



Legislation Details (With Text)

File #: ID#17-3495 **Version:** 1 **Name:**
Type: Action Item **Status:** Passed
File created: 5/1/2017 **In control:** Human Resources
On agenda: 5/17/2017 **Final action:** 5/17/2017
Title: Approve the settlement agreement between the City of Clearwater and LaShante Keys for payment of \$68,632.36 and authorize the appropriate officials to execute same. (consent)

Sponsors:

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Attachments:

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|-----------|------|----------------------|--------|--------|
| 5/17/2017 | 1 | City Council | | |
| 5/15/2017 | 1 | Council Work Session | | |

SUBJECT/RECOMMENDATION:

Approve the settlement agreement between the City of Clearwater and LaShante Keys for payment of \$68,632.36 and authorize the appropriate officials to execute same. (consent)

SUMMARY:

Mr. Keys was terminated as an employee with the City of Clearwater on April 6, 2016 for failing to return to work after expiration of FMLA. The City followed the appropriate administrative process and the termination was justified.

Mr. Keys filed a charge with the Pinellas County Office of Human Rights and the EEOC alleging that he was subjected to racial discrimination and retaliation. This agreement will settle all existing and future claims regarding this action. Mr. Keys has signed a settlement agreement and general release.

APPROPRIATION CODE AND AMOUNT:

A mid-year budget amendment will increase cost code 010-07000-534000 (legal Settlements) funded by an allocation of General Fund Reserves.

USE OF RESERVE FUNDS:

Funding for this settlement will be provided by a mid-year budget amendment allocating General Fund reserves in the amount of \$68,632 to cost code 010-07000-534000 (Legal Settlements). Inclusive of this item if approved, a net total of \$7,178,663 of General Fund reserves has been appropriated by Council to fund expenditures in the 2016/17 operating budget. The remaining balance in General Fund reserves after the 8.5% reserve requirement is approximately \$14.9 million, or 11.3% of the current General Fund operating

budget.