



Levy County Board of County Commissioners Agenda Item Summary Form

1. **Name and Title:** Mary-Ellen Harper, County Manager
2. **Department:** Board of County Commissioners
3. **Meeting Date:** Thursday, November 13, 2025
4. **Requested Action:**

To approve the ALTERNATIVE SEVERANCE AGREEMENT AND GENERAL RELEASE between the Levy County Board of County Commissioners and Nicolle Shalley, totaling \$22,814.28.

5. **Cost & Funding Source:**

The total cost of this Severance Agreement – \$22,814.28 - would be paid out of the County Attorney's Budget.

6. **Justification of Request:**

The attached Severance Agreement was provided by the County's Interim County Attorney – Nabors, Giblin, & Nickerson.

In consideration for Ms. Shalley's execution of this Agreement, County will provide Ms. Shalley the sum of \$2,500 as severance pay, minus all normal withholdings, which will be paid on the next scheduled County pay day after October 21, 2025 or as soon thereafter as payment is processed by the Clerk's Office.

Additionally, County will provide a payout (calculated as of 5pm on Tuesday, October 21, 2025) of Ms. Shalley's: (a) then accrued but unused vacation leave balance; and (b) her then accrued but unused sick leave, minus all normal withholdings, which will be paid on the next scheduled County pay day after October 21, 2025, or as soon thereafter as payment is processed by the Clerk's Office. The parties agree that the gross amount of this payout is \$20,314.28—calculated by multiplying 237.9 hours (Ms. Shalley's accrued but unused vacation and sick leave) by \$85.39 (Ms. Shalley's hourly rate of pay.)—and the net payment to Ms. Shalley shall be subject to all normal withholdings.

In consideration and conditioned upon the receipt of severance and benefit payout as described above, Ms. Shalley does hereby unconditionally, fully, and finally release and discharge the County from any and all duties, claims, rights, complaints, charges, damages, costs, expenses, attorney's fees, debts, demands, actions, obligations, liabilities, and causes of action of any and every kind, nature, and character whatever, whether known or unknown; whether foreseen or unforeseen; whether arising out of contract tort, statute, constitutional provision, settlement, equity or otherwise; whether past, present, or future; whether fixed, liquidated, or contingent; which he has, had, or may have in the future against based on any act or omission concerning any matter, cause, or thing arising prior to the date of this Agreement and up through the time of this Agreement's execution. The aforementioned claims shall collectively be referred to as "Released Claims" throughout the remainder of this Agreement. The Released Claims include, but are not limited to, those directly or indirectly arising out of, or in any way pertaining to, claims arising under the First Amendment of the United States Constitution ("First Amendment") pursuant to 42 U.S.C §1983 ("§1983"); Americans with Disabilities Act, 42 U.S.C. Section 12101, et. seq.; Civil Rights Act of 1871, 42 U.S.C. Sections 1981, 1983 1985 and 1986; Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. Section 2000e et. seq.; the Pregnancy Discrimination Act, 42 U.S.C. Section 2000e(k); Section 760.01, et. seq., Florida Statutes., otherwise known as the Florida Civil Rights Act of 1992; the Family Medical Leave Act, 29 U.S.C. Section

310 School Street, Suite 112, Bronson Florida 32621

Telephone (352) 486-5218 Fax (352) 486-5167

E-mail: levybocc@levycounty.org Website: www.levycounty.org



Levy County Board of County Commissioners Agenda Item Summary Form

2601, et. seq.; the Age Discrimination in Employment Act, 29 U.S.C. Section 621; Chapter 447, et seq. Florida Statutes; the Fair Labor Standards Act, 29 U.S.C. Section 201, et.

seq.; the Equal Pay Act, 29 U.S.C. Section 206 et. seq.; the Older Workers Benefit Protection Act of 1990; the Sarbanes-Oxley Act; Section 112.3187-112.31895 Florida Statutes, otherwise known as Florida's Whistleblower Statutes; the Fair Credit Reporting Act; the United States Constitution; the Florida Constitution; Florida Statute, Section 440.205; Florida Statute, Section 448.103; Chapter 119, Florida Statutes (Florida's Public Records Law); or any other federal, state or local law, ordinance, regulation, custom, rule or policy; or any cause of action in common law, including but not limited to actions in contract or tort, including any intentional torts; other claims of statutory violation and/or retaliation; constructive or wrongful discharge; negligence claims; contract claims; constitutional claims; claims for attorneys' fees and costs, and any other claims or causes of action Ms. Shalley has or may have had as a result of her employment with the County.