



**TOWN OF LOXAHATCHEE GROVES  
TOWN COUNCIL REGULAR MEETING/FINAL BUDGET MEETING  
(CONTINUATION OF SEPTEMBER 17, 2025)  
TOWN HALL COUNCIL CHAMBERS – 155 F. Road, Loxahatchee Groves, FL 33470  
Wednesday, September 18, 2025**

**TOWN COUNCIL AGENDA ITEMS**

**CALL TO ORDER**

Mayor Kane called the meeting to order at 6:00 PM.

**PLEDGE ALLEGIANCE AND MOMENT OF SILENCE**

Mayor Kane led the pledge of allegiance and moment of silence.

**ROLL CALL**

Mayor Anita Kane, Vice Mayor Margaret Herzog, Councilmember Paul Coleman, Councilmember Lisa El-Ramey, Councilmember Todd McLendon, Town Manager Francine Ramaglia, Town Attorney Jeff Kurtz, Public Works Director Richard Gallant, and Town Clerk Valerie Oakes.

**ADDITIONS, DELETIONS, AND MODIFICATIONS**

*This meeting is a continuation of September 17, 2025 Town Council Regular Meeting.*

There were no additions, deletions, or modifications to the agenda.

**PRESENTATIONS**

1. Presentation on CRS, Water Control, and Watershed Master Plan by Public Works Director Richard Gallant and Randy Wertepny of Keshavarz & Associates, Inc.

*Item No.1 was discussed at the September 17, 2025 Town Council Regular Meeting.*

2. Presentation on Legislative Updates by Ron Book of Ronald L. Book, P.A.

*Item No.2 was discussed at the September 17, 2025 Town Council Regular Meeting.*

**CONSENT AGENDA**

3. Consideration of Approval on **Resolution No. 2025-74**: A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF LOXAHATCHEE GROVES, FLORIDA APPROVING AN EMPLOYMENT AGREEMENT FOR TOWN MANAGER WITH FRANCINE L. RAMAGLIA AND PROVIDING AN EFFECTIVE DATE.

Public Comments received from Cynthia Screncie, Lori Richards, Mary McNicholas, Mr. Johnson, Virginia Standish, Aly Daly, Janet Ike, Cassie Suchy, Mr. Collins, Marianne Miles, Susan Collins, Cassie Suchy reading on behalf of Tracy Raflowitz, and Cassie Suchy on behalf of Christine Carpenter.

Town Clerk Valerie Oakes then continued to read public comments into the record that were received through email. Oakes read into the record emails from Manish Sood, Phillis Maniglia, Benny Kay, Katherine Kuss, Mark Spargo, Diana Babington, Cathy Turrell, Steven Hoffman, Janine Will, an unnamed person, Jennifer Stephens, Kevin Brennan, Gill Hyatt, Bill Louda, and Jim Sites.

Town Council discussion ensued regarding the Town Managers contract. Councilmember El-Ramey asked for a review of Town Manager Ramaglia to be received and filed (*Exhibit 1,2,3*).

There was a brief pause at 8:20 PM.

**MOTION: COUNCILMEMBER MCLENDON/ VICE MAYOR HERZOG MOVED TO APPROVE THE CONTRACT AT \$155,000 WITH AN END DATE OF SEPTEMBER 30, 2026. THE MOTION PASSED. (3-2) WITH COUNCILMEMBER EL-RAMEY AND COUNCILMEMBER COLEMAN DISSENTING.**

**FINAL BUDGET PUBLIC HEARING**

4. Pursuant to F.S. 200.065(2)(d)&(e), the following announcement must be made:

"The Town of Loxahatchee Groves, Florida's rolled back rate is 2.8326, the percentage increase in property taxes for Fiscal Year 2024/2025 is 14.9615% and the Town's millage rate to be adopted is 3.2564 mills".

- a) Consideration of Approval on **Resolution No. 2025-71**: A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF LOXAHATCHEE GROVES, FLORIDA, ESTABLISHING AND ADOPTING THE FINAL MILLAGE FOR THE TOWN OF LOXAHATCHEE GROVES, FLORIDA, PURSUANT TO THE BUDGET

SUMMARY FOR THE FISCAL YEAR 2025-2026, IN ACCORDANCE WITH CHAPTER 200, FLORIDA STATUTES, AS AMENDED, PROVIDING FOR SEVERABILITY, CONFLICT, AND AN EFFECTIVE DATE.

- b) Consideration of Approval on **Resolution No. 2025-72**: A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF LOXAHATCHEE GROVES, FLORIDA, ADOPTING A FINAL BUDGET FOR THE FISCAL YEAR BEGINNING OCTOBER 1, 2025, AND ENDING SEPTEMBER 30, 2026; PROVIDING FOR SEVERABILITY, CONFLICTS, AND AN EFFECTIVE DATE.

