

Troy,

I feel compelled to expand on
my resignation, see attached.

I have not been asked to write
this or been coerced in any way.

These are my own personal
thoughts/observations.

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Kevin MacDonald
Superintendent
City of Crystal River
1/13/2024

To Whom it may concern,

I am the present Superintendent of Public Works at Crystal River and have been in post since September 2022. This is a job I loved in a great City working with fabulous people, but have just tendered my resignation. The reason I have resigned I feel compelled to document as I am both upset at leaving and concerned for those employees that I have left behind.

The present City Manager Douglas Baber and Deputy Michael Manning, have set up and preside over a culture of Fear and Bullying that is purveyed over all City Employees.

They have removed all authority from my director, to the point that every activity or project is directly run by them. The Director of Public Works cannot and does not have any authority to act on his own initiative, or to constructively question given tasks, or to offer any advice or differing opinion based upon years of experience. It is met with a "Just do it" and "do it now" directive.

Every time my phone rings or I receive any message to go and see my director, I have no idea if it's for a Coffee and a catch up, or to be Fired. Not because that would be my director's decision, but because he will have been told to do so. This has been constant and consistent. Every task that is completed, is derided or criticized, again not by my director, but by the city manager and his Deputy.

I did attempt to give an opinion direct to the City Manager about something which I thought he needed to know to enable him to make a sound informed decision with the correct details. I was pulled aside and advised that if I wanted to keep my job, I should never give any opinion that may be contrary to his or what he wants.

I have personally seen multiple staff members in tears and threatening to quit, over the almost consistent bullying demands and treatment, this is the main reason I have penned this letter, they deserve better and the city deserves better. The city manager is very personable in public and for the camera, but that instantly changes the moment the door closes.

I have previously held various positions in management, including as an International Service Director with a staff of over 300 and worked in various organizational and company structures, never have I witnessed or been subjected to such a Toxic working environment. I have not spoken to any city employee who now wants to be there, but cannot leave due to Service tenure and FRS investment, which would lead to financial losses.

Yours Sincerely

Kevin MacDonald
Superintendent Public Works Dept