



BUSINESS MEETING

JULY 17, 2019

**AGENDA &
PRIMARY BACK-UP MATERIALS**

HILLSBOROUGH COUNTY CIVIL SERVICE BOARD

JULY 17, 2019 MEETING AGENDA

PAGE 1 OF 2

All Civil Service Board meetings are open to the public and subject to the Sunshine Law. Meetings are typically scheduled for the third Wednesday of each month at 6:00 PM in the Planning Commission Boardroom.

In accordance with the Americans with Disabilities Act, persons needing special accommodations to participate in this meeting should contact the Director at 813-272-5625.

The most current Civil Service Board agenda and backup materials are available online at www.hccsb.org.

1. CALL TO ORDER

2. PLEDGE OF ALLEGIANCE

3. ROLL CALL

4. AGENDA CHANGES

5. APPROVAL OF MINUTES

A. *Approve the draft minutes of the May 22, 2019 Civil Service Board meeting.*

(PAGE 4 [CLICK HERE](#))

B. *Approve the draft minutes of the June 19, 2019 Civil Service Board meeting.*

(PAGE 7 [CLICK HERE](#))

C. *Approve the draft minutes of the June 19, 2019 hearing in the matter of James Maccarone v. Hillsborough County Administrator's Public Works Department. (PAGE 10 [CLICK HERE](#))*

6. SCHEDULED APPEARANCES

None.

7. PUBLIC COMMENT

8. CLASSIFICATION ACTIONS FOR RATIFICATION *(PAGE 13 - [CLICK HERE](#))*

Ratify actions affecting 4 positions within 3 agencies.

9. DISCUSSION ITEMS

A. **NOTICE OF EMERGENCY RULE CHANGE** *(PAGE 18 - [CLICK HERE](#))*

Approve the emergency rule to provide an expedited hearing process during the period remaining prior to Civil Service Board dissolution.

**HILLSBOROUGH COUNTY CIVIL SERVICE BOARD
JULY 17, 2019 MEETING AGENDA
PAGE 2 OF 2**

10. **STAFF REPORTS** *(These items are for information only; no Board action is required.)*
 - A. **CLASSIFICATION ACTIONS NOT REQUIRING BOARD ACTION** *(PAGE 20- CLICK HERE)* *Actions affecting 5 positions within 3 agencies.*
 - B. **CIVIL SERVICE BOARD 2019 CALENDAR** *(PAGE 26 - CLICK HERE)*

 11. **DIRECTOR'S REPORT** *(PAGE 27 - CLICK HERE)*
 - A. **MONTHLY MEETING REPORT** *(PAGE 28 - CLICK HERE)*
 - B. **TRANSITION UPDATES TO HILLSBOROUGH COUNTY AGENCIES**
 - a. **MAY 30, 2019 LETTER TO AGENCIES RE CSB DISSOLVED & COPY OF HOUSE BILL 1373** *(LETTER ON PAGE 29 - CLICK HERE)* *(HOUSE BILL ON PAGE 31 – CLICK HERE)*
 - b. **JUNE 28, 2019 LETTER TO AGENCIES RE TRANSITION OF CSB FUNCTIONS** *(PAGE 33 - CLICK HERE)*

 12. **GENERAL COUNSEL'S REPORT** *(PAGE 35 - CLICK HERE)*

DOCKET SUMMARY *(PAGE 36 - CLICK HERE)* **(SEE SUPPLEMENTAL FOLDER FOR CASE INDICES)**

 13. **SPECIAL RECOGNITION: TERRELL MATHIS** *(PAGE 41 - CLICK HERE)*

 14. **BOARD MEMBER COMMENTS**

 15. **ADJOURNMENT**
-

MOTION FOR SUMMARY JUDGMENT HEARING

Tami Karl
Julie Ketterer
Velma Rodgers
Sara Setser
Carolyn Turner

v.

County Administrator's Social Services Department

MAY 22, 2019 - CIVIL SERVICE BOARD

The Civil Service Board (CSB), Hillsborough County, Florida, met in Regular Meeting, scheduled for Wednesday, May 22, 2019, 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 Trichler called the meeting to order at 6:03 p.m.

2. ▶ PLEDGE OF ALLEGIANCE

3. ▶ ROLL CALL

The following members were present:

- Ernie Trichler, Chair
- Simon Canasi (via telephone; arrived at 6:12 p.m.)
- Neal Carbaugh
- Andrea Cichon
- Chandra Hosler

The following members were absent:

- Tiffany Bell
- Scott Strepina

4. AGENDA CHANGES - ▶ None.

5. APPROVAL OF MINUTES

APPROVE THE DRAFT MINUTES OF THE APRIL 17, 2019, CSB MEETING

▶ Chair Trichler called for a motion to approve the minutes from the April 17, 2019, CSB meeting. **Ms. Hosler moved to approve the board meetings from April 17, 2019, seconded by Mr. Carbaugh, and carried four to zero.** (Mr. Canasi had not arrived; Members Bell and Strepina were absent.)

6. SCHEDULED APPEARANCES - ▶ None.

7. PUBLIC COMMENT - ▶ None.

8. DISCUSSION ITEMS

A. CLASSIFICATION ACTIONS FOR RATIFICATION

Ratify actions affecting five positions within three agencies.

▶ After explaining the item, ▶ Mr. Kevin Beckner, Civil Service Office Director, said it would be appropriate to entertain a motion to ratify the aforementioned classification actions. **Ms. Hosler so moved, seconded by Ms. Cichon, and carried four to zero.** (Mr. Canasi had not arrived; Members Bell and Strepina were absent.)

B. APPEAL HEARINGS USING REMOTE PARTICIPATION; THREE-MEMBER PANEL

Approve the proposed changes to Civil Service Rule 15 and direct staff to distribute a Notice of Final Rule Adoption in accordance with the CSB's procedures.

▶ Mr. Beckner touched on the item. ▶ **Mr. Carbaugh moved to approve the changes to Rule 15, seconded by Ms. Hosler, and carried five to zero.** (Members Bell and Strepina were absent.)

9. STAFF REPORTS

A. CLASSIFICATION ACTIONS NOT REQUIRING BOARD ACTION

Actions affecting 57 positions within three agencies

▶ Mr. Beckner referenced background material.

B. CSB 2019 CALENDAR

▶ Mr. Beckner stated the next CSB meeting would be Wednesday, June 19, 2019.

10. DIRECTOR'S REPORT

MONTHLY MEETING REPORT

▶ Mr. Beckner expounded on background material.

11. GENERAL COUNSEL'S REPORT

DOCKET SUMMARY AND CASE INDICES

▶ CSB Counsel Peter Zinober introduced Attorney Gretchen Lehman and summarized background material.

MAY 22, 2019 - CIVIL SERVICE BOARD

12. BOARD MEMBER COMMENTS - ▶ None.

13. ADJOURNMENT

▶ There being no further business, the meeting was adjourned at 6:29 p.m.

