



CITRUS COUNTY
BOARD OF COUNTY COMMISSIONERS
MINUTES • FEBRUARY 8, 2022

Special Meeting

Citrus County Courthouse

9:00 AM

Room 100, 110 N. Apopka Avenue, Inverness, FL 34450

A. CALL TO ORDER

February 08, 2022 Citrus County Courthouse
The meeting was called to order at 9:00 AM

1. Invocation

Chairman Ronald E. Kitchen, Jr. led the invocation.

2. Pledge of Allegiance

3. Roll Call

Attendee Name	Title	Status	Arrived
Ronald E. Kitchen Jr.	Chair, District 2	Present	
Ruthie Davis Schlabach	1st Vice Chair, District 3	Absent	
Holly L. Davis	2nd Vice Chair, District 5	Present	
Jeff Kinnard D.C.	Commissioner District 1	Present	
Scott Carnahan	Commissioner, District 4	Present	
Denise A. Dymond Lyn	County Attorney	Present	
Charles R. Oliver	County Administrator	Present	
Amy Charley	Deputy Clerk	Present	

B. SPECIAL MEETING-CITRUS COUNTY, FLORIDA AND TEAMSTERS LOCAL 79**B.1. Special Meeting: Consideration of rejection of recommendations of Special Master, Amy Sergent, and settlement of impasse issues in dispute between Citrus County, Florida and Teamsters Local 79**

Consideration of rejection of recommendations of Special Master, Amy Sergent, and settlement of impasse issues in dispute between Citrus County, Florida and Teamsters Local 79

Chairman Ronald E. Kitchen, Jr. explained the process and County Attorney Denise A. Dymond Lyn commented.

The following parties provided a presentation and responded to questions from the Board: County Administrator Charles R. Oliver; and Sharon Ayala and John Sholtes, Business Agents representing Teamsters Union Local 79.

Board discussion ensued with Ms. Lyn regarding public comments.

Commissioners responded to comments from the presentations.

Motion to approve consideration of rejection of recommendation of the Special Master, Amy Sergent, and settlement of impasse issues in dispute between Citrus County, Florida and Teamsters Local 79.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Ronald E. Kitchen Jr., Chair, District 2
SECONDER:	Scott Carnahan, Commissioner, District 4
AYES:	Kitchen Jr., Davis, Kinnard D.C., Carnahan
ABSENT:	Schlabach

C. OPEN TO THE PUBLIC

No item.

D. UPCOMING MEETINGS

Workshop: Economic Development February 8, 2022, at 10:00 AM , Citrus County Courthouse, Room 100, 110 N. Apopka Avenue, Inverness, FL 34450

E. ADJOURN

The meeting was adjourned at 9:25 AM



AGENDA MEMORANDUM

FROM:	Charles R. Oliver, County Administrator				
SUBJECT:	Special Meeting: Citrus County, Florida and Teamsters Local 79				
AGENDA DATE:	February 08, 2022				
<u>BRIEF OVERVIEW:</u>					
<< BRIEF OVERVIEW HERE >>					
<u>BUDGET IMPACT/FUNDING SOURCE:</u>					
Account No.	Account Title	Current Budget	YTD Expenditures	Encumbrances	Available Balance
					\$0
<u>RECOMMENDED ACTION:</u>					
Consideration of rejection of recommendations of Special Master, Amy Sargent, and settlement of impasse issues in dispute between Citrus County, Florida and Teamsters Local 79					

TEAMSTERS LOCAL UNION NO.

Teamsters, Chauffeurs and Helpers, Tampa and Vicinity, Florida

Affiliated with the International Brotherhood of Teamsters • Teamsters Joint Council 75 • Labor Councils

Brian A. Rothman, President
 Thor T. Johnson, Vice-President
 John Sholtes, Secretary-Treasurer
 Kenneth C. Williams, Recording Secretary
 Gerry T. Stack, III, Trustee
 Hector Medina, Trustee
 Jeffrey S. Testa, Trustee



5818 E. M.L. King, Jr. Blvd.
 Tampa, FL 33619-1033
 TEL (813) 621-1391
 FAX (813) 626-7915
 E-MAIL ibtlocal79@teamsters79.com
 WEB SITE www.TeamstersLocal79.org

February 2, 2022

ADDITIONAL INFORMATION
 ITEM B-1 DATE 2/3/22

Citrus County Board of County Commissioners
 3600 W. Sovereign Path
 Lecanto, FL 34461

Re: Citrus County Board of County Commissioners and Teamsters Local Union 79
 PERC Case No. SM-2021-016 (Impasse)

Dear Commissioners:

In accordance with §447.403 4(b), Teamsters Local Union 79 submits its recommendations for settling the disputed impasse issues in the above referenced matter.

