

# MINUTES

## Merit System Protection Board, Escambia County November 4, 2008 5:00 p.m.

The Merit System Protection Board convened in regular session at 5:00 p.m. on Tuesday, November 4, 2008 with the following MSPB members and staff present:

### **MEMBERS:**

Dan C. Bates, Chairman  
Lt. Eddie Henderson (Ret.), Vice-Chair  
Mrs. Shirley M. Terrell  
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 Mrs. Shirley Terrell. There being no additions or corrections to the agenda, Father Jack moved to adopt the agenda; Dr. Hughes seconded and motion carried unanimously. Upon call for the approval of the minutes of the MSPB Regular meeting on October 14, 2008, Mrs. House requested that the approval of the minutes be deferred to the next board meeting, December 9, 2008.

## **VII. PUBLIC FORUM**

Mrs. House acknowledged the presence of County Administrator, Mr. Bob McLaughlin; Santa Rosa Island Authority Executive Director, Mr. Buck Lee; Santa Rosa Island Authority Director of Administration, Mrs. Jayne Bell; and members of the BCC Employee Selection Committee.

## **VIII. SELECTION OF THE FIFTH BOARD MEMBER**

Board Chairman Bates opens the floor for nominations of the fifth board member. Father Jack nominated the Dr. Ulysses Hughes (the present appointment); Mrs. Terrell seconded and the motion carried unanimously. Dr. Hughes graciously accepted the reappointment as the fifth board member for the next term, November 2008 – November 2010.

## **IX. ELECTION OF OFFICERS**

The Chair opens the floor for nominations for MSPB Board Chair. Dr. Hughes motion that the board maintain the current officers, Mr. Dan Bates as Chairman and Lt. Eddie Henderson (Retired) as Vice-Chairman; Mrs. Terrell seconded and the motion carried unanimously.

## **XI. NEW BUSINESS**

### **a. Adoption of SRIA Employees into the Merit System Protection Board**

Mrs. House introduced the Interlocal Agreement between the Board of County Commissioners and the Santa Rosa Island Authority with all appropriate signatures as a binding agreement, adopted during the BCC's Regular Session, October 16, 2008, for an effective date of the agreement as October 1, 2008.

Attorney Wells reviewed and explained the legalities of the Ordinance in the adoption of employees from other appointing authorities into the Merit System Protection Board. After discussion, Father Jack made the motion to adopt the employees of the Santa Rosa Island Authority into the Merit System Protection Board; Dr. Hughes seconded and the motion carried unanimously.

Mrs. House explained that they're a several terminated employees that would not be protected under the agreement as an October 1, 2008 effective date. However, MSPB Attorney V. Keith Wells has agreed to work with the SRIA in mediating those cases with an understanding that if the mediation process is not effective, the Merit System Protection Board **will not** hear the cases of those employees. Mediation for one of those employees is scheduled for Wednesday, November 5, 2008.

Mrs. House explained that she has met with SRIA administration, and is scheduled to meet with the SRIA employees in two sessions, on Thursday, November 6, 2008 to introduce the Merit System Protection System and give those employees an understanding of the protection.

## **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**

The MSPB continues to offer voluntary mediation service to the Sheriff and his employees at no cost.

## **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**

### **a. MSPB Ordinance Modifications**

Attorney Wells reported that no meeting of the Ordinance Review Committee had taken place since the last Board meeting. Father Jack Gray will schedule the next meeting.

A discussion ensued among Board members as to what changes were being considered. After providing a brief overview of primarily "housekeeping" changes, which would bring the Ordinance up to day with the resent circumstances, there was discussion about an Ordinance change involving Board review of the penalty phase of disciplinary actions. Attorney Wells suggested direct contact with the County Administrator's office concerning any Ordinance change, as the County Commissioners must ultimately approve all Ordinance changes.

The Board requested Attorney Wells prepare a short written overview of potential Ordinance changes to be presented at the next Board meeting.

Attorney reiterated Mrs. House report of the upcoming mediation of the Santa Rosa Island Authority's employee. If a successful mediation is reached, ratification by the MSPB would not be required.

There being no further business to come before the Board, the meeting adjourned at 5:43 p.m.