



City of Punta Gorda, Florida

OFFICE OF THE HUMAN RESOURCES MANAGER

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March 9, 2017

Mr. Lee Coel
c/o David A. Dee
Attorney at Law
311 S. Brevard Ave.
Tampa, FL 33606

Subject: Notice of Disciplinary Action

Dear Mr. Coel:

By letter dated February 22, 2017, you were advised that the City was considering disciplinary action against you for the reasons set forth in that letter. You were also advised of your right to request a pre-determination conference to present me any information you wanted me to consider before I made a decision in this matter. You exercised your right to have this conference. You and your attorney, David A. Dee, met with me and the City's labor attorney on March 1, 2017.

After considering all of the information before me, including the information your attorney presented on March 1, 2017, please be advised that I have decided to discharge you from your employment with the City, effective Friday, March 10, 2017, for the reasons set forth in my February 22 letter to you.

If you wish to appeal my decision, you may do so in accordance with the timelines and provisions of Appendix C of the collective bargaining agreement. You are also entitled to a liberty interest, name-clearing opportunity, if you would like. The liberty interest hearing is not an appeal of this disciplinary decision, but rather is an opportunity for you to present any information in response to these charges at a public meeting. If you would like a liberty interest hearing, please let me know within ten (10) work days and I will arrange a public meeting for that purpose.

In addition, you are directed to comply with the following instructions:

1. You are to return to the City by way of the Police Department's quartermaster any and all Police-issued equipment, uniforms, and keys or access cards;
2. You are required to complete and return to the City's Benefits Coordinator all relevant forms and documents related to City-provided benefits, which will be sent to you within a few days. I will direct that these forms be sent to Mr. Dee's



office to ensure that you receive them in a timely fashion. Your COBRA coverage documents will be sent by Business Solver with whom the City has a contracted relationship. According to the City's records, the benefits you currently have are as follows:

- a. Health Insurance (HMO-059) – terminates effective March 31, 2017;
- b. Dental Insurance (High Option PPO) – terminates effective March 31, 2017;
- c. Life Insurance (Basic, \$20,000) – may be converted from group coverage to a private policy. You will receive instructions for conversion;
- d. Vision Care Insurance – you waived this coverage;
- e. Pension – you must discuss pension-related matters with Larry Schroeder, the chairman of the City's Police Pension Board.

If you have any further questions, please do not hesitate to contact this office.

Sincerely,



Philip Wickstrom
Human Resources Manager
City of Punta Gorda

Cc: Brian Koji
Police Benevolence Association
File