

MAILING ADDRESS
P. O. Box 18770
Pensacola, Florida 32523
(850) 436-9630



LOCATION
1700 W. Leonard St.
Pensacola, Florida 32501
www.escambiaso.com

ESCAMBIA COUNTY SHERIFF'S OFFICE
David Morgan, Sheriff

August 18, 2017

Honorable Jeff Bergosh
Board of County Commissioners
221 Palafox Place
Pensacola, FL 32502

Commissioner Bergosh,

You state you want to meet with me. I have had my Chief Deputy send the following emails (excerpts included) on my behalf to the BOCC with literally no response from any commissioner:

On 7/11/17

"To all the Commissioner's, this is my direct email address. My direct cell phone that is with me 24/7 is 554-12xx. I am always available to answer questions or to get information for you directly."

On 7/21/17

"If, however, the BOCC is willing to sit down on equal footing, honestly inquire about our problems, and offer solutions on how the salary study will be implemented, we are more than willing to participate in future meetings upon invitation."

On 7/26/17

"As our last letter to you stated we'd be happy to discuss the budget upon invitation and assurances of a fair discussion but apparently the LETF process takes precedent over that. Noted."

On 8/9/17

"As with our budget, we are ready and willing to meet in a setting where ambush, unshared data, and interruptions aren't the norm."

You also received a letter from directly from me on 7/14 stating the following:

COUNTY ATTORNEYS OFFICE
18 AUG2017

FLORIDA

PM03:13



ACCREDITED
430 of 564

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ESCAMBIA COUNTY SHERIFF'S OFFICE
David Morgan, Sheriff

"Our personnel losses due to the pay in Escambia County has reached critical mass. With the public announcement of no pay raises, no approved salary study, and no anticipated raises for next year, we have had 8 more seasoned officers advise us of their intent to leave the ECSO. Please contact my Admin Assistant, Ms. Anita Ingram, at 850-436-9512, to schedule a meeting.

We will be meeting to assess County Commission District 1-5, individually, as to avoid one district being played off the other. If you intend to bring supporting documentation, it must be submitted ONE WEEK PRIOR to your scheduled meeting. Meetings will be held at the Escambia County Sheriff's Office conference room. Beginning times will be 0900."

I was under the mistaken assumption that you had scheduled this meeting. Apparently you have not.

The board has locked in the millage rates and has made almost non-measurable cuts. There was a plan floated that centered around Pathways for Change that might have come up with money for raises but at a recent meeting the county administrator said that it was more than likely not going to materialize. You say you want to sit down and negotiate, but you can't do that on your own. We apparently can't even negotiate in good faith with your county administrator who I've met with on several occasions. To my knowledge the rest of the board has not authorized you to do negotiations or make offers. Quite frankly, you want to sit down and negotiate when you have an empty check book. The BOCC has not even been able to get the salary study completed that was due by RFP back in January. How do you want to negotiate in good faith when you don't even know what the proposed fix should be? You and other commissioners have made incorrect statements on social media and from the dais that my Chief Deputy has tried to correct. You, nor they, have made any effort to clarify them. You have misled the public in my ability to give raises and have completely dismissed my budget presentation and how we relate to the rest of the state.

In addition, I am not sure why it is necessary for you to meet with me to start moving forward with a plan and pay increase for your own first responders that you claim to want to do something for. I have watched the BOCC meetings and have seen no firm steps to implement any type of pay increase or salary adjustment for them. Show me what you can do by doing something for them. The first budget vote is less than three weeks away. A complete lack of action toward your own employees seems to further validate that there is no actual plan, much less a means to increase anyone's pay.

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ESCAMBIA COUNTY SHERIFF'S OFFICE
David Morgan, Sheriff

If you have proposed solutions, or if you need explanations as to our operations and budget, please set a meeting with my Chief Deputy, Eric Haines. I assure you he has more accurate information than the hateful and agenda driven people you have been getting your information from on FaceBook. Should there be something of material substance that arises in that meeting that is worth discussing or negotiating, you and I can then meet.

Sincerely,

A handwritten signature in black ink, appearing to read "David Morgan".

David Morgan, Sheriff
Escambia County, FL

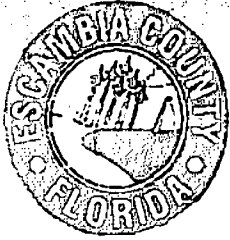
DM/abi

C: Commissioner Doug Underhill
Commissioner Lumon May
Commissioner Grover C. Robinson, IV
Commissioner Steven Barry
County Administrator Jack Brown
County Attorney Alison Rogers

FLORIDA



ACCREDITED



Board of County Commissioners • Escambia County, Florida

Jeff Bergosh
Commissioner District 1

Honorable David Morgan
Sheriff, Escambia County Florida
1700 W. Leonard Street
Pensacola, FL
32501

August 21, 2017

Sheriff Morgan,

I am in receipt of your letter dated August 18, 2017.

