



**BUSINESS MEETING**

**November 7, 2018**

**AGENDA &  
PRIMARY BACK-UP MATERIALS**

OCTOBER 17, 2018 - CIVIL SERVICE BOARD

The Civil Service Board (CSB), Hillsborough County, Florida, met in Regular Meeting, scheduled for Wednesday, October 17, 2018, at 6:00 p.m., in the Planning Commission Meeting Room, 18th Floor, Frederick B. Karl County Center, Tampa, Florida.

1. CALL TO ORDER

▶ Chair Canasi called the meeting to order at 6:02 p.m.

2. ▶ PLEDGE OF ALLEGIANCE

3. ▶ ROLL CALL

The following members were present:

Simon Canasi, Chair  
Tiffany Bell  
Neal Carbaugh  
Andrea Cichon  
Chandra Hosler  
Ernie Trichler

The following member was absent:

Scott Strepina

4. AGENDA CHANGES

▶ Mr. Kevin Beckner, Civil Service Office (CSO) Director, confirmed there were no changes.

5. APPROVAL OF CSB MEETING MINUTES

A. APPROVE THE DRAFT MINUTES OF THE SEPTEMBER 12, 2018, CSB MEETING

B. APPROVE THE DRAFT MINUTES OF THE SEPTEMBER 12, 2018, MOTION TO DISMISS HEARING OF CHRISTINA FRANKLIN V. HILLSBOROUGH COUNTY ADMINISTRATOR

▶ Chair Canasi called for a motion to approve the minutes. **Mr. Trichler so moved, seconded by Ms. Hosler, and carried six to zero.** (Mr. Strepina was absent.) Chair Canasi sought a motion to approve the draft minutes of the motion to dismiss hearing of Christina Franklin v. Hillsborough County Administrator. ▶ **Mr. Trichler moved to approve, seconded by Ms. Hosler, and carried six to zero.** (Mr. Strepina was absent.)

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6. SCHEDULED APPEARANCES - ► None.
7. PUBLIC COMMENT - ► None.
8. EMPLOYEE ADVISORY COMMITTEE (EAC): JAN HOUSER, CHAIR
  - A. EAC 2018 CALENDAR
  - B. EAC AND AD HOC COMMITTEES MEETING MINUTES
    - i. Approve the Minutes of the August 9, 2018, EAC Meeting
    - ii. Approve the Minutes of the August 9, 2018, Innovations and Trends EAC Ad Hoc Committee Meeting
    - iii. Approve the Minutes of the August 9, 2018, Process and Rules EAC Ad Hoc Committee Meeting
    - iv. Approve the Minutes of the September 11, 2018, Process and Rules EAC Ad Hoc Committee Conference Call
    - v. Approve the Minutes of the September 13, 2018, EAC Meeting
    - vi. Approve the Minutes of the September 13, 2018, Innovations and Trends EAC Ad Hoc Committee Meeting
    - vii. Approve the Minutes of the September 13, 2018, Process and Rules EAC Ad Hoc Committee Meeting

► After advising that Ms. Houser was unable to attend the meeting, Mr. Beckner summarized background material. Chair Canasi called for a motion to approve all minutes from the EAC and Ad Hoc Committees from August 9, 2018, as presented, through September 13, 2018. ► **Mr. Trichler moved to approve all of the minutes, seconded by Ms. Bell, and carried six to zero.** (Mr. Strepina was absent.)

9. CLASSIFICATION ACTIONS FOR RATIFICATION - ► None.
10. DISCUSSION ITEMS

- A. REMOTE PARTICIPATION BY AN ABSENT BOARD MEMBER

► Mr. Beckner explained the item. ► **Ms. Bell moved to approve the form, seconded by Ms. Cichon, and carried six to zero.** (Mr. Strepina was absent.)

