
From: Gilmore, Argatha
Sent: Thursday, June 10, 2021 5:27 PM
To: Duncan, Donna; Helfenberger, Joseph
Cc: All Directors; Fred@klo-attorneys.com
Subject: Re: Ami Mitchell Termination

Mr. Helfenberger,

I understand the difficulties of trying to manage people, processes, and products. I also understand the meaning of team player in management.

However, Donna's email does provoke thought for reconsideration to rescind the termination. I believe Ami can assist our city in moving to the next level in Human Resources management. Whatever all the issues are that caused you to reach this decision, I believe we can "Reset" to move forward.

Please re-consider your decision and let's work together to have a harmonious unit of City Directors where all of our goals and objectives are to serve the citizens of Lake City. I believe Ami will work toward this as well. We work better together.

Thank you in advance for giving our requests careful thought and deliberations.

Sincerely submitted,

Chief Argatha Gilmore
"Commitment to Serve"

On Jun 10, 2021, at 4:39 PM, Duncan, Donna <DuncanD@lcfla.com> wrote:

Mr. Helfenberger:

Normally I would not respond nor make any conjectures regarding the City Manager and his decisions regarding personnel matters. However, this is one time I feel compelled to respond.

Ami Fields has been a breath of fresh air for the City of Lake City for many reasons. She is highly qualified as a Human Resources director in that she has the skills and knowledge to know and understand the duties of the position and how to perform them. I have come to know Ami as not only a very competent director but she has many skills and traits that are required for this position that she pulls off effortlessly.

She has the highest ethical standards and utmost integrity. I've found in my personal interactions with Ami that she only wants to do what is right. She is very passionate about wanting to be the spokesperson for all employees of the City because she believes in their rights and dignity. She is a team player and wants things to work for the good of us all.

Being the HR director carries a heavy burden. The most difficult job of any director is the management of people and doing what is right by them. I feel with all my heart that Ami has fully undertaken the task of doing what is sometimes difficult and challenging even though some hard decisions have to be made. That comes with the territory if you want to be a leader.

I hope you will reconsider your position and bring Ami back as we **NEED** her knowledge, skills and mostly her integrity for this City to survive what is ahead.

Donna

Donna R Duncan, CPA

Finance Director
City of Lake City
(386) 719-5800

From: Helfenberger, Joseph
Sent: Thursday, June 10, 2021 2:38 PM
To: All Directors <AllDirectors@lcfla.com>
Subject: Ami Mitchell Termination

City Directors,

As of this afternoon, Ami Mitchell is no longer an employee with the City of Lake City. Please refer HR matters to me until arrangements can be made.

Joseph Helfenberger
City Manager
City of Lake City
(386) 719-5768