I believe at this juncture several factual clarifications are in order.

First, I have spoken to Eric Haines on numerous occasions, I have his telephone number, and I know how to reach him. I understand he is your designee for budget negotiations between ECSO and the BCC. Our designee in this matter is Jack Brown. Administrator Brown has told all commissioners via a recent email that upon his most recent attempt to speak with you specifically about the budget in person—at our express direction--he was instead rebuked by you personally.

Secondly, I am not requesting a face to face meeting with you to negotiate anything, I'm not the spokesman for the BCC—I speak only for myself. *I simply prefer to meet with people face to face—particularly if there is a contentious issue at play.* Because you sent a series of text messages to me individually delineating your negative opinion(s) of my actions related to the budget, I wanted to speak to you in person about this—*I don't feel this was an unreasonable request given you initiated the dialogue. You have rejected these four (4) written requests I have made for a sit-down meeting with you one on one.*

I now fully understand you feel such a meeting is neither important nor necessary, but I'll simply reiterate that I don't believe text messages are an optimal form of communication. Moreover, I don't believe text messages (or one-way videos on Facebook) are an effective medium for fostering the sort of discourse necessary to solve complex issues mutually—*particularly during times of extreme budgetary pressure.* I wanted to speak

face to face to discuss this in depth along with the inaccurate things you've stated about me on facebook videos, radio interviews, and on several television commercials.

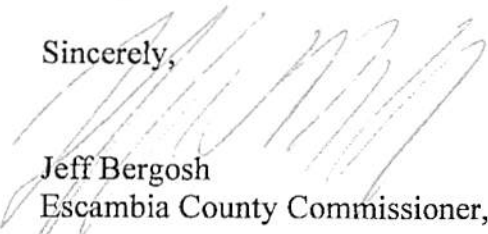
Furthermore, and most importantly, I wanted to take the opportunity to tell you in person what I think about ECSO's latest TV commercials using wounded officers to foment anger toward the BCC to gain public sympathy and leverage for your budget request:

I strongly believe these commercials are in poor form and are dishonorable; they serve to disrespect the very officers that work for your office.

Finally—because regrettably this year's budget process has become so negative, condescending, and personalized by your office—I will refrain from requesting any further meeting in person with you for any purpose going forward.

Rest assured, however, that I will continue to work with staff and my counterparts on the BCC in good faith to provide salary increases, if possible this year, to all the men and women who serve as first responders, dispatchers, and corrections officers in Escambia County.

Sincerely,



Jeff Bergosh
Escambia County Commissioner, District 1

221 Palafox Place, Suite 410 • Pensacola, Florida 32502
850.595.4910 • www.myescambia.com

wed, Jul 12, 7:28 PM

In light of the BOCC rejection of the ECSO budget, I will be shortly restructuring the office to focus on high intensity crime areas. This will result in the reduction of patrols in many areas, and the closing of some precincts. We will be reviewing the crime data district by district. I will advise you of my decisions and the actions as they occur.

Thu, Jul 13, 6:10 AM

Good morning Sheriff Morgan. I was out of the state for the past week I was not at the budget workshop where there was push back to your budget. I have not taken a position on any of the Constitutional officers' budget requests as of yet ---that decision will be made in September these budget

reduction of patrols in many areas, and the closing of some precincts. We will be reviewing the crime data district by district. I will advise you of my decisions and the actions as they occur.

Thu, Jul 13, 6:10 AM

Good morning Sheriff Morgan. I was out of the state for the past week I was not at the budget workshop where there was push back to your budget. I have not taken a position on any of the Constitutional officers' budget requests as of yet ---that decision will be made in September. these budget workshops are simply for information for the board -and I would would welcome the opportunity to discuss your budget with you at your convenience.

Thu, Jul 13, 1:10 PM

Ambushed? I don't ambush people Commissioner. How about being advised Monday, that we weren't getting our budget request. Advising the community of my intent is well with my constitutional authority. Let me remind you I don't work for the BOCC. We're not getting off to a real good start are we.

Sheriff I wasn't at the meeting and I haven't taken a position on the budget yet, just got back to town. I'd like the opportunity to discuss the budget before I read online that it's being appealed to the Governor. I read that this morning on ECW. That's called being ambushed---we haven't even voted as a full board on this budget yet.

about being advised Monday that we weren't getting our budget request. Advising the community of my intent is well with my constitutional authority. Let me remind you I don't work for the BOCC. We're not getting off to a real good start are we.

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Your definition.

Eric's.