*Item No.4b was discussed at the September 17, 2025 Town Council Regular Meeting.*

**PUBLIC HEARING**

- 5. **Consideration of Approval on Ordinance No. 2025-10 on First Reading**: AN ORDINANCE OF THE TOWN COUNCIL OF THE TOWN OF LOXAHATCHEE GROVES, FLORIDA, AMENDING ARTICLE 87 “NATIVE TREE PRESERVATION AND INVASIVE EXOTIC REMOVAL” OF PART III “SUPPLEMENTAL REGULATIONS” OF THE TOWN OF LOXAHATCHEE GROVES UNIFIED LAND DEVELOPMENT CODE (ULDC) BY ENACTING SECTION 87-065 “TREE MITIGATION TRUST FUND” TO PROVIDE THE PURPOSES FOR WHICH THE TREE MITIGATION TRUST FUND CAN BE ALLOCATED AND EXPENDED; PROVIDING FOR CONFLICT, SEVERABILITY, CODIFICATION, AND AN EFFECTIVE DATE.

*Item No.5 was discussed at the September 17, 2025 Town Council Regular Meeting.*

**REGULAR AGENDA**

- 6. **Consideration of Approval on Resolution No. 2025-73**: A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF LOXAHATCHEE GROVES, FLORIDA ESTABLISHING A CHARTER REVIEW COMMITTEE, ASSIGNING ITS DUTIES, PROVIDING AUTHORITY FOR EXPENDITURES, PROVIDING FOR PUBLIC MEETINGS, PROVIDING FOR STAFF SUPPORT FOR THE COMMITTEE, AND PROVIDING AN EFFECTIVE DATE AND A DATE FOR TERMINATION OF ACTIVITIES.

Town Attorney Kurtz presented Item No. 6 and read it into the record.

There was a public comment from Marianne Miles.

**MOTION: COUNCILMEMBER MCLENDON/ COLEMAN MOVED TO APPROVE RESOLUTION NO. 2025-73 WITH THE REMOVAL OF ITEM NO. 4. THE MOTION PASSES (5-0).**

- 7. **Consideration of Approval on Resolution No. 2025-75**: A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF LOXAHATCHEE GROVES, FLORIDA,

ADOPTING A NEW SCHEDULE OF RATES, FEES, AND CHARGES FOR PLANNING AND ZONING, PERMITTING, BUILDING, CODE ENFORCEMENT, AND OTHER SERVICES; PROVIDING FOR SEVERABILITY; PROVIDING FOR CONFLICT; AND PROVIDING FOR AN EFFECTIVE DATE.

*Item No.7 was discussed at the September 17, 2025 Town Council Regular Meeting.*

### **DISCUSSION**

8. Discussion on Update on Community Meeting regarding Master Transportation Plan

*Item No.8 was discussed at the September 17, 2025 Town Council Regular Meeting.*

9. Discussion on Local Bill Prohibiting the Use of Fireworks in Loxahatchee Groves

*Item No.9 was discussed at the September 17, 2025 Town Council Regular Meeting.*

### **TOWN STAFF COMMENTS**

**Town Manager Francine L. Ramaglia** had no report.

**Town Attorney Jeffrey S. Kurtz, Esq.** had no report.

**Town Clerk Valerie Oakes** had no report.

**Public Works Director Richard Gallant** gave out announcements about emergency management training. He also mentioned a new program called Crisis Track that identifies municipality damage that could be helpful to the Town.

### **COUNCILMEMBER COMMENTS**

**Councilmember Todd McLendon (Seat 1)** explained that the process of choosing to renew the Town Manager's contract is not easy and that a lot of people could not put up with the way that the Town Manager is treated. He has his own issues with the contract but not with the Town Manager. The Council has a lot of forthcoming items, and recognizes how tough things can be.

**Councilmember Lisa El-Ramey (Seat 2)** looks forward to the workshops and would specifically like to discuss wildlife lighting as well as FEMA standards for agriculture. She also asked for the status of a public records request on accounting firms that were vetted before Projected Point Inc. She also cautioned that anything that happens on the dais is public records.

**Councilmember Paul T. Coleman II (Seat 4)** stated he is here to help the Town, he isn't a politician and that the Council just needs to keep pushing forward.

**Vice Mayor Marge Herzog (Seat 5)** asked if there was a way to cap salaries to prevent instances in the future where there is uneven distribution among staff. Town Attorney Kurtz explained that this could be done in the budget meetings. She also mentioned community events including a dental hygiene event at Palm Beach State College and a 20 year anniversary for joining of the Mayors.

**Mayor Anita Kane (Seat 3)** had the honor of representing the town at the ribbon cutting of Palm Beach State College. She also made an announcement about reading at an elementary school for the literacy coalition.

**ADJOURNMENT**

Councilmember McLendon/ Vice Mayor Herzog motioned to adjourn the meeting at 9:32 PM.

**TOWN OF LOXAHATCHEE GROVES,  
FLORIDA**

**ATTEST:**

Signed by:  
*Valerie Oakes*  
\_\_\_\_\_  
80E744C2F37F4A4...  
Town Clerk

Signed by:  
*Anita Kane*  
\_\_\_\_\_  
F5AB3D69FF41435...  
Mayor Anita Kane, Seat 3

Signed by:  
*Margaret Herzog*  
\_\_\_\_\_  
69ECD67738A5448...  
Vice Mayor Margaret Herzog, Seat 5

Signed by:  
*Todd McLendon*  
\_\_\_\_\_  
6EF0CA7DB4EB49F...  
Councilmember Todd McLendon, Seat 1

Signed by:  
*Lisa El-Ramey*  
\_\_\_\_\_  
07066C66061A4B9...  
Councilmember Lisa El-Ramey, Seat 2

