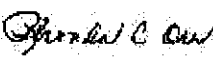
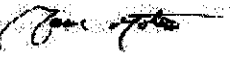
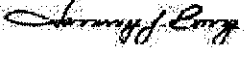
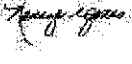
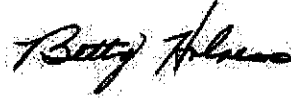


May 5, 2011		AGENDA ITEM		Item 13
<input type="checkbox"/> Ordinance		<input type="checkbox"/> Resolution		<input type="checkbox"/> Budget Resolution
<input type="checkbox"/> Other				
Department: Financial and Administrative Services - File Number: VC-1303217287477-A CFO				
Division: Personnel				
Subject: Settlement Heather Post v. County of Volusia				
Account Number(s): Settlement proceeds including costs & attorney's fees 521-2287 for \$44,000.00				
Total Item Budget: \$44,000.00				
Staff Contact(s): Tom Motes Phone: 3867362821 ext. 2821 Nancye Jones Phone: 3867365950 ext. 2111				
Summary/Highlights: Former Deputy Sheriff Heather Post was the subject of an internal investigation for insubordination when she filed an EEOC complaint alleging that she had been subjected to a hostile work environment and gender discrimination. She was terminated following the conclusion of the internal affairs investigation and the Sheriff's investigation of her EEOC complaint after both established that she had been untruthful. During a federal mediation of the EEOC complaint, Post asserted a claim for retaliation and wrongful termination, based on the temporal proximity between her termination and the filing of her EEOC complaint. As part of this settlement, Post will submit a letter of resignation. The settlement includes attorney's fees and costs. The net payment to Post represents				
Recommended Motion: Approval.				
Rhonda Orr Proxy for Charlene Weaver Director Financial and Administrative Services - CFO  Tom Motes Director Personnel 	OMB  Approved as to Budget Requirements	Legal  Approved as to Form and Legality	Betty Holness County Manager's Office  Approved Agenda Item For: May 5, 2011	
Council Action:			Modification:	
<input type="checkbox"/> Approved as Recommended <input type="checkbox"/> Approved With Modifications <input type="checkbox"/> Disapproved <input type="checkbox"/> Continued Date:				

Summary/Highlights Continued:

back pay for the period between her termination and the settlement date. Staff recommends this settlement which would resolve all of Post's potential claims, including the appeal of her termination and the litigation of her EEOC complaint for wrongful termination and retaliatory discharge.