

**DRAFT**  
**MINUTES**  
**CITY OF FORT LAUDERDALE**  
**CIVIL SERVICE BOARD MEETING**

**Thursday, December 28, 2017 - 3:30 PM**  
100 N Andrews Ave, Fort Lauderdale, FL 33301  
City Hall, 1st Floor Commission Chambers

Cumulative Attendance  
January 2017 – December 2017

**Board Members**

	<b><u>Attendance</u></b>	<b><u>Present</u></b>	<b><u>Absent</u></b>
Robert Baldwin	P	1	0
Lori Adelson	P	1	0
Board Member (Employee-recommended, election in progress)	Vacant		

Mimi V. Turin, Esq., Special Counsel to the Board

As of this date, there are two appointed members to the Board, which constitutes a quorum.

**Also Present:**

Averill Dorsett, Director of Human Resources  
Lee Feldman, ICMA-CM, City Manager  
Cynthia Everett, City Attorney  
Paul Bangel, Senior Assistant City Attorney  
Janeen Richard, Employee Relations Manager  
Stephanie Artis, Department Budget Coordinator

**Communications to City Commission**

Motion made by Mr. Baldwin, seconded by Ms. Adelson approving the proposed revision of Personnel Rule **XI - GENERAL PERSONNEL POLICIES AND PROVISIONS, Section 6. Leave with pay**, deleting ~~Leave with pay not to exceed three working days in any calendar year may also be authorized in case of death within the immediate family.~~

**In a voice vote, the motion passed unanimously (2-0).**

Motion made by Mr. Baldwin, seconded by Ms. Adelson approving the proposed amendment of Personnel Rule **X – APPOINTMENT**, adding Section 18. Change of status to nonclassified service: Any employee in the classified service who is appointed or assigned as a department director or to any other position in the nonclassified service, who is removed from such position for any reason other than misconduct, shall be permitted to return to the highest job class previously held in the classified service, provided a vacant position exists in such job class. In cases where no such vacant position exists, the city manager shall consider the employee's length of service and contribution to the organization and, based upon such review, may authorize a non-budgeted position for such employee until a budgeted position becomes vacant.

Subject to the Board further refining and defining “misconduct” to include the following three (3) elements offered by the City Manager:

1. Conduct demonstrating conscious disregard of the City's interests and found to be a deliberate violation or disregard of the reasonable standards of behavior which the City expects of his or her employee.
2. Carelessness or negligence to a degree or recurrence that manifests culpability or wrongful intent, or shows an intentional and substantial disregard of the City's interests or of the employee's duties and obligations to the City.
3. A willful and deliberate violation of a standard or regulation of the City, county, state or federal governments by an employee which violation would cause the City to be sanctioned by the county, state or federal governments.

**In a voice vote, the motion passed unanimously (2-0).**