Signed by:  
*Paul Coleman II*  
\_\_\_\_\_  
2B235D3F5E51430...  
Councilmember Paul Coleman II, Seat 4

2/27/25, 8:15 AM

# PALM BEACH COUNTY SHERIFFS OFFICE

## Incident Review Report

### Incident Details

### Incident Location

Date Received 08/29/2024

Entered By Sergeant [REDACTED]

Date/Time of Occurrence 08/27/2024 15:00

Date/Time Entered 08/29/2024 10:45

Location of Occurrence IAR

3220 Gun Club Road  
West Palm Beach, FL, 33415

-80.09366, 26.67318

PBSO Case No (XX-XXXXXX)

Palm Beach County Sheriffs Office [Pending assignment]

Assigned Investigator

IAPro Assigned Investigator Sergeant [REDACTED]

### Incident Summary

On August 29, 2024, the Palm Beach County Sheriff's Office (PBSO) Division of Internal Affairs (IA) received an inter-office memorandum (memo) from PBSO Captain (Capt.) [REDACTED] regarding PBSO Detective (Det.) [REDACTED]

The memo stated on August 28, 2024, Capt. [REDACTED] was contacted by Loxahatchee Groves Town Manager, Ms. Francine Ramaglia, who alleged Det. [REDACTED] made several code enforcement complaints and public records requests to the Town of Loxahatchee Groves using different aliases.

\* Cassy Suchi and Lori Richards. Ms. Ramaglia believed filing code enforcement complaints under different names could constitute a crime. Additionally, Ms.

\* Ramaglia, inferred that Det. [REDACTED] may have been submitting many of the requests during her work hours at PBSO, as the complaints were often sent during office hours. Ms. Ramaglia did not know Det. [REDACTED] exact work schedule but assumed Det. [REDACTED] worked normal day time hours.

The investigation revealed Det. [REDACTED] was a resident of the Town of [REDACTED]

2/27/25, 8:15 AM

Printable Report | Palm Beach County Sheriff's Office

Loxahatchee Groves and was acting as a private citizen when she submitted code enforcement complaints and public records requests. Additionally, she holds an official title as a volunteer for the Town of Loxahatchee Groves. No evidence was found that Det. [REDACTED] violated Florida State Statute code enforcement complaints and public records requests.

At the conclusion of the investigation it was determined Det. [REDACTED] did not violate the Palm Beach County Sheriff's Office Rule and Regulation VII (13) Neglect of Duty: Loafing, Inattention to Duties/Procedures, Rule and Regulation IX (33) Misuse of Public Position, (54) Violation of Laws, Policies, or Rules & Regulations Relating to the Office of the Sheriff, or (16A) Off Duty Employment.

Refer to the attached memorandum for a full accounting of the investigation.

### Reporting/Involved Citizen

Francine Ramaglia

Date of Birth	—	Gender	Female
Race	—	Ethnicity	—
Role	—		
Address	[None Entered]	Phone Numbers	[None Entered]
Email			

### Involved Officers

Detective

(Data at the time of incident)

Assignment	Detective	
Video Footage	No Video Available	
Role	—	
Height	—	
Weight	—	
Additional Snapshot Data	Officer was off-duty	Unknown
	Officer was employed off-duty	Unknown

**Haugh, Vincent James**

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**From:** Francine Ramaglia <FRamaglia@loxahatcheegrovesfl.gov>  
**Sent:** Wednesday, September 18, 2024 2:23 PM  
**To:** [REDACTED]  
**Cc:** Valerie Oakes; [REDACTED]  
**Subject:** Requested emails

**This Message Is From an External Sender (non-PBSO)**

Do not click links or open attachments unless you recognize the sender and know the content is safe.

[Report Suspicious](#)

Hello,

hope you enjoyed your time out of the office.

Below is a list of emails from one email address for Det [REDACTED] although the time stamp is not on all of them, they generally come during the work day. These are only the emails from this one address to me, not an all inclusive list of emails from her as she is in regular correspondence with many staff members as well as our council via email, calls and texts.

Please let me know if you need anything else.

**From Subject Received Size Categories**

- ca Suchy Cease and desist Code complaints Wed 3:38 PM 117 KB
- ca Suchy Re: Code complaints Tue 4:26 PM 163 KB
- ca Suchy Unprofessional Games being played with public records request Mon 7:43 PM 637 KB
- ca Suchy Re: Code complaints Wed 3:03 PM 112 KB
- ca Suchy Re: Code complaints Wed 10:43 AM 94 KB
- ca Suchy Blackbaud question Fri 8/23 56 KB
- ca Suchy Proposal for Faac committee Fri 8/23 65 KB
- ca Suchy Re: Code case Thu 8/22 61 KB
- ca Suchy Code case Wed 8/21 55 KB
- ca Suchy Additional info for presentation Supplemental information for Continuation of FAAC meeting Mon 8/19 3 MB
- ca Suchy Closed??? Mon 8/19 340 KB
- ca Suchy Re: FAAC meeting concerns and questions 8/15/2024 97 KB
- ca Suchy Re: FAAC meeting concerns and questions 8/15/2024 116 KB
- ca Suchy Re: FAAC meeting concerns and questions 8/15/2024 61 KB
- ca Suchy FAAC meeting concerns and questions 8/15/2024 851 KB
- ca Suchy Re: FAAC Meeting 08/14/24 8/13/2024 87 KB
- ca Suchy Agenda documents Finance Advisory and Audit Committee Meeting 8/13/2024 104 KB
- ca Suchy Re: Building height 8/12/2024 74 KB
- ca Suchy Re: Citation issue for code 8/7/2024 60 KB
- ca Suchy Public records fee question 8/7/2024 54 KB
- ca Suchy Citation issue for code 8/7/2024 62 KB
- ca Suchy Re: Code case with health and safety allowed to continue 8/6/2024 123 KB

