



June 25, 2021

Shane Alexander, Fire Chief

Subject: Termination of Employment

Chief:

I have lost confidence in your ability to do the job as Fire Chief for the City of Ocala. I base this on your unprofessional conduct on several occasions. Specifically, you have:

- Undermined City Council and the City Manager to the detriment of the organization. This was recently brought to the City's attention by business leaders who are alarmed by your actions, i.e. actively campaigning to replace Council members so you could be appointed the City Manager.
- Eroded trust in the organization by creating a counter-productive and uncomfortable work environment for City staff. This has been attested to by several employees, including department heads and managers. This included pressuring employees to increase United Way donations, abandoning your co-workers during a town hall meeting where the Fire Assessment was discussed, and meeting with an employee without the director's knowledge (the employee stated he was uncomfortable during this meeting, and the director was equally upset).
- An excessive amount of idling time and no record of City phone usage to support that you were working.
- Poorly managed internal grant procedures.

This letter serves as notice of the termination of your employment with the City of Ocala effective immediately. You will be paid for the remainder of the day and can pick up your personal belongings from your office at 5:00 p.m. this afternoon. A representative of Human Resources will meet you there at that time. I am deeply saddened that you sought to pursue a course that was counter to Council's direction and the good of the organization.

Ken Whitehead, P.E.

Assistant City Manager, Public Services

Xc: Sandra Wilson, City Manager  
Personnel file