

**From:** [Albert J. Hadeed](#)  
**To:** [Craig Coffey](#)  
**Cc:** [Sean Moylan](#); [Denise Anderson](#)  
**Subject:** Fwd: Important  
**Date:** Friday, June 8, 2018 11:49:24 AM  
**Attachments:** [image006.png](#)  
[image004.png](#)  
[image003.png](#)  
[image001.png](#)

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In case Joe hasn't talked to you.

Begin forwarded message:

**From:** Michael Roper <[MRoper@bellroperlaw.com](mailto:MRoper@bellroperlaw.com)>  
**Date:** June 8, 2018 at 5:35:27 AM EDT  
**To:** "Albert J. Hadeed" <[ahadeed@flaglercounty.org](mailto:ahadeed@flaglercounty.org)>  
**Cc:** Joe Mayer <[jmayer@flaglercounty.org](mailto:jmayer@flaglercounty.org)>, Jennifer Barron <[JBarron@bellroperlaw.com](mailto:JBarron@bellroperlaw.com)>  
**Subject: Re: Important**

Al/Joe:

It is my recommendation that the County notify Zed (or his associate) of the existence of this preservation notice from counsel for the employees. Likewise, all County staff with responsibility for maintenance of the building should likewise be notified.

If any noxious condition is identified by the County's inspection, then the County should give counsel for the FCSO and counsel for the FCSO employees notice of same & an opportunity to conduct their own inspection, with their own expert, before any remediation efforts are implemented. In fact, regardless of Zed's findings, we would recommend that the County extend that offer to both parties prior to making any changes to the condition of the building.

Further, I would suggest seeking Zed's input about preserving those items which may have to be replaced as part of routine maintenance of the building, such as air filters for HVAC.

I would also submit that the County has a reasonable expectation that it will be involved in imminent litigation regarding the condition of this building & therefore a "Litigation/Work Product" file should be created for purposes of maintaining communications or investigation related to this anticipated claim. The County can always decide to voluntarily disclose certain work product, but would think that, at a minimum our communications should remain confidential.

Mike.

Michael J Roper  
Bell & Roper P.A.  
2707 E. Jefferson Street  
Orlando, Fl, 32803  
407-897-5150  
[mroper@bellroperlaw.com](mailto:mroper@bellroperlaw.com)

On Jun 8, 2018, at 12:04 AM, Albert J. Hadeed <[ahadeed@flaglercounty.org](mailto:ahadeed@flaglercounty.org)> wrote:

FYI

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**From:** Hathaway, Kayla <[KHathaway@flaglersheriff.com](mailto:KHathaway@flaglersheriff.com)>  
**Sent:** Thursday, June 7, 2018 9:24 PM  
**To:** Albert J. Hadeed <[ahadeed@flaglercounty.org](mailto:ahadeed@flaglercounty.org)>; Craig Coffey <[ccoffey@flaglercounty.org](mailto:ccoffey@flaglercounty.org)>  
**Subject:** FW: Important  
**Importance:** High

Al and Craig,

We have received the email below regarding a demand to prevent spoliation of any evidence from the firm representing FCSO employees. I am forwarding on to you because we will, of course, abide by the preservation demand but we also need for the county to be on notice because it is the county's building.

Thank you.

**Kayla R. Hathaway, Esquire**  
**General Counsel**  
**Flagler County Sheriff's Office**

901 E. Moody Blvd.

Bunnell, FL 32110

Office Direct: 386-586-4829

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Florida Bar No. 91695

Email: [khathaway@flaglersheriff.com](mailto:khathaway@flaglersheriff.com)

[www.flaglersheriff.com](http://www.flaglersheriff.com)

<image002.jpg> *"An honor to serve, a duty to protect."*

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**From:** Fuller, Renina  
**Sent:** Thursday, June 7, 2018 2:35 PM  
**To:** Staly, Rick <[RStaly@flaglersheriff.com](mailto:RStaly@flaglersheriff.com)>; Hathaway, Kayla <[KHathaway@flaglersheriff.com](mailto:KHathaway@flaglersheriff.com)>; Strobridge, Mark <[MStrobridge@flaglersheriff.com](mailto:MStrobridge@flaglersheriff.com)>; Bisland, Jack <[JBisland@flaglersheriff.com](mailto:JBisland@flaglersheriff.com)>  
**Subject:** Important

Please see Rex's email below.

