

5/23/2020

11:03 AM

My supervisor, Stacy Shiver, and I packed the personal contents of Ms Jones office while making inventory. We then arranged to bring those contents to her home. While delivering her personal effects, we gave her a copy of the items inventoried, collected her DOH laptop and phone, completed the exit/separation checklist items with her and had her sign the document. Mr Shiver has possession of those DOH items

5/18/2020

8:06 AM

Against my advice, MS Jones began actions to terminate OPS employee [REDACTED] is funded through Zika funding and assigned to the section lead Dr Danielle Stanek for daily activities and duties, though in People First is assigned to the GIS Manager. During her tenure as Manager, MS Jones communicated concerns over ability, performance, and response from [REDACTED]. During any follow-up with [REDACTED] on my part I received immediate response. Each time I would also check in with Dr Stanek on performance and would always get feedback that he is an exceptional resource.

4:41

After approval from management Ms Hicks and I called Ms Jones, who was teleworking at the time, informing her that she was being separated from the Department.

May 16, 2020

10:07 AM

I received an email from Ms Jones stating that she felt the email she sent was a mistake and that its purpose was to inform everyone that requests that she had been receiving up to that point were to be directed elsewhere. She had already begun to receive requests for interview.

I met with Ms Jones again and instructed her to redirect any inquiries to DOH Communications.

May 15, 2020

9:30 AM

Ms Jones and I had a conversation about her future with DOH, plans to ramp up for the upcoming Storm season, and how to more effectively communicate with leadership. The conversation lasted over an hour and at that time, I felt that it had a positive outcome and that Management Counseling was the correct option for previous occurrences. So much so that I immediately informed my supervisor of that conversation with hopes that the behavior was behind us.

1:46 PM

Ms Jones sent an email to all recipients of GIS groups (which is external individuals), subject "COVID DATA USERS: FINAL NOTICE" stating that she was no longer assigned to the dashboard that in my opinion casted doubts on the integrity moving forward as she indicated that she was removed because she would not manipulate data. This email caused an immediate influx of request from media outlets.

Ms. Jones sent an email to the DOH GIS Users listserv informing them that she was no longer working on the Dashboard and insinuates that data may be restricted and team will not be transparent.

May 11 – May 14

Ms Jones had adjusted to not being point on Dashboard and was performing here normal duties and GIS manager as expected. I asked Ms Jones to come in on May 15 to discuss moving forward and plans for the upcoming storm season.

May 11, 2020

Again, per my request Ms. Jones helped the team create new links to the public data access are published allowing public to again have free access to data within the dashboard. Again very helpful and the team worked together to correct these issues

May 10, 2020

All display issues to the GIS dashboard created by the move by Ms Jones are corrected. Work begins to correct public data access to data that is published.

May 9, 2020

Per my request via email, Ms Jones began helping the GIS team to update layers and objects to correct data being displayed regarding counties and zip codes. The entire team seemed to be getting along and moving forward.

May 7, 2020

Without discussion with Ms Joiner, myself on the rest of the GIS Team; Ms Jones made administrative changes to the GIS dashboard by creating a new Arc GIS online account to be owner of the GIS dashboard and moved content for the dashboard into that newly created account. These moves change the process to some degree of how data was to be updated to the GIS dashboard and impacted the process by which the team was familiar with. In turn this created unnecessary delays in updates to the dashboard over the next few days until all content was appropriately moved and layers properly recreated. This change, without my approval, directly disobeyed my instruction the previous day.

Because the team was not informed, the team began troubleshooting the issue as if it were a system issue. We asked for the help of Chris Duclos, a GIS manger and only other member with full administrative right in our system to help. Mr Duclos began make changes in an attempt to the issues (unknowing caused by Ms jones changes) by modifying ownership of objects to return the process to the previous state.

During these changes at approximately 1 PM, Mr Duclos Administrative rights to AGO were removed by Ms Jones with security concerns as reasoning.

1:35 PM

I emailed Ms Jones telling her to restore any permissions and to stop making changes that might impede further with the updates.

8:08 PM

Ms Jones sent an email stating that she would fully restore Ms Duclos rights. However we discovered that she restored him to a lesser level than Admin. This left DOH with only one person with Admin level right to the AGO system and that was MS Jones. Having a single admin goes against all best practices for IT and put DOH at risk

7:17 PM

With my approval, Mr Duclos emailed the Arc GIS vendor ESRI and submitted a support ticket to restore not only Chris Duclos as Admin but to also grant myself the same privileges. I also notified them that any administrative ticket, requests or efforts being requested by individuals by DOH need to have mine or Mr Duclos approval and that I should be copied on any request.

