




SOUTH FLORIDA WATER MANAGEMENT DISTRICT

3301 Gun Club Road, West Palm Beach, Florida 33406 • (561) 686-8800 • FL WATS 1-800-432-2045 • TDD (561) 697-2574
Mailing Address: P.O. Box 24680, West Palm Beach, FL 33416-4680 • www.sfwmd.gov

ADM 26-08-12

August 15, 2003

Mr. Darryl Bell


Dear Mr. Bell:

This letter is to confirm that your separation from the District is effective as of August 12, 2003.

You are advised that you may file a grievance in accordance with the prescribed procedure for such action by filing the grievance on the approved form within ten (10) working days following the receipt of this letter. You may also submit a written response to the charges and or circumstances surrounding your termination for inclusion in your personnel file.

If you choose to follow the employee grievance procedures you may file a petition for an administrative hearing pursuant to the provisions of Sections 120.569(1) and 120.57(1) Florida Statutes. The petition must be filed with the District Clerk within twenty-one (21) days of your receipt of notice of the final action on your grievance. Alternatively if you choose not to follow the employee grievance procedures, you may still file a petition for administrative hearing within 21 days from the effective date of your termination which is August 12, 2003. The petition must comply with Rule 28-106.111 and 40E-1.511, Florida Administrative Code. Failure to file the petition by the required time will result in the loss of any right you may have to a hearing. All matters that could have been raised in such a hearing will be deemed waived as to any other legal proceedings. I have enclosed a copy of this rule for your reference.

We would like to bring to your attention that you have the right to continue health and dental coverage through the District under the COBRA and HIPAA plans. You will receive detailed information on these plans by certified mail from our Benefits Administration unit within the next few days. For further information on continuing your benefits, please contact Ava Dexter or Jo Woody at 687-6429.

In addition, please make arrangements to return any and all District property in your possession (ID Card, Insurance Cards, Toll Credit Cards, Manuals, and any Tools issued).

Sincerely,

Sandra Close-Turnquest
Director, Human Resources
Human Resources Department
South Florida Water Management District

SCT/sa
Enclosures

c: J. Ausanio
Personnel File
Department Manager

Certified Mail #7003 1010 0004 2587 1735

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