- ca Suchy Code case with health and safety allowed to continue 8/6/2024 481 KB
- ca Suchy Closed case? 8/5/2024 327 KB
- ca Suchy Re: Website Updates/Modifications 8/2/2024 701 KB
- ca Suchy RPublic Record Request for emails 8/1/2024 110 KB
- ca Suchy Re: Public Record Request for emails 8/1/2024 72 KB
- ca Suchy Staff salary information 7/18/2024 405 KB
- ca Suchy Code complaints 7/16/2024 51 KB
- ca Suchy July 16 workshop agenda 7/12/2024 51 KB
- ca Suchy Fwd: Health and safety Code complaint- 13710 Okeechobee blvd 7/11/2024 499 KB
- ca Suchy Re: FDA requirement confusion. 7/10/2024 61 KB
- ca Suchy FDA requirement confusion. 7/10/2024 63 KB
- ca Suchy New employees 7/10/2024 52 KB
- ca Suchy FDA requirement confusion. 7/10/2024 62 KB
- ca Suchy Effect of court ruling on FEMA rules/ punishments 7/8/2024 66 KB
- ca Suchy Volunteer suspension of fda code 7/8/2024 61 KB
- ca Suchy Re: Agenda Item #6- not correctly applied 7/1/2024 335 KB
- ca Suchy Re: Agenda Item #6- not correctly applied 7/1/2024 334 KB
- ca Suchy Agenda Item #6- not correctly applied 7/1/2024 285 KB
- ca Suchy Invoice information 7/1/2024 49 KB
- ca Suchy Re: FAAC next meeting 7/1/2024 55 KB
- ca Suchy FEMA floodplain 6/26/2024 59 KB
- ca Suchy FAAC next meeting 6/26/2024 54 KB
- ca Suchy Public comments at magistrate meetings 6/19/2024 51 KB
- ca Suchy FDA participation 6/17/2024 50 KB
- ca Suchy Public comments via email 6/17/2024 56 KB
- ca Suchy B rd and corner 6/12/2024 1 MB
- ca Suchy 161st trees 5/22/2024 559 KB
- ca Suchy Maintaining private lands 5/22/2024 2 MB
- ca Suchy Tree removal 161st 5/22/2024 53 KB
- ca Suchy Sorry 4/24/2024 79 KB
- ca Suchy Re: Process for agenda 4/24/2024 64 KB
- ca Suchy Re: Reconsideration of adopted ordinance procedure. 4/24/2024 63 KB
- ca Suchy Process for agenda 4/24/2024 69 KB
- ca Suchy Missing meeting records 4/24/2024 1 MB
- ca Suchy Fwd: Missing agendas and video 4/24/2024 315 KB
- ca Suchy Re: Reconsideration of adopted ordinance procedure. 4/24/2024 58 KB
- ca Suchy Reconsideration of adopted ordinance procedure. 4/23/2024 54 KB
- ca Suchy Public records request 4/22/2024 51 KB
- ca Suchy Following up as requestedCode complaint- 13710 Okeechobee blvd 4/21/2024 64 KB
- ca Suchy Update on Code complaint 12948 Okeechobee blvd 4/21/2024 363 KB
- ca Suchy Removing trees??? 4/16/2024 1 MB
- ca Suchy Re: Pages removed 4/15/2024 57 KB
- ca Suchy Pages removed 4/15/2024 242 KB
- ca Suchy Code complaint 15389 southern blvd 4/5/2024 462 KB
- ca Suchy Code violation 14563 Okeechobee Blvd 4/5/2024 297 KB
- ca Suchy Code complaint 13095 Okeechobee Blvd 4/5/2024 57 KB
- ca Suchy Code complaint 13859 Okeechobee Blvd 4/5/2024 58 KB
- ca Suchy Code complaint 13961 Okeechobee Blvd 4/5/2024 56 KB
- ca Suchy Code complaint- 13710 Okeechobee blvd 4/5/2024 65 KB
- ca Suchy Re: Public records update 4/3/2024 78 KB
- ca Suchy Re: Public records update 4/3/2024 84 KB
- ca Suchy Public records update 4/3/2024 104 KB

