

From: [Beckner, Kevin](#)
To: [Murman, Sandra](#); [Hagan, Ken](#); [Miller, Lesley "Les" Jr.](#); [White, Stacy](#); [Smith, Mariella](#); [Kemp, Pat](#); [Overman, Kimberly](#)
Cc: [Jewesak, Craig](#); [Cury, Della](#); [Denney, Eric](#); [Reidy, Richard](#); [Jenkins, Alphanette](#); [Williams, Larry](#); [Nixon, Megan](#); [Garcia, David](#); [Brown, Amanda](#); [Yunk, David](#); [Lawson, Laura](#); [Valdez, Raquel - BOCC](#); [Martinez, Lucas](#); [Walters, Joe](#)
Subject: DISCIPLINARY APPEAL PROCESS
Date: Monday, September 30, 2019 3:23:30 PM
Attachments: [09.30.2019 Letter to BOCC re General Counsel Opinion Appeal Process.pdf](#)
[09.18.19 CSB Legal Opinion on Adopted Disciplinary Appeals Process adopted by BOCC 08.07.19 Item G4 \(002\).pdf](#)
[image002.png](#)

Good Afternoon,

Please see the attached letter and legal opinion regarding to the Disciplinary Appeal Process.

Thank you,

Kevin Beckner

Kevin Beckner, Director
Hillsborough County Civil Service Board
601 East Kennedy Boulevard/18th Floor, Tampa, Florida 33602
E BecknerK@hillsboroughcounty.org * T 813-272-5629 * F 813-272-5538
PLEASE GO TO OUR WEBSITE AT WWW.HCCSB.ORG FOR MORE INFORMATION



 *Think Green! Please do not print this e-mail unless necessary*

Ernie Trichler, Chair
Chandra Hosler, Vice Chair
Simon Canasi
Neal Carbaugh
Andrea Cichon
Scott Strepina

Pat Frank, Clerk of Courts
Secretary Ex Officio



Kevin Beckner, Director
BecknerK@HillsboroughCounty.org

601 East Kennedy Boulevard
18th Floor
Tampa, Florida 33602

Telephone: 813-272-5625
Web Site: www.hccsb.org

September 30, 2019

Hillsborough County Board of County Commissioners
601 East Kennedy Boulevard, 2nd Floor
Tampa, Florida 33602

Dear Commissioners,

As you know, the dissolution of the Civil Service Office is scheduled to take place October 1, 2019. My staff and I diligently worked with County administration to ensure a smooth transition.

Before leaving, I wanted to make sure that each of you received a copy of the analysis and opinion by our General Counsel regarding the Hillsborough County Employee Discipline Appeal Process which you adopted on August 7, 2019.

A significant area of concern to me has been protecting the due process rights of the more than 9,000 classified Hillsborough County Employees that our agency once served and the maintenance of an independent and neutral appeals process which is substantially similar to the one that has been provided by the Civil Service Board over the past six decades. As discussed in the analysis, our General Counsel has serious concerns about the potential conflict of interest and the legality of outsourcing the County's final decision-making authority to a private third party paid by the employers.

As I have discussed with many of you individually, the BOCC is the last legislative body that can provide independent oversight of the appeal process and ensure that an employee's due process rights are preserved. It is my hope that you will closely monitor the facilitation and outcomes of the new appeals process to ensure the continuity of a fair, neutral, and independent process.

Finally, I am maintaining a historical website (www.HCCivilServiceBoard.org) on which you will find Civil Service Rules as well as other documents that refer back to the history of the Civil Service Board and its abolition.

It has been an honor and privilege to work with each of you to serve the citizens and employees of Hillsborough County. I wish each of you continued success in all of your future endeavors.

Sincerely,

A handwritten signature in black ink that reads "Kevin Beckner". The signature is fluid and cursive.

Kevin Beckner
Director