



"The Best Waterfront City in Which to Live, Work and Play."

CITY OF RIVIERA BEACH – MEMORANDUM

TO: HON. MAYOR, CHAIRPERSON AND CITY COUNCIL

THROUGH: JONATHAN EVANS, CITY MANAGER, MPA, MBA, ICMA-CM

FROM: O'NE DUPRE, HUMAN RESOURCES DIRECTOR, SPHR

SUBJECT: **RESOLUTION TO FULLY REINSTATE FORMER SERGEANT RUSSELL BYRD**

DATE: MAY 19, 2021

CC: GENERAL PUBLIC

Background:

Mr. Byrd was terminated from employment with the City of Riviera Beach (“the City”) on September 4, 2020. Thereafter, Mr. Byrd grieved his termination. The City denied his grievance and sustained the termination. Thereafter, Mr. Byrd filed a claim for arbitration against the City, styled as, *Russell Byrd vs. City of Rivera Beach*, FMCS Case No. 211130-01845 (“Arbitration Claim”). To resolve this dispute, the City wishes to rescind the termination, provide Mr. Byrd with back pay, and credit his leave balances. The parties have reached a full and final compromise and settlement of all matters, claims, known and unknown arising out of Mr. Byrd’s termination on September 4, 2020 for a total sum \$61,698.66, subject to City Council approval.

This resolution rescinds Resolution 27-21 ratified on March 17, 2021. Mr. Byrd’s employment with the City was reinstated on April 21, 2021.

Citywide Goal:

Enhance Government Stewardship



Budget/Fiscal Impact:

A \$33,875.35 payment was provided for in the Police Department's budget in the personnel category on page 164 of the fiscal year 2021 budget. Payment of this settlement should not have any significant impact on the City's budget.

Recommendation(s):

The Human Resources Department recommends that it is in the best interests of the City to settle this matter.

Attachment(s):

1. Resolution Number 27-21
2. Proposed Settlement Agreement and Release between Russell Byrd and the City

