



121 Majorca Ave., Coral Gables, FL 33134  
305-445-7801  
EIN: 59-1287650

August 5, 2024

Invoice No. 181153

City of Ocala  
Attn: Christopher J. Watt, Esq.,  
SHRM-SCP  
Human Resources Manager  
110 SE Watula Avenue  
Ocala, FL 34471

---

## INVOICE SUMMARY

For Professional Services Rendered through July 31, 2024

**Client-Matter: 2217-00000**

**RE: General Matters Contract No: HUM/210096**  
**General Matters Contract No: HUM/210096**

Total Professional Fees	\$ 979.00
Total Expenses	<u>\$ .00</u>
<b>TOTAL THIS INVOICE</b>	<b>\$ 979.00</b>

Invoice No. 181153

August 5, 2024

**PROFESSIONAL SERVICES**

Date	TKPR	Description	Hours	Amount
7/05/24	WLH	Review FOP/Buetti arbitration documents, prepare correspondence re same	.30	93.00
7/05/24	JK	Review documentation regarding Buetti arbitration.	2.00	560.00
7/09/24	WLH	Exchange various correspondence re FOP arbitration matters	.30	93.00
7/11/24	WLH	Exchange various correspondence re FOP arbitration	.30	93.00
7/12/24	JK	Review Charge and draft correspondence to the Florida Commission on Human Relations regarding mediation and the response deadline.	.50	140.00

**TOTAL PROFESSIONAL FEES**

**\$ 979.00**

**SUMMARY OF PROFESSIONAL SERVICES**

Name	Staff Level	Hours	Rate	Total
John Keller	Associate	2.50	280.00	700.00
Wayne L. Helsby	Partner	.90	310.00	279.00
<b>Total</b>		<b>3.40</b>		<b>\$ 979.00</b>

**TOTAL THIS INVOICE**

**\$ 979.00**



121 Majorca Ave., Coral Gables, FL 33134  
305-445-7801  
EIN: 59-1287650

August 5, 2024

City of Ocala  
Attn: Christopher J. Watt, Esq.,  
SHRM-SCP  
Human Resources Manager  
110 SE Watula Avenue  
Ocala, FL 34471

Invoice No. 181153

---

## REMITTANCE ADVICE

**Client-Matter: 2217-00000**

**RE: General Matters Contract No: HUM/210096**

---

**BALANCE DUE THIS INVOICE**

**\$ 979.00**

---

**All checks should be made payable to:**  
(Please return this advice with payment.)

Allen Norton & Blue, P.A.  
ATTN: Accounts Receivable  
121 Majorca Avenue  
Coral Gables, Florida 33134

**For payment by wire or ACH in USD:**

Name: Allen Norton & Blue, P.A.  
Address: 121 Majorca Avenue  
Coral Gables, FL 33134  
Routing Number: 084000026  
Account #: 20001844164  
Bank Name: First Horizon  
Bank Address: 2109 Ponce De Leon Blvd.,  
Coral Gables, FL 33134  
Telephone Number: 305-442-9991

*Please reference: Invoice 181153, File # 2217 - 00000*

**INVOICES ARE PAYABLE UPON RECEIPT**

***Proudly Representing Management for Over 50 Years***



August 5, 2024

Invoice No. 181154

City of Ocala  
Pete Lee  
ATTN: Pete Lee  
City Manager  
151 SE Osceola Avenue  
Ocala, FL 34471

---

## INVOICE SUMMARY

For Professional Services Rendered through July 31, 2024

**Client-Matter: 2217-00014**

**RE: Jimmy Williams Lawsuit Contract No: HUM/210096**

Total Professional Fees	\$ 715.00
Total Expenses	<u>\$ .00</u>
<b>TOTAL THIS INVOICE</b>	<b>\$ 715.00</b>

Invoice No. 181154

August 5, 2024

**PROFESSIONAL SERVICES**

Date	TKPR	Description	Hours	Amount
7/05/24	WLH	Review various pleadings and correspondence	.30	93.00
7/05/24	JK	Attorney conference (JK and KAW) regarding Plaintiff's ability and deadline to appeal the Order of Dismissal.	.30	84.00
7/05/24	KAW	Conducted legal research regarding whether an Order Denying a Motion to Reopen is an appealable final order where the statute of limitations has run.	1.30	364.00
7/22/24	KAW	Attorney strategy conference (JK and KAW).	.20	56.00
7/29/24	WLH	Review and exchange various correspondence re: Williams matter	.20	62.00
7/29/24	KAW	Draft email to client regarding the status of the case.	.20	56.00
<b>TOTAL PROFESSIONAL FEES</b>				<b>\$ 715.00</b>

**SUMMARY OF PROFESSIONAL SERVICES**

Name	Staff Level	Hours	Rate	Total
John Keller	Associate	.30	280.00	84.00
Kimberly A. Wittman	Associate	1.70	280.00	476.00
Wayne L. Helsby	Partner	.50	310.00	155.00
<b>Total</b>		<b>2.50</b>		<b>\$ 715.00</b>

**TOTAL THIS INVOICE** **\$ 715.00**



121 Majorca Ave., Coral Gables, FL 33134  
305-445-7801  
EIN: 59-1287650

August 5, 2024

City of Ocala  
Pete Lee  
ATTN: Pete Lee  
City Manager  
151 SE Osceola Avenue  
Ocala, FL 34471