READ AND APPROVED: _____
CHAIR

ATTEST:
PAT FRANK, CLERK

By: _____
Deputy Clerk

ag

DRAFT

JUNE 19, 2019 - CIVIL SERVICE BOARD

The Civil Service Board (CSB), Hillsborough County, Florida, met in Regular Meeting, scheduled for Wednesday, June 19, 2019, 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 Trichler called the meeting to order at 6:05 p.m.

2. ▶ PLEDGE OF ALLEGIANCE

3. ▶ ROLL CALL

The following members were present:

Ernie Trichler, Chair
Tiffany Bell (via telephone)
Neal Carbaugh
Chandra Hosler

The following members were absent:

Simon Canasi
Andrea Cichon
Scott Strepina

4. AGENDA CHANGES - ▶ None.

5. APPROVAL OF MINUTES

APPROVE THE DRAFT MINUTES OF THE MAY 22, 2019, CSB MEETING

Not addressed.

6. SCHEDULED APPEARANCES - ▶ None.

7. PUBLIC COMMENT - ▶ None.

8. DISCUSSION ITEMS

CLASSIFICATION ACTIONS FOR RATIFICATION

Ratify actions affecting three positions within three agencies.

▶ **Deferred to the July 17, 2019, CSB meeting.**

JUNE 19, 2019 - CIVIL SERVICE BOARD

9. STAFF REPORTS

A. CLASSIFICATION ACTIONS NOT REQUIRING BOARD ACTION

Actions affecting five positions within three agencies.

▶ Mr. Kevin Beckner, Civil Service Office Director, referenced background material.

B. CSB 2019 CALENDAR

▶ Mr. Beckner stated the next CSB meeting would be Wednesday, July 17, 2019.

10. DIRECTOR'S REPORT

A. MONTHLY MEETING REPORT

▶ Mr. Beckner expounded on background material.

B. TRANSITION UPDATE TO HILLSBOROUGH COUNTY AGENCIES

▶ Mr. Beckner touched on background material and thanked Ms. Bell for her service. Ms. Bell made appreciative remarks.

11. GENERAL COUNSEL'S REPORT

DOCKET SUMMARY AND CASE INDICES

▶ CSB Counsel Peter Zinober opined on the County's discipline appeal process. ▶ Mr. Carbaugh wondered if members of the CSB served on the appeal process working group. Discussion ensued. ▶ Attorney Zinober and Ms. Alma Gonzalez, CSB, explained the docket summary in background material.

12. BOARD MEMBER COMMENTS - ▶ None.

JUNE 19, 2019 - CIVIL SERVICE BOARD

13. ADJOURNMENT

▶ There being no further business, the meeting was adjourned at 6:37 p.m.

READ AND APPROVED: _____
CHAIR

ATTEST:
PAT FRANK, CLERK

By: _____
Deputy Clerk


ag

DRAFT

JUNE 19, 2019 - CIVIL SERVICE BOARD HEARING

The Civil Service Board (CSB), Hillsborough County, Florida, met to hear the case listed below at a duly scheduled and publicly noticed meeting on June 19, 2019, upon the conclusion of regular CSB business, commencing 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 Trichler called the meeting to order at 6:53 p.m.

2. ROLL CALL





The following members were present:

Ernie Trichler, Chair
Neal Carbaugh
Chandra Hosler


 Under Civil Service Rule 15, pertaining to three-member panels, a quorum had been established.

3. HEARING


CASE NUMBER	APPELLANT/REPRESENTATIVE		APPOINTING AUTHORITY/ REPRESENTATIVE
CSB 18-832	JAMES MACCARONE, APPEARED	v.	COUNTY ADMINISTRATOR'S PUBLIC WORKS DEPARTMENT
	ATTORNEY ROBERT MICHAEL, APPEARED		SENIOR ASSISTANT COUNTY ATTORNEY ERNESTO MAYOR JR., APPEARED

 Attorney Mayor distributed material and noted an objection to the use of a three-member panel.  Attorney Michael gave rebuttal. Following discussion,  **Mr. Carbaugh moved to deny the appointing authority's motion to postpone or delay, to wait for another month, seconded by Ms. Hosler, and carried three to zero.**  CSB Counsel Peter Zinober introduced the case.


RULE 11.2(1)

 Ms. Hosler moved the appellant was in violation of Rule 11.2(1), seconded by Mr. Carbaugh, and carried three to zero.



RULE 11.2(6)

 Mr. Carbaugh moved Mr. Maccarone was in violation of 11.2(6), seconded by Ms. Hosler, and carried three to zero.

Rule 11.2(26)

 Ms. Hosler moved the appellant engaged in conduct in violation of Rule 11.2(26), seconded by Mr. Carbaugh, and carried three to zero.


Rue 11.2(29)

 Ms. Hosler moved the appellant was in violation of Rule 11.2(29). Following clarification on the rules,  Mr. Carbaugh seconded the motion, which carried three to zero.


Rule 11.2(30)

 Mr. Carbaugh moved the appellant was in violation of 11.2(30), seconded by Ms. Hosler, and carried three to zero.


Rule 11.2(32)

 Mr. Carbaugh moved the appellant was in violation of 11.2(32), seconded by Ms. Hosler, and carried three to zero.


Rule 7.6(1)

 Mr. Carbaugh moved the violator was in violation of 7.6(1), seconded by Ms. Hosler, and carried three to zero.


Rule 7.6(5)

 Ms. Hosler moved there was no violation of Rule 7.6(5), seconded by Chair Trichler, and carried two to one; Mr. Carbaugh voted no.


Rule 7.6(26)

 Ms. Hosler moved there was a violation of Rule 7.6(26), seconded by Mr. Carbaugh, and carried three to zero.


Rule 7.6(29)

 Mr. Carbaugh moved the appellant was in violation of 7.6(29), seconded by Ms. Hosler, and carried three to zero.


Rule 7.6(30)

 Ms. Hosler moved there was a violation of Rule 7.6(30), seconded by Mr. Carbaugh, and carried three to zero.

Rule 7.5

 Mr. Carbaugh moved the appellant was not in violation of Rule 7.5, seconded by Ms. Hosler, and carried three to zero.

RULE 7.6(32)

 Ms. Hosler moved there was a violation of Rule 7.6(32), seconded by Mr. Carbaugh, and carried three to zero.

4. ADJOURNMENT

 There being no further business, the meeting was adjourned at 9:39 p.m.

READ AND APPROVED: _____

CHAIR

ATTEST:

PAT FRANK, CLERK

By: _____

Deputy Clerk

ag

8. **CLASSIFICATION ACTIONS FOR RATIFICATION**

Ratify actions affecting 4 positions within 3 agencies.

