

**BALDWIN COUNTY COMMISSION
AGENDA ACTION FORM**

Meeting Type:	Baldwin County Commission – Regular
Meeting Date:	12/06/2016
Placement of Item on the Agenda:	OTHER STAFF RECOMMENDATIONS: - PERSONNEL
Item Status:	New
Submitted By:	Andrea Rider
From:	Andrea Roberson, Personnel Director
ITEM TITLE	
Personnel Appeals Board Decision - Employee #183590	
STAFF RECOMMENDATION	
<p>Acknowledge and consider the attached recommendation of the Personnel Appeals Board and choose one of the following:</p> <p>1) Approve the recommendation of the Personnel Appeals Board, and affirm the decision to terminate employee #183590, OR</p> <p>2) Disapprove the recommendation of the Personnel Appeals Board, and reverse the decision to terminate employee #183590 and reinstate to previous position with back pay, OR</p> <p>3) Modify the recommendation of the Personnel Appeals Board, so as to provide for a disciplinary action less stringent than action recommended by the Personnel Appeals Board.</p>	
BACKGROUND INFORMATION	
Previous Commission Action/Background Information:	No
<p>A recommendation was made by the Development and Environmental Director to terminate the employment of an employee on September 26, 2016. An informal pre-disciplinary hearing was held on September 28, 2016. The County Administrator upheld the recommendation of the Development and Environmental Director to terminate the employment of the employee to be effective at the end of business on September 29, 2016.</p> <p>The Personnel Appeals Board met on November 9, 2016, to hear the employee's appeal of this decision. At the conclusion of the hearing, the Board unanimously affirmed the recommendation of the Development and Environmental Director that the employee be terminated from employment with Baldwin County Commission. All decisions of the Board are recommendations to the County Commission which shall act upon the recommendation at its</p>	

next regular or specially called meeting. The commission must vote its approval, disapproval, or modification (if the modification is less stringent than that of the Board).

From any adverse decision of the County Commission, the employee may appeal the decision to the Circuit Court of Baldwin County for a non-jury trial, provided he/she files the appeal within seven (7) days of the adverse decision taken.

FINANCIAL IMPACT	
Does the recommendation have a financial impact?	No
LEGAL IMPACT	
Are there any legal documents required to be executed if this recommendation is approved?	No
ADVERTISING REQUIREMENTS	
Is advertising required for this recommendation?	No
CONSISTENCY WITH B.C. STRATEGIC PLAN - 2006-2016	
Is the recommendation applicable to the goals set forth in the Strategic Plan?	Yes
POLICY IMPACT	
Is the recommendation consistent with Commission Policy?	Yes
Which Commission policy is applicable to this recommendation?	Personnel Appeals Hearing Procedures
PERSONNEL IMPACT	
Does the recommendation have personnel impact?	Yes
Open funded position?	No
Newly created position?	No
IMPLEMENTATION	
Is implementation for this item time sensitive?	No
ATTACHMENTS	
1. Board Recommendation (CONFIDENTIAL).pdf	
APPROVALS	
Budget	
Personnel	Andrea Rider 11/17/2016 9:24:52 AM
Administration	Keri Green 11/23/2016 1:27:44 PM
Chairman and County Administrator	Chris Elliott 11/28/2016 9:55:46 AM