in accordance with those rights, which includes my recording of the interviews with you. Additionally, if you have personal legal counsel, I have no problem with your attorney being present with you during the interview. You will have every opportunity to speak.

Also, I have not been tasked by the City of Pensacola to respond on behalf of the City to any EEOC charge of discrimination you may have filed. The City of Pensacola has retained another law firm for such response, if any.

I understand that sitting for an interview can feel "uncomfortable" as you describe, particularly when that means responding to allegations of mismanagement as set forth in my previous letter, but I need to gather the facts and am asking for your help to do so. Please either contact me to schedule your interview or let me know if you are refusing to sit for an interview.

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