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

Date: May 2, 2019

Melissa Zornitta, Executive Director
Planning Commission
601 E. Kennedy Blvd., 18th Floor
Tampa, FL 33602

SUBJECT: Request for position/classification action dated April 30, 2019

Dear Ms. Zornitta,

Based on our analysis and evaluation of your request for position/classification action within your agency, we have taken the following action:

Reclassified one encumbered position (Wanda West), numbered 015619, from Administrative Specialist III (pay grade PCM.N) to Community Relations Coordinator (pay grade PCM.P), effective April 28, 2019.

We provisionally designated this position as exempt from FLSA. If you feel otherwise, please send a written request with any changes to CSBClassandComp@hillsboroughcounty.org.

At your earliest convenience, please prepare and submit an appropriate personnel action/status form for the position incumbent.

Please contact us if we can be of further assistance in this matter.

Sincerely,

A handwritten signature in blue ink that reads "Kurt Wilkening".

Kurt Wilkening

Deputy Director

Civil Service Board of Hillsborough County

cc: Sandy Mortellaro, PC
Terrell Mathis, CSB
Kevin Beckner, CSB

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

Date: May 10, 2019

Ms. Kelley Parris
Executive Director, Children's Board
1002 E. Palm Avenue
Tampa, Florida 33605

SUBJECT: Your request for position/classification action dated May 7, 2019

Dear Ms. Parris,

Based on your request for position/classification action within your agency, we have taken the following action:

Established one new position, numbered 016352, as Accountant I (pay grade CBD.M), effective May 10, 2019.

We provisionally designated this position as non-exempt from FLSA. If you feel otherwise, please send a written request with any changes to CSBClassandComp@hillsboroughcounty.org.

Please contact us if we can be of further assistance in this matter.

Sincerely,


Kurt Wilkening

Deputy Director
Civil Service Board of Hillsborough County

cc: Jan Houser, CBD
Terrell Mathis, CSB

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

Date: May 9, 2019

Paul Anderson, Port Director & CEO
Port Tampa Bay
c/o JoeAnne Toledo, VP Human Resources
1101 Channelside Drive
Tampa, FL 33602

SUBJECT: Your request for position/classification action dated May 8, 2019

Dear Mr. Anderson,

Based on our analysis and evaluation of your request for position/classification action within your agency, we have taken the following action:

Reclassified one encumbered position (Stephanie Ringuet), numbered 009756, from GIS Analyst (pay grade TPA.M) to Manager (pay grade TPA.O), effective May 9, 2019.

We provisionally designated this position as exempt from FLSA. If you feel otherwise, please send a written request with any changes to CSBClassandComp@hillsboroughcounty.org.

The incumbent qualifies for the new classification. Please prepare and submit an appropriate personnel action/status form for the position incumbent.

Please contact us if we can be of further assistance in this matter.

Sincerely,

A handwritten signature in blue ink that reads "Kurt Wilkening".

Kurt Wilkening

Deputy Director
Civil Service Board of Hillsborough County

cc: Lisa Barber, PTB
Juliann Alvarez
Terrell Mathis, CSB

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

Date: June 17, 2019

Melissa Zornitta, Executive Director
Planning Commission
601 E. Kennedy Blvd., 18th Floor
Tampa, FL 33602

SUBJECT: Request for position/classification action dated June 14, 2019

Dear Ms. Zornitta,

Based on our analysis and evaluation of your request for position/classification action within your agency, we have taken the following action:

Reclassified one vacant position, numbered 006599, from Planning Outreach Manager (pay grade GU.99) to Community Relations Coordinator (pay grade PCM.P), effective June 17, 2019.

We provisionally designated this position as exempt from FLSA. If you feel otherwise, please send a written request with any changes to CSBClassandComp@hillsboroughcounty.org.

When the need arises, please prepare and submit an appropriate personnel requisition form to staff the newly reclassified position.

Please contact us if we can be of further assistance in this matter.

Sincerely,

A handwritten signature in blue ink that reads "Kurt Wilkening".

Kurt Wilkening

Deputy Director

Civil Service Board of Hillsborough County

cc: Sandy Mortellaro, PC
Terrell Mathis, CSB
Kevin Beckner, CSB

9. DISCUSSION ITEMS

A. NOTICE OF EMERGENCY RULE CHANGE

SUBJECT: EMPLOYEE APPEALS

RULE NUMBER: 15

RULE TITLE: APPEAL HEARING PROCEDURES

CSR-15ER-2019: EXPEDITED HEARING PROCESS

The rule change will be distributed for discussion and vote during the Civil Service Board meeting.

Notice of Emergency Rule Change

HILLSBOROUGH COUNTY CIVIL SERVICE BOARD

EMPLOYEE APPEALS

RULE NUMBER: 15

RULE TITLE: APPEAL HEARING PROCEDURES

CSR-15ER-2019 EXPEDITED HEARING PROCESS

SPECIFIC REASONS FOR FINDING AN IMMEDIATE DANGER TO THE PUBLIC HEALTH, SAFETY OR WELFARE: The 2019 Florida Legislature adopted legislation to repeal the Civil Service Act, Chapter 2000-445, Laws of Florida, as amended, effective October 1, 2019. The new law does not provide a transition period or process for employees whose property interests in their employment are threatened through disciplinary action involving involuntary demotion, suspension, or dismissal to receive constitutionally mandated due process. Thus, the Civil Service Board and the agencies covered by the Civil Service Act, Chapter 2000-445, Laws of Florida, as amended remain statutorily mandated to provide employees with a due process appeal of disciplinary action until the effective date of the new law under the current statutory provisions. Timely resolution of workplace disputes is critical to the health, safety, and welfare of the employees of Hillsborough County government, the residents of Hillsborough County, and its visitors. Therefore, prompt implementation of this rule is necessary to ensure continuity of constitutionally mandated due process in a timely manner to ensure the health, safety, and welfare of the employees of Hillsborough County government, the residents of Hillsborough County, and its visitors.

REASON FOR CONCLUDING THAT THE PROCEDURE IS FAIR UNDER THE CIRCUMSTANCES: The procedure used to adopt this emergency rule is fair, as there is insufficient time to adopt a permanent rule; the County government and its employees are under a short time frame to resolve workplace disputes in an orderly manner as prescribed by the United States and Florida Constitutions; it provides at least the procedural protection given by other statutes, the State Constitution, or the United States Constitution; and takes only the action necessary to protect the public interest under the emergency procedure.

SUMMARY: This emergency rule establishes a process for the Civil Service Board to waive certain time requirements, and adopt an expedited hearing process to resolve employee appeals from disciplinary action.

THE PERSON TO BE CONTACTED REGARDING THE EMERGENCY RULE IS: Alma R. Gonzalez, GonzalezAR@hillsboroughcounty.org, 601 East Kennedy Boulevard, 18th Floor, Tampa, Florida 33602.

Rulemaking Authority Civil Service Act, Chapter 2000-445, Laws of Florida, as amended.