- ca Suchy Re: Update -Code complaint- 13710 Okeechobee blvd 4/2/2024 73 KB
- ca Suchy Update -Code complaint- 13710 Okeechobee blvd 4/1/2024 85 KB
- ca Suchy Code complaint 14563 Okeechobee 4/1/2024 294 KB
- ca Suchy Re: Update on Code complaint 12948 Okeechobee blvd 3/25/2024 337 KB
- ca Suchy Inclusion in Emails to resident about Endangered Species 3/19/2024 114 KB
- ca Suchy Update on Code complaint 12948 Okeechobee blvd 3/14/2024 300 KB
- ca Suchy Public records requests 3/1/2024 47 KB
- ca Suchy Code complaint -signage 3/1/2024 52 KB
- ca Suchy Campaign signs 3/1/2024 47 KB
- ca Suchy Code complaint- illegal sign placement 2/27/2024 482 KB
- ca Suchy Code complaint Illegal sign placement 2/27/2024 633 KB
- ca Suchy Public records requests 2/6/2024 55 KB
- ca Suchy Public records requests 2/6/2024 55 KB
- ca Suchy 2nd request for Public records requests 2/5/2024 55 KB
- ca Suchy Public records requests 1/26/2024 59 KB
- ca Suchy State statute 1/24/2024 54 KB
- ca Suchy Re: Town meeting 1-9-24 1/23/2024 65 KB
- ca Suchy Town meeting 1-9-24 1/22/2024 53 KB
- ca Suchy Meeting tomorrow 1/22/2024 53 KB
- ca Suchy Agenda 1/5/2024 435 KB
- ca Suchy Agenda 1/5/2024 53 KB
- ca Suchy Meeting schedule 12/15/2023 413 KB
- ca Suchy No garbage pick up 11/21/2023 55 KB
- ca Suchy Missing agenda document on the website 11/20/2023 54 KB
- ca Suchy Re: Easement issue with jim 11/16/2023 59 KB
- ca Suchy Re: Additional Motor Patrol on Okee 11/8/2023 61 KB
- ca Suchy Distegard Incomplete agenda 11/7/2023 442 KB
- ca Suchy Incomplete agenda 11/7/2023 430 KB
- ca Suchy Prescriptive easement issue 11/7/2023 54 KB
- ca Suchy Easement issue with jim 11/6/2023 58 KB
- ca Suchy Re: Agenda? 11/2/2023 59 KB
- ca Suchy Agenda? 11/2/2023 55 KB
- ca Suchy Prescriptive easement issue 10/31/2023 53 KB
- ca Suchy Re: Response to Suchy Address Inquiry 10/23/2023 60 KB
- ca Suchy Public records request 10/20/2023 56 KB
- ca Suchy Re: Rv ordinsnce 10/19/2023 62 KB
- ca Suchy Rv ordinsnce 10/19/2023 54 KB
- ca Suchy Re: Prescriptive easement 10/19/2023 60 KB
- ca Suchy Fwd: 10 23 23 Town Council Special Meeting Final Agenda 10/19/2023 60 KB
- ca Suchy Prescriptive easement 10/19/2023 54 KB
- ca Suchy Re: Send data from 192.168.1.202 10/16/2023 00:49 10/16/2023 5 MB
- ca Suchy Prescriptive easement information 10/13/2023 2 MB
- ca Suchy Re: Public records request 10/11/2023 64 KB
- ca Suchy Re: Public records request 10/10/2023 58 KB
- ca Suchy Re: Public records request 10/10/2023 62 KB
- ca Suchy Public records request 10/10/2023 55 KB
- ca Suchy Address applied incorrectly 10/5/2023 9 MB
- ca Suchy Easement question 10/4/2023 54 KB

