

From: Dave Byron <dbyron@co.volusia.fl.us>
To: VolusiaExposed <volusiaexposed@cfl.rr.com>
Subject: Re: Missing public records? - Preferential treatment of employees?
Date: Wed, 23 May 2012 11:08:49 -0400

As a general policy, the county limits comment on individual personnel matters. You should be aware the county's Merit Rules define two types of county employees -- classified and unclassified.

Most employees fall within the classified category. For the sake of simplicity let's call these the rank and file workers. Again for the sake of simplicity, the unclassified employees are your upper management. When it comes to discipline for classified employees the Merit Rules detail the steps to be followed, i.e. the notice of intent, the notice of final action, steps in the appeal process, progressive discipline etc. These employees have the right to grieve disciplinary actions all the way up to and including a hearing before the Personnel Board. Unclassified employees have no such right. Unclassified employees can be disciplined or terminated without appeal rights. They are "at will" employees which means they serve at the will of the county manager and can be let go without cause.

The assistant county attorney you reference was an at will (unclassified) employee. In the instance you reference, his pay was docked by a substantial amount. I would call this stern discipline. My observation is that unclassified employees are held to a very high standard of discipline, as you would expect inasmuch as they are the higher paid leadership county employees. If you are suggesting there is a double standard of discipline at the county, I would agree. The unclassified employees (upper management) are held to a higher standard of expectations than the rank and file and are disciplined accordingly.

It's the role of the Human Resources Director to ensure that discipline at all levels within the organization is meted out with consistency and fairness. This is my only response on this matter.
-- Dave Byron