Teamsters Local Union 79 recommends that both parties abide by the Special Magistrate's recommendations, dated December 10, 2021, with all wage increases to be paid retroactively to October 1, 2021.

Sincerely,
 TEAMSTERS LOCAL UNION NO. 79

Sharon Ayala
 Business Agent

SA/bd

c: John Sholtes, TLU 79 Secretary-Treasurer
 Beth Antrim, Counsel for Citrus County BOCC
 June Randall, H.R. Director
 Randall Oliver, County Administrator (CEO)

Attachment: Additional Information for item B1 (19929 : Special Meeting: Citrus County, Florida and Teamsters Local 79)



Labor Negotiations Impasse

TEAMSTERS LOCAL NO 79

Bargaining Sessions / Impasse Declared

Bargaining sessions were held to negotiate the full contract for a 2021-2024 renewal of the Collective Bargaining Agreement on the following dates:

- June 17, 2021
- August 3, 2021
- August 5, 2021*

■ Union declared Impasse*

Special Magistrate Hearing

- ❑ November 15, 2021: Meeting held with the Special Magistrate
- ❑ December 10, 2021: Special Magistrate issued a written report with recommendations geared toward resolution of the issues in dispute
- ❑ Subsequent slides will detail the recommendations not agreed to by the County

Recommendations Not Agreed By County

ARTICLE 19: ANNUAL LEAVE

Annual leave shall be granted to all employees who have completed their entrance probationary period and who have been employed by the County for one (1) year in the following manner:

☐ **Special Magistrate recommended**

- Over 15 years: 180 hours (4.5 weeks)
- Over 20 years: 200 hours (5 weeks)

☐ **County recommends status quo**

- Less than 5 years: 80 hours (2 weeks)
- Over 5 years: 120 hours (3 weeks)
- Over 10 years: 160 hours (4 weeks)

Recommendations Not Agreed By County (continued)

ARTICLE 20: SICK LEAVE, Section 2.F: Conditions

☐ Special Magistrate recommended

- All employees who are unable to return to work after using all sick leave credits not be required to use all annual leave credits before being placed on leave of absence without pay

☐ County recommends status quo

- Employees use all sick leave and annual leave credits before being placed on leave without pay:
“If an employee is unable to return to work after all sick leave credits have been used, the employee shall use any compensatory or annual leave credits before being placed on “leave of absence without pay”.

Recommendations Not Agreed By County (continued)

ARTICLE 23: HOURS OF WORK, Section 9: Emergency Pay

☐ Union proposed

- Addition of one paragraph from the County's Emergency Activation and Pay policy (located in Employee Handbook) to their Collective Bargaining Agreement

☐ Special Magistrate recommended

- The language be included in the Agreement

☐ County recommends

- The emergency pay provision not be included in the Agreement
- Union is attempting to use this isolated provision to require its members be paid time and a half anytime a state of emergency has been declared but County offices remain open.

Recommendations Not Agreed By County (continued)

ARTICLE 24: WAGES, SECTION 3

☐ Union proposed during negotiations

- Bargaining unit pay grade minimums and maximums shall be increased by seventeen (17%) to proportionately match the increases being implemented to the minimum wage in the state of Florida as approved November 2020 in Florida Constitution Amendment 2.
- All employees shall receive an across-the-board increase of \$1.50 per hour, or the increase to the pay grade minimum as identified above, whichever is greater.

☐ County proposed during negotiations

- 2% across-the-board; and
- \$0.30 per hour increase at the minimum range to the mid-range of pay scale; and
- \$0.15 per hour increase above the mid-range to the maximum of pay scale

Recommendations Not Agreed By County (continued)

ARTICLE 24: WAGES, SECTION 3 (continued)

☐ Special Magistrate recommended

- Bargaining unit members be given an increase of 3% plus an increase of \$0.40 per hour.

- #### ☐ The County has strived for the last few years to condense the spread of the pay range while ensuring our starting pay stays above the mandated state minimum wage. The special magistrate recommendation will cease such efforts.

Recommendations Not Agreed By County (continued)

ARTICLE 24: WAGES, SECTION 3 (continued)

■ County recommends

- 3% across-the-board; and
- \$0.40 at the bottom of the job class pay range and \$0.20 at the top of the job class pay range.
- County recommends the same increase as all other non-bargaining unit employees received.