Jeff Bergosh

From: Jeff Bergosh
Sent: Monday, August 21, 2017 4:29 PM
To: Debbie Kenney
Subject: Email to Sheriff Morgan Please..... I don't have his address
Attachments: Bergosh Response to Morgan 8-21-2017.pdf

Thanks,

Jeff Bergosh
District 1 Board Member and Vice-Chairman
Escambia Board of County Commissioners
221 Palafox Place Suite 400
Pensacola, FL 32502
850-595-4910 office
850-377-2209 Voicemail
District1@myescambia.com
www.jeffbergoshblog.blogspot.com
@jeffbergosh

Fwd:

The ECSO will be conducting meetings for the realignment of our limited resources. A starting point will be crime and crime rates as they relate to your district. We have already determined to terminate our contract with Court Security (excepting statutorily mandated bailiffs), funeral escorts, etc. We also anticipate a reduction or elimination of the School Resource Officer (SRO) Program. Precincts in 'low crime' areas will be closed. We encourage your participation. We will begin meetings the second week of September, with an anticipated implementation of October 1, 2017. Our personnel losses due to the pay in Escambia County has reached critical mass. With

implementation of October 1, 2017. Our personnel losses due to the pay in Escambia County has reached critical mass. With the public announcement of no pay raises, no approved salary study, and no anticipated raises for next year, we have had 8 more seasoned officers advise us of their intent to leave the ECSO. Please contact my Admin Asst, Ms Anita

Ingram, at 850-436-9512, to schedule a meeting. We will be meeting to assess County Commission Dist 1-5, individually, as to avoid one district being played off the other. If you intend to bring supporting documentation, it must be submitted ONE WEEK PRIOR to your scheduled meeting. Meetings will be held at the Escambia County Sheriff's Office conference room. Beginning times with be

Okay

Fri, Jul 14, 2:09 PM

Sheriff Morgan: over the last five years I'd like to know what (if any) % pay raises the deputies have received in each of these FY periods. FY 13-17. I have been told that they have received yearly increases but I want to verify that with you. If I need to call someone at your office to get this info please just let me know. Thanks.

You have that information, through Amy Lavoy.

I just wanted to make sure it was right---3% in FY14, 3% in FY 15, 3% in FY 16, and 3% in FY 17. I'm told there was an 8 year run prior to that with no raises

You have that information, through Amy Lavoy.

I just wanted to make sure it was right---3% in FY14, 3% in FY 15, 3% in FY 16, and 3% in FY 17. I'm told there was an 8 year run prior to that with no raises

It was 7 years without pay raises.

Ok thx

The first raise was an off-set. FRS employee contributions were increased 3%.

Yes I remember that it impacted the teachers badly that year as well.....

As have they been each year. It is to maintain parity and not go

Yes I remember that it impacted the teachers badly that year as well.....

As have they been each year. It is to maintain parity and not go in reverse, FRS contributions are 3% annually. It is arguable there hasn't been a raise.

Yes I have heard that argument as well---and it is not without merit.

The pay raises and projections are in Chief Haines's presentation slides.

I was in San Diego during that meeting but I caught most of it online and I'll be spending a large part of this weekend working on this

The pay raises and projections are in Chief Haines's presentation slides.

I was in San Diego during that meeting but I caught most of it online and I'll be spending a large part of this weekend working on this

Will Eric meet with Jack to discuss your facilities requirements? I'm told there was supposed to be a meeting next week

Jack Brown was also provided the electronic version. Do you have an email you'd prefer it be sent to, I'll have Chief Haines send it to you.

Yes that would be great

luffh-roosh@gmail.com

We're transferring the range back to county. The county facilities folks haven't gotten with Major Ingram on the Evidence Warehouse requirements.

Ok I'll see if I can get some information on that from my end. Do you anticipate any other big-ticket facilities issues that need to be programmed beyond the evidence warehouse and the range?

....over the near term?

Will check with staff.

Thanks very much

Have transferred your info and request to Chief Haines, he may be reached at [686-3080](tel:686-3080).

Thank you

Tue, Jul 18, 4:46 PM

You just put out pure BS. Get your facts straight.

What part?

You control the funded positions. When you set the budget amount, the money is not there for raises across the board. I have a union.

look at what the 8 million, not 10 million.

See what it was spent for....3% off-set for FRS increase, etc.

Think maybe the crime rates and incarceration rates in Escambia County are always in the top 10 for Florida and could

See what it was spent for....3% off-set for FRS increase, etc.

Think maybe the crime rates and incarceration rates in Escambia County are always in the top 10 for Florida could possibly be because of severe underfunding of law enforcement? Look at the state numbers. Your arguing against the facts.

We held back at the request of your Administrator, waiting on the economy and the salary study. So, don't cooperate anymore with the county?

We submitted a reduced budget at your BOCC request.
Nonsense.

Yes. This is why we NEED to go to Tallahassee. What your staff is not telling you is that our budget, and its history will be looked at and verified. AS WILL YOURS. I look forward to this.