8:23 PM

I sent an email to MS Jones and copied Mr. Duclos informing her that rights had been restored and given to me and that no changes were to be made without my approval

8:28 PM

I received an email from MS Jones stating that she was going to Mississippi to spend some time with her family

May 6, 2020

10:36 AM

I contacted, by email, Tiffany Hick in Labor relations at regarding Ms. Jones continued behavior of conveying information to the public through various formats asking for guidance on actions to take for this pattern of behavior.

The two recommendations at that time were separation or Management Counseling. At that time Dr. Blackmore and I felt that Management Counseling would be the appropriate path to be communicated and carried out upon her return from leave.

12:40 PM

I called Ms Jones from my office (Jessica Joiner was in my office at the time of the call), to notify her that she was being removed from her duties as primary GIS developer on the department's COVID-19 dashboard and that Ms Joiner was to immediately assume that role. She was informed that she was maintaining her role as GIS team manager and was to resume normal day to day responsibilities, but she was to cease any duties and administrative roles associated with the COVID-19 GIS dashboard.

3:22 PM

In email I was asked by Tiffany Hicks to elaborate on the insubordinate behavior demonstrated by Ms Jones

4:11 PM

I responded, by email, with a detailed accounting of instances from 4/9 – 4/30 of Ms Jones communicating to outside DOH sources about COVID19

5:04 PM

Ms Hicks responded by email informing me of recommendations of action that could be taken against Ms Jones, which were immediate separation or Management Counseling. At that time, I felt counseling Ms Jones was the appropriate path.

5:41 PM

I received an email from Ms Jones asking to use some of the approximate 200 hours of extra time she had put in building the dashboard. At that time, I suggested a week and would consider more if needed.

May 5, 2020

I was instructed by management to replace Ms. Jones as primary on the COVID Dashboard. At 7:53 PM I sent an email to Chris Duclos requesting the re-assignment of Jessica Joiner to effectively take over as primary on the dashboard beginning 5/6

From: [Hicks, Tiffany A](#)
To: [Curry, Craig J](#)
Subject: RE: Employee Labor Relation Consulting needed
Date: Wednesday, May 6, 2020 4:29:35 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)

Craig,

Thank you for your elaboration. Please see the following recommendations for this situation.

1. Ms. Jones is an SES employee and our department does not practice “formal” discipline on SES employees. As you previously stated, you have spoken with the employee verbally on several occasions. With the approval of your management chain, management may move forward with separation at this time.
2. Issue a “Management Counseling” to address and document the recent incidents. This document would be informal and would not be placed in the employee’s personnel file, but it would be drafted by myself. The employee will be asked to sign the document and it will be placed in an LR Contact file. If similar behavior continues, it is a management’s decision to move forward with termination.

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Tiffany Hicks

Labor Relations Consultant
Bureau of Personnel & Human Resource Management
Florida Department of Health
4052 Bald Cypress Way, Bin #B03
Tallahassee, FL 32399
(850) 245-4484
(850) 413-6716 (Confidential fax)



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From: Curry, Craig J <Craig.Curry@flhealth.gov>
Sent: Wednesday, May 6, 2020 4:11 PM
To: Hicks, Tiffany A <Tiffany.Hicks@flhealth.gov>
Subject: RE: Employee Labor Relation Consulting needed

4/9/2020 - I was made aware by that Rebekah posted comments on a Facebook post from the Tallahassee Democrat on April. In those comments she discussed the logic behind the items displayed on the dashboard and Identified herself as being the person that maintains it. I spoke with Rebekah on April 9th to make clear that any public release needs to be approved by communications (which is something we all have to agree to in employee training). She promptly removed those comments.

<https://www.facebook.com/55529405081/posts/10163244404260082/?d=n>

4/21/2020 – I received an email from our GIS vendor ESRI, that ESR published an article on the working being done in the EOC and on the dashboard with pictures. To the best of my knowledge she did not obtain permission from DOH for this article. Although she did create the dashboard, she is not the data owner and should not answer questions on how calculations are made. I asked her on 4/21/2020 if she had DOH Coms permission and again reminded her that permission is needed to release any data that belongs to DOH.

<https://www.esri.com/about/newsroom/blog/scientist-maps-florida-covid19-cases/>

4/30/2020 – Ms. Jones maintains a public website she uses to promote her work and opinions. There is a detailed post 2020 that speaks from a DOH employee viewpoint but adds charts not approved by DOH with political commentary. I found this post on 5/1/2020 and spoke with her again about representing FDOH without consent

<https://geojones.org/2020/03/30/more-on-coronavirus/>

These have all been verbal communication. They are all related to the current pandemic, so I did not put anything in writing, however I did inform my supervisor on all three occasions.

