

LAW OFFICE OF MICHAEL A. PIZZI, JR., P.A.

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May 13th, 2026

Via Certified U.S. Mail and Email

City of North Miami Beach
17011 NE 19th Avenue
North Miami Beach, FL 33162

City Attorney Office
17011 NE 19th Avenue
City Hall, 4th Floor
North Miami Beach, FL 33162

Mayor Michael Joseph, Esq
Commissioner Jay Chernoff
Commissioner Daniela Jean
Commissioner Fortuna Smukler
Commissioner McKenzie Fleurimond
Commissioner Phyllis Smith
Commissioner Lynn Su
City Manager Darvin Williams

***RE: Request for Whistleblower Protection –
NMB EMPLOYEE Kerlyne McHenry***

Dear Mayor, City Commissioners, City Attorney and City Manager,

This is to advise that this law firm represents recently demoted City Assistant Public Works Director Ms. Kerlyne McHenry regarding matters pertaining to her employment with the City of North Miami Beach. Ms. McHenry, was recently demoted from her position of Public Works Director to Assistant Public Works Director. She is formally seeking protection under Section 112.3187, Florida Statutes, the Florida Whistleblower Act, as well as Title VII of the Civil Rights Act of 1964, from any further retaliation by City Manager Darvin Williams or any other employees, agent, or representative of the City.

Ms. McHenry was recently demoted and subjected to harassment, discrimination, and retaliation after reporting what she reasonably believes to be act of malfeasance, misfeasance, improper conduct, abuse of authority, and discriminatory practices in violation of Local, State, and Federal Law.

Among other things, Ms. McHenry has reported and filed complaints concerning abusive comments directed toward her and other employees, humiliating and degrading treatment of staff, misuse of office in personnel matters, attempts to unlawfully restrict communications among City employees in the violation of the First Amendment, selective targeting of employees based on national origin, and improper efforts to undermine and target City Commissioners.

Ms. McHenry believes that her demotion, as well as the termination and targeting of other employees, was done in direct response to protected whistleblower activities and complaints concerning improper conduct. She is deeply concerned that additional retaliatory actions, including termination, may be taken against her or other employees for engaging in protected activity and reporting what they believe to be improper conduct.

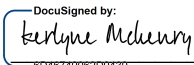
Accordingly, this correspondence shall serve as formal notice that Ms. McHenry is invoking her rights and protections under the Florida Whistleblower Act and Title VII and requests that the City immediately take all necessary measures to prevent any further retaliation, harassment, intimidation, or adverse employment action against her.

Please govern yourself accordingly.

Very Truly Yours,

/s/ Michael A. Pizzi, Jr., ESQ
MICHAEL A. PIZZI, JR., ESQ

Reviewed and Approved:

DocuSigned by:

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Kerlyne McHenry

5/13/2026
Date