2023

## **TOWN MANAGER PERFORMANCE ISSUES**

### BREACH OF CONTRACT

#### ITEM II DUTIES & RESPONSIBILITIES

- FAILED TO FOLLOW COUNCIL ESTABLISHED POLICIES AND PROCEDURES

SLUGGETT CONTRACT

PROJECTED POINT CONTRACT

- FAILURE TO IMPLEMENT EFFECTIVE AND FUNCTIONAL CODE ENFORCEMENT

#### ITEM VII PERFORMANCE EVALUATION

PROVIDE ORGANIZATIONAL REVIEW ON OR BEFORE JULY 1

### ACTIONS TAKEN WITHOUT EVIDENCE OF COUNCIL DIRECTION

HIRING OF LOBBYING FIRM/NON BUDGETED SPENDING

CREATION OF TOWN STAFF POSITIONS/NON BUDGETED SPENDING

FOCUS ON SOUTHERN BOULEVARD CORRIDOR/NON BUDGETED SPENDING

CODE ENFORCEMENT CASE PRIORITIZATION

CANCELLATION OF TOWN COUNCIL MEETING APRIL 15, 2025

PRODUCTION OF NEW AGENDA FOR RECESSED MEETING/ADDED ITEMS

### INCORRECT IMPLEMENTATION OF COUNCIL DIRECTION

LETTER TO PROPERTY APPRAISER

FAILURE TO DELIVER AGENDAS AS AGREED/ON TIME

FAILURE TO HAVE REQUESTED AGENDA ITEMS AS AGREED

COMMITTEE MEETINGS SCHEDULED AND CONDUCTED WITHOUT COUNCIL REQUIRED 1 WEEK NOTICE TO THE PUBLIC

### ONGOING CONCERNS FROM THE PUBLIC

#### PUBLIC RECORDS

ADMINISTRATIVE CLOSURE OF REQUESTS

IGNORED REQUESTS

NO PUBLIC FEE SCHEDULE AVAILABLE

#### CODE ENFORCEMENT

FAILURE TO ACT ON COMPLAINTS BY PUBLIC

FAILURE TO ACT ON PUBLIC HEALTH & SAFETY

FAILURE TO ACT ON LONG STANDING OFFENDERS

#### PERMITTING/FDA'S

HIGH COSTS

LONG PROCESSING TIME

NO OR POOR FEEDBACK FROM TOWN ENGINEER

DIFFICULTY FINDING CONTRATORS WILLING TO WORK IN TOWN DUE TO ISSUES WITH PROCESSING OF PERMITS/PLANS ETC

#### INCREASING EXPENSES

#### STAFF QUALITY

**AGREEMENT AND GENERAL RELEASE**

This Agreement and General Release (hereinafter referred to as "Release") is entered into by the CITY OF DELRAY BEACH (hereinafter referred to as the "Employed") and FRANCINE L. RAMAGLIA (hereinafter referred to as the "Employee") on this 12<sup>th</sup> day of July, 2021.

WHEREAS, In consideration of the mutual promises and covenants contained herein, the parties agree to the following:

1. Employer hereby accepts Employee's resignation to be effective retroactively effective **January 4, 2017** ("Separation Date"), which the parties agree and acknowledge forms the basis of the consideration for this Release. The Employer agrees that, within three (3) days of the signing of this Agreement, Employer shall prepare a Memorandum for Employee's personnel file stating that that Employee resigned from her employment with the City of Delray Beach effective January 4, 2017.

2. Employer agrees to pay in lump sum to Employee an amount **\$48,545.90**, less appropriate payroll deductions. Payment shall not be made prior to the seven (7) day revocation period of this Release and no later than July 23, 2021. Employee further acknowledges that any and all payments shall be subject to appropriate payroll taxes and withholding required by law.

3. Employee hereby unconditionally and irrevocably releases and forever discharges Employer and all of its present and past City Commission Members, officials, officers, employees, agents, principals, relatives, representatives and attorneys ("Released Parties") of and from any and all claims and demands whatsoever, known or unknown, at law and in equity, in contract or in tort, and any statutory claim for relief of any nature, and agrees not to sue and not to assert against them any such claims or demands or any other causes of action in any court or before any agency or commission of a local, state and federal government, arising, alleged to have arisen, which may have been alleged to have arisen, or which may arise under any law whatsoever, and whether such claims are pursued in a personal or individual capacity, or in a representative or relator capacity, including but not limited to any federal, state or municipal anti-discrimination, anti-harassment or anti-

retaliation laws, and "whistleblower" laws such as the Equal Pay Act, the False Claims Act, the Americans with Disabilities Act, Title VII of the Civil Rights Act, as amended, the Age Discrimination in Employment Act, the Family Medical Leave Act, EEOC, the Palm Beach County Equal Employment Ordinance, the Florida Civil Rights Act of 1992, Section 440.205, Florida Statutes, the National Labor Relations Act, OSHA, Section 112.3187 the Florida Whistleblower Act, the Bank Secrecy Act, Sarbanes-Oxley, the Families First Coronavirus Act, the Coronavirus Aid, Relief, and Economic Securities (CARES) Act, and the Patriot Act, that the Employee on behalf of herself and on behalf of persons similarly situated, ever had, now has, or which his heirs, executors, administrators, attorneys, or assigns, or any of them, hereafter can, shall or may have, for or by reason of any cause whatsoever, based on any set of facts known or unknown, occurring prior to, and including, the date of the execution of this Agreement.

4. Employee agrees that, as of the date of the Employee's signing of this Release, Employee has not filed any charge, complaint or lawsuit asserting any claim(s) referenced in Paragraph 4 of this Release. Employee agrees not to file any lawsuit at any time over any claims released in this Release and agrees to notify Employer immediately if she should do so before the effective date of this Release. Employee acknowledges her understanding that the law permits, and she is not foreclosed from filing an agency charge; however, should any such charge or action be filed by Employee or on her behalf involving matters covered by Release, Employee agrees to promptly inform the Employer that any individual claims she might otherwise have are now settled.

5. Employee agrees not to apply for employment with Employer in the future. The parties agree and further acknowledge that Employee is not waiving claims or rights arising after the final day of employment pursuant to this Release but that Employee has contractually agreed not to apply for employment with Employer in the future and this Release shall constitute a bar of any claim that employee may have should Employee apply for employment with Employer in the future and not be hired.

6. The parties understand that this Release is made to compromise any potential claim and to avoid expenses related to such potential claim. Employer denies any and all liability to Employee and nothing in this Release shall be construed as an admission of wrongdoing by Employer concerning Employee's employment or separation. This Agreement does not constitute an admission of a violation of any law, order, regulation, or enactment, or of wrongdoing of any kind by Employer or any of the Released Parties.

7. Employee agrees to waive her right to recover in any action which may be brought on his behalf by any person or entity, including, but not limited to, any governmental department or agency such as the US. Equal Employment Opportunity Commission, the Florida Commission on Human Relations, the Department of Justice or the U.S. Department of Labor.

8. Employee expressly acknowledges receipt of all salary, wages, commissions, overtime payments, liquidated damages and employee benefits to which she was and/or is entitled as a result of her employment with Employer and that no other compensation or any other money is owed to her. Additionally, she has disclosed all of her time to Employer to ensure that all wages were properly paid. Further, Employee expressly disavows any entitlement to any additional back pay, liquidated damages, and/or attorneys' fees.