Ms Jones is responsible for the Departments COVID-19 dashboard and Florida has received international acclaim for being transparent directly for her fantastic work. She worked with our Epidemiology section to get the data. Ms Jones creates routines that ‘cleansed’ the data to remove any PII or PHI that was not already being released in the daily public line list published by our Communications department. One graph produced regarding event date may have exposed a date that is not released on the daily published file. Data published on the dashboard is being reviewed by Epi and other GIS staff to verify. MS Jones was working with internal staff and being directed as to what objects and graphs to post, however they may have not been aware that the underlying data was viewable. Dr Blackmore and Dr Roberson may have more to add on this topic as I am not an expert in Epidemiology.

From: Hicks, Tiffany A <Tiffany.Hicks@flhealth.gov>

Sent: Wednesday, May 6, 2020 3:22 PM

To: Curry, Craig J <Craig.Curry@flhealth.gov>
Subject: RE: Employee Labor Relation Consulting needed
Importance: High

Thank you. Please see my follow up questions below highlighted in yellow.

- This employee has made a few personnel posts on website and social media regarding data and web product owned by the Department that she works on without permission of management or communications. **[Can you provide more detail? Do you have documentation such as screenshots? If so, please provide.]**
- I have verbally instructed with each post to not represent Department interest in personnel posts. **[You've spoken with the employee regarding their posts? If so, please provide details of the conversation. Was a follow up e-mail sent to the employee?]**
- Data to these infographics was exposed through electronic means that should have been identical to data published by our communication department. Now there is now some question regarding the level of personnel data that is exposed through the dashboard. **[This exposure is due to the actions of Ms. Jones? Please explain further.]**

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Tiffany Hicks

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(850) 245-4484
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From: Curry, Craig J <Craig.Curry@flhealth.gov>
Sent: Wednesday, May 6, 2020 3:04 PM
To: Hicks, Tiffany A <Tiffany.Hicks@flhealth.gov>
Subject: RE: Employee Labor Relation Consulting needed

Rebekah Jones

From: Hicks, Tiffany A <Tiffany.Hicks@flhealth.gov>
Sent: Wednesday, May 6, 2020 1:25 PM
To: Curry, Craig J <Craig.Curry@flhealth.gov>
Subject: RE: Employee Labor Relation Consulting needed

Good afternoon Craig,

Could you provide me with the employee's name your below e-mail is referencing?

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Tiffany Hicks

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From: Curry, Craig J <Craig.Curry@flhealth.gov>
Sent: Wednesday, May 6, 2020 10:36 AM
To: Hicks, Tiffany A <Tiffany.Hicks@flhealth.gov>
Subject: Employee Labor Relation Consulting needed

Ms. Hicks,



At the request of Dr. Blackmore and Dr. Roberson, I am looking for guidance on properly documenting actions of one of my employees and to get guidance on proper preparation in case action needs to be taken. This employee has made a few personnel posts on website and social media regarding data and web product owned by the Department that she works on without permission of management or communications. I have verbally instructed with each post to not represent Department interest in personnel posts. This employee is responsible for the COVID-19 dashboard. She has worked with all levels of management and the data owner to build the dashboard to build infographics per exact request. Data to these infographics was exposed through

electronic means that should have been identical to data published by our communication department. Now there is now some question regarding the level of personnel data that is exposed through the dashboard. I will work with the data owner of the data to determine if this in indeed true.

Based on this information my management has asked me to work with you to properly document and determine the level of action and path forward.

Thank you

Craig J Curry
IT Director

Florida Department of Health
Division of Disease Control and Health Protection
 [\(850\) 245-4231](tel:(850)245-4231) |  [\(850\) 491-0063](tel:(850)491-0063)

From: [Blackmore, Carina](#)
To: [Hicks, Tiffany A](#); [Curry, Craig J](#)
Subject: Re: Labor Relations Advice
Date: Saturday, May 16, 2020 11:47:57 AM
Attachments: [image003.png](#)
[image004.png](#)
[image005.png](#)

Yes

Get [Outlook for iOS](#)

From: Hicks, Tiffany A <Tiffany.Hicks@flhealth.gov>
Sent: Saturday, May 16, 2020 11:32:09 AM
To: Curry, Craig J <Craig.Curry@flhealth.gov>
Cc: Blackmore, Carina <Carina.Blackmore@flhealth.gov>
Subject: RE: Labor Relations Advice

Good morning Craig,

My boss, Amy Graham, and I spoke with Dr. Roberson yesterday evening. Please be sure to provide any additional supporting documentation you may have. Once received, I will update the FLHD-HR ticket.