EFFECTIVE DATE: July 17, 2019

10. STAFF REPORTS

A. CLASSIFICATION ACTIONS NOT REQUIRING BOARD ACTION

Actions affecting 5 positions within 3 agencies.

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

Date: May 3, 2019

Ms. Kelley Parris
Executive Director, Children's Board
1002 E. Palm Avenue
Tampa, Florida 33605

SUBJECT: Your request for position/classification action dated April 16, 2019

Dear Ms. Parris,

We have reviewed your request for position/classification action within your agency, and our analysis determined that the job duties of position 010480 meet the definition of an "executive manager" as defined in our enabling act (FS Chapter 2000-445, as amended) / (FS Chapter 2007-301).

Based on our findings that the position is exempt from our enabling act or "unclassified" we have taken the following action:

Reclassified one encumbered (Jan Houser) classified position, numbered 010480, from Chief Human Resources Analyst (pay grade CBD.Q), to an unclassified Director of Human Resources and Administration (pay grade General.Unclassified), effective April 28, 2019.

We provisionally designated this position as exempt from FLSA. If you feel otherwise, please send a written request with any changes to CSBClassandComp@hillsboroughcounty.org.

It is outside the Civil Service Board's mandate to establish the pay, job title, minimum qualifications, etc., for unclassified positions.

At your earliest convenience, please prepare and submit an appropriate personnel action/status form for the position incumbent. Please contact us if we can be of further assistance in this matter.

Sincerely,

A handwritten signature in blue ink that reads "Kurt Wilkening".

Kurt Wilkening
Deputy Director
Civil Service Board of Hillsborough County

cc: Jan Houser, CBD
Terrell Mathis, CSB

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

Date: May 3, 2019

Ms. Kelley Parris
Executive Director, Children's Board
1002 E. Palm Avenue
Tampa, Florida 33605

SUBJECT: Your request for position/classification action dated April 16, 2019

Dear Ms. Parris,

We have reviewed your request for position/classification action within your agency, and our analysis determined that the job duties of position 013905 meet the definition of an "executive manager" as defined in our enabling act (FS Chapter 2000-445, as amended) / (FS Chapter 2007-301).

Based on our findings that the position is exempt from our enabling act or "unclassified" we have taken the following action:

Reclassified one encumbered (Rebecca Bacon) classified position, numbered 013905, from General Manager IV (pay grade CBD.X), to an unclassified Director of ASO (pay grade General.Unclassified), effective May 3, 2019.

We provisionally designated this position as exempt from FLSA. If you feel otherwise, please send a written request with any changes to CSBClassandComp@hillsboroughcounty.org.

It is outside the Civil Service Board's mandate to establish the pay, job title, minimum qualifications, etc., for unclassified positions.

At your earliest convenience, please prepare and submit an appropriate personnel action/status form for the position incumbent. Please contact us if we can be of further assistance in this matter.

Sincerely,

A handwritten signature in blue ink that reads "Kurt Wilkening".

Kurt Wilkening

Deputy Director
Civil Service Board of Hillsborough County

cc: Jan Houser, CBD
Terrell Mathis, CSB

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

Date: May 13, 2019

TO: Janet Dougherty, Executive Director
Environmental Protection Commission

SUBJECT: Request for position/classification action dated May 10, 2019

Dear Ms. Dougherty,

Based on our analysis and evaluation of your request for position/classification action within your agency, we have taken the following action:

Reclassified one vacant position, numbered 006427, from General Manager III (pay grade EPC.U), to Environmental Scientist I (pay grade EPC.L), effective May 13, 2019.

We provisionally designated this position as exempt from FLSA. If you feel otherwise, please send a written request with any changes to CSBClassandComp@hillsboroughcounty.org.

Please submit a Personnel Requisition whenever you consider it appropriate to staff the above requirement.

Please contact us if we can be of further assistance in this matter.

Sincerely,


Kurt Wilkening

Deputy Director
Civil Service Board of Hillsborough County

cc: Leslie Campbell, EPC
Terrell Mathis, CSB
Kevin Beckner, CSB

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

Date: May 17, 2019

TO: Eric Hart, Executive Director
Tampa Sports Authority

SUBJECT: Request for position/classification actions dated May 16, 2019

Dear Mr. Hart,

Based on our analysis and evaluation of your request for position/classification action within your agency, we have taken the following action:

Established one new position numbered 016353, as Facility Manager-Facilities (pay grade TSN.M), effective May 16, 2019. We designated these position as non-exempt from FLSA based on your request.

Whenever you consider it appropriate to staff the above positions, but at least one day after the effective date of this action, then please have your Human Resources/Personnel representative prepare and submit a requisition to fill the vacancy.

If we can be of further assistance in this matter, then please don't hesitate to call.

Sincerely,


Kurt Wilkening

Deputy Director
Civil Service Board of Hillsborough County

cc: Sue Maciejewski, TSA
Terrell Mathis, CSB
Kevin Beckner, CSB

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

Date: June 5, 2019

Ms. Kelley Parris
Executive Director, Children's Board
1002 E. Palm Avenue
Tampa, Florida 33605

SUBJECT: Your request for position/classification action dated May 30, 2019

Dear Ms. Parris,

Based on your request for position/classification action within your agency, we have taken the following action:

Established one new part-time position, numbered 016354, as Event Coordinator (pay grade CBD.K), effective May 30, 2019.

We provisionally designated this position as non-exempt from FLSA. If you feel otherwise, please send a written request with any changes to CSBClassandComp@hillsboroughcounty.org.

Please contact us if we can be of further assistance in this matter.

Sincerely,


Kurt Wilkening

Deputy Director
Civil Service Board of Hillsborough County

cc: Jan Houser, CBD
Terrell Mathis, CSB

10. STAFF REPORT

B. CIVIL SERVICE BOARD 2019 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 tentatively scheduled for Wednesday August 21, 2019, at 6:00 PM in the Planning Commission Boardroom, 18th Floor, 601 East Kennedy Boulevard, Tampa, Florida.

