

**Minutes**  
**Joint meeting of the**  
**Charter Review Committee / Civil Service Commission**  
October 19, 2018; 10:00 a.m.  
City of Madeira Beach Commission Chamber  
300 Municipal Drive Madeira Beach, FL 33708

A joint meeting of the Charter Review Committee and Civil Service Commission was held on Friday, October 19, 2018 at 10:00 a.m. in the Commission Chambers. The meeting was called to order by Chair Doreen Moore at approximately 10:04 a.m.

Staff members present: Clara VanBlargan, City Clerk; Andrea Gamble, Deputy Clerk; Jonathan Evans, City Manager; Attorney Mathew McConnell, Dickman Law Firm

**1. Call to Order**

Chair Doreen Moore called the meeting to order 10:04 p.m.

**2. Roll Call**

The Deputy Clerk called the roll and the following members were present:

Charter Review Committee

- Doreen Moore
- Grace Critelli
- Paul Tilka
- June Mohns
- Gerri Clyatt - Absent
- John Hendricks

Civil Service Commission

- Pam Rasmussen
- Grace Critelli
- Paul Tilka
- John Hendricks

**3. Approval of the Minutes**

Chair Pam Rasmussen, Civil Service Commission, motioned to approve the August 20, 2018 Joint Charter Review Committee/Civil Service Commission meeting minutes. Paul Tilka, member to the Civil Service Commission and the Charter Review Committee, seconded the motion. The motion passed unanimously.

**4. Review of City Charter Sec. 6.6 – Personnel Systems; Civil Service Commission**

Chair Doreen Moore, Charter Review Committee, introduced Agenda Item 4. She said the Committees will first review the memo provided by City Manager Evans regarding the Civil Service responsibilities and duties, and then turned the meeting over to the Chair of the Civil Service Commission Board, Pam Rasmussen.

Chair Rasmussen said from reading the memo she concluded that the City Manager was going against what he said in their first meeting and now wanting to do away with the Civil Service Commission. At the last meeting it was stated that the Civil Service Commission served a purpose and needed to be in the City Charter because it gave a grievance and complaint avenue to employees, and that that the Civil Service Commission needed stronger teeth to make that happen. John Hendricks said the discussion was to give the employees a fair avenue of being heard and to structure that in the Charter accordingly. He personally would like to see the Civil Service Commission have more teeth and not be done away with. Allowing that avenue was the purpose of that section in the Charter. Currently, the working environment is hostile, and employees and employees need an avenue to turn to. He does not want the workforce to be unionized.

City Manager Jonathan Evans said that if employees chose to unionize, they have that right and ability to do that. The City would not hinder that for it is against the law to do so. Currently, there are conflicts in the way it is written between the Civil Service Commission and the HR function, which was the premise of his memo. There must be a discussion regarding what the responsibilities and duties are per ordinance etc. He has no problem with a pre-termination hearing for he is very familiar with it and how that works. If a group of residents drafted a personnel manual, then he must work within that. The HR person and the labor attorney are hired to draft that document. According to the Charter, the City Manager is hired to run the day-to-day operations.

## **5. Public Comment**

Former employee, Doug Andrews asked the City Attorney if Florida was an at-will employment state. The City Attorney responded that private companies are at-will and government entities are not.

Chair Moore said her understanding from the discussion was that they were not trying to strengthen the City Service Commission but looking at ways to improve the personnel manual.

## **6. Meeting Schedule**

The City Clerk was asked to schedule another joint meeting to review the Civil Service section of the City Charter.

There being no further discussion, the meeting was adjourned at 12:35 p.m.



Doreen Moore, Chair, Charter Review Committee



Pam Rasmussen, Chair, Civil Service Commission

ATTEST:



Clara VanBlargan, City Clerk