

Webb Warren

From: Scott Berish
Sent: Thursday, January 14, 2021 5:15 PM
To: Lisa Firth
Cc: Lance Johnson; Webb Warren; Karen Jankowski
Subject: RE: FY21 Scorecard stats due for December 1-31, 2020

Importance: High

Lisa,

I wasn't confused. I was showing initiative and a simple thank you would have sufficed. Gets kind of old when everything you try do right gets slapped down, and everything I need from you gets pushed to the back of the pile. We need to get *that* better, please.

To top it off, after all this time and ridiculous drama, I still have zero communication from you.

I knew nothing about the Panhandle tackle football meeting, I would have liked to attend.

I knew nothing about the Capital Asset training, I would have liked to attend.

I did not know we rehired Mike Baird, I would have liked to have been informed. You think after the Bryan Kellar fiasco, I would have informed.

I did not know about yesterday's Reccing squad meeting until I was informed by another employee less than an hour before the meeting.

I did not know about what as happening with Capt. Royal Melvin Park until the employee meeting yesterday. I would have like to have known.

I did not know we were buying two high pressure toilets to try out at Morgans, great! But I would have liked to have been informed.

I do not know what the department goals are for big purchases and/or priority projects are for the coming fiscal year, but I bet you do. Why will you not share? Do you not think I would like to have input and participate in the process?

I see the Home Team Department SWOT chart was posted to the V drive yesterday, yet we did not discuss it at home team at all. When was this discussed? Why was I not included in the process?

I volunteered TWICE to assist with coaching/running rec basketball this winter and was spurned for other, junior staff members instead, after being told that staff would not be allowed to coach any teams.

That is just *this* week!

Meanwhile, I've been waiting uber-patiently for so many things from you, and you can't be bothered. Still waiting on approvals for all my rentals, they keep calling me every day, I keep having to say "waiting on word from our director", I keep asking you, I've sent all the reservation info and invoices and schedule and no feedback whatsoever. This is just terrible customer service to our constituents. It's ridiculous, because I really should be able to move ahead after presenting the evidence that everything lines up and we are ready to roll. Can not the Deputy Director make a decision regarding rentals, after you supposedly put me in charge of this? Just now you jumped my butt in front of two employees concerning having my name on the field rental/tournament rental application for Morgans Sports Fields rentals. We had Nick Coleman, and then Bryan Kellar's name on the app previously (because they were in charge) and now that my name is on it you want me to take it off and let "anybody" accept and process a rental app, despite nobody else having the knowledge and experience to know right away whether the customer can be helped or not. No one at the community center is going to be able to process a Morgans Field rental, and they shouldn't be expected to. That is supposedly my job.

Yesterday you had the nerve to harass me via text about my schedule, giving this salaried employee a hard time about making a smart and obvious change to my hours Wednesday so I could attend the employee meeting and the ensuing home team meeting, while balancing my doctor's appt and my need to be back late to cover the CC and Morgans. You implied I was being insubordinate *for not seeking your approval first* from going from 10:00am – 2:00pm to 8:00am - 12:00pm. Yet we have employees coming and going as they please, coming in late, leaving early. We have two employees that I know of that have committed/are committing time sheet and leave fraud, and you just look the other way. People who live in glass houses should not throw stones. Leave me alone about my schedule. You get an honest 40 hours every week I show up. You tell me I am not to work more than 40 hours despite being on salary.

I'm really tired of the way you treat me. Everyone in the department sees it and behaves accordingly. It's a running joke that at every single department meeting you ignore me and ask everyone else for their feedback, one by one, without calling on me. I have to raise my hand to be heard. The Deputy Director has to raise his hand or speak up to be heard. When I am heard, you are quick to seize on any little thing to criticize me about in front of the entire department. The problem is the joke isn't funny, I'm an educated adult professional, I have pride, I have input, and I'm tired of being ignored. It is not appropriate. I have to keep asking subordinate employees permission to move forward with needed action or items and you continue to send the message it is OK for them to talk back, push back, or otherwise tell me what I can and can not do on my job. That stops now.

