

City Manager's Report

On April 11, 2016, I met with Assistant City Managers; David Scott and Francine Ramaglia, and the Human Resources Director, Tennille Decoste, at their request concerning the Parks and Recreation Director, Suzanne Fisher. At that time they recommended separation of Ms. Fisher. This recommendation was triggered due to comments made at the West Atlantic Redevelopment Coalition (WARC) meeting on April 7, 2016 but included other issues. Due to having insufficient information I placed Ms. Fischer on non-disciplinary administrative leave to determine the facts of the situation. On April 14, 2016, I met with Ms. Fisher and the City Attorney to hear her concerns at that time Ms. Fisher stated she felt that the termination recommendation was in retaliation for bring to Mr. Scott's attention Ms. Decoste's use of Pompey Park facility on Thanksgiving 2015.

On April 14, 2016, I asked the City Attorney as a third party to investigate the matter, based on Ms. Fisher's allegation. Ms. Fisher remained on leave while the investigation was being conducted. During the investigation I contacted WARC to determine if there was an issue and confirmed there was dissatisfaction in their relationship with Ms. Fisher.

On April 26, 2016, I received the City Attorney's report of the investigation. Based upon that report Ms. Decoste was disciplined for violation of personnel rules (as applicable) on April 29, 2016 and reported the issue to the Palm Beach County Ethics Commission as required by Section 2-356 of the Palm Beach County Code of Ordinances on the same date.

On May 4, 2016, I met with Ms. Fisher and advised her that I intended to remove her from administrative leave and have her return to her position. She stated she would have to discuss the matter with her attorney. On the same day the City Attorney received an email from Ms. Fisher's attorney declining return to work and requesting a severance agreement.

On May 5, 2016, I removed Ms. Fisher from administrative leave and directed her to return to her position on May 9, 2016. Ms. Fisher resumed her duties on May 9, 2016.

I have discussed with Mr. Scott, Ms. Ramaglia, Ms. Decoste, Ms. Fisher the various issues and shortcomings, lapses in judgment and loss in confidence these actions have caused. I have received rebuttals from Mr. Scott and Ms. Decoste which are part of the record. I have made it clear the levels of performance expected from all parties going forward. I will provide any additional information required and have attached the various report and responses.