

1 Introduced by the Council President at the request of the Sheriff:  
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4 **ORDINANCE 2024-114**

5 AN ORDINANCE APPROVING THE SETTLEMENT OF JASON  
6 WEATHINGTON v. JACKSONVILLE SHERIFF'S OFFICE,  
7 CASE NO.: 20-020-D, PENDING BEFORE THE CITY OF  
8 JACKSONVILLE'S CIVIL SERVICE BOARD; AUTHORIZING  
9 THE MAYOR AND CORPORATION SECRETARY TO EXECUTE  
10 THE SETTLEMENT AGREEMENT; AUTHORIZING THE  
11 GENERAL COUNSEL, OR HIS DESIGNEE, TO TAKE  
12 FURTHER ACTION TO CONCLUDE THE MATTER; PROVIDING  
13 AN EFFECTIVE DATE.  
14

15 **WHEREAS**, claimant, Jason Weathington ("Weathington"), was  
16 formerly employed from May 2004 to November 2020 by the Jacksonville  
17 Sheriff's Office ("JSO") as a police officer; and

18 **WHEREAS**, on June 3, 2019, JSO received information that  
19 Weathington had violated JSO policy and began an Internal Affairs  
20 investigation; and

21 **WHEREAS**, on March 17, 2020, JSO concluded the Internal Affairs  
22 investigation finding that Weathington had violated JSO policies and  
23 on May 15, 2020, JSO notified Weathington of his immediate suspension  
24 and pending termination for violation of JSO policies; and

25 **WHEREAS**, on May 15, 2020, Weathington appealed his termination  
26 and requested a hearing before the City of Jacksonville's Civil  
27 Service Board and on November 19, 2020, after a delay due to the  
28 Covid-19 pandemic, the Civil Service Board held a hearing and upheld  
29 Weathington's termination; and

30 **WHEREAS**, Weathington appealed the Civil Service Board's decision  
31 to the Circuit Court of the Fourth Judicial Circuit, in and for Duval

1 County (the "Circuit Court"), arguing that the Civil Service Rules  
2 required proof that Weathington's violation of JSO policy was  
3 intentional and no such proof was presented at the hearing; and

4 **WHEREAS**, on May 13, 2022, the Circuit Court agreed with  
5 Weathington and quashed the Civil Service Board's order; and

6 **WHEREAS**, the City and JSO challenged the Circuit Court's ruling  
7 by filing a petition for writ of certiorari with the Fifth District  
8 Court of Appeal, which was denied on June 5, 2023; and

9 **WHEREAS**, if the matter is reheard by the Civil Service Board,  
10 JSO would be required to prove that Weathington intentionally violated  
11 JSO policy; furthermore, and it is anticipated that JSO and  
12 Weathington would incur significant additional expenses and will face  
13 uncertain outcomes should this matter be reheard, which the parties  
14 wish to avoid; and

15 **WHEREAS**, if Weathington's termination is not upheld at a  
16 rehearing, Weathington would be reinstated as a police officer and  
17 would be entitled to full back pay dating back to May 15, 2020; and

18 **WHEREAS**, JSO and Weathington, through their respective  
19 representatives, engaged in settlement discussions and have reached  
20 a potential agreement, contingent on the approval and ratification  
21 by the City Council pursuant to the requirements of Chapter 112,  
22 *Ordinance Code*; and

23 **WHEREAS**, the Council finds that it is in the best interests of  
24 the City and the public that the Weathington civil service matter be  
25 resolved without resort to further litigation, costs and expenses;  
26 now therefore

27 **BE IT ORDAINED** by the Council of the City of Jacksonville:

28 **Section 1. Approval and Ratification of Settlement**  
29 **Agreement.** There is hereby approved and ratified the Settlement  
30 Agreement (the "Agreement") between the City and Jason Weathington

1 in the form attached hereto as **Exhibit 1** and incorporated herein by  
2 this reference.

3 **Section 2. Execution Authorized.** The Mayor, or her  
4 designee, and the Corporation Secretary are hereby authorized to  
5 execute and deliver on behalf of the City the Settlement Agreement  
6 and all such other documents necessary or appropriate to effectuate  
7 the purposes of the Agreement and this Ordinance.

8 **Section 3. Further Action Authorized.** The General Counsel,  
9 or his designee, is authorized to take such further action and to  
10 execute all other documents necessary to effectuate the approved and  
11 ratified Settlement Agreement.

12 **Section 4. Effective Date.** This Ordinance shall become  
13 effective upon signature by the Mayor or upon becoming effective  
14 without the Mayor's signature.

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16 Form approved:

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18 /s/ Sean Granat

19 Office of General Counsel

20 Legislation Prepared By: Sean Granat

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