B. STUDENT INTERN CLASSIFICATION

▶ Mr. Beckner touched on the item and ▶ stated it would be appropriate to entertain a motion to approve the draft of the proposed changes to Civil Service Rule (CSR) 5, as presented in backup material, and then direct staff to publish a notice of proposed rule change that would provide stakeholders and affected parties with the opportunity to comment and be heard on the proposed changes to CSR 5. ▶ **Ms. Bell moved to approve the draft and have the stakeholders get involved, and so forth, seconded by Ms. Cichon, and carried five to zero.** (Chair Canasi was out of room; Mr. Strepina was absent.)

C. PROPER USE OF CIVIL SERVICE FORMS

▶ Mr. Beckner detailed the item. Mr. Carbaugh agreed with striving for consistency regarding the use of CSB forms, but wanted to allow appointing authorities to provide critical feedback. ▶ **Ms. Bell moved to approve the memo and, also, to direct the staff to solicit feedback, seconded by Mr. Carbaugh, and carried six to zero.** (Mr. Strepina was absent.)

D. CIVIL SERVICE LEGISLATIVE UPDATE

▶ Mr. Beckner introduced the item. Chair Canasi observed the majority of staff favored changing the CSB's name to "Hillsborough County Workplace Solutions Board." ▶ Mr. Carbaugh noted the current name was not listed in background material. Mr. Beckner clarified changing the name was not mandatory. After CSB member deliberation, Ms. Alma Gonzalez, CSB, expounded on the name change rationale. Chair Canasi called for a motion. ▶ In response to Mr. Carbaugh, staff reiterated support for the name change.

▶ **Mr. Trichler moved the CSB change the name to Hillsborough County Workplace Solutions Board, seconded by Ms. Bell, and carried five to one; Ms. Hosler voted no.** (Mr. Strepina was absent.)

▶ Mr. Beckner asked for a motion to approve the current draft of the bill in backup material with the caveat that the CSB would be conducting another stakeholder meeting on October 25, 2018, and would continue to solicit feedback. ▶ **Mr. Trichler so moved, seconded by Ms. Cichon, and carried six to zero.** (Mr. Strepina was absent.)

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11. STAFF REPORTS

- A. CLASSIFICATION ACTIONS NOT REQUIRING BOARD ACTION - ► None.
- B. CSB 2018 CALENDAR

► Mr. Beckner stated the next CSB meeting would be November 7, 2018.

12. DIRECTOR'S REPORT

- A. MONTHLY MEETING REPORT

► Mr. Beckner touched on the report and noted a day of service and celebration for CSB members/staff would be held on November 2, 2018.

13. GENERAL COUNSEL'S REPORT

- A. DOCKET SUMMARY AND CASE INDICES

► CSB Counsel Peter Zinober summarized background material.

14. BOARD MEMBER COMMENTS - ► None.

15. ADJOURNMENT

► There being no further business, the meeting was adjourned at 6:31 p.m.

READ AND APPROVED: \_\_\_\_\_  
CHAIR

ATTEST:  
PAT FRANK, CLERK

By: \_\_\_\_\_  
Deputy Clerk

ag

8. EMPLOYEE ADVISORY COMMITTEE

A. EMPLOYEE ADVISORY COMMITTEE CALENDAR

The Employee Advisory Committee (EAC) is scheduled to meet on the second Thursday of every month at the Hillsborough County Children’s Board located at 1002 East Palm Avenue in Tampa, at 2:30 PM. Meetings are noticed in accordance with the provisions of the Government in the Sunshine Law.

Please see below for the EAC meeting schedule.

<b>2018 EAC SCHEDULE</b>
<b>January 11</b>
<b>February 8</b>
<b>March 8</b>
<b>April 12</b>
<b>May 10</b>
<b>June 14</b>
<b>July 12</b>
<b>August 9</b>
<b>September 13</b>
<b>October 11</b>
<b>November 8</b>
<b>December 13</b>

8. EMPLOYEE ADVISORY COMMITTEE: JAN HOUSER, CHAIR

B. EMPLOYEE ADVISORY COMMITTEE & AD HOC COMMITTEES MEETING MINUTES

None.

9. CLASSIFICATION ACTIONS FOR RATIFICATION

None.



