

# Howey-in-the-Hills Police Department

## Internal Memo

**TO: Mayor Nebel and Town Council**

**FROM: Chief Rick Thomas**

**REFERENCE: 34-4**

**DATE: June 6, 2019**

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I am asking that the issue of 34-4 be resolved. So, I can start processing applicants. I have been on hold for four months now with this on-going drama.

The facts are as follows:

- 1) The Charter is our law, the attorney stated that in a recent council meeting!
- 2) 34-4 is an ordinance, not the Charter.
- 3) In our Town Policy under Chapter 1, 1.3 D. 1, it states the charter prevails.
- 4) In Town Policy under Chapter III, 3.1, D. 1., The Mayor is the Chief Executive Officer
- 5) Chapter III, D.4., Department Directors report directly to the Mayor.
- 6) Chapter V, 5.3 Councilor McGill used the example here that the Town Council approves hiring's. That is not true, they only approve new positions.
- 7) On April 22, 2019 during the Council Meeting, Councilor Scott and McGill attempted to terminate Larry Chester. Councilor Conroy spoke up and told them only the Mayor can do that. They both conceded the Mayor is the who has that authority to hire and fire personnel, except for Department Directors.
- 8) Email to McGill via Dairian, Mayor has the authority to hire and fire, not the council.

This is ample enough evidence the Charter prevails, and I submit all my hiring's and terminations to the Mayor for approval. I have attached all the policy sections cited in this memo. I am requesting we put an end to this ridiculous guessing game and allow me to continue with doing my job!

Thank you,