

CareerSource Tampa Bay Emergency Board of Directors Meeting

Date: March 15, 2018, 9:00 a.m.

Location: CareerSource Tampa Bay Office, 4902 Eisenhower Blvd. Tampa, FL

Call to Order

Chair Dick Peck called the meeting to order at 9:03 a.m. There was a quorum present with the following Board Members participating.

Board Members in attendance

Tom Aderhold, Stephanie Brown-Gilmore*, Sean Butler, Dr. Ginger Clark*, Robert Coppersmith*, Shannon Evans*, Robert Garry*, Betsy Irizarry*, John Kearney, Commissioner Sandra Murman, Craig Richard*, John Howell, Randall King, Paul Orvosh*, Dick Peck, Michael Ramsey*, Roy Sweatman.

Board Members not in attendance

Scott Brooks, Sheryl Brown, Richard Cranker, Tim Harding, Ken Jurgensmeyer, Jennifer Kuhn, Rosanna Matucan-Carson, Patricia Suarez, Yanina Rosario, Eileen Schneider, Darren Veneri.

Staff Present

Edward Peachey, Michael Bundy, Kimberly Williams, Mai Russell.

Guests

Charles Harris, Christine Beck, Jamie Tarr, Marion Hale, Dee Herrold, Mark Puente, Zachary Sampson, various camera crew.

*denotes attended via telephone.

Chairman Dick Peck provided an update on responses to requests for record.

Public Comment

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

- There has been no evidence of wrong doing.
- The issue on job placements reporting maybe on how placements reporting were handled by prior contractor.
- [Mr. Peachey] did not financially benefit
- [After conducting an internal investigation,] Mr. Harris has concluded that there was no wrong doing.
- To avoid the cost of litigation, [Mr. Peachey] is requesting for five months of severance pay.

Action Items

Action Item – Edward Peachey Employment

Chairman Dick Peck commented that the investigations may take up to two years. All allegations have yet to be proven. Because Mr. Peachey's employment contract has expired, he is serving as an at-will employee. To stop the harm that's being done to

CareerSource Tampa Bay and to restore public trust and focus on doing the important work.

The following points of discussion ensued:

- Commissioner Murman asked a series of questions to Board Counsel Charley Harris regarding Mr. Peachey's employment agreement. Mr. Peachey does not have an employment agreement with CareerSource Tampa Bay. Mr. Peachey did have an employment agreement with CareerSource Pinellas that had expired.
- The following excerpt taken from Florida Statute Chapter 215 was read into record.
"On or after July 1, 2011, an officer, agent, employee, or contractor may receive severance pay that is not provided for in a contract or employment agreement if the severance pay represents the settlement of an employment dispute. Such severance pay may not exceed an amount greater than 6 weeks of compensation."
- Because there is an exchange for a release agreement, using the term "Settlement" versus "Severance."
- Peachey's demand for a Settlement:
 - \$117,000 without back pay
 - \$132,000 with back pay
- A clarification on what does the release entail? Full release which means any and all claims against all Boards, Board of County Commissioners, individual board members, and staff.
- Charley Harris will work with BOCC attorney to draft the full release agreement.

Motion made by Commissioner Sandra Murman

Terminate Mr. Peachey without cause.

Motion: Sandra Murman

Second: Sean Butler

The Board of Directors approved to terminate Edward Peachey without cause. A roll call vote was conducted. Stephanie Brown-Gilmore did not respond during the roll call vote.

With 12 YEAs and 4 NAYs, the motion passed.

Amended Motion made by John Kearney

Mr. Peachey be provided with a settlement of \$117,000 in exchange for a full release of all Boards, including the Board of County Commissioners, individual members, and employees. No tax payer dollars will be used.

Motion: John Kearney

Second: Randall King

The Board of Directors approved Mr. Peachey be provided with a settlement of \$117,000 in exchange for a full release of all Boards, including the Board of County Commissioners, individual members, and employees.

*A roll call vote was conducted.
With 13 YEAs and 4 NAYs, the motion passed.*

Public Comments

None was made.

Adjournment

The meeting was adjourned at approximately 10:10 AM.