9. From the effective date of this Agreement forward, Employee agrees that she will engage in no conduct which is either intended to, or could reasonably be expected to, adversely affect Employer. Employee further agrees that she will not take any action, legal or otherwise, directly or indirectly, which might disparage or defame Employer or employees of the City.

10. Employee agrees and acknowledges that she has returned all Employer's property in Employee's possession, custody or control to Employer as of the date this Release is executed or will return such property within three (3) days of the execution of this Release.

11. This is the entire Agreement, with respect to the terms of Employee's separation from employment, and no other terms and conditions are binding on the Employer or Employee with respect to same, unless expressly set forth in Agreement.

12. Any breach of any term, provision, or obligation of this Release by any party, shall entitle the other to seek enforcement of such term, provision or obligation in a court of law of competent jurisdiction, and shall entitle the prevailing party to an award of the reasonable attorney's fees and costs incurred in such proceeding. The Parties agree this Release will be interpreted under the laws of the State of Florida and the United States and venue shall lie in Palm Beach County, Florida.


13. Should any provision of this Release be declared or be determined by any court of competent jurisdiction to be illegal, invalid, unethical or unenforceable, the legality, validity and enforceability of the remaining parts, terms or provisions shall not be affected thereby, and said illegal, invalid, unethical or unenforceable term, or provision shall be deemed not to be part of this Release.

14. Employee specifically acknowledges that she voluntarily and knowingly entered into this Release. Further, the Employee acknowledges she has been given at least twenty-one (21) days within which to consider the Release and that she may voluntarily accept this Release at any time during that twenty-one (21) day period. Employee further acknowledges that she was advised that she has the right to and may consult with an attorney prior to executing the Final Release and acknowledges the opportunity to consult an attorney. Employee has seven (7) days following the execution of this Release to revoke the Release and the Release will not become effective or enforceable until after this seven (7) day period has expired. To revoke the Release, the Employee must advise the Employer in writing of the election to revoke it within the seven (7) day period; such written notice must be addressed and delivered to: **Lynn Gelin, City Attorney, 200 N.W. 1st Avenue, Delray Beach, FL 33444**. To be effective the revocation must be received by 5:00 p.m. on the seventh calendar day following the date of Employee 's execution of the Release.

15. This Agreement may be executed in counterparts, and each counterpart shall have the same force and effect as an original and shall constitute an effective, binding agreement on the part of each of the undersigned.

IN WITNESS WHEREOF, the parties hereto have caused this Release to be executed on the day and year first above written.

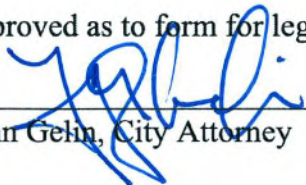
**FOR THE CITY OF DELRAY BEACH**

By:   
Jennifer Alvarez, Interim City Manager

**EMPLOYEE**

By:   
Francine L. Ramaglia

Approved as to form for legal sufficiency:

  
Lynn Geln, City Attorney

# Performance Evaluation

**Employee:** FRANCINE RAMAGLIA

**Employee Number:** 437248

**Hire Date:** 5/5/2014

**Efective Date:** 5/5/2016

**Score:** 4.33

**Department:** CITY MANAGER

**Review Type:** 12 MONTH/ MONEY DUE

**Job Title:** ASST CITY MGR SUPPORT SERVICES

**Supervisor:** DONALD COOPER

**Supervisor Comments:** Ms. Ramaglia shows continued commitment to the organization and its employees. Needs to focus on deliverables and ensuring that deadlines are met. Continues to play a vital role in meeting with the various groups representing the City of Delray Beach. Needs to provide timely reports on those activities. needs to ensure that the department heads address the various personnel issues within their departments.

**Employee Comments:** It has been a challenging and productive year in which much progress has been made. Hoping to create strategic environment for coming year in which we set more realistic timelines, identify necessary resources, and report progress/roadblocks timely.

	Description	Score	Comments
<b>Job Knowledge</b>		<b>18</b>	
	Displays required job knowledge and skills	5	very knowledgeable
	Demonstrates ability to use tools related to the work	4	Has the ability to use tools necessary but has not completed tasks assigned due to workload volume.
	Demonstrates willingness to improve knowledge in related areas	4	has always shown desire to improve skills
	Displays understanding of how work relates to work of others	5	
<b>Dependability and Reliability</b>		<b>14</b>	
	Present and ready to work at the beginning of the scheduled shift	5	
	Uses proper leave request procedures	5	
	Completes assignments on time	4	Projects are still outstanding but progress being made
<b>Ethics and Compliance</b>		<b>15</b>	
	Adheres to Palm Beach County Code of Ethics	5	
	Complies with City and Departmental policies	5	
	Follow safe work practices	5	