# 2019 CIVIL SERVICE BOARD CALENDAR

**BOARD MEETINGS ARE RED**



**EAC MEETINGS ARE BLUE**

**AGENDA REVIEWS ARE ORANGE**

**OFFICE CLOSURES ARE PURPLE**

JANUARY							FEBRUARY							MARCH						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
		1	2	3	4	5						1	2						1	2
6	7	8	9	10	11	12	3	4	5	6	7	8	9	3	4	5	6	7	8	9
13	14	15	16	17	18	19	10	11	12	13	14	15	16	10	11	12	13	14	15	16
20	21	22	23	24	25	26	17	18	19	20	21	22	23	17	18	19	20	21	22	23
27	28	29	30	31			24	25	26	27	28			24	25	26	27	28	29	30
														31						
APRIL							MAY							JUNE						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
	1	2	3	4	5	6				1	2	3	4							1
7	8	9	10	11	12	13	5	6	7	8	9	10	11	2	3	4	5	6	7	8
14	15	16	17	18	19	20	12	13	14	15	16	17	18	9	10	11	12	13	14	15
21	22	23	24	25	26	27	19	20	21	22	23	24	25	16	17	18	19	20	21	22
28	29	30					26	27	28	29	30	31		23	24	25	26	27	28	29
														30						
JULY							AUGUST							SEPTEMBER						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
	1	2	3	4	5	6					1	2	3	1	2	3	4	5	6	7
7	8	9	10	11	12	13	4	5	6	7	8	9	10	8	9	10	11	12	13	14
14	15	16	★	18	19	20	11	12	13	14	15	16	17	15	16	17	18	19	20	21
21	22	23	24	25	26	27	18	19	20	21	22	23	24	22	23	24	25	26	27	28
28	29	30	31				25	26	27	28	29	30	31	29	30					
OCTOBER							NOVEMBER							DECEMBER						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
		1	2	3	4	5						1	2	1	2	3	4	5	6	7
6	7	8	9	10	11	12	3	4	5	6	7	8	9	8	9	10	11	12	13	14
13	14	15	16	17	18	19	10	11	12	13	14	15	16	15	16	17	18	19	20	21
20	21	22	23	24	25	26	17	18	19	20	21	22	23	22	23	24	25	26	27	28
27	28	29	30	31			24	25	26	27	28	29	30	29	30	31				

\*THE JULY 17<sup>TH</sup> MEETING IS TENTATIVE. THE BOARD WILL CONFIRM OR CANCEL JULY'S MEETING IN JUNE.

11. **STAFF REPORTS**

A. **CLASSIFICATION ACTIONS NOT REQUIRING BOARD ACTION**

None.

**11. STAFF REPORTS**

**B. CIVIL SERVICE BOARD CALENDAR**

The Civil Service Board meets every month for a regular business meeting. The monthly business meetings are typically scheduled for the third Wednesday of every month. When required, the Board meets to hear appeals of discipline and grievance matters. These meetings are scheduled periodically throughout the year, primarily on the same night as the Board’s business meetings. Meetings are noticed in accordance with the provisions of the Government in the Sunshine Law.

The next Board meeting is scheduled for the first Wednesday of November, November 7, 2018, at 6:00 PM in the Planning Commission Boardroom, 18<sup>th</sup> Floor, 601 East Kennedy Boulevard, Tampa, Florida.

<b>2018 CSB SCHEDULE</b>
<b>January 17</b>
<b>February 21</b>
<b>March 21</b>
<b>April 18</b>
<b>May 9</b>
<b>June 20</b>
<b>*July 18 – Tentative*</b>
<b>August 15</b>
<b>September 12</b>
<b>October 17</b>
<b>November 7</b>
<b>December 12</b>

**DOCKET SUMMARY–NOVEMBER 2018**

**APPEALS**

**CASE 831**

**DISCIPLINARY ACTION:** SUSPENSION

**DISCIPLINE EFFECTIVE DATE:** 10/27/2017

**APPELLANT REP:** ROBERT L. SIMMONS, ESQ.

**ALLEGATIONS:** VIOL CSR Rule 11.2(1); (4); (6); (7); (10); (26); (32); County Administrative Policies 1.4, 1.6, and 7.6 Sections (1), (2), (4), (6), (7), (10), (26), and (32)

**STATUS.** Final Evidentiary Hearing held February 21, 2018. Final Order issued May 1, 2018. Petition for Certiorari review filed May 29, 2018. Case will remain open pending resolution of the Civil Appeal.