2019 CSB SCHEDULE
January 16
February 20
March 13
April 17
May 15-22 (Rescheduled)
June 19
July 17
August 21
September 18

11. DIRECTOR'S REPORT

A. MONTHLY MEETING REPORT

B. TRANSITION UPDATES TO HILLSBOROUGH COUNTY AGENCIES

a. MAY 30, 2019 LETTER TO AGENCIES RE CSB DISSOLVED & COPY OF HOUSE BILL 1373

b. JUNE 28, 2019 LETTER TO AGENCIES RE TRANSITION OF CSB FUNCTIONS

DIRECTOR'S MONTHLY MEETING REPORT

06.20.2019 WEEKLY STAFF MEETING
06.24.2019 NEW EMPLOYEE ORIENTATION
06.25.2019 CHILDREN'S BOARD / SAFE & SOUND 2019 COMMUNITY BUILDER AWARDS PRESENTATION
06.27.2019 WEEKLY STAFF MEETING
07.01.2019 VACATION
07.08.2019 NEW EMPLOYEE ORIENTATION
07.08.2019 MONTHLY MEETING UP / KURT WILKENING
07.08.2019 MONTHLY MEETING UP / BILL MAZUREK
07.09.2019 WEEKLY TRANSITION MEETING / BILL MAZUREK
07.09.2019 MONTHLY MEET-UP / ALMA GONZALEZ
07.10.2019 MONTHLY MEET-UP / VICTORIA SLATER
07.10.2019 MONTHLY MEET-UP / TERRELL MATHIS
07.11.2019 WEEKLY STAFF MEETING
07.12.2019 FAREWELL LUNCHEON AT JACKSONS FOR TERRELL MATHIS
07.15.2019 AGENDA BRIEFING / CHANDRA HOSLER
07.15.2019 AGENDA BRIEFING / ERNIE TRICHLER
07.15.2019 AGENDA BRIEFING / NEAL CARBAUGH
07.16.2019 AGENDA BRIEFING / ANDREA CICHON
07.16.2019 WEEKLY TRANSITION MEETING / BILL MAZUREK
07.17.2019 OPEN HOUSE RETIREMENT CELEBRATION FOR TERRELL MATHIS

Ernie Trichler, Chair
Chandra Hosler, Vice Chair
Tiffany Bell
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

May 30, 2019

To: Arts Council – Ms. Martine Collier
Aviation Authority - Mr. Joe W. Lopano
Children's Board – Ms. Kelley Parris
Clerk of the Circuit Court - Ms. Pat Frank
County Administrator – Mr. Mike Merrill
County Attorney – Mr. Christine Beck
County Internal Auditor – Ms. Peggy Caskey
Environmental Protection Comm. – Ms. Janet Dougherty
Expressway Authority – Mr. Joe Waggoner
Metropolitan Planning Organization – Ms. Beth Alden
Planning Commission – Ms. Melissa Zornitta
Port Tampa Bay – Mr. Paul Anderson
Property Appraiser - Mr. Bob Henriquez
Sheriff's Office - Sheriff Chad Chronister
Soil and Water Conservation Dist. – Ms. Betty Jo Tompkins
Supervisor of Elections – Mr. Craig Latimer
Tampa Sports Authority - Mr. Eric Hart
Tax Collector - Mr. Doug Belden
Victim Assistance Program – Mr. Curtis Baughman

Subject: Dissolution of the Hillsborough County Civil Service Board Effective October 1, 2019

As you know, at the January 29, 2019 meeting of the Local Delegation, Representative Jaime Grant brought forth a proposal to repeal the Hillsborough County Civil Service Act. The proposal met with a unanimous vote and was brought forth to the Legislature for approval as House Bill #1373, which was adopted on May 1, 2019 and signed by Governor DeSantis on May 23, 2019. For your convenience, a copy of the Bill is attached.

Since then, I and my staff have been diligently preparing for the transition of our functions to your respective agencies to ensure business continuity, as much as possible. While our agency will continue operations until the close of business on September 30, 2019, there are numerous Human Resource services that we provide that will be discontinued prior to September 30, 2019.

The following Civil Service Board services will be discontinued after August 30, 2019:

- 1) Recruitment and Screening for job applicants:** The last day to submit recruitment requisitions to us will be August 30, 2019 to allow for a 2 week minimum recruitment period. In all cases, however, current ongoing/continuous recruitments will end on September 13 and final referral lists will be sent to agencies the week of September 16.

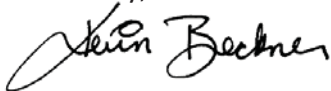
- 2) **Classification Actions:** All requests for classification actions must be received no later than August 30, 2019 for approval at the final CSB meeting on September, 18, 2019.
- 3) **Personnel Actions, Merit, and Performance Reviews:** All personnel action, merit, and performance reviews that you would like processed by our agency for FY19 must be received by **August 30, 2019**.

We will continue to exercise our statutory authority and accept disciplinary appeals by employees through September 30, 2019 or until determined otherwise.

If you have any questions regarding any of the services we currently provide or have provided to your agency in the past, please do not hesitate to contact me via email or at 813-272-5629. I will be sending to you at least one monthly update throughout the transition period.

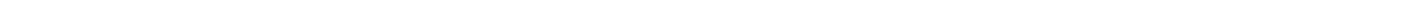
It has been the Civil Service Board's pleasure to serve you since 1951 and we will look forward to serving and assisting your agency during this time of transition.

Sincerely,



Kevin Beckner, Director

cc: Agency Human Resource Officers
Agency Administrative Officers



ENROLLED

HB 1373

2019 Legislature

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

An act relating to the Hillsborough County Civil Service Act; repealing chapters 2000-445, 2007-301, and 2014-230, Laws of Florida; abolishing the act; requiring that any agency or authority previously covered under the act must provide a fair, neutral, and impartial system for administering employee discipline of a suspension, involuntary demotion, or dismissal and appeals of such discipline; providing requirements; providing an effective date.

Be It Enacted by the Legislature of the State of Florida:

Section 1. Chapters 2000-445, 2007-301, and 2014-230, Laws of Florida, are repealed.

Section 2. The Hillsborough County Civil Service Act is abolished. Any agency or authority previously covered by chapters 2000-445, 2007-301, and 2014-230, Laws of Florida, must provide a fair, neutral, and impartial system for administering employee discipline of a suspension, involuntary demotion, or dismissal and appeals of such discipline. The system for administering employee discipline and appeals will be uniform for all agencies and shall provide a tenured employee with substantially similar protections and rights as set forth in sections 11 and 12 of chapter 2000-445, Laws of Florida, as

ENROLLED

HB 1373

2019 Legislature

26 | amended.

27 | Section 3. This act shall take effect October 1, 2019.

Ernie Trichler, Chair
Chandra Hosler, Vice Chair
Tiffany Bell
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

June 28, 2019

To: Arts Council – Ms. Martine Collier
Aviation Authority - Mr. Joe W. Lopano
Children's Board – Ms. Kelley Parris
Clerk of the Circuit Court - Ms. Pat Frank
County Administrator – Mr. Mike Merrill
County Attorney – Ms. Christine Beck
County Internal Auditor – Ms. Peggy Caskey
Environmental Protection Comm. – Ms. Janet Dougherty
Expressway Authority – Mr. Joe Waggoner
Metropolitan Planning Organization – Ms. Beth Alden
Planning Commission – Ms. Melissa Zornitta
Port Tampa Bay – Mr. Paul Anderson
Property Appraiser - Mr. Bob Henriquez
Sheriff's Office - Sheriff Chad Chronister
Soil and Water Conservation Dist. – Ms. Betty Jo Tompkins
Supervisor of Elections – Mr. Craig Latimer
Tampa Sports Authority - Mr. Eric Hart
Tax Collector - Mr. Doug Belden
Victim Assistance Program – Mr. Curtis Baughman

Subject: Transition of Civil Service Office Functions

As a follow-up to my letter dated May 30, 2019, a copy of which is attached, I am providing you with a monthly update as promised. As a reminder, the dissolution of the Civil Service Board has been signed into law by Governor DeSantis and will take effect on October 1, 2019.