	Description	Score	Comments
<b>Accountability</b>		<b>8</b>	
	Takes responsibility for actions and decisions	4	owns actions but doesn't force issues to completion due to desire to avoid controversy
	Responds well to feedback and constructive criticism	4	Needs to follow through to completion.
<b>Adaptability and Initiative</b>		<b>23</b>	
	Demonstrates openness to change and new ideas	5	very open to new ideas
	Ability to handle pressure and adjust plans to meet changing needs	4	adjusts well needs to meet deadlines
	Maintains positive outlook and handles negative situations productively	5	
	Demonstrates self-starting ability, resourcefulness and creativity	5	
	Solves problems independently; knows when to seek assistance	4	
<b>Customer Service</b>		<b>15</b>	
	Treats internal and external customers in a courteous manner	5	
	Maintains positive working relationship with a diversity of people	5	
	Promotes goodwill toward City of Delray Beach	5	
<b>Quality of work</b>		<b>9</b>	
	Demonstrates commitment to quality work	5	work product is excellent
	Work product shows attention to detail in line with job requirements	4	again needs to meet deadlines works hard to maintain consensus which reduces productivity
<b>Quantity of Work / Productivity</b>		<b>11</b>	
	Produces acceptable quantity of work	4	work quality is good but needs to deliver work product in finished form
	Meets commitments and deadlines	3	Has been dealing with multiple parties who have failed to meet deadlines which has impacted ability to meet requirements.
	Demonstrates good stewardship of time and materials	4	deal with numerous outside parties which impact use of time
<b>Interpersonal / Communication</b>		<b>20</b>	
	Accepts/responds to supervisor's instructions	5	always responsive.
	Telephone and radio communication is clear and professional	5	
	Face to face interactions with customers are positive and professional	5	
	Written communications is clear, concise and professional	5	
<b>Job Performance Factors</b>		<b>48</b>	
	Communicates effectively with employees	4	Ms. Ramaglia communicates effectively with subordiantes and peers
	Delegates effectively	4	needs to be less accomodating with outside parties
	Ensures appropriate training and instruction are provided to develop the talent and skills	5	Very pro training for subordiantes

	<b>Description</b>	<b>Score</b>	<b>Comments</b>
	Fairly and accurately evaluates employees performance by showing continued documentation and communication with employees	5	
	Fosters positive attitudes and work environment; leads by example	4	always positive
	Organizes, plans, and carries through all task to completion, successfully utilizing personnel and materials	4	meets all requirements except in bringing the task to conclusion all herself to be delayed or sidetrack in an effort to have consensus to her detriment.
	Shows continued results of meeting deadlines	3	needs to focus on deadlines and completing projects. Although difficult in the Delray enviroment still needs to be a focus.
	Continually shows results by being able to prioritize and multi task	3	Again need to brings projects to conclusion.
	Staff Management: sets standards, encourages efficient/productive performance, takes corrective action in a timely fashion	4	Has not addressed or required staffing issues to be addressed in Planning and building inspection
	Conflict Management: resolution of conflicts under purview through appropriate and timely intervention	3	Has not resolved and number of personnel issues within and without departments.
	Human Resource Management: completes employee evaluations effectively and timely, counsels, coaches, and trains employees toward ahieving development goals	4	Needs to mentor department head under supervisor to priotize issues and deliverables and to address personnel issues.
	Financial Reponsibilities: effectively manages resources, supplies, and Overtime	5	
<b>Supervisor Priority Assigments ( Directives given with a desired tangible result )</b>		<b>18</b>	
	Completion of special events regulations, procedures and ordinance	4	Policy and ordinances have been adopted office of special events needs to established procedures refined and modified as needed.
	Supervising ERP, VOIP and other IT improvements	4	Process not yet completed results uncertain at this point.
	Human Resources- benefit and pay evaluation	4	Evaluation of benefits and pay and classification underway but not yet completed out come unknown at this time.
	Human Resources -culture change	3	Process not complete, training program not outlined for mid-management personnel needed to be created.
	Planning and Zoning-business improvements- process improvements	3	The has been improvement in the backlog in building department and in planning although additional improvement is needed in planning that will occur through regulatory change and process change where improvement are needed but overall situation has improved.

<b>Signed By</b>	<b>Job Title</b>	<b>Date</b>
DONALD COOPER	CITY MANAGER	5/3/2016 2:48:07 PM
FRANCINE RAMAGLIA	ASST CITY MGR SUPPORT SERVICES	11/2/2016 4:19:59 PM



# Employee Change Notice

**Employee Number** 437248 **Effective Date:** 5/5/2016

**Employee:** RAMAGLIA FRANCINE  
(Last) (First) (Mi)

**CURRENT**

**NEW**

**Fund:** 001 (# ) (# )

**Department:** CITY MANAGER (# ) (# )

**Division:** 11 (# ) (# )

**Position/Title:** ASST CITY MGR SUPPORT SERVICES (# ) (# )

**Grade:** 020 **Status:** PT **Grade:** **Status:** PT  
**Reg.** **Reg.**

66.66

69.55

**Hourly Rate**

**Hourly Rate**

**Reason for Action:**

**Performance Increase**

**% of Increase**  
4.33

**Other:**   
% of  
\_\_\_\_\_  
\_\_\_\_\_

**Reclassification**  **Promotion**

**Reallocation**  **Transfer**

**Incentive**  **Bonus**

**Lump Sum Amount**  
\$  
\_\_\_\_\_

**Head of Department:** **Date Processed:** \_\_\_\_\_ **By:** \_\_\_\_\_

**Human Resources:** **Date Processed:** \_\_\_\_\_ **By:** \_\_\_\_\_

**Payroll:** **Date Processed:** \_\_\_\_\_ **By:** \_\_\_\_\_