Attending the School Board session tonight. Advising them of the list of schools losing their SRO's.

Sheriff Morgan: the school board pays half the salaries and benefits for those officers--I would think those positions could be maintained

....plus I know you have the ability to pull them out of the schools when needed for community emergencies

You are not listening. I do not have enough officers on patrol

ability to pull them out of the schools when needed for community emergencies

You are not listening. I do not have enough officers on patrol to ensure officer safety. Our attrition rate is off the scale. Can't you read? Chief Haines has it in the presentation. Do you think we are making this up? We waited 3 years working this issue with Jack Brown, assuming the officer safety risk (on the street), with a semblance of assurance that we would be made whole by this budget cycle. Officers that had projected leaving were waiting with and for us till the decision by the BOCC was made. Stop trying to manage something you know nothing about. A little knowledge is a dangerous thing.

Can't you read? Chief Haines has it in the presentation. Do you think we are making this up? We waited 3 years working this issue with Jack Brown, assuming the officer safety risk (on the street), with a semblance of assurance that we would be made whole by this budget cycle. Officers that had projected leaving were waiting with and for us till the decision by the BOCC was made. Stop trying to manage something you know nothing about. A little knowledge is a dangerous thing.

We probably need to speak face to face

You can't seem to understand the some concept of 'funded positions' otherwise you and Barry would not be asserting from the Dias that 'the Sheriff

You can't seem to understand the some concept of 'funded positions' otherwise you and Barry would not be asserting from the Dias that 'the Sheriff can give raises within his existing budget'. Really? Let's see, the BOCC approves land funds me at the level of 10 positions. Where is the money for raises? You approved 10 positions and funded 10. Where is the money for a raise.

No, we really don't. The Governor can resolve this. 3.6m.

I think we need to speak face to face

Why?

Why would you want to speak with me? You and the other commissioner's know more

I'm asking Jack right now at the meeting. Look

I stopped watching this madness an hour and a half ago. I just briefed the school board on anticipated cuts.

Go back and watch the tape

Good discussion on finding money for raises for your men

3.6m, no negotiating. I anticipate the Governor and State CFO won't be baffled by BOCC BS.

I don't know if we get all the way there but I believe there is a potential for an increase to your budget, over the 1.57% increase currently in the table. I believe we will be able to get an additional \$1.5 Million above

Why would you want to speak with me? You and the other commissioner's know more about law enforcement than I do. Make your decision. Your going to live with it.

I think we need to speak

I'll give you a call after my round table tomorrow

Thanks

There really is no need. You and others on the board have a proclivity towards hearing what you want irrespective of the facts, then speaking with "authority" as a self appointed expert. Nothing will come of our meeting. I don't participate in futile efforts.

I'm asking Jack right now at the

Your so confident in the BOCC.
Ask Jack and Amy what was the
total cost of the jail transfer
from the Sheriff? 3
commissioners have asked this
question previously, everyone is
still waiting for an answer. And
you want me to trust the BOCC?

Sorry! The county budget went
up 19m not 16m. Better yet!

4.25%

Your requested increase is 8%
over last year's adopted budget

Would you accept an identical
increase, percentage wise, of
4.25%?

If we can't find the full 8%

Nope. Commissioner I
understand you inherited this
mess. So did I once becoming

3.6m, no negotiating. I anticipate the Governor and State CFO won't be baffled by BOCC BS.

I don't know if we get all the way there but I believe there is a potential for an increase to your budget, over the 1.57% increase currently in the table. I believe we will be able to get an additional \$1-1.5Million above that. Not exactly what was requested but an attempt at a compromise

Nope. You can fund that. See you in Tallahassee.

The days of getting late enforcement on the cheap are over. You raise the county budget by 16m, and not fund this? Unacceptable.

Nope. Commissioner I understand you inherited this mess. So did I once becoming Sheriff. I've allowed the can to be kicked down the road far too long, following and believing hollow promises from the BOCC.

I have full confidence that the Governor will view this in our favor.

Wow!!! What great staff work! I just spoke with Sheriff Johnson, he is at full capacity. 682 beds, 682 inmates. He also passed along, he will not accept inmates from EsCo, even if he has beds. Keep up the good work! You all are doing great!!@

What courage Commissioner!! Didn't call the vote unless it was a 4-0. So, consensus is fact?

What courage Commissioner.:
Didn't call the vote unless it was
a 4-0. So, consensus is fact?
God, I hope you never get a 5-0
vote that pigs fly.

Thu, Jul 27, 10:33 AM

Got the documents right on
front of me..... The LET has
never been used to fund the
SRO program.

You might consider finding
better "inside sources."