Human Resource Services

As stated in my previous letter, I and my staff have been diligently preparing for the transition of our functions to your respective agencies to ensure business continuity, as much as possible. However, I want to encourage you to thoroughly review your Human Resource operations for the following reason.

In FY18, Civil Service Staff performed 102 recruitments, reviewed 5,953 job applications, performed 205 classification actions, 1,078 Personal Actions, conducted 10 personnel development training programs, and provided for hundreds of background checks across multiple agencies in addition to the facilitation of 10 disciplinary appeals. Further, these numbers don't reflect the professional Human Resource consulting services that we provided to our client agencies or the countless employee consultations we provided to employees of multiple agencies who ultimately decided not to appeal their discipline.

June 28, 2019

Subject: Transition of Civil Service Office Functions

Page 2

If you haven't done so already, you should develop a plan for how your agency will assume the functions mentioned above beginning September 1, 2019.

As a reminder, the following Civil Service Board services will be discontinued after August 30, 2019:

- 1) Recruitment and Screening for job applicants:** The last day to submit recruitment requisitions to us will be August 30, 2019 to allow for a 2 week minimum recruitment period. In all cases, however, current ongoing/continuous recruitments will end on September 13 and final referral lists will be sent to agencies the week of September 16.
- 2) Classification Actions:** All requests for classification actions must be received no later than August 30, 2019 for approval at the final CSB meeting on September, 18, 2019.
- 3) Personnel Actions, Merit, and Performance Reviews:** All personnel action, merit, and performance reviews that you would like processed by our agency for FY19 must be received by August 30, 2019.

Agency Heads who are considering or have decided on outsourcing their agency's Human Resource functions to the County Administrator's HR Department, may contact:

Beverly Waldron, Director of Human Resources

813-274-6766

WaldronB@hillsboroughcounty.org.

Records Management

One of the major issues that we are working to resolve is the transfer of custodianship for our records. For more than 50 years, until 2014, the Civil Service Board has been the official Custodian of Records for the personnel records of all County agencies. We literally have tens of thousands of personnel records, both hard copy and electronic. We are trying to determine the best way to reassign these records. Given the timeframe and our current staffing levels, it would be impossible for us to parse out the hard copies housed in the Records Warehouse and transfer them to their respective agencies as these records are filed by year of termination which means multiple agency records are stored in each box. Also, the electronic records are stored in ImageNow and not all agencies have the necessary software to access them. I welcome your input and will let you know when this issue has been resolved.

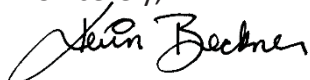
Employee Appeals and Grievance Process

Finally, as a reminder, under Civil Service Rule 11.4, **all** agencies are still required to submit a Civil Service Form 5 to our Office when imposing a disciplinary action on a classified employee that results in dismissal, suspension, or involuntary demotion. We will continue to exercise our statutory authority and accept appeals of discipline from employees through September 30, 2019 or until determined otherwise.

If you have any questions regarding the services we currently provide or have provided to your agency in the past, please do not hesitate to contact me via email or at 813-272-5629.

Again, it has been the Civil Service Board's pleasure to serve you for the past 68 years and we will look forward to serving and assisting your agency during this time of transition.

Sincerely,



Kevin Beckner, Director

12. GENERAL COUNSEL'S REPORT

Docket Summary & Case Indices.

DOCKET SUMMARY–JULY 2019**CIVIL ACTIONS****CASE: 15-CA-010520****ACTION:** FLORIDA CIVIL RIGHTS**DATES IN QUESTIONS:** 2012- 2014**PLAINTIFF'S ATTORNEY:** CARL HAYES**PLAINTIFF: BOUAZIZI, JACQUELYN****EMPLOYER:** CAD**SUMMONS RECEIVED:** 04/20/2018**EMPLOYER REP:** STEPHEN TODD, ESQ; CAD
PETER ZINOBER, ESQ., CSB

ALLEGATIONS: Unlawful employment practices relating to classification and re-classification actions in violation of the Florida Civil Rights Act. Plaintiff's Motion to Transfer to Federal Court filed February 4, 2019.

CASE: 8;19-CV-00657-VMC-TGW**ACTION:** FLORIDA CIVIL RIGHTS**DATES IN QUESTIONS:** 2012- 2014**PLAINTIFF'S ATTORNEY:** CARL HAYES**PLAINTIFF: BOUAZIZI, JACQUELYN****EMPLOYER:** CAD**SUMMONS RECEIVED:** 04/20/2018**EMPLOYER REP:** STEPHEN TODD, ESQ; CAD
PETER ZINOBER, ESQ., CSB

Plaintiff's Motion to Transfer to Federal Court filed February 4, 2019. 3rd Amended Complaint filed May 10, 2019. County filed Motion to Dismiss 3rd Amended Complaint May 15, 2019. Plaintiff's Response to County's Motion to Dismiss 3rd Amended Complaint filed May 17, 2019. Order Granting County's Motion to Dismiss 3rd Amended Complaint Granted, Dismissing County from Action issued May 24, 2019. Order Granting Plaintiff's Attorney Hayes Motion to Withdraw issued July 9, 2019.

CASE: 18-CA-011650; 2D19-2016 (T. Lawson)**ACTION:** PETITION FOR CERTIORARI**DATES IN QUESTION:** 10/30/2018**PLAINTIFF'S ATTORNEY:** THOMAS GONZALEZ, ESQ
STEPHEN TODD, ESQ**PLAINTIFF: HILLSBOROUGH COUNTY (CAD)****EMPLOYER:** CADCS**SUMMONS RECEIVED:** 11/29/2018**CSB REP:** PETER ZINOBER, ESQ.;
GRETCHEN LEHMAN, ESQ.

ALLEGATIONS: Petition for review of October 30, 2018 Civil Service Board Order granting the appeal by **Travenski Lawson** of his termination from employment with Hillsborough County. Final Order Denying Petition issued April 29, 2019. County's Petition for Cert. Review of Circuit Court Order filed on May 29, 2019. CSB Notices of Appearance filed by Zinober and Lehman on May 30, 2019. Order Directing CSB Response issued June 4, 2019. CSB brief due July 25, 2019.

