

AI: summary

Paul Dyal Severance Fiasco, Pt-II: the meeting, Deliberation – Anger – Frustration – Reality, \$5 Grand Gets Dyal off the Hook

Monday night, the Lake City City Council convened to resolve the severance fiasco surrounding former City Manager Paul Dyal.

The dispute stemmed from Dyal's resignation in September 2023 — after secretly accepting a job in Alaska.

An unapproved and misunderstood severance agreement resulted in Dyal's receiving 16 weeks of severance pay, among other remuneration, despite his voluntary resignation.

The City hired attorney Guy Norris for approximately \$7,500, but he provided no written analysis — his findings remained "in his head." Norris and Dyal's attorneys repeatedly warned that litigation would portray the City as asking a jury to "save it from itself," since Mayor Stephen Witt had signed the flawed separation agreement without reading it and without Council approval.

Councilmembers expressed deep frustration and anger, with Councilman Carter calling the situation "rotten" and Councilwoman Harris describing it as a "hard pill to swallow." However, feeling legally trapped by the City's own administrative errors, the Council voted 4-1 to offer a final settlement.

The terms require Dyal to pay the City \$5,000 in exchange for a mutual release of all claims. If Dyal rejects the offer, the City is authorized to proceed with litigation.