I have never said it has--I simply
believe that it can be used, LET
funds, to offset the expenses for
the SRO program. I'm very
concerned about the lack of
SROs at Bellview and Bailey

Nope. Unlike you, we get a legal
review, and follow the

I have never said it has--I simply believe that it can be used, LET funds, to offset the expenses for the SRO program. I'm very concerned about the lack of SROs at Bellview and Bailey

Nope. Unlike you, we get a legal review, and follow the procedure. Your drilling a dry hole.

Just trying to find a way to save money to provide raises to LEO, Corrections, and EMS, and Fire

That's all

\$3.6M

Really? Why don't you ask for the documents.....my books balance.....

You want me to base salaries

money to provide raises to LEO,
Corrections, and EMS, and Fire

That's all

\$3.6M

**Really? Why don't you ask for
the documents.....my books
balance.....**

**You want me to base salaries
and positions on a fund that
may not be there next year?**

**The BOCC may budget that way,
we will not.**

**Since 2013 the County FD
budget went from \$6M to \$16M.
Why? Couldn't meet needs
bases upon volunteers. Why
was this increase approved?
Could it be because they work
directly for the BOCC? Makes a**

Since 2013 the County FD budget went from \$6M to \$16M. Why? Couldn't meet needs bases upon volunteers. Why was this increase approved? Could it be because they work directly for the BOCC? Makes a body wonder.....

Those decisions were made prior to my arrival I would have never voted for the MSBU for fire that I've been voted on in the last couple years we are essentially running the good volunteers out replacing them with very expensive paid firefighters

I think going forward you're going to see with that budget stabilize

No, the county could not fill the positions.....sound familiar? Had

the last couple years we are essentially removing the good volunteers, but replacing them with very expensive paid firefighters.

I think going forward you're going to see with that budget stabilize.

No, the county could not fill the positions.....sound familiar? Had to find paid positions.

Thu, Jul 27, 4:38 PM

FL Statute 932.7055, subsection (9). "Neither the law enforcement agency nor the entity having budgetary control over the law enforcement agency shall anticipate future forfeitures or proceeds therefrom in the adoption and approval of the budget for the

averaging 4% yearly over the last 5 years; this year he demanded double that, an 8% increase. 8%-that is what this is all about. 8%

Aug 22 · Edited · Like · Reply · More



Jeff Bergosh

William Gandy--I do not know you. You say you emailed me 22 times when I was on the school board?!? about what? and I return my emails and calls--this is a known fact of reality. Call me today and lets discuss. My personal cell number is 293-1459. I look forward to it.

Aug 22 · Like · Reply · More



William Gandy

While I appreciate the response, that was an issue over 3 years ago that I have no intention of revisiting.

obviously for himself not the tax payers

Aug 21 · Like · 1 · Reply · More



Jeff Bergosh

romeo n alan lee-ray--I requested a meeting with him four different times in writing-- due to a series of text messages he sent to me. He does not want to meet me face to face, just that simple. His office has received yearly budget increases averaging 4% yearly over the last 5 years; this year he demanded double that, an 8% increase. 8%--that is what this is all about. 8%

Aug 22 · Edited · Like · Reply · More



Jeff Bergosh

William Gandy--I do not know you. You say you emailed me 22 times when I was on the school

59

Done



Mike Sandy Johnson

He should not be a commissioner anyway.

Aug 21 · Like · Reply · More



Jeff Bergosh

.....that's what my previous opponents said, too. That didn't work out well for them. Mike Sandy Johnson---why don't you run for BCC? I think you should, in fact, I encourage you to do so, by all means!

Aug 22 · Like · Reply · More

85

Done

Aug 21 · Like · 1 · Reply · More



Jeff Bergosh

Sheriff Morgan: My written response to this letter from you is in the mail, I could not post the images here because of this site's settings but my response can be seen at <https://www.facebook.com/CommissionerBergosh/>



Jeff Bergosh,
Escambia County
Public Figure
Pensacola, Florida

Aug 21 · Like · Reply · More



Jeff Bergosh

Sheriff Morgan: I simply went through the last 5 year budget history at the Republican Executive Committee to set the record straight. I don't have a five person media team to produce flashy videos whenever I want to make them. But you have been incredibly condescending toward me and my peers on the BCC --even as I told you I would work with you to try to find more money. I asked for a face to face meeting and you rejected that. I asked you three times, in writing, for a face to face and you said you do not participate in futile efforts. This is not personal to me, it obviously is to you and thus the unending series of ad-hominem personal attacks on me, Jack Brown, and the rest of the BCC. Here is the cliff's notes of what I said at the

the cliff's notes of what I said at the REC: The BCC has funded budgetary increases for the ECSO over the last five years that average a 4% increase yearly--which has allowed you to give your deputies 3% raise in each of the last 4 years. I continued my very brief comments by stating my support for all first responders, military, fire EMS Corrections, and LEOs. I ended my comments stating my opinion that the current TV commercials your office is running that lists the names of injured officers juxtaposed with the names and faces of the BCC--I thought that was low-down and dishonorable. I stand by that, I believe it dishonors those men. Call me if you want to discuss this any time 850-293-1459. Better yet, I will ask you for the 4th time. Let's talk face to face about the budget.

