

STORAGE NAME: h1815a.lgva.doc
DATE: April 12, 2001

**HOUSE OF REPRESENTATIVES
COMMITTEE ON
LOCAL GOVERNMENT & VETERANS AFFAIRS
ANALYSIS – LOCAL LEGISLATION**

BILL #: HB 1815
RELATING TO: Santa Rosa Co. Civil Service Board
SPONSOR(S): Representative Miller and others
TIED BILL(S): None

ORIGINATING COMMITTEE(S)/COUNCIL(S)/COMMITTEE(S) OF REFERENCE:

- (1) LOCAL GOVERNMENT & VETERANS AFFAIRS (SGC) YEAS 9 NAYS 0
 - (2)
 - (3)
 - (4)
 - (5)
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I. SUMMARY:

This bill amends the Santa Rosa County Civil Service Board Act.

Specifically, this bill revises definitions, extends the probation period for certain positions, and expands provisions relating to training programs.

According to the Economic Impact Statement, this bill does not contain a fiscal impact.

II. SUBSTANTIVE ANALYSIS:

A. DOES THE BILL SUPPORT THE FOLLOWING PRINCIPLES:

- | | | | |
|-----------------------------------|------------------------------|-----------------------------|---|
| 1. <u>Less Government</u> | Yes <input type="checkbox"/> | No <input type="checkbox"/> | N/A <input checked="" type="checkbox"/> |
| 2. <u>Lower Taxes</u> | Yes <input type="checkbox"/> | No <input type="checkbox"/> | N/A <input checked="" type="checkbox"/> |
| 3. <u>Individual Freedom</u> | Yes <input type="checkbox"/> | No <input type="checkbox"/> | N/A <input checked="" type="checkbox"/> |
| 4. <u>Personal Responsibility</u> | Yes <input type="checkbox"/> | No <input type="checkbox"/> | N/A <input checked="" type="checkbox"/> |
| 5. <u>Family Empowerment</u> | Yes <input type="checkbox"/> | No <input type="checkbox"/> | N/A <input checked="" type="checkbox"/> |

For any principle that received a "no" above, please explain:

B. PRESENT SITUATION:

Santa Rosa County Civil Service System

The Santa Rosa County Civil Service System was created by special act in 1979, through ch. 79-561, L.O.F. Since that time, it has been amended eight times, through chs. 81-487, 84-525, 90-478, 94-490, 95-487, 96-550, 97-374, and 98-531, L.O.F.

Ch. 79-561, L.O.F., as amended, generally provides for the following:

- A civil service system for the classified employees of the county;
- A description of the two taxing authorities that contain all classified employees, that of the County Commission Taxing Authority, and the School Board Taxing Authority;
- A civil service board (Board), consisting of five members, both elected and appointed, grounds for disqualification, election dates, a requirement that the members receive a fixed allowance, a requirement that the Board adopt a classified pay plan for all positions in the classified service in that taxing authority;
- A requirement that the Board adopt rules and regulations regarding classified service, a requirement that the Board maintain a standard register of qualified, potential employees or current employees for promotions, standards for filling vacancies, a procedure for suspending or dismissing a classified employee for cause, including a hearing before the Board, and a procedure for a reduction in force when excessive numbers of classified employees exist in a department.

This act specifically provides the following:

- A disciplinary action is defined as any of the following: demotion, fine, written reprimand, suspension, dismissal, or any combination.
- Currently, only law enforcement and corrections positions require one year probation, and all other classified service positions only require six months probation (including entry-level communications dispatch).
- Extraordinary appointments may be made for training programs, such as for attracting and using trainees with basic skills, including handicapped persons, veterans, and older workers.

C. EFFECT OF PROPOSED CHANGES:

This bill revises the definition of a disciplinary action.

This bill requires entry-level communications dispatchers to be on probation for one year, rather than the current six months.

Regarding training programs, this bill expands current authority, to allow training programs, to meet labor needs.

D. SECTION-BY-SECTION ANALYSIS:

Section 1. Amends subsection (13) of s. 1, subsection (8) of s. 19, and subsection (9) of s. 20 of ch. 79-561, L.O.F., as amended, to provide:

- Removes a fine from the list of criteria for a disciplinary action;
- Regarding the filling of vacancies in classified service, the probation period for law enforcement/corrections and entry-level communications dispatcher positions is one year;
- The creation of training programs is authorized to overcome a shortage of skills in the labor market.

Section 2. Provides for an effective date of upon becoming a law.

III. NOTICE/REFERENDUM AND OTHER REQUIREMENTS:

A. NOTICE PUBLISHED? Yes No

IF YES, WHEN?

February 21, 2001

WHERE?

Press Gazette (Santa Rosa County)

B. REFERENDUM(S) REQUIRED? Yes No

IF YES, WHEN?

C. LOCAL BILL CERTIFICATION FILED? Yes, attached No

D. ECONOMIC IMPACT STATEMENT FILED? Yes, attached No

According to the Economic Impact Statement, this bill does not contain a fiscal impact.

IV. COMMENTS:

A. CONSTITUTIONAL ISSUES:

None.

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B. RULE-MAKING AUTHORITY:

This bill does not necessitate additional rulemaking authority.

C. OTHER COMMENTS:

N/A

V. AMENDMENTS OR COMMITTEE SUBSTITUTE CHANGES:

None.

VI. SIGNATURES:

COMMITTEE ON LOCAL GOVERNMENT & VETERANS AFFAIRS:

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