Also, Dr. Blackmore, by responding to this e-mail you concur with the recommended action for the employee.

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From: Curry, Craig J <Craig.Curry@flhealth.gov>

Sent: Friday, May 15, 2020 12:41 PM
To: Hicks, Tiffany A <Tiffany.Hicks@flhealth.gov>
Cc: Blackmore, Carina <Carina.Blackmore@flhealth.gov>
Subject: Labor Relations Advice

Per my voicemail this morning, I need advice on how to proceed with communicating with an employee.

Thanks,

Craig J Curry
IT Director

Florida Department of Health
Division of Disease Control and Health Protection
[\(850\) 245-4231](tel:(850)245-4231) | [\(850\) 491-0063](tel:(850)491-0063)

From: [Curry, Craig J](#)
To: [Hicks, Tiffany A](#)
Subject: Employee Labor Relation Consulting needed
Date: Wednesday, May 6, 2020 10:35:34 AM
Attachments: [image001.png](#)
[image002.png](#)

Ms. Hicks,

At the request of Dr. Blackmore and Dr. Roberson, I am looking for guidance on properly documenting actions of one of my employees and to get guidance on proper preparation in case action needs to be taken. This employee has made a few personnel posts on website and social media regarding data and web product owned by the Department that she works on without permission of management or communications. I have verbally instructed with each post to not represent Department interest in personnel posts. This employee is responsible for the COVID-19 dashboard. She has worked with all levels of management and the data owner to build the dashboard to build infographics per exact request. Data to these infographics was exposed through electronic means that should have been identical to data published by our communication department. Now there is now some question regarding the level of personnel data that is exposed through the dashboard. I will work with the data owner of the data to determine if this in indeed true.

Based on this information my management has asked me to work with you to properly document and determine the level of action and path forward.

Thank you

Craig J Curry
IT Director

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Governor

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Vision: To be the **Healthiest State** in the Nation

May 18, 2020

FED EX Overnight - Article # [REDACTED]

Ms. Rebekah Jones
[REDACTED]
[REDACTED]

Dear Ms. Jones:

This is to officially inform you that you are being dismissed from your position as an Environment Scientist & Spec, Incl Hlth – L4 (Environmental Hlth Program Consultant), effective close of business on Monday, May 25, 2020. You may use your available annual leave through the effective date.

This action is being taken pursuant to Section 110.604, Florida Statutes, and Rule 60L-36.005(3), Florida Administrative Code. Section 110.604, Florida Statutes, provides that employees in the Selected Exempt Service shall serve at the pleasure of the agency head and shall be subject to dismissal at the discretion of the agency head. You may, therefore, be dismissed at will. This personnel action is exempt from the provisions of Chapter 120, Florida Statutes.

Please contact Jawanna Whetsel, at (850) 617-5839 regarding your options for insurance and other benefits.

Sincerely,

Carina Blackmore, DVM, PhD, Dipl ACVPM
State Epidemiologist
Director

Division of Disease Control and Health Protection

cc: Personnel File

Amy A. Graham, Chief, Personnel & Human Resource Management

Riley Landy, Esquire

From: [Hicks, Tiffany A](#)
To: rebekah.costal@gmail.com
Cc: [Curry, Craig J](#)
Subject: Separation Documents (Jones, R.)
Date: Monday, May 18, 2020 3:50:49 PM
Attachments: [Jones R. - SES Dismissal \(using AL\).pdf](#)
[image001.png](#)
[Jones, R. - Cover Memo \(Settlement Agreement\).pdf](#)
[Jones, R. - Resignation Settlement \(using leave\).pdf](#)
Importance: High

Good afternoon Ms. Jones,

Per our recent conversation, I am attaching the separation documents discussed. Please read the resignation settlement agreement and contact me with any questions at (850) 245-4484 or via e-mail. If you choose to resign via the resignation settlement agreement, please return **all** pages of the settlement agreement with your initials on the bottom of **each page** and your signature on the last page to me by close of business Thursday, May 21, 2020.

Also, as stated during the phone call, if you wish to make a public records request, please contact Ms. Scarlett Buchanan at (850) 245-4166 and/or Scarlett.Buchanan@flhealth.gov to initiate the process.

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Tiffany Hicks

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