

To: DeFuniak Springs City Council and Mayor
From: Clayton J.M. Adkinson, Adkinson Law Firm, LLC
Date: April 19, 2018

**In re: Accuracy of information provided by Danny Lucas on his application
for City Manager position.**

Introduction

This matter was brought to my attention by a member of the public who apparently has obtained a copy of Mr. Lucas' application through a public records request. An allegation was raised that the City had failed to verify information contained on his application, and, allegedly, that information contained therein was false. In an abundance of caution, I have taken steps to review the process followed by the City and to review the information in question. The only matter related to the accuracy of the information contained in the application that I have investigated at this time is under the section of the application entitled, "Education". Additional investigation can be performed, if requested by the City Council, however, as of this date, no allegation has been made known to counsel regarding other potential inaccuracies.

Findings

While, the employment application signed by Mr. Lucas contains the following statement: "I authorize investigation of all statements contained in this application for employment as may be necessary in arriving at an employment

decision”, it appears that a full background check, verification, or other investigation was not completed prior to employment. Therefore, no documents exist within the City’s files to support or refute information provided by Mr. Lucas.

The application indicates that he attended the University of Georgia and was a graduate receiving a degree identified as “Certificate of Public Management”. The application further reflects he attended “Georgia Tech”, but did not graduate. In an attached resume, Mr. Lucas provided similar statements, and specifically pertaining to the University of Georgia graduate statement, his resume indicates a 1993 Certificate of Public Management, Carl Vinson Institute of Government, University of Georgia.

To investigate those statements, I made inquiry to the University of Georgia concerning the information provided. I also spoke with Mr. Lucas. Mr. Lucas furnished me a Certificate that he received in 1993 (A copy is included herein).

The information that I obtained concerning his attendance at the University of Georgia was unable to verify that he was a student at the University of Georgia, or that he was a graduate of the University of Georgia. Additionally, I spoke with representatives from both the University of Georgia and the Carl Vinson Institute of Government. While the Carl Vinson Institute of Government apparently conducted trainings at the University of Georgia, the Certificate issued by that Institute was not issued by the University of Georgia, nor was the Certificate the same type of

Certificate and program presently offered by the University. Rather, the Certificate provided by Mr. Lucas clearly indicates it was a program associated with Cobb County, as opposed to the University of Georgia. The Certificate itself bears no signatures or official designations that a standard diploma or similar document from the University of Georgia would typically display.

I also attempted to determine if he was ever a student at Georgia Tech. The response to my request was that it could not be verified that he was ever a student at Georgia Tech. Mr. Lucas advised me that he would provide a transcript from Georgia Tech establishing that he had been a student at Georgia Tech. That transcript has not been furnished at this time.

Conclusion

As the application signed by Mr. Lucas states, "In the event of employment, I understand that false or misleading information in my application or interview(s) may result in termination", this matter is presented for the City Councils' information and use in review related to Mr. Lucas and his employment.



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