

City of Starke

Andy Redding
MAYOR

COMMISSIONERS:
Janice D. Mortimer
Daniel W. Nugent
Andy Redding
Scott Roberts
Bob Milner

GENERAL MANAGER
Russell A. Mullins

July 26, 2025

From the desk of the Mayor, Andy Redding

First and foremost, it is imperative that the Citizens of Starke, Bradford County, and all those that pass through our community know and understand that our municipality is dedicated to the safety and service of those we serve. As elected officials, we, and our employees are tasked with acting as the gatekeepers for those we serve. As our Citizens get up daily and go about their business working and taking care of their responsibilities, they should have, and deserve, the peace of mind in knowing they are adequately served and protected. And when turmoil arises, it is quickly addressed and resolved expeditiously and effectively. Often, it takes time to generate a resolute resolve when issues arise.

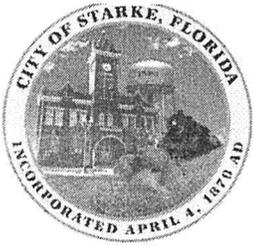
On May 6, 2025, troubling information was brought forth regarding the City of Starke's Chief Administrative Officer and former elected City Clerk, Mr. Jimmy Crosby. Currently Mr. Crosby is no longer an employee of the City as he submitted his resignation, VIA retirement, on June 20, 2025.

The information brought forth on May 6, 2025 alleged that when Mr. Crosby ran for the elected position of City Clerk in 2021 he was not duly qualified to hold office because he was a federally convicted felon and his rights qualifying him to hold public office had not been restored, even though he had submitted election paperwork indicating otherwise, he ultimately took office as the elected City Clerk in October of 2021.

Additionally, information was presented indicating that Mr. Crosby had; created a hostile work environment where employees were put in a position to fear for their jobs, employees were put in a position to do things considered unethical or illegal, and they were prohibited from communicating with commissioners and if they did, they would be fired. There was also information presented regarding the creation of a recreation committee for which it was alleged he was operating on his own without communicating with the commission.

As a result, on May 6, 2025, Mr. Crosby was placed on paid Administrative Leave. To ensure due process for Mr. Crosby and the protection of our employees and contractors, it was subsequently decided that an independent third party would be utilized to investigate the personnel allegations made against Mr. Crosby and it would be completed by attorney Meagan Logan of the Douglas & Douglas law firm, and she submitted her investigative report and findings on July 24, 2025.

P.O. Drawer C, 209 N. Thompson Street, Starke, FL 32091
(904) 964-5027 | (904) 964-3998
www.cityofstarke.org

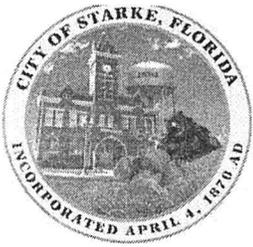


But, in the interim between May 6, 2025 and July 24, 2025 public records were produced from the Florida Department of Law Enforcement (FDLE). Review of the FDLE records revealed that in June of 2023 an investigation into the legality of Mr. Crosby holding public office ensued. This investigation by FDLE went on for 8 months, from June of 2023 until February 27, 2024, when FDLE raided city hall with a search warrant. During the investigation numerous attempts were made to obtain election documents from the Bradford County Supervisor of Elections and from the City Clerk's office. These documents could never be found, and it was ultimately the responsibility of the elected City Clerk to be the custodian of those records.

Summary review of the FDLE public records revealed that:

- -Mr. Crosby had completed an Oath of Candidacy form and had turned it in to the Supervisor of Elections office. These records were supposed to be in the custody of the City Clerk's Office.
- -Mr. Crosby took office in October of 2021, after taking the oath of office to uphold the constitution of the United States and the State of Florida.
- -Mr. Crosby did not file for his clemency, (restoration of rights), until December of 2021 after he was already in the elected position as City Clerk.
- -The search warrant raid on City Hall did not produce the election documents for Mr. Crosby which are required to be maintained by the elected City Clerk.
- -March 5, 2024, Mr. Crosby resigned from the position of elected City Clerk citing that "his qualifications to hold office has been questioned".

In March of 2024, Mr. Crosby tenured his resignation to then Mayor Scott Roberts. After the FDLE raid, it was conveyed to me, by Mr. Crosby, that the FDLE raid was a shock and awe tactic because of his past criminal history. It was conveyed to me that they were only looking for election documents and they came in and got what they needed and left. He advised that he was resigning to spare the City and his family undue hardship. Within weeks Mr. Crosby was hired as a general employee and the aforementioned details of the information above did not become fully known to me until May of 2025. I can only assume that this information was not initially known to the other commissioners as well; that the FDLE investigation had gone on for 8 months, election documents that should have been in Mr. Crosby's custody could not be produced, that he had not applied for his clemency until December of 2021 after he was in office as the elected City Clerk, and that Mr. Crosby's rights had not been restored; which would have legally qualified him to hold office as the City Clerk.



The Douglas & Douglas law firm's 13 page investigative report completed by Ms. Meagan Logan revealed in summary:

- -That "Findings of Fact" existed for unprofessional conduct, sexual harassment, racism, ageism, and unethical or illegal acts.
- -Legal thresholds for a "hostile work environment" did exist because of Mr. Crosby's conduct.
- -Ms. Logan interviewed over 20 individuals who were current employees, past employees, and contractors and the consistency of the employee testimony was "astounding".
- -Quote from the report by Ms. Logan, "*The consistency among the employees (both current and former) and third parties regarding Mr. Crosby's management and interaction with people was astounding. Statements to the effect that Mr. Crosby "is the most corrupt individual I've ever dealt with" or I can't say one good thing about him," ...*"

The totality of the circumstances from the FDLE investigation to the internal investigation generates emotions of feeling deceived, hoodwinked, and troubled but at the same time generates feelings of relief, pride, and encouragement. Because Mr. Crosby resigned/retired in an act of his own free will, I am relieved that this chapter for the City is over, and we can now move on and move forward to the wonderful things ahead of us as our City grows and is prosperous. I am proud of our courageous employees that had the intestinal fortitude to come forward and do the right thing and protect themselves and others. And I am encouraged by the overall future of the City of Starke, the Heartbeat of Bradford. Most importantly, thank you to those we serve for having the faith and confidence in me to serve as a City Commissioner and the Mayor of our great city. It is truly an honor and privilege.

"Leadership is not about being in charge. Leadership is about taking care of those in your charge."-Simon Stanek

Respectfully,

R. Andy Redding, City of Starke Mayor