Your continued pattern of behavior is one of harassment, abuse and bullying. You are adding new wrinkles for the new year, such as condescension and mobbing, more manipulation tricks in your toolbox. But they are easy to spot, and I know exactly what you are trying to do.

Despite me going to HR and senior chain of command for almost a year now for help with these issues, nothing changes. I do not understand why. I do know that when those in power have the ability to make changes, and they don't, they are complicit.

The thing is, I don't believe they are complicit. I have no doubt you have been talked to about these issues, appropriately in private, and given guidance. I think you are going rogue. When you do not make the needed changes, you make management look bad and send the message that they are not needed to be respected or complied with. The mindset seems to be, as long as you keep things low key and behind a wall of secrecy, you will be able to run this department as you see fit without consequence....including dealing with me as you see fit. I'm not down with that.

Where is my agreed upon job description? Where is my evaluation interview in conjunction with senior staff as requested? What is my clearly defined role in the department, who am I supervising (nobody has turned in a time sheet to me in over a year, I wonder why)? Where is the path forward? I've been waiting 21 months and counting.

Solution: Move our weekly meeting with public works (currently 8:00am to 10am Mondays) and have that be you and I's weekly meeting, so we can plan the weeks work, strategize, go over issues, and get on the right path. As the above early list indicates, communication is still a huge issue.

Solution: Every department meeting, after you gets done speaking, call on me next so I can offer my input in proper chain of command fashion, and send the proper message to the rest of staff. Support what is said in public, constructively criticize in private.

Solution: I really need to be empowered to make some decisions so our customers do not suffer from poor customer service. I need some authority to do something so we are not held hostage to your delayed feedback and approvals. This micro-managing is off the charts. It is completely unnecessary.

Solution: Related to the one above, I need things delegated. You are not capable of running the department by yourself (no one is) and whatever you purport to delegate (i.e. Morgans rentals) really isn't. It is impeding our efficiency, big time.

Solution: Respect, respect and respect. It needs to be a part of everything we think, say and do. There is no respect or professionalism in our daily interactions in this department. I'm sorry I keep beating a dead horse. But a culture change is sorely needed.

Solution: This idea that anybody is allowed to do my job but I'm not allowed to do "anybody else's" job needs to cease and desist. If I answer the phone, and I can help that customer, I'm going to help them right then and there and not pass them to anybody else. If I can't help them, I am smart enough to get them to where they need to be! This isolation technique ends now.

I am tired of writing these long winded emails documenting all of these problems but I'm not getting any results. I keep trying to adapt my approach and keep my head down and not make any waves but it doesn't matter, the game is fixed. No matter what I do it is just a matter of time before I get a stick poked in my eye. Lisa, you keep providing me material to document this because you aren't making any changes. Make the changes, and I have nothing to write about. It's pretty simple.

The take home message is this: The biblical principle of "turning the other cheek" is not working for me. I keep getting slapped over and over and over. What is the definition of insanity? Doing the same thing over and over and expecting a different result. From this point forward, if I detect any level of rudeness, unprofessionalism, or disrespect in your verbal or written interaction with me, if I find out I've been excluded on anything that a subordinate knows or the department knows, if I'm not afforded the opportunity for meeting or training or input or participation that everyone else has, Lisa, I am going to call you out on it, right then and there. I will not let it go until you change your tune. And I will copy everybody. I will not care who is within earshot. I am done "saluting the position". This is bulls**t.

There has to be some sort of common ground we can come to. We need to get there, quickly, please.

Thanks,

Scott

Scott Berish

City of Destin

Deputy Director of Parks and Recreation

www.cityofdestin.com

850-650-1241

From: Lisa Firth <lfirth@cityofdestin.com>

Sent: Wednesday, January 13, 2021 8:53 PM

To: Scott Berish <sberish@cityofdestin.com>; Sheri Bethea <sbethea@cityofdestin.com>

Subject: Re: FY21 Scorecard stats due for December 1-31, 2020

Yes scorecards go thru AA we have all our stats and more. Kinda confusing when the emails go to everyone. We will get that better. Sorry that you were confused.