Invoice No. 181154

---

## REMITTANCE ADVICE

Client-Matter: 2217-00014

RE: Jimmy Williams Lawsuit Contract No: HUM/210096

---

**BALANCE DUE THIS INVOICE**

**\$ 715.00**

---

**All checks should be made payable to:**  
(Please return this advice with payment.)

Allen Norton & Blue, P.A.  
ATTN: Accounts Receivable  
121 Majorca Avenue  
Coral Gables, Florida 33134

**For payment by wire or ACH in USD:**

Name: Allen Norton & Blue, P.A.  
Address: 121 Majorca Avenue  
Coral Gables, FL 33134  
Routing Number: 084000026  
Account #: 20001844164  
Bank Name: First Horizon  
Bank Address: 2109 Ponce De Leon Blvd.,  
Coral Gables, FL 33134  
Telephone Number: 305-442-9991

*Please reference: Invoice 181154, File # 2217 - 00014*

**INVOICES ARE PAYABLE UPON RECEIPT**

***Proudly Representing Management for Over 50 Years***



August 5, 2024

Invoice No. 181155

City of Ocala  
Pete Lee  
ATTN: Pete Lee  
City Manager  
151 SE Osceola Avenue  
Ocala, FL 34471

---

## INVOICE SUMMARY

For Professional Services Rendered through July 31, 2024

**Client-Matter: 2217-00015**

**RE: Masseo, Derek**

Total Professional Fees	\$ 4,737.00
Total Expenses	<u>\$ 31.60</u>
<b>TOTAL THIS INVOICE</b>	<b>\$ 4,768.60</b>

Invoice No. 181155

August 5, 2024

**PROFESSIONAL SERVICES**

Date	TKPR	Description	Hours	Amount
7/11/24	WLH	Receive and review EEOC charge and related documents re Masseo, exchange correspondence re same	.50	155.00
7/12/24	WLH	Review and revise correspondence and documents re Masseo EEOC complaint	.30	93.00
7/12/24	JK	Attorney conference (JK and ASC) regarding Charge of Discrimination.	.20	56.00
7/22/24	WLH	Exchange various correspondence re Masseo EEOC matter	.30	93.00
7/25/24	ASC	Began reviewing Masseo's personnel file (210 pages) in order to prepare our Position Statement.	.50	140.00
7/26/24	ASC	Finalize reviewing/analyzing all the documentation we currently possess in order to prepare a position statement.	1.90	532.00
7/26/24	ASC	In order to prepare a position statement, research ADA and retaliation cases involving the prima facie elements, reasonable accommodations, and essential duties.	1.40	392.00
7/30/24	ASC	Began drafting the Position Statement's statement of relevant facts and review and analyze client documents to prepare the same.	6.30	1,764.00
7/31/24	ASC	In order to prepare our position statement, research reasonable accommodations, the timing of when an employee must notify his employee of disability, and the interactive process requirements.	3.30	924.00
7/31/24	ASC	Continue drafting the relevant facts and argument sections of our Position Statement.	2.10	588.00

**TOTAL PROFESSIONAL FEES****\$ 4,737.00****SUMMARY OF PROFESSIONAL SERVICES**

Name	Staff Level	Hours	Rate	Total
John Keller	Associate	.20	280.00	56.00
Alexander S. Cumming	Associate	15.50	280.00	4,340.00
Wayne L. Helsby	Partner	1.10	310.00	341.00
<b>Total</b>		<b>16.80</b>		<b>\$ 4,737.00</b>

**EXPENSES**

Date	Description	Amount
7/31/24	Online research ASC	31.60
<b>TOTAL EXPENSES</b>		<b>\$ 31.60</b>



Invoice No. 181155

August 5, 2024

**TOTAL THIS INVOICE**

**\$ 4,768.60**



121 Majorca Ave., Coral Gables, FL 33134  
305-445-7801  
EIN: 59-1287650

August 5, 2024

City of Ocala  
Pete Lee  
ATTN: Pete Lee  
City Manager  
151 SE Osceola Avenue  
Ocala, FL 34471

Invoice No. 181155

---

## REMITTANCE ADVICE

Client-Matter: 2217-00015

RE: Masseo, Derek

---

**BALANCE DUE THIS INVOICE**

**\$ 4,768.60**

---

**All checks should be made payable to:**  
(Please return this advice with payment.)

Allen Norton & Blue, P.A.  
ATTN: Accounts Receivable  
121 Majorca Avenue  
Coral Gables, Florida 33134

**For payment by wire or ACH in USD:**

Name: Allen Norton & Blue, P.A.  
Address: 121 Majorca Avenue  
Coral Gables, FL 33134  
Routing Number: 084000026  
Account #: 20001844164  
Bank Name: First Horizon  
Bank Address: 2109 Ponce De Leon Blvd.,  
Coral Gables, FL 33134  
Telephone Number: 305-442-9991

*Please reference: Invoice 181155, File # 2217 - 00015*

**INVOICES ARE PAYABLE UPON RECEIPT**

***Proudly Representing Management for Over 50 Years***