CASE: 835 (related case)**DISCIPLINARY ACTION:** DISMISSAL**DISCIPLINE EFFECTIVE DATE:** 08/06/2018**APPELLANT REP:** PRO SE**APPELLANT: LAWSON, TRAVENSKI****EMPLOYER:** CADCS**CS FORM 5A RECEIPT:** 08/10/2018**EMPLOYER REP:** DANIELLE GREEN, ESQ

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: Final Order issued October 30, 2018. Petition for Certiorari review filed November 29, 2018. Case will remain open pending disposition of Petition for Certiorari. Circuit Court hearing held on County Petition for Certiorari April 16, 2019. Final Order Denying Petition for Certiorari issued April 29, 2019. Appellant's request to be made whole retroactive from August 6, 2018 to October 30, 2018 received May 14, 2019. County's Response to make whole inquiry received May 22, 2019. County's Appeal of Cir. Ct. Order filed on May 29, 2019. CSB Notices of Appearance filed by Zinober and Lehman on May 30, 2019. Order Directing CSB Response issued June 4, 2019. CSB brief due July 25, 2019.

DOCKET SUMMARY– JULY 2019

APPEALS

CASE: 841

DISCIPLINARY ACTION: DEMOTION
DISCIPLINE EFFECTIVE DATE: 02/08/2019
APPELLANT REP: JASON IMLER, ESQ.

APPELLANT: KARL, TAMI

EMPLOYER: CAD SOCIAL SERVICES
CS FORM 5A RECEIPT: 02/13/2019
EMPLOYER REP: RUDIN HAIDERMOTA, ESQ

ALLEGATIONS: Appointing Authority VIOL CSR Rule 11.1

STATUS: Notice of Appeal issued February 18, 2019. Appointing Authority Motion to Consolidate Docket Numbers 841, 842, 843, 844, and 845. Order Consolidating Cases issued March 13, 2019. Appointing Authority's Motion to Dismiss and/or in the alternative for Summary Judgment filed March 25, 2019. Order Directing Appellant's Response issued March 27, 2019. Appellants' Motion for Extension of Time filed April 1, 2019. Order Granting Appellants' Motion for Extension of Time issued April 8, 2019. Appellants' reply to County's March 25, 2019 Motion filed May 15, 2019. AA Motion for Ruling by General Counsel filed May 14, 2019. Appellants Response to AA Motion for Ruling by General Counsel filed May 29, 2019. Order Denying Motion for Ruling by General Counsel and Directing GC Report & Recommendation issued June 5, 2019. GC Report & Recommendation due June 17, 2019. Imler Notice of Appearance filed for Appellant's June 5, 2019. Motion Hearing scheduled for June 19, 2019. Postponed and rescheduled for July 17, 2019.

CASE: 842

DISCIPLINARY ACTION: DEMOTION
DISCIPLINE EFFECTIVE DATE: 02/08/2019
APPELLANT REP: JASON IMLER, ESQ.

APPELLANT: KETTERER, JULIE

EMPLOYER: CAD SOCIAL SERVICES
CS FORM 5A RECEIPT: 02/13/2019
EMPLOYER REP: RUDIN HAIDERMOTA, ESQ

ALLEGATIONS: Appointing Authority VIOL CSR Rule 11.1

STATUS: Notice of Appeal issued February 18, 2019. Appointing Authority Motion to Consolidate Docket Numbers 841, 842, 843, 844, and 845. Order Consolidating Cases issued March 13, 2019. Appointing Authority's Motion to Dismiss and/or in the alternative for Summary Judgment filed March 25, 2019. GC Report & Recommendation due June 17, 2019. Imler Notice of Appearance filed for Appellant's June 5, 2019. Motion Hearing scheduled for June 19, 2019. Postponed and rescheduled for July 17, 2019.

CASE: 843

DISCIPLINARY ACTION: DEMOTION
DISCIPLINE EFFECTIVE DATE: 02/08/2019
APPELLANT REP: JASON IMLER, ESQ.

APPELLANT: RODGERS, VELMA

EMPLOYER: CAD SOCIAL SERVICES
CS FORM 5A RECEIPT: 02/13/2019
EMPLOYER REP: RUDIN HAIDERMOTA, ESQ

ALLEGATIONS: Appointing Authority VIOL CSR Rule 11.1

STATUS: Notice of Appeal issued February 18, 2019. Appointing Authority Motion to Consolidate Docket Numbers 841, 842, 843, 844, and 845. Order Consolidating Cases issued March 13, 2019. Appointing Authority's Motion to Dismiss and/or in the alternative for Summary Judgment filed March 25, 2019. GC Report & Recommendation due June 17, 2019. Imler Notice of Appearance filed for Appellant's June 5, 2019. Motion Hearing scheduled for June 19, 2019. Postponed and rescheduled for July 17, 2019.

DOCKET SUMMARY– JULY 2019

APPEALS

CASE: 844

DISCIPLINARY ACTION: DEMOTION
DISCIPLINE EFFECTIVE DATE: 02/08/2019
APPELLANT REP: JASON IMLER, ESQ.

APPELLANT: SESTER, SARAH

EMPLOYER: CAD SOCIAL SERVICES
CS FORM 5A RECEIPT: 02/13/2019
EMPLOYER REP: RUDIN HAIDERMOTA, ESQ

ALLEGATIONS: Appointing Authority VIOL CSR Rule 11.1

STATUS Notice of Appeal issued February 18, 2019. Appointing Authority Motion to Consolidate Docket Numbers 841, 842, 843, 844, and 845. Order Consolidating Cases issued March 13, 2019. Appointing Authority's Motion to Dismiss and/or in the alternative for Summary Judgment filed March. GC Report & Recommendation due June 17, 2019. Imler Notice of Appearance filed for Appellant's June 5, 2019. Motion Hearing scheduled for June 19, 2019. Postponed and rescheduled for July 17, 2019.

CASE: 845

DISCIPLINARY ACTION: DEMOTION
DISCIPLINE EFFECTIVE DATE: 02/08/2019
APPELLANT REP: JASON IMLER, ESQ.

APPELLANT: TURNER, CAROLYN

EMPLOYER: CAD SOCIAL SERVICES
CS FORM 5A RECEIPT: 02/13/2019
EMPLOYER REP: RUDIN HAIDERMOTA, ESQ

ALLEGATIONS: Appointing Authority VIOL CSR Rule 11.1

STATUS Notice of Appeal issued February 18, 2019. Appointing Authority Motion to Consolidate Docket Numbers 841, 842, 843, 844, and 845. Order Consolidating Cases issued March 13, 2019. Appointing Authority's Motion to Dismiss and/or in the alternative for Summary Judgment filed March 25, 2019. GC Report & Recommendation due June 17, 2019. Imler Notice of Appearance filed for Appellant's June 5, 2019. Motion Hearing scheduled for June 19, 2019. Postponed and rescheduled for July 17, 2019.