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From: Scott Berish <sberish@cityofdestin.com>

Sent: Wednesday, January 13, 2021 7:42:17 PM

To: Lisa Firth <lfirth@cityofdestin.com>; Sheri Bethea <sbethea@cityofdestin.com>
Subject: RE: FY21 Scorecard stats due for December 1-31, 2020

OK, I opened the scorecard and saw a few blanks so I didn't want to leave anything to chance. I had the info and just did the job. Sorry if I offended anybody.

Scott Berish

City of Destin

Deputy Director of Parks and Recreation

www.cityofdestin.com

850-650-1241

From: Lisa Firth <lfirth@cityofdestin.com>
Sent: Wednesday, January 13, 2021 8:23 AM
To: Scott Berish <sberish@cityofdestin.com>; Sheri Bethea <sbethea@cityofdestin.com>
Subject: Fwd: FY21 Scorecard stats due for December 1-31, 2020

All the stats go to Sheri and she updates our scorecard
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From: Lisa Firth <lfirth@cityofdestin.com>
Sent: Tuesday, January 12, 2021 4:24:58 PM
To: Sheri Bethea <sbethea@cityofdestin.com>
Subject: Fwd: FY21 Scorecard stats due for December 1-31, 2020

Fyi
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From: Scott Berish <sberish@cityofdestin.com>
Sent: Tuesday, January 12, 2021 4:13:26 PM
To: Lorraine Berish <lberish@cityofdestin.com>
Cc: Lisa Firth <lfirth@cityofdestin.com>
Subject: RE: FY21 Scorecard stats due for December 1-31, 2020

I filled out all the relevant portions I could.

Scott Berish

City of Destin

Deputy Director of Parks and Recreation

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From: Lorraine Berish <lberish@cityofdestin.com>
Sent: Tuesday, January 12, 2021 2:55 PM
To: Krystal Strickland <kstrickland@cityofdestin.com>; Rey Bailey <rbailey@cityofdestin.com>; Karen Jankowski <kjankowski@cityofdestin.com>; Louis Zunguze <lzunguze@cityofdestin.com>; Cindy Runyon <crunyon@cityofdestin.com>; Lisa Firth <lfirth@cityofdestin.com>; Scott Berish <sberish@cityofdestin.com>; Sheri Bethea <sbethea@cityofdestin.com>
Cc: Webb Warren <wwarren@cityofdestin.com>; Lance Johnson <ljohnson@cityofdestin.com>
Subject: FW: FY21 Scorecard stats due for December 1-31, 2020

Good Afternoon,

Reminder to please complete your metrics for December. Please do not leave a cell blank if – put a notation or zero so I know that your section is complete.

Thank you,
Lorraine

From: Lorraine Berish

Sent: Tuesday, January 05, 2021 3:34 PM

To: Leaders <Leaders@cityofdestin.com>; Erica Eliason <eeliason@cityofdestin.com>; Sharon Gardner <sgardner@cityofdestin.com>; Sheri Bethea <sbethea@cityofdestin.com>; Cindy Runyon <crunyon@cityofdestin.com>

Subject: FY21 Scorecard stats due for December 1-31, 2020

Good Afternoon Leaders,

Reminder, please submit your December metrics on the scorecard.

Update dept key functions accordingly to reflect the departments current measurables; if they have changed from FY20 and notate the ones that need to be removed.

 [Weekly Project -Task Tracking Report](#)

FY21 Scorecard is located the existing Weekly Project-Task Tracking Folder, this location does not change. If you need any assistance assessing this file please let me know.

Thank you,
Lorraine

LORRAINE BERISH

Sr. Administrative Coordinator

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