

UNITED STATES DISTRICT COURT FOR THE SOUTHERN DISTRICT OF
FLORIDA

George Price v. Palm City Golf, LLC

Price · No. 24-14141-CIV-CANNON/McCabe · Decided March 12, 2026

SUMMARY

The United States District Court for the Southern District of Florida accepted a magistrate judge’s Report and Recommendation and denied Palm City Golf, LLC’s motion for summary judgment in George Price’s ADEA and FCRA age-discrimination action. The court held that genuine disputes of material fact remained regarding whether an older employee performed duties comparable to those of the plaintiff and whether the defendant’s stated reasons for termination were pretextual. The court overruled the defendant’s objection, lifted the stay of deadlines, and directed the parties to file an updated joint scheduling report.

CASE DETAILS

COURT	United States District Court for the Southern District of Florida
JURISDICTION	United States District Court for the Southern District of Florida
DECIDED	March 12, 2026
DOCKET	24-14141-CIV-CANNON/McCabe
DISPOSITION	other
PROCEDURAL POSTURE	Defendant objected to a magistrate judge's report and recommendation recommending denial of defendant's motion for summary judgment in an age-discrimination action. The district court conducted de novo review of the properly objected-to portions, accepted the report and recommendation, overruled the objection, and denied summary judgment.
STANDARD OF REVIEW	The district court reviews properly objected-to portions of a magistrate judge's report and recommendation de novo and may accept, reject, or modify the recommendation. For summary judgment, the court views evidence in the light most favorable to the nonmovant, draws justifiable inferences in that party's favor, and may not weigh evidence or make credibility determinations.
PRECEDENTIAL VALUE	unknown
PARTIES	Palm City Golf, LLC v. George Price

TOPICS

age discrimination

summary judgment

employment discrimination

civil procedure

PRACTICE AREAS

employment law

civil rights

civil procedure

QUESTIONS PRESENTED

1. Whether the magistrate judge's report and recommendation recommending denial of defendant's motion for summary judgment should be accepted after defendant objected to the treatment of Charlie Nardi's supplemental affidavit.
2. Whether genuine disputes of material fact concerning the scope of Nardi's duties, the reassignment of Price's duties, pretext, and causation precluded summary judgment on Price's ADEA and FCRA age-discrimination claims.

HOLDINGS

1. The district court accepted the magistrate judge's report and recommendation and overruled defendant's objection because the objection did not demonstrate error in the report's consideration of the summary judgment record.
2. Summary judgment was inappropriate because genuine disputes of material fact existed concerning whether defendant's asserted financial reason for terminating Price was pretextual and whether Price's age was the but-for cause of his termination.
3. The ADEA and FCRA age-discrimination claims are analyzed under the same framework and require proof that age was the but-for cause of the adverse employment action.

KEY QUOTATIONS

"The Court is not at liberty to resolve that credibility-laden fact question on summary judgment."

FACTUAL BACKGROUND

George Price worked as a clubhouse manager for Palm City Golf Club from June 2020 until his termination in May 2022. He alleged that the termination violated the ADEA and FCRA because of his age, while defendant asserted that it terminated him for financial reasons and necessary cost reductions. The parties disputed whether Charlie Nardi, an older employee who was not terminated, performed duties comparable to Price's front-facing duties, and whether a substantially younger employee, Anders Goldkuhl, assumed most of those duties after Price's termination.

PROCEDURAL HISTORY

George Price sued Palm City Golf, LLC under the Age Discrimination in Employment Act and the Florida Civil Rights Act after his termination. Following discovery, defendant moved for summary judgment, and the motion was referred to Magistrate Judge McCabe, who recommended denial based on genuine disputes concerning

pretext and whether plaintiff's age caused his termination. The district court accepted the recommendation, overruled defendant's objection concerning a supplemental affidavit, denied summary judgment, lifted the stay of deadlines, and ordered the parties to file an updated joint scheduling report.

DISPOSITION

other

CASES CITED

- Macort, 208 F. App'x 781, 784 (11th Cir. 2006)
- Quigg v. Thomas Cnty. Sch. Dist., 814 F.3d 1227, 1235 (11th Cir. 2016)
- Tolan v. Cotton, 572 U.S. 650, 651 (2014)
- Anderson v. Liberty Lobby, Inc., 477 U.S. 242, 255 (1986)
- Mazzeo v. Color Resols. Int'l, LLC, 746 F.3d 1264, 1266 (11th Cir. 2014)
- Mora v. Jackson Mem'l Found., Inc., 597 F.3d 1201, 1204 (11th Cir. 2010)
- Perry v. City of Avon Park, Florida, 662 F. App'x 831, 836 (11th Cir. 2016)