Aug 17 · Like ·  12 · Reply · More

your deputies 3% raise in each of the last 4 years. I continued my very brief comments by stating my support for all first responders, military, fire EMS Corrections, and LEOs. I ended my comments stating my opinion that the current TV commercials your office is running that lists the names of injured officers juxtaposed with the names and faces of the BCC--I thought that was low-down and dishonorable. I stand by that, I believe it dishonors those men. Call me if you want to discuss this any time 850-293-1459. Better yet, I will ask you for the 4th time. Let's talk face to face about the budget.

Aug 17 · Like ·  12 · Reply · More



Escambia County Sheriff's Office

MAILING ADDRESS
P.O. Box 10770
Pensacola, Florida 32502
850-432-4242



ESCAMBIA COUNTY SHERIFF'S OFFICE
David Morgan, Sheriff

LOCATION
1700 W. Leland St.
Pensacola, Florida 32504
www.escambia.com

taxpayers money on tv ads when I had an issue with his departments actions instead of calling him with no response. Keep up the good work....

Aug 21 · Like · 2 · Reply · More



Jeff Bergosh

My written response to this letter from the Sheriff is in the mail, I could not post the images here because of this site's settings but my response can be seen at <https://www.facebook.com/CommissionerBergosh/>



Jeff Bergosh, Escambia County Commissioner,
Public Figure
Pensacola, Florida

Aug 21 · Edited · Like · 4 · Reply · More



William Gandy

So basically, "I am not requesting a

Jeff Bergosh

From: Sheriff Morgan <dmorgan@escambiaso.com>
Sent: Friday, September 08, 2017 10:05 AM
To: Jeff Bergosh
Subject: RE: Your LETF Discussion

Commissioner Bergosh,

Not really. The BOCC closed the door not accepting your own commissioned salary study, announcing no pay raises for this FY or quite possibly next FY. That leaves nothing to "discuss."

I believe this is called an impasse requiring arbitration, e.g., the Governor.

Sheriff Morgan

From: Jeff Bergosh [mailto:JWBERGOSH@myescambia.com]
Sent: Friday, September 08, 2017 6:01 AM
To: Sheriff Morgan
Cc: Debbie Kenney
Subject: Re: Your LETF Discussion

Sheriff Morgan:

I think we need to meet in person to discuss. My door is open.....

Jeff Bergosh

Sent from my iPhone

On Sep 7, 2017, at 3:37 PM, Sheriff Morgan <dmorgan@escambiaso.com> wrote:

Commissioners,

While watching this morning's Agenda Review discussion about the Law Enforcement Trust Fund, I was again reminded that it is near impossible to do business with the Escambia Board of County Commission and their Staff.

It was approximately 4 years ago when then Commissioner Gene Valentino tried to change the way the LET fund system, which has been in place for over a decade, has operated in Escambia County. The rest of the BOCC decided to leave the system as is.

Last year, the State Attorney reviewed the LET donations as well as the system. He requested that the BOCC, the Clerk's Office, and the ECSO review the process. That meeting was held on 7/27/2016. Present were:

Chief Deputy Eric Haines, Escambia County Sheriff's Office
Henrique Dias, Chief Financial Officer, Escambia County Sheriff's Office
Gerald Champagne, General Counsel, Escambia County Sheriff's Office
Pam Childers — Clerk of Court
Susan Woolfe — General Counsel, Clerk of Court
Justin Smith — Accounting Manager, Clerk of Court
Amy Lovoy, Assistant County Administrator, Escambia County
Kristen Hual, Assistant County Attorney, Escambia County

We offered to follow any process put in place as long as it complied with statute. It was unanimously determined that the current process was fine and we only needed the non-profit to give a receipt stating the monies they received were spent for what they requested.

In January of this past year, Commissioner Bergosh inquired about the LETF process, yet nothing was said about it until July 26th of this year when he notified me a day earlier that he was going to put it on July 27th's agenda for discussion. In an email to Commissioner Bergosh and Administrator Jack Brown we stated the following:

"Commissioner Bergosh,

You informed me this afternoon that you will be adding the LETF process to the agenda tomorrow. It is baffling that you inquired your staff about this back in January and had no questions of us, or at least didn't consider it a priority, until a local cartoonist wrote an opinion piece in Saturday's paper. With all the issues concerning your and our employee's severe salary problems it is surprising that this topic is that we were invited to discuss in tomorrow's BOCC meeting. As our last letter to you stated we'd be happy to discuss the budget upon invitation and assurances of a fair discussion but apparently the LETF process takes precedent over that. Noted.

