



emailed to Jon 1/9/26

Sent Certified letter
1/9/26

January 7, 2026

Jonathan Fisher
Utility Field Specialist
1795 Dublin Road
Deltona, FL 32738

Building
386-775-5423

City Clerk
386-775-5403

City Manager
386-775-5408

Community Info.
386-775-5410

Finance
386-775-5430

Fire
386-775-5460

Human Resources
386-775-5457

Parks & Rec.
386-775-5454

Planning
386-775-5415

Police
386-775-9999

Public Works
386-775-5453

Utilities Billing
386-775-5444

Notice of Intent to Terminate

On December 30, 2025, you received an Employee Counseling Report and Notice of Intent to Suspend Without Pay due to ongoing concerns regarding your attendance and tardiness. The counseling report referenced prior counseling for occurrences on November 19, 2025; December 16, 2025; and December 29, 2025, and outlined required corrective steps. The report further stated that failure to correct this situation could result in additional disciplinary action, up to and including termination of employment. You were granted access to the City's Due Process proceedings associated with this disciplinary action; however, you did not request a Due Process Hearing within the designated timeframe as outlined in policy and in the notice.

Despite prior counseling, on December 31, 2025, you arrived late for your scheduled shift without providing prior notice. Additionally, on January 6, 2026, you failed to report to work and did not respond to a call from Human Resources regarding your absence. Accordingly, this letter, along with the accompanying Employee Counseling Report, serves as formal notice of the City of Orange City's intent to terminate your employment.

Pursuant to Section 1.16, Due Process, of the Personnel Policies and Procedures Manual, you will have three (3) business days, should you choose, to "show cause," in writing, as to why your employment should not be terminated. If you elect to do so, you will be afforded the opportunity for a Due Process Hearing to discuss the proposed termination. If, at the conclusion of the three (3) business-day period by 4:00 p.m. on _____ you have not submitted written notice of your intent to "show cause," you will be deemed to have waived your right to a Due Process Hearing. Information regarding your rights under Sections 1.16, 1.17, and 1.18 of the Personnel Policies and Procedures Manual are enclosed with this letter.

You are required to turn in City property in your possession; including but not limited to City Cell Phone, radio, ID card, keys, equipment, uniforms and procurement card to Human Resources immediately and your access to your City email will be temporarily suspended while awaiting the final decision of the appeal process. Human Resources will accompany you if you need to collect any personal items from your city owned vehicle. Should you



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need to collect any files from your computer, Human Resources will coordinate with the Information Technology team to retrieve these files.

Rick Brzezinski
Rick Brzezinski, Distribution and Collections Manager

2026/01/09
Date

Bilal Iftikhar
Bilal Iftikhar, Public Services Director

1/8/2026
Date

Christine Davis
Christine Davis, City Manager

1/7/2026
Date

The Undersigned acknowledges receipt of this letter and their rights to due process as spelled out in section 1.16 of the Personnel Policies and Procedures Manual.

NO CALL NO SHOW

1-19-26

Jonathan Fisher

Date

Danielle Caporrino
Witness, Danielle Caporrino

1/9/26
Date

Copy to: Employment File
Rebecca Wilk, Human Resources and Risk Management Administrator

Enclosure: Employee Counseling Report – January 7, 2026
Personnel Policies – Sections 1.16, 1.17, and 1.18