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**From:** Rex Hurley <[rhurley@hrmcw.com](mailto:rhurley@hrmcw.com)>  
**Sent:** Thursday, June 7, 2018 2:07 PM  
**To:** Fuller, Renina <[RFuller@flaglersheriff.com](mailto:RFuller@flaglersheriff.com)>  
**Cc:** [Nancy.Durrett@fsmf.org](mailto:Nancy.Durrett@fsmf.org)  
**Subject:** FW: 0524-0475 Conrad, Elizabeth "Annie" v. Flagler County SO (RAH) WCFL18040007: Conrad, Elizabeth v. Flagler County Sheriff's Office 11/2/17 Mold Exposure -: Status on good faith request for benefits

Renina, see below. there is a request to preserve the premises. I do not have a lot of information. I do not know anything about the state of decision making or any plans. But, I do recommend that all be advised there is a request to preserve and this must not be taken lightly. I can assist in any decision making if requested. Please make sure that whoever is responsible for the premises from the SO is aware of the preservation request . WE certainly do not want the SO being sued for a spoliation claim on top of everything else that is happening. Rex.

### **Rex Hurley**

Attorney at Law  
Florida Bar Board Certified, Workers' Compensation  
<image001.png>

[rhurley@hrmcw.com](mailto:rhurley@hrmcw.com) [www.hrmcw.com](http://www.hrmcw.com)

#### **Central Florida Office**

1560 Orange Avenue Suite 500 Winter Park, FL 32789

Main: 407-571-7400 Fax: 407-571-7401

<image004.png>

**Space Coast, Treasure Coast & Palm Beaches** (772) 489-2400

**South Florida** (954) 794-6933

**North Florida** (850) 222-1200

**Southwest Florida** (239) 939-2002

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**Replies Filtered:** Any incoming e-mail reply to this communication will be electronically filtered for "spam" and/or "viruses." That filtering process may result in such reply being quarantined (i.e., potentially not received at our site at all) and/or delayed in reaching us. For that reason, we cannot guarantee that we will receive your e-mail reply and/or that we will receive it in a timely manner. Accordingly, you should consider sending communications to us, which are particularly important or time-sensitive by means other than e-mail.

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**From:** Janel Stephens [<mailto:janel@bichlerlaw.com>]

**Sent:** Thursday, June 07, 2018 11:52 AM

**To:** Sue Williston <[swilliston@hrmcw.com](mailto:swilliston@hrmcw.com)>; Shirley Guerrero-Perez <[sperez@hrmcw.com](mailto:sperez@hrmcw.com)>; [Nancy.Durrett@fsrmf.org](mailto:Nancy.Durrett@fsrmf.org)  
**Cc:** Geoff Bichler <[geoff@bichlerlaw.com](mailto:geoff@bichlerlaw.com)>; Rex Hurley <[rhurley@hrmcw.com](mailto:rhurley@hrmcw.com)>; Krystin Gill <[kgill@bichlerlaw.com](mailto:kgill@bichlerlaw.com)>  
**Subject:** Conrad, Elizabeth v. Flagler County Sheriff's Office 11/2/17 Mold Exposure -: Status on good faith request for benefits

Good day: I am following up on the status of our good faith letter and our request for a \$2,000.00 advance to help assist Mrs. Conrad with paying her medical bills and her continued medical care for her work related injury. Mrs. Conrad is in a financial position where she has maxed her credit due to her efforts to seek medical treatment for her work injury. We ask that you approve this request so that we can avoid filing a Petition with the Judge.

Also, Mr. Bichler commends the County's efforts to address the exposure claims expeditiously by evacuating the operations center this week while conducting its investigation. However, Mr. Bichler wants to be very clear that the County must preserve the building and the evidence within it during the County's investigation of the safeness of this work environment.

Lastly, with regard to Mrs. Conrad's work duties, Mr. Bichler requests that Mrs. Conrad remain in her current position and that she is not reassigned as a school officer while the County actively investigates the multiple claims of exposure resulting from this sick building.

Your immediate attention to this matter is greatly appreciated.

Warm regards,

*Janel Stephens*  
*Legal Assistant*

<image006.png>

**Bichler, Oliver, Longo & Fox, PLLC**  
541 South Orlando Avenue, Suite 310  
Maitland, Florida 32751  
866-245-8977 toll free  
407-599-3777 office  
Paralegal, Janel, Ext. 1005  
407-599-3780 fax  
[Janel@bichlerlaw.com](mailto:Janel@bichlerlaw.com)  
[Kristine@bichlerlaw.com](mailto:Kristine@bichlerlaw.com)

<image003.png>

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PLEASE NOTE: Florida has a very broad public records law per Fla. Statute 119. Most written communications to or from the Flagler County Sheriff's Office regarding public business are public records available to the public and media upon request. Your e-mail communications may be subject to public disclosure. If you do not want your e-mail address released, do not send electronic mail to this agency. Instead, contact this office by phone..

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PLEASE NOTE: Florida has a very broad public records law. Most written communications to or from the Flagler County Board of County Commissioners and employees regarding public business are public records available to the public and media upon request. Your e-mail communications may be subject to public disclosure.