Regarding the LETF process, we have been following the process the BOCC put in place for the ECSO long before our administration took office. There was a thorough review done of the process by the SAO in which all the relevant constitutional officer's general counsels, as well as your own, agreed the way we were doing it was fine with the exception of how the non-profits accounted for their expenditures. We all came to an agreement on a solution to that issue and the process continued as it stands today.

If your constituents are now calling for a change in the process as you stated, we recognize your need to discuss it. We are confident that your legal counsel will adequately advise the Board in this matter. We are more than willing to follow any new proposed process as long as it follows the statute and as long as it does not diminish the statutory rights of the Sheriff. There is no need for us to participate in the discussion tomorrow as that may just delay the issue. We would much rather be discussing the need for salary increases. If this issue is of more importance to the BOCC, please let us know when you have it resolved and when you are willing to discuss the elephants in the room. "

The board decided on 7/27/2017 to make no changes to the LETF process until after October and I continued to do LET expenditures in the manner decided on by the BOCC.

I would say imagine my surprise, but there was no surprise when the discussion came up this morning that there would be a vote tonight on withholding LETF reimbursements to my general fund until after October 1. This is another stellar example of why I cannot trust the Escambia Board of County Commissioners. Should you vote to withhold the

reimbursements tonight it will cause the planned donations to come out of my general fund rather than the LET Fund. The only inconvenience this will cause me is an explanation to the auditors that the BOCC reneged on the agreed upon LETF transfer process. The positive side of this is, in effect, this money will now be coming out of the BOCC Internal Service Fund. These unreimbursed donations will directly come out of the money that would have been returned to the BOCC at the end of my fiscal year. The BOCC should be aware that more donations have been made since July when the board decided to keep the process the same.

It should also be noted that I was not made aware that this would be brought up for discussion today so I could have had a representative at your meeting. It is a shame that while my staff and I are feverously preparing to assist other Sheriff's across the state from the impending disaster of Hurricane Irma that I have to worry about my Commissioner's trying to ambush me on something that was supposed to be put off until October.

Sheriff David Morgan

Florida has a very broad public records law. Under Florida law, both the content of emails and email addresses are public records. If you do not want the content of your email or your email address released in response to a public records request, do not send electronic mail to this entity. Instead, contact this office by phone or in person.

BOARD OF COUNTY COMMISSIONERS PUBLIC HEARING

SECOND PUBLIC HEARING

FISCAL YEAR 2017/2018 COUNTY-WIDE BUDGET

SEPTEMBER 26, 2017

5:31 p.m.

Ernie Lee Magaha Government Building - First Floor

CHAIRMAN DOUG UNDERHILL

COMMISSIONER STEVEN BARRY

COMMISSIONER JEFF BERGOSH

COMMISSIONER LUMON MAY

COMMISSIONER GROVER ROBINSON

COUNTY ATTORNEY ALISON ROGERS

COUNTY ADMINISTRATOR JACK BROWN

ASSISTANT COUNTY ADMINISTRATOR AMY LOVOY

Jo Ann Bryan



ORIGINAL

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CHAIRMAN UNDERHILL: Good evening. At this time I would like to call to order this Board of County Commissioners public hearing, a second public hearing for fiscal year 2017/2018 county-wide budget.

Please turn your cell phones to the vibrate, silence or off position.

Was the meeting properly advertised?

MS. CAREW: Mr. Chairman, the 5:31 p.m. second public hearing for consideration of the final budget for fiscal year 2017/2018 was advertised in the Pensacola News Journal on September 23, 2017 and the board's weekly meeting schedule. The notice of proposed tax increase and the budget summary for fiscal year 2017/2018 were advertised in the Pensacola News Journal on September 22, 2017.

CHAIRMAN UNDERHILL: Thank you very much. Are there any items to be added to the agenda? Madam attorney?

COUNTY ATTORNEY ROGERS: No, sir.

CHAIRMAN UNDERHILL: Commissioner Robinson?

COMMISSIONER ROBINSON: No.

CHAIRMAN UNDERHILL: Commissioner Barry?

1 COMMISSIONER BARRY: No.

2 CHAIRMAN UNDERHILL: Commissioner May?

3 COMMISSIONER MAY: No, Mr. Chairman.

4 CHAIRMAN UNDERHILL: Mr. Bergosh?

5 COMMISSIONER BERGOSH: Yes, I do, and
6 I've distributed it.

7 CHAIRMAN UNDERHILL: Thank you very
8 much. I have an add-on as well that will be
9 distributed. It should be on your desk here in
10 just a moment, and slides, Amy, will be to you
11 in just a moment as well.

12 Mr. Administrator, anything to add?

13 ADMINISTRATOR BROWN: No, Mr. Chairman.

14 CHAIRMAN UNDERHILL: I would entertain a
15 motion.

16 COMMISSIONER MAY: So moved.

17 COMMISSIONER BERGOSH: Second.

18 CHAIRMAN UNDERHILL: Please vote.

19 (Board members vote.)

