



Thursday, March 15, 2018, 9:00 AM
4902 Eisenhower Blvd. Ste. 250, Tampa, FL
Conference Dial: 1-800-511-7985
Conference Code: 605-9608#

Board of Directors (Emergency) Agenda

- I. Welcome and Introductions** Dick Peck, Chair

- II. Public Comment**

- III. Action/Discussion Items**
 - 1. Discussion: Public Records Request from Edward Peachey C. Harris, Page 2

 - 2. Action: Edward Peachey Employment..... Page 4

- IV. Public Comments**

- V. Adjournment**

Next Board of Directors Meeting March 22, 2018



Mai Russell

Subject: FW: Public Records Request from Ed Peachey

From: Patrick M. Causey [mailto:PCausey@trenam.com]

Sent: Wednesday, March 14, 2018 9:35 AM

To: [REDACTED]

Cc: Charles M. Harris; Mai Russell; Juditte Dorcy; Alice Cobb

Subject: RE: Public Records Request from Ed Peachey

Good morning everyone:

I wanted to thank all of you for your prompt responses to date. If you have not responded yet, I would appreciate it if you can do so by the close of business Thursday.

I wanted to follow up on two things.

First, it has come to my attention that I could have done a better job explaining who I am. As some of you know, Charley Harris is the attorney for the CareerSource Tampa Bay board. I work with Charley and have been helping CareerSource respond to the ongoing investigations and public records requests it has received since December of last year. I apologize if my email caught you off guard.

Second, I wanted to clarify the scope of the request that was served on the board by Ed Peachey (through his attorney Marion Hale), because it is much more narrow than it might seem at first blush. The scope of this request is limited to the following documents or written communications:

1. Communications between board members: so only if you and another board member exchanged an email, text message, etc. This request does not seek any communications you might have had with Mai, Judy, Mark Puente, or any other employee of CareerSource;
2. The document or communication must be about one of the following three individuals: (i) Ed Peachey; (ii) Mark Puente; or (iii) Sandra Murman; and
3. The document or communication must have occurred after December 1, 2017.

I hope this clarification helps. If you have any further questions, do not hesitate to contact me. And I apologize again for any confusion my initial email may have caused.



PATRICK M. CAUSEY | ATTORNEY

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From: Patrick M. Causey [<mailto:PCausey@trenam.com>]

Sent: Monday, March 12, 2018 9:59 PM

To: [REDACTED]

Cc: Charles M. Harris

Subject: Public Records Request from Ed Peachey

Good evening

I am an attorney in Charley Harris' office and he has asked me to work with you all to satisfy a public records request that we received from Ed Peachey. Specifically, Mr. Peachey has requested that each of you produce for inspection the following documents:

“Starting on December 1, 2017 until present: all documents from any board member of CareerSource Tampa Bay to any other board member of CareerSource Tampa relating or referring to or in any manner mentioning: (a) Ed Peachey; Mark Puente; or (c) Sandra Murman. This request includes but is not limited to all documents and correspondence including e-mails and text messages sent or received on all board member’s cell phone(s), home computer, work computer and any other electronic devise.”

Under the public records act, we are charged with producing these documents within a reasonable period of time. I suspect that locating and providing these documents will take some time, so it is best to begin gathering these documents as soon as you are able. If you have any questions regarding what you need to do to comply with this request, please feel free to give me a call.



PATRICK M. CAUSEY | ATTORNEY

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Action Item

Edward Peachey's Employment

Information

An emergency meeting of the Executive Committee was held on February 26, 2018 to discuss a single agenda item: Edward Peachey's employment.

At that meeting, a motion was made by Darren Veneri and seconded by John Kearney as follows:

"Terminate Mr. Peachey's employment without cause. That he be made whole, up until today, based on the suspension without pay. He be provided with a five-month severance package subject to providing this Board/organization a full release. No tax-payers dollars will be used for payment."

The Consent Agenda of February 26th Executive Committee meeting was transmitted to members of the Board of Directors on Tuesday, February 27th. On March 5th, a request was made by Commissioner Sandra Murman that this motion be brought before the full Board for vote.

The *Consent Agenda of February 26th Executive Committee Meeting* and the request from Commissioner Sandra Murman are provided herein.

Recommendation

Discussion and vote on Edward Peachey's employment.

**CareerSource Tampa Bay
Executive Committee Emergency Meeting
Consent Agenda of February 26, 2018**

Actions Approved At CareerSource Tampa Bay Executive Committee Meeting

Any Board Member shall have five days from receipt of these minutes within which to request that an action of the Executive Committee be brought before the full Board. If no such request is made, the actions of the Executive Committee shall stand.

Date: February 26, 2018, 2:00 PM

Location: 4902 Eisenhower Blvd.

