

# MINUTES

## Merit System Protection Board, Escambia County March 18, 2008 5:00 p.m.

The Merit System Protection Board convened in special session at 5:01 p.m. on Tuesday, March 18, 2008 with the following MSPB members and staff present:

### **MEMBERS:**

Dan C. Bates, Chairman  
Lt. Eddie Henderson (Ret.), Vice-Chair  
Mrs. Amy Binegar  
Father Jack Gray  
Dr. Uylssess Hughes

### **STAFF:**

Kay House, Director  
V. Keith Wells, Board Attorney

The Chairman called the meeting to order and recognized Father Jack who offered the invocation followed by the Pledge of Allegiance, led by Chairman Bates. There being no additions or corrections to the agenda, Father Jack moved to adopt the agenda; Mrs. Binegar seconded and the motion carried unanimously. Upon call for the approval of the minutes of the MSPB Regular meeting on February 12, 2008, Mrs. Binegar moved approval; Dr. Hughes seconded and the motion carried unanimously.

## **VII. PUBLIC FORUM**

## **VIII. OLD BUSINESS**

## **XI. NEW BUSINESS**

Mrs. House presented the proposed budget for next fiscal year, 2008-09. The budget packet outlined the adopted budget from the previous years, with a reduction for this fiscal year.

The Board's attorney reminded the Board of the presentations by employees, union representatives and attorneys for both groups in which they expressed reluctance to bring matters before the Board because the MSPB was not given authority to modify punishment unlike Civil Service or other similar boards or even the MSPB after which Escambia County's was patterned. The employees and unions were interested in using the appeal process if a change was made to the Ordinance allowing the Board to determine if the punishment fit the violation or offence.

The attorney informed the Board there were some months during the past fiscal year in which his compensation did not match his time spent. He recommended the Board reduce his contract pay in the next fiscal year to the amount he had suggested when the Ordinance creating the MSPB was first being drafted - \$25,000.

While every disciplinary action appealed to the Board to date has been resolved through mediation there have been other disputes that could have or would have been submitted to the Board if it's authority had not been so limited by the Ordinance.

Father Jack acknowledge publicly that he is honored to serve as the appointee of Sheriff Ronnie McNesby; and he is willing to continue to provide his service to this board without a monthly stipend.

After a detailed discussion, Father Jack motion to approve the proposed budget for FY 2008-09, with a modification to the Attorney's salary to \$25,000; Dr. Hughes seconded and the motion carried unanimously.

## **X. REPORT FROM APPOINTING AUTHORITY AND ELECTED OFFICIALS**

### **a. Board of County Commissioners**

Mr. Peter Smith, BCC, HR Analyst to the Board of County Commissioners greeted the board.

### **b. Sheriff**

Mr. Mike Holloway, Risk Manager to Sheriff Ron McNesby greeted the board, and acknowledged appreciation for the service of Father Jack (an appointee of Sheriff Ron McNesby), and mediation service offered by the Merit System Protection Board.

The MSPB continues to offer voluntary mediation service to the Sheriff and his employees at no cost. Mr. Holloway acknowledges the effectiveness of mediation and appreciation for the service.

## **XI. INFORMATION and STAFF REQUEST**

### **a. Current Financial Statement**

Mrs. House presented the MSPB budget with a spreadsheet outlining expenditures by object code, including an explanation for each expenditure, and the current balance for each object code to date.

## **XII. ATTORNEY'S REPORT**

There being no further business to come before the Board, the meeting adjourned at 6:05 p.m.

