

## PSL code chief's memo may violate union deal

Lisa Carmichael said staff needed to get her approval before going to human resources for anything

BY CHRIS YOUNG  
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**PORT ST. LUCIE** — A rule that Code Enforcement Director Lisa Carmichael imposed on her staff could end up violating the city's union contract, an official said Tuesday.

Carmichael distributed a memo in early March that said code enforcement staff need to get her approval before they go to the human resources department for anything, including grievances and labor relations matters.

The Coastal Florida Public Employees Association requested clarification on Monday.

"If she doesn't clarify or change it, we would consider filing an unfair labor practice," staff representative Anthony Valicenti said.

In her memo, Carmichael said the policy stemmed from meetings her staff had with Human Resources in September 2006 about some "shared concerns."

City Attorney Roger Orr, who is Carmichael's boss, later told her to get her department "up to functional reality," according to her memo.

"We must operate as an effective, professional team without focusing on petty strife," she told her staff.

"I do not intend to pry into personal matters, however I do intend to ensure that the issues being brought to HR are appropriate and thereby ensure that my chain of command is not undermined," she wrote.

Carmichael and Orr did not return calls for comment Tuesday afternoon.

Valicenti said that the city's union contract and personnel rules allow for instances when employees can go to Human Resources or management for their concerns.

Carmichael wrote that she would be meeting individually with all code enforcement staff to "discuss the strengths and weaknesses within the department," and that those who violated the new policy would face disciplinary action.

She said in the memo that some employees had not used teamwork and encouraged communication meltdowns, leading to low department morale.

Carmichael has come under fire before. A former officer in the Animal Control department, which Carmichael also leads, triggered a probe by the St. Lucie County Sheriff's Office after the officer told the media that Carmichael directed employees to clean up debris at her house after the 2004 hurricanes.

The probe, which looked into allegations that the employee received threatening letters afterward from co-workers, was dropped for lack of information.



Photos by ERIC HASERT • eric.hasert@scripps.com

Renee Edwards, center, fiancee of murder victim Daniel DeStefano, hugs Assistant State Attorney Chris Taylor as Camille DeStefano, Daniel's sister, looks on. The jury, which convicted Steven Hayward in Daniel DeStefano's murder last week, recommended death for him Tuesday.

STEVEN HAYWARD TRIAL THE SLAYING OF DANIEL DESTEFANO

## Jury: Death for paper carrier's murderer



Steven Hayward, right, looks back into the courtroom from the holding area after being led away following his sentencing hearing at the St. Lucie County Courthouse on Tuesday.

## A judge will make the final decision on Steven Hayward's fate



DeStefano shot while delivering newspapers along Avenue D

BY MEGAN V. WINSLOW  
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**FORT PIERCE** — For Steven Douglas Hayward, there shouldn't be a third chance, a jury decided Tuesday.

After about three hours of deliberation, eight of 12 jurors voted to recommend the death penalty for the 38-year-old Fort Pierce man convicted March 14 of Daniel P. DeStefano's 2005 murder and previously sentenced to 35 years for a 1988 murder.

After a clerk announced the jury's decision and Hayward's siblings quietly filed out of the courtroom, Daniel's family and fiancée Renee Edwards hugged and thanked prosecutors.

"I'm just glad justice is served and he got what he deserved and that this will never happen to another family again," said Edwards, wearing a gold heart necklace with a picture of herself and Daniel on it.

"My son can rest in peace now," Diane DeStefano added through tears.

Daniel died a day after Hayward shot him in the chest and thigh on Feb. 1, 2005 during a botched robbery around 4 a.m. when the Fort Pierce Tribune newspaper carrier was delivering papers to businesses along Avenue D. Hayward managed to steal \$10 from DeStefano, 32, but was arrested a few days after the shooting when law enforcement officers

acted on a tip.

Testifying in his own defense on March 13, Hayward said he watched another man rob DeStefano and later injured himself after dropping a gun he stole from the crime scene. The jury convicted him of DeStefano's first-degree murder and armed robbery, armed burglary and possession of a firearm by a felon the next day.

It is now up to Judge James W. McCann to make the final determination between death and life imprisonment without the chance of parole. Hayward's next court appearance is scheduled for

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## Rough seas chipping away at Treasure Coast beaches

BY ED BIERSCHENK  
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Brisk winds expected to cause seas up to 10 feet this week carry no good news for some beachside residents who already have seen some substantial erosion throughout the past several weeks.

The rough seas also are putting a damper on the charter boat business and holding up a beach replenishment project in south Indian River County.

Fortunately, the high seas are not expected to have much of an impact on sea turtle nesting season, which is just getting under

**ON THE WEB:** Visit [www.sebastianinletcam.com](http://www.sebastianinletcam.com) or <http://evsmartin.com/martin.htm> for a close-up view of how a couple of beaches along the Treasure Coast are faring.

way. Martin County beaches also seem to be holding up well and the weather is not causing any delays on the St. Lucie Inlet dredging project, which should wrap up in about two to four weeks, said County Engineer Don Donaldson.

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Jason Komisar takes a big step up to reach the exposed bottom of the 17-step beach access staircase in the front of the Miramar Royal condominium complex Tuesday afternoon in St. Lucie County while heading back inside with his wife, Michelle. Erosion on the beach stretches for about a quarter-mile and has left a wall 7 feet tall at its highest point.

## United Way surpasses annual goal by \$80,000

The organization sought to raise \$1.8M this year

BY MEGAN KENNY  
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**FORT PIERCE** — Protecting abused children and helping senior citizens keep their independence are just two ways the United Way of St. Lucie County's supporters help the community, according to the heads of agencies who receive money from the United Way.

This year, the United Way could help even more: contributions from workplace, individual and corporate donors have pushed the United Way \$80,000 over its fundraising goal of \$1.8 million, announced in September. It raised \$1.75 million last year.

Theresa Garbarino-May, executive director of Exchange Club CASTLE, an agency that works to prevent child abuse, compared the United Way to Etta Wheeler, a 19th century

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