



ITEM NO. 14B1

North Bay Village Recommendation Memorandum

DATE: December 8, 2021

TO: Honorable Mayor, Vice Mayor and Members of the Village Commission

FROM: Carla Gomez, Deputy Village Manager/Human Resources Director

SPONSORED BY:

SUBJECT: *A Resolution Authorizing the Village Manager to Execute a Settlement Agreement with David Meadows and Authorizing a Budget Amendment in the Amount of \$119,004.47 from General Fund Restricted Fund Balance (001.00.281.2680) - Village Manager Dr. Ralph Rosado (Deputy Village Manager/Human Resources Director Carla Maglio Gomez)*

RECOMMENDATION

A RESOLUTION OF THE MAYOR AND COMMISSION OF NORTH BAY VILLAGE, FLORIDA, APPROVING A SETTLEMENT AGREEMENT WITH DAVID MEADOWS; AUTHORIZING THE VILLAGE MANAGER TO EXECUTE THE SETTLEMENT AGREEMENT; AUTHORIZING A BUDGET AMENDMENT TO FUND THE SETTLEMENT FROM THE GENERAL FUND RESTRICTED FUND BALANCE IN THE AMOUNT OF \$119,004.47 WITH ADDITIONAL SETTLEMENT PROCEEDS FROM FREEZING THE POSITION FOR THE REMAINDER OF FY 2022; PROVIDING FOR IMPLEMENTATION; PROVIDING FOR AN EFFECTIVE DATE.

Staff recommends the Mayor and Village Commission to adopt the Resolution.

BACKGROUND AND ANALYSIS

On or about February 20, 2020, North Bay Village (the "Village") terminated the Employment of Police Sergeant David Meadows based on the sustained findings of IA Case 17-001 IA. On or about February 27, 2020, Meadows filed a grievance challenging the Village's termination of his employment pursuant to the collective bargaining agreement between the Village and the Fraternal Order of Police ("FOP").

The Grievance proceeded to hearing in February 2021. The Arbitrator issued an Opinion and Award, in which he: (i) sustained the Grievance on the basis that too much time elapsed from the Village's made its initial termination recommendation to the termination;(ii) ordered the