**APPELLANT: DONNELL, ROBERT**

**EMPLOYER:** CADRP

**CS FORM 5A RECEIPT:** 11/06/2017

**EMPLOYER REP:** DANIELLE GREEN, ESQ

**CASE 832**

**DISCIPLINARY ACTION:** DEMOTION

**DISCIPLINE EFFECTIVE DATE:** 03/07/2018

**APPELLANT REP:** PRO SE

**ALLEGATIONS:** VIOL CSR Rule 11.2(1); (2); (4); (5); (6); (26); (32); County Administrative Policies 7.6 Sections (1), (2), (4), (5);(6), (26), and (32)

**STATUS.** Pre-hearing conference held June 7, 2018. Hearing scheduled for December 12, 2018.

**APPELLANT: CANSLER, DAVID**

**EMPLOYER:** CADCE

**CS FORM 5A RECEIPT:** 03/16/2018

**EMPLOYER REP:** DANIELLE GREEN, ESQ

**CASE: 833**

**DISCIPLINARY ACTION:** DISMISSAL

**DISCIPLINE EFFECTIVE DATE:** 06/21/2018

**APPELLANT REP:** MARK A. NEUMAIER, ESQ.

**ALLEGATIONS:** VIOL CSR Rule 11.2 (1), (2), (3), (4), (5), (6), (7), (10), (22), (26) and (32).; County Administrator Policies 7.6 Sections (1), (2), (4), (5), (6), (7), (10), (22), (26) and (32), and County Administrator Polices; 1.4, 1.6; and 10.5.

**STATUS:** Pre-Hearing Conference scheduled for August 31, 2018 continued pending settlement negotiations. Joint Response to Status Order filed September 20, 2018. Negotiations on-going. Pre-Hearing Conference tentatively scheduled for the week of November 12, 2018.

**APPELLANT: WHITE, EVAN J.**

**EMPLOYER:** CADPARKS

**CS FORM 5A RECEIPT:** 06/25/2018

**EMPLOYER REP:** RUDIN HAIDERMOTA, ESQ.

**CASE: 834**

**DISCIPLINARY ACTION:** SUSPENSION

**DISCIPLINE EFFECTIVE DATE:** 07/13/2018

**APPELLANT REP:** MARK A. NEUMAIER, ESQ

**ALLEGATIONS:** VIOL CSR Rule 11.2 (1), (2), (4), (5), (6), (10), (12), (13), (17), (18), (26) and (32); Human Resources Policy 1.4; 7.5; Real Estate and Facilities Services Safety Manual, Chapter 11 (3) (I) (ii)

**STATUS:** Notice of Appeal issued August 7, 2018. Appointing Authority's Motion to Dismiss heard on September 12, 2018. Order Denying Motion to Dismiss issued October 1 2018. Petition for Certiorari review filed October 21, 2018. Case schedule will be tolled pending resolution of the Civil Appeal.

**APPELLANT: FRANKLIN, CHRISTINA**

**EMPLOYER:** CADCELM

**CS FORM 5A RECEIPT:** 07/27/2018

**EMPLOYER REP:** RUDIN HAIDERMOTA, ESQ

**DOCKET SUMMARY–NOVEMBER 2018**

**CASE: 835**

**DISCIPLINARY ACTION:** DISMISSAL  
**DISCIPLINE EFFECTIVE DATE:** 08/06/2018  
**APPELLANT REP:** PRO SE

**ALLEGATIONS:** VIOL CSR Rule 11.2 (1), (2), (4), (6), (13), (26) and (32); County Administrator/Human Resources Policies 7.5, 7.6 Sections (1), (2), (4), (5), (6), (13), (26) and (32), and Children's Services Policy Section 04.07.02.0 1.06.23

**STATUS:** No MSJ filed. Pre-hearing Conference held October 2, 2018. . Hearing held October 17, 2018. Final Order issued October 30, 2018. Case will remain open until deadline to appeal expires.

