

**WORKSHOP MEETING  
BOARD OF COMMISSIONERS  
JUPITER INLET DISTRICT  
MINUTES  
January 26, 2022**

**COMMISSIONERS PRESENT**

George Gentile, Chairman  
Thomas Howard, Vice Chairman  
James H. Davis, Secretary/Treasurer  
Gail Whipple  
Michael Martinez (Via CMT)

**COMMISSIONERS ABSENT**

None

**OTHERS PRESENT**

Joseph B. Chaison, Executive Director  
William H. Broome, Attorney  
Sonja Kezber, Administrative Assistant

**MEMBERS OF THE PUBLIC**

None

**1. Call to Order**

Chairman Gentile called the meeting to order at 7:00 PM.  
Pledge of Allegiance

**2. Comments from the Public**

None.

**3. Staff Issues**

Chair Gentile asked Bill Broome to explain the situation to the Board and recommend paths forward.

Mr. Broome noted that Ms. Kezber sent a list of complaints to some of the Commissioners. He stated that the JID did not have precedent of similar situations and that the solution should be swift, fair, thorough, and accurate.

Mr. Broome noted that the JID does not presently have an HR policy established to handle this and that one should be established by qualified experienced HR professionals.

Mr. Broome described three options:

The first option would be for the Board to act as a tribunal and subsequently voting. Mr. Broome recommended against this option. He then described two additional options; independent conflict resolution and/or specialized legal counsel advice.

Chair Gentile stated that this meeting should concentrate on how the Board wants to proceed.

Mr. Broome stated that before adjournment, the Board should give someone the authority to act and engage. His recommendation would be a Commissioner and himself.

A brief discussion of the options ensued and Vice Chair Howard stated that he felt everyone was in agreement that option 2 or 3 would be viable. He stated that it needed to be fair to both sides and recommended that a labor lawyer be retained to supply the Board with basic knowledge of any pertinent laws and give advice on how we should proceed. Chair Gentile agreed. Commissioner Martinez stated he would go along with the majority.

Chair Gentile noted that we need HR guidance as well. Commissioner Whipple agreed and stated that while she had previous experience in the private sector, she hasn't had to deal with this in the public sector, but noted that there should be firms out there such as Lewis, Longman and Walker (LLW) that could be approached for advice. Chair Gentile stated that he wasn't sure if this matter would be in the realm of LLW's expertise. Vice Chair Howard stated that his wife, as an Assistant State Attorney, has dealt with someone in the past, and that a client of his had also used him and was pleased with the outcome. He is an attorney in North Palm Beach, James Williams.

Chairman Gentile entertained a **MOTION to move forward and engage the attorney.** Vice Chair Howard so **MOVED, stating that he would set up a conference call with Mr. Broome and Mr. Williams.** Commissioner Davis **SECONDED.** Chairman Gentile called for discussion; there being none, the **MOTION CARRIED unanimously.**

Vice Chair Howard stated that it is very important that any recommendation on this matter by the attorney be considered by the Commission and not shared with either staff until the Board has reviewed and made a decision. Mr. Broome agreed and noted that any documents created and then distributed, such as Ms. Kezber's complaint, become public record.

**4. Next Meeting Date(s)**

Regular Meeting – February 9, 2022

**5. Adjournment**

There being no further business before the Commission, Chairman Gentile called for a **MOTION to Adjourn.** Commissioner Davis so **MOVED;** Vice Chair Howard **SECONDED.** The **MOTION CARRIED UNANIMOUSLY.** The meeting was adjourned at 7:45 PM.



George G. Gentile, Chairman



Thomas L. Howard, Vice Chairman