CASE: 849

DISCIPLINARY ACTION: DISMISSAL
DISCIPLINE EFFECTIVE DATE: 04/25/2019
APPELLANT REP: PRO SE

APPELLANT: ALLEN, TaVORIS

EMPLOYER: CAD-FIRE RESCUE
CS FORM 5A RECEIPT: 05/3/2019
EMPLOYER REP: RUDIN HAIDERMOTA, ESQ

ALLEGATIONS: VIOL CSR Rules 11.2(1), (2), (6), (9), (26), (29) and (32); County Administrator Policy 7.6(1), (2), (6), (9), (26), (29) and (32) "Employee Counseling and Progressive Discipline," County Administrator Policy 7.5 "Employee Conduct," County Administrator Policy 1.4 "Drug Free Workplace," Hillsborough County Fire Rescue Policy (HCFR) 120.12 "Substance Abuse/Drug Testing/Prescription Drugs," HCFR Policy 120.01 "Code of Conduct and Statement of Ethics" 2(a-e), 3(b), 4(a), 4(e), 4(f), 5(a), 5(d), (6.1.A.B. and C), (6.3.A.) and (6.4.A.B. and C.), as well as Article 40 of the Collective Bargaining Agreement between IAFF Local 2294 and Hillsborough County.

STATUS: Notice of Appeal issued May 7, 2019. Appointing Authority's dispositive Motion for Summary Judgment filed June 12, 2019. Appellant's Motion for Extension of Time filed June 28, 2019. Order Granting Appellant's Motion for Extension of Time issued July 1, 2019. Appellant's Response to Motion for Summary Judgment due July 12, 2019. Motion hearing tentatively scheduled for August 21, 2019.

DOCKET SUMMARY– JULY 2019

APPEALS

CASE: 847

DISCIPLINARY ACTION: DISMISSAL

DISCIPLINE EFFECTIVE DATE: 04/02/2019

APPELLANT REP: ROBERT MICHAEL, ESQ.

ALLEGATIONS: VIOL CSR Rule 11.1, (6), (26), (29), (30) and (32); CAD HR Policies 7.5, 7.6(1), (5), (26), (29), (30), and (32), and Hillsborough County Public Works – County Vehicles Policy.

STATUS: Notice of Appeal issued April 9, 2019. Pre-Hearing Conference held June 6, 2019. Pre-Hearing Order issued June 12, 2019. Evidentiary Hearing held June 19, 2019. Appointing Authority decision sustained. Final Order Denying Appeal issued July 12, 2019. Order may be appealed within 30 days by August 12, 2019.

APPELLANT: MACCARONE, JAMES

EMPLOYER: CAD-PUBLIC WORKS

CS FORM 5A RECEIPT: 04/8/2019

EMPLOYER REP: JENNIE TARR, ESQ

CLOSED CASES -

CASE: 18-CA-010725 (C. Franklin)

ACTION: PETITION FOR CERTIORARI

DATES IN QUESTIONS: 09/12/2018

PLAINTIFF'S ATTORNEY: RUDIN HAIDERMOTA, ESQ

PLAINTIFF: HILLSBOROUGH COUNTY (CAD)

EMPLOYER: CADCELM

SUMMONS RECEIVED: 10/31/2018

CSB REP: PETER ZINOBER, ESQ.

APPELLANT REP: MARK NEUMAIER, ESQ

ALLEGATIONS: Petition for review of September 12, 2018 Civil Service Board Order accepting the appeal by **Christina Franklin** of her suspension from employment with the Hillsborough County Environment and Lands Management Department filed October 31, 2018. Settlement Agreement approved by County Administrator. Voluntary Dismissal filed by Appellant July 8, 2019. Order Closing File issued 07/12/2019.

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: Order Denying Motion to Dismiss issued October 1, 2018. Petition for Certiorari review filed October 21, 2018. County's Unopposed Motion for Stay filed November 16, 2018. Order Granting Motion Issued November 20, 2018. Case schedule will be tolled pending resolution of the Civil Appeal. Status Order issued April 26, 2019. Reply to Status Order filed May 3, 2019. Settlement Agreement approved by County Administrator. Voluntary Dismissal filed by Appellant July 8, 2019. Order Closing File issued 07/12/2019.

APPELLANT: FRANKLIN, CHRISTINA

EMPLOYER: CADCELM

CS FORM 5A RECEIPT: 07/27/2018

EMPLOYER REP: RUDIN HAIDERMOTA, ESQ

DOCKET SUMMARY– JULY 2019

CLOSED CASES –

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: Order on Consolidation and Setting Schedule issued November 1, 2018. County's Unopposed Motion for Stay filed November 16, 2018. Order Granting Motion Issued November 20, 2018. Case schedule will be tolled pending resolution of the Civil Appeal. Status Order issued April 26, 2019. Reply to Status Order filed May 3, 2019. Circuit Court matter pending outcome of mediation on Civil Service appeals to be scheduled for May 20, 2019. Settlement Agreement approved by County Administrator. Voluntary Dismissal filed by Appellant July 8, 2019. Order Closing File issued 07/12/2019.

APPELLANT: FRANKLIN, CHRISTINA

EMPLOYER: CADCELM

CS FORM 5A RECEIPT: 09/14/2018

EMPLOYER REP: RUDIN HAIDERMOTA, ESQ

13. SPECIAL RECOGNITION OF TERRELL MATHIS



RESOLUTION

IN RECOGNITION AND APPRECIATION OF DISTINGUISHED SERVICE BY TERRELL D. MATHIS

WHEREAS Article III, Section 14 of the Florida Constitution provides that there may be created civil service systems and boards for county, district or municipal employees and for such offices thereof as are not elected or appointed by the governor, and there may be authorized such boards as are necessary to prescribe the qualifications, method of selection and tenure of such employees and officers; and

WHEREAS Since 1951 the Civil Service Act has established a system for the formulation and implementation of procedures to ensure the uniform administration of the classified service on merit principles, including the fair treatment of applicants and employees in all aspects of personnel administration; and

WHEREAS The Civil Service Board has relied on the professionalism and dedication of Terrell D. Mathis who joined the Board as a Senior Supervisor in April 2004 and was promoted to Manager in 2008 to support the Board in fulfilling this vital statutory mandate; and

WHEREAS Ms. Mathis came to the Civil Service Board from a successful 20-year tenure with the Hillsborough County Clerk of Courts which began when she was hired as a Clerk II in July 1984 and progressed through her promotions to Court Clerk I in 1985, Court Clerk II in 1988, and Court Clerk III in 1998; and

WHEREAS Ms. Mathis will complete her DROP end date on July 31, 2019 having faithfully served the County and its citizens for 35 years; and

WHEREAS Ms. Mathis' commitment to her co-workers and community is a model of service with distinction;

NOW THEREFORE, BE IT RESOLVED THAT

The Hillsborough County Civil Service Board acknowledges and extends its gratitude to **Terrell D. Mathis** for her extraordinary service to the citizens and employees of Hillsborough County and her notable contribution to the Civil Service Board's mission to ensure merit based fair treatment in the County's employment practices.

ADOPTED BY THE HILLSBOROUGH COUNTY CIVIL BOARD ON THIS 17TH DAY OF JULY, 2019.

Ernie Trichler, Esq.
Board Chair

Kevin Beckner
Executive Director