Conclusion

Requesting the Board to approve the following recommendations

1. **ARTICLE 19: ANNUAL LEAVE (remain status quo)**

- Less than 5 years: 80 hours (2 weeks)
- Over 5 years: 120 hours (3 weeks)
- Over 10 years: 160 hours (4 weeks)

2. **ARTICLE 20: SICK LEAVE, Section 2.F: Conditions (remain status quo)**

"If an employee is unable to return to work after all sick leave credits have been used, the employee shall use any compensatory or annual leave credits before being placed on "leave of absence without pay".

Conclusion (continued)

Requesting the Board to approve the following recommendations

3. ARTICLE 23: HOURS OF WORK, Section 9: Emergency Pay

The emergency pay provision not be included in the Agreement and will remain in the Employee Handbook.

4. ARTICLE 24: WAGES, Section 3

Teamsters bargaining members receive the same increase given to non-bargaining members

- 3% across-the-board; and
- \$0.40 at the bottom of the job class pay range and \$0.20 at the top of the job class pay range.
- Increases above will be effective within two (2) pay periods after the Board's ratification, as recommended by Special Magistrate.

Next Step After Legislative Body Hearing

- ❑ A proposed Collective Bargaining Agreement is created containing those issues agreed upon in negotiations and the disputed impasse items resolved by the Legislative Body (the Board).
- ❑ The Agreement shall be signed by (1) the Chief Executive Officer (Administrator) and (2) the bargaining agent and shall be submitted to the members of the bargaining unit for ratification.
- ❑ If the Agreement fails to ratify, then only the articles resolved by the Legislative Body are imposed. For all other issues, both parties return to negotiations.



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Proof of Publication

From the
CITRUS COUNTY CHRONICLE
Crystal River, Citrus County, Florida
PUBLISHED DAILY

STATE OF FLORIDA
COUNTY OF CITRUS

Before the undersigned authority personally appeared

Tonya Knight and/or Jeanne Ethridge

Of the Citrus County Chronicle, a newspaper published daily at Crystal River, in Citrus County, Florida, that the attached copy of advertisement being a public notice in the matter of the Court

ROP Ad# : 50023550

Description: 3710-0201 TUCRN Notice of Special Meeting by Citrus BOCC on February 8, 2022

Advertisement: to run 1 time(s)

was published in said newspaper in the issue of

Dates(s) of publication: February 1, 2022

Affiant further says that the Citrus County Chronicle is a Newspaper published at Crystal River in said Citrus County, Florida, and that the said newspaper has heretofore been continuously published in Citrus County, Marion County and Levy County, Florida, each week and has been entered as second class mail matter at the post office in Inverness in said Citrus County, Florida, for a period of one year next preceding the first publication of the attached copy of advertisement; and affiant further says that he/she has neither paid nor promised any person, firm or corporation any discount, rebate, commission or refund for the purpose of securing this advertisement for publication in the said newspaper.

Jeanne Ethridge
The foregoing instrument was acknowledged before me

This 1ST day of February 2022

By: Tonya Knight and/or Jeanne Ethridge

Who appeared by (☒) means of physical presence or ()
via online notarization.

Notary Public

Maria A. Parks



MARIA A. PARKS
Commission # HH 099773
Expires April 20, 2025
Bonded thru Budget Notary Services

MEETINGS

3710-0201
PUBLIC NOTICE

NOTICE IS HEREBY GIVEN that the Citrus County Board of County Commissioners will conduct a Special Meeting on Tuesday, February 8, 2022, at 9:00 AM in the Citrus County Courthouse, 110 North Apopka Avenue, Inverness Florida for the purpose of a Notice of public meeting for Citrus County Board of County Commissioners' consideration of rejection of recommendations of Special Master, Amy Sergeant, and settlement of impasse issues in dispute between Citrus County, Florida, and Teamsters Local 79.

Any person requiring reasonable accommodation at this meeting because of a disability or physical impairment should contact the County Administrator's Office, 3600 W. Sovereign Path, Suite 267, Lecanto, FL 34461, (352) 527-5210, at least two days before the meeting. If you are hearing or speech impaired, dial 7-1-1, 1-800-955-8771 (TTY) or 1-800-955-8770 (v), via Florida Relay Service.

If you need a Spanish Translator, please make arrangements with the County by telephone within two days of the publication 352-527-5370

Si necesita un traductor de español por favor haga arreglos con el Condado dentro de dos días de la notificación de la publicación 352-527-5370

Any person who decides to appeal an decision of the Governing Body with respect to any matter considered at this meeting will need a record of the proceedings and for such purpose may need to provide that a verbatim record of the proceeding is made, which record includes testimony and evidence upon which the appeal is to be based. (Section 286.0101, Florida Statutes)

Published February 1, 2022

23.59
Ad# 50023550

Communication: Proof of Publication (Adjourn)