Call to Order

Chair Dick Peck called the meeting to order at 2:03 PM. There was a quorum present with the following Executive Committee members participating.

Committee Members in attendance

Sean Butler*, Shannon Evans, Tim Harding, Betsy Irizarry, John Kearney, Commissioner Sandra Murman, Dick Peck, Darren Veneri.

Committee Members Not in Attendance

Randall King

Staff Present

Edward Peachey, Jennifer Brackney, Kimberly Williams, Juditte Dorcy, Mai Russell, Michael Bundy

Guests

Charles Harris, Jennie Tarr, Jack Geller, Marion Hale, Kenneth Jones, Vanessa Durham-Andrew, Mark Puente, Zachary Sampson, Mark Douglas, Dave Jordan, and other members of the media.

*denotes attended via telephone

Public Comments

Marion Hale, Edward Peachey's legal counsel made the following comments:

- With reference to the letter from Hillsborough BOCC dated February 21, 2018 on the following suggestion "CareerSource Tampa Bay should consider seeking the resignation of the Executive Director/President & CEO, Edward Peachey or consider termination.
- That suggestion was based on:
 - "The seriousness of the contents of the media's reports" & "the lack of adequate response from Mr. Peachey are troubling."
- Ms. Hale reminded that at the Ad hoc meeting, Mr. Harris has reported back to the committee:
 - No evidence of intentional misreporting of placement
 - At worse, there could be coding errors
 - No tax payers money was misspent

Ms. Hale urged the Executive Committee to protect the public interest, not the politicians.

Action Item: Edward Peachey's Employment

Attachment A: Hillsborough BOCC letter dated February 21, 2018 and a Letter from Edward Peachey's legal counsel, Marion Hale dated February 22, 2018.

The following points of discussion ensued:

1. Related to the Hillsborough's BOCC letter dated February 21, 2018:
 - This letter was written by the Hillsborough BOCC legal counsel.
 - The Hillsborough BOCC voted unanimously with a 7 – 0 vote.
2. Status of Edward Peachey employment as it relates to CareerSource Tampa Bay and status of the contract with [CareerSource] Pinellas. Is it true Pinellas Board will hold the ultimate authority? Per the Shared Services contract, Edward Peachey is an employee of WorkNet Pinellas. Half of his salary & benefits are being reimbursed by CareerSource Tampa Bay. Edward Peachey's employment agreement has expired. So, he is now an employee at-will. This board can make the decision to terminate his services to this Board.

Motion made by John Kearney

"Subject to an agreement with Mr. Peachey, that he not caused any action against CSTB & members of the Board of Directors. That we repay him for the time period that we ceased to pay him. And that we pay him for an additional period of time to be determined. Terminate without caused. Pay him back pay. Pay for as long as we need him to help with the investigations."

Without a second, the motion fails.

Motion made by Commissioner Murman

"Terminate without caused. We pay him for time spent during the investigations. Table the severance issue after CareerSource Pinellas has had discussion."

Without a second, the motion fails.

Motion made by Darren Veneri

Terminate Mr. Peachey's employment without cause. That he be made whole, up until today, based on the suspension without pay. He be provided with a five-month severance package subject to providing this Board/organization a full release. No tax-payers dollars will be used for payment.

Motion: Darren Veneri
Second: John Kearney

The Executive Committee is recommending approval to terminate Mr. Peachey's employment without cause. That he will be made whole, up until today, based on the suspension without pay. He be provided with a five-month severance package subject to providing this Board/organization with a full release. No tax-payers dollars will be used for payment.

Commissioner Murman voted no. Sean Butler left the meeting and did not vote. With a 6 – 1 vote, the motion carries.

Other Administrative Matters

None was brought forward for action.

Public Comments

There was none.

Adjournment

The meeting was adjourned at approximately 3:00 p.m.

Mai Russell

From: Murman, Sandra <MurmanS@hillsboroughcounty.org>
Sent: Monday, March 05, 2018 6:16 PM
To: Mai Russell
Cc: Fletcher, Chip; Beck, Christine
Subject: Request for the full board

Good afternoon Ms. Russell,

On February 27, 2018, I received your email, providing the minutes of the February 26, 2018 Executive Committee Meeting. Pursuant to Article VII, Section 3 of the 2016-2020 Bylaws of Tampa Bay WorkForce Alliance, Inc. d/b/a CareerSource Tampa Bay, I would like to hereby request that an action of the Executive Committee be brought before the full Board.

Specifically, I request that the Motion made by Darren Veneri and seconded by John Kearney, which appears at the bottom of page two of the aforementioned minutes, be brought before the full Board for a vote. That motion addressed Mr. Peachey's termination without cause and the provision of a five-month severance package.

This request is timely made.



Sandra L. Murman

Chairman, County Commission, District 1
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