**APPELLANT:** LAWSON, TRAVENSKI

**EMPLOYER:** CADCS  
**CS FORM 5A RECEIPT:** 08/10/2018  
**EMPLOYER REP:** DANIELLE GREEN, ESQ

**CASE: 837**

**DISCIPLINARY ACTION:** DISMISSAL  
**DISCIPLINE EFFECTIVE DATE:** 09/06/2018  
**APPELLANT REP:** MARK A. NEUMAIER, ESQ

**ALLEGATIONS:** VIOL CSR Rule 11.3, 11.2 (1), (2), (4), (5), (6), (7), (26) and (32); and County Administrator Policy 1.6; 7.5; 7.6: (1), (2), (4), (5), (6), (26) and (32).

**STATUS:** CS Form 5 received September 19, 2018. Notice of Appeal issued September 20, 2018. Pre-hearing Motions and Responses due by October 25, 2018. Order to Show Cause issued September 25, 2018. Pre-Hearing Conference tentatively scheduled for the week of November 12, 2018.

**APPELLANT:** FRANKLIN, CHRISTINA

**EMPLOYER:** CADCELM  
**CS FORM 5A RECEIPT:** 09/14/2018  
**EMPLOYER REP:** JENNIE TARR, ESQ

**CASE: 838**

**DISCIPLINARY ACTION:** DISMISSAL  
**DISCIPLINE EFFECTIVE DATE:** 09/13/2018  
**APPELLANT REP:** PRO SE

**ALLEGATIONS:** VIOL CSR Rule 11.2 (2), (5), (6), (11), and (21); Tampa Sports Authority Policy 2D(3).

**STATUS:** Notice of Appeal issued September 20, 2018. Pre-hearing Motions and Responses due October 25, 2018. Pre-Hearing Conference tentatively scheduled for the week of November 12, 2018.

**APPELLANT:** YORKER, EDDIE L. III

**EMPLOYER:** TSA  
**CS FORM 5A RECEIPT:** 09/17/2018  
**EMPLOYER REP:** TODD AIDMAN, ESQ

**GRIEVANCES** -No grievances pending.

**DOCKET SUMMARY–NOVEMBER 2018**

**CIVIL ACTIONS –**

**CASE: 15-CA-010520**

**ACTION:** FLORIDA CIVIL RIGHTS

**DATES IN QUESTIONS:** 2012- 2014

**PLAINTIFF'S ATTORNEY:** PRO SE

**PLAINTIFF:** BOUAZIZI, JACQUELYN

**EMPLOYER:** CAD

**SUMMONS RECEIVED:** 04/20/2018

**EMPLOYER REP:** STEPHEN TODD, ESQ; BOCC  
PETER ZINOBER, ESQ., CSB

**ALLEGATIONS:** Unlawful employment practices relating to classification and re-classification actions in violation of the Florida Civil Rights Act. Motion to Dismiss granted. (See Attached) Pro Se Motion for Appeal/Overturn, and Clarification filed August 13, 2018. Pro Se Response to Motion for More Definite Statement & Request to Overturn Dismissal of Civil Service Board filed September 17, 2018.

**CASE: 18-CA-005207**

**ACTION:** PETITION FOR CERTIORARI

**DATES IN QUESTIONS:** 2012- 2014

**PLAINTIFF'S ATTORNEY:** JOSEPH H. SAUNDERS, ESQ

**PLAINTIFF: DONNELL, ROBERT**

**EMPLOYER:** CADRP

**SUMMONS RECEIVED:** 04/20/2018

**EMPLOYER REP:** STEPHEN TODD, ESQ;  
PETER ZINOBER, ESQ.

**ALLEGATIONS:** Petition for review of May 1, 2018 Civil Service Board Order affirming the Hillsborough County Administrator's October 27, 2017 Notice of Suspension. Hearing scheduled for November 28, 2018 on CSB Motions and Response.

**EEOC CASES** - No EEOC complaints pending.