

A G E N D A
Civil Service Board
Room 431, Yates Building
March 3, 2016
4:00 p.m.

1. Pursuant to Section 17.05(d) of the Jacksonville Charter, the Jacksonville Civil Service Board will resume its prior review of the following proposed Civil Service rule and addendum. Following the passing of the requisite time, the Jacksonville Civil Service Board will vote to either approve or object to the following proposals:
 - a. Supplement Civil Service Rule 4.03(4) for the Corrections Division of the Jacksonville Sheriff's Office:
 - i. ... The Protest Hearing and/or Examination Grading Committees shall consist of the Human Resources Examiner as the fifth member who administered the examination, two (2) members of the Examination Development Committee, and the two (2) committee representatives selected by the examinees. These representatives shall be employees of the City, familiar with the duties of the position for which the examination is being conducted, at or above the level of the position for which the examination is being conducted, and not be members of the immediate family of an examinee as defined in these Rules. For Corrections employees covered by the Fraternal Order of Police, Lodge 5-30 only, the fifth member of a Protest Hearing Committee shall be any appointed JSO Corrections Department personnel at or above the rank of assistant chief chosen by the majority of the two (2) members of the Examination Development Committee and the two (2) committee representatives.
 - b. Supplement Civil Service Addendum No. 3 for the inclusion of the following public comments section:
 - i. 3.12 PUBLIC COMMENTS. Members of the public shall be given a reasonable opportunity to be heard on propositions before the Civil Service Board. However, public comments on items before the Board requiring the body to act in a quasi-judicial role will not be allowed. Individuals wishing to speak at the appropriate time are encouraged to notify the Board Office prior to the meeting. Individuals may seek recognition from the Board Chair when the Chair opens the floor for public

comments. Each speaker shall state their full name for the records and their comments shall be limited to five (5) minutes.

GRIEVANCE HEARING

2. **RODERICK SPANN vs. EMPLOYEE SERVICES AND JACKSONVILLE FIRE AND RESCUE DEPARTMENTS**

Mr. Spann's grievance stems from a promotional examination for the position of Lieutenant Prevention with the Jacksonville Fire and Rescue Department, which the City administered on September 23, 2015. The promotional exam was announced on July 22, 2015. On August 18, 2015, Mr. Spann was informed that he was ineligible to take the exam because he allegedly had not satisfied one or more of the JFRD Professional Growth and Development Plan requirements specified in the promotional requirements section of the job specification. This course must have been completed prior to the exam posting close date of August 5, 2015.

In addition, Mr. Spann's grievance is based on the fact that the last time the Mass Casualty Incident Class (MCI) was offered was in April, 2014. He was at the rank of Firefighter and didn't require the class until he was able to promote to the rank of Lieutenant. Upon promotion to Engineer in September, 2014, he states that he pursued all certifications necessary to fill the requirements. This MCI class is exclusive to the City of Jacksonville, and the certification could not be obtained outside of Jacksonville. On August 13, 2015, the class was offered and the certification was obtained the first day the class was made available.

Mr. Spann showed up for the exam on September 23, 2015. He was told that he was not eligible to take the exam, and the City's representative also informed him that he could not sit for the exam unless he had filed a grievance. He allegedly told them he had filed a grievance. The City, therefore, allowed him to take the exam but informed him that it would be sealed and not graded until his grievance was resolved.

Mr. Spann is alleging that Rule 4.02 (4)(a) has been violated. The remedy he is seeking is that his test be graded and his name placed on the Prevention Lieutenant eligibility list. **(A Motion to Dismiss Grievance for Lack of Jurisdiction was filed by Wendy Byndloss, Assistant General Counsel.)**

Employee's Attorney: Paul Donnelly
Employer's Attorney: Wendy Byndloss

3. **OLD/NEW BUSINESS**