20 CHAIRMAN UNDERHILL: The agenda with the
21 two amendments passes 5-0.

22 That brings us to Item 4, the 531 public
23 hearing for consideration of the final budget
24 for the fiscal year 2017/2018.

25 Item 4A., presentation of the budget for

1 fiscal year 2017/2018, County Administrator
2 Jack Brown.

3 COMMISSIONER MAY: Mr. Chairman?

4 CHAIRMAN UNDERHILL: Go ahead,
5 Commissioner May.

6 COMMISSIONER MAY: Thank you. I know
7 it's very important for the five of us. I know
8 we've been deliberating probably since July.
9 About 6:45 I will begin to make an exit for a
10 commitment.

11 CHAIRMAN UNDERHILL: Thank you,
12 Commissioner May. Does anybody else have any
13 departures?

14 Seeing none.

15 Thank you very much, Commissioner May.
16 I appreciate that.

17 Mr. Administrator, Item 4A.

18 ADMINISTRATOR BROWN: Mr. Chairman and
19 Commissioners, this is the second of two
20 required public hearings for the budget to
21 adopt the fiscal year 2017/2018 budget.

22 At the first public hearing held
23 September 12, 2017 the Board of County
24 Commissioners adopted the tentative millage
25 rates and budget for fiscal year 2017/2018.

1 The law requires that prior to consideration of
2 the final budget an explanation of the rolled
3 back rate be provided and entered into the
4 records. The rolled back rate is the computed
5 millage rate that would generate the same
6 amount of ad valorem tax dollars as the prior
7 fiscal year based upon the proposed year's tax
8 roll excluding new construction.

9 The millage rates tentatively approved
10 by the Board on September 12, 2017 are 6.6165
11 for the county-wide millage rate, .3590 for the
12 Library Municipal Services Taxing Unit MSTU,
13 and .6850 for the Sheriff's Law Enforcement
14 Municipal Services Taxing Unit MSTU. The
15 aggregate of these millage rates proposed for
16 fiscal year 2017/2018 is 2.91 percent above the
17 rolled back rate certified by the property
18 appraiser. This represents the percentage
19 increase in property taxes tentatively adopted
20 by the Board.

21 Staff has recommended one amendment to
22 the fiscal year 2017/2018 tentative budget.
23 This amendment is for an increase of \$158,995.
24 It's a recommended adjustment to the tentative
25 budget.

1 The revised budget will result in a
2 balanced unified budget for fiscal year
3 2017/2018 of \$455,840,072 which is 4.41 percent
4 more than the adopted fiscal year 2016/2017
5 budget of \$436,581,528.

6 Mr. Chairman, that concludes my report.

7 CHAIRMAN UNDERHILL: Thank you,
8 Mr. Administrator.

9 It appears the next item is Item 4B.,
10 the public forum. I do have two public
11 speaking forms. If you're in the audience -- I
12 see we have a large audience tonight -- and you
13 wish to speak, if I do not have one of these
14 forms, I will not know to call you up. So I
15 would ask that if you do intend to speak at the
16 public forum, please get one of these filled
17 out very quickly and bring it up to the front.

18 Immediately following the public forum,
19 gentlemen, I believe would be the ideal time
20 for us to take Commissioner Bergosh's add-on as
21 well as mine, as they are some discussion that
22 would be pertinent to the final discussions
23 that we have before us. If there are -- I see
24 no dissents. We'll take those two items then
25 immediately following public forum.

1 The first speaker for public forum is
2 Jean Nall. Ms. Nall, begin by stating your
3 name. You'll have three minutes.

4 MS. NALL: Jean Nall. And what was --

5 CHAIRMAN UNDERHILL: Very good. You've
6 got three minutes.

7 MS. NALL: Okay. I would just like to
8 speak in favor of the increase in the budget to
9 cover personnel costs for the sheriff's
10 department. I believe these men and women put
11 their lives on the line for us daily, and I
12 would just like to see them compensated for the
13 work that they do for us, and I would like for,
14 you know, that to be considered in our area
15 before monies were put out for a sports arena
16 or something of that nature. I just think
17 they're very important to our community. Thank
18 you.

19 CHAIRMAN UNDERHILL: Thank you very
20 much, Ms. Nall.

21 The next speaker and final speaker for
22 whom I have a speaker form is Richard Hunt.

23 Mr. Hunt, begin by stating your name and
24 you'll have three minutes, sir.

25 MR. HUNT: My name is Richard Hunt, and

1 I'm here on behalf of the Escambia County
2 Sheriff's Department.

3 I'm not sure whether there is a tax
4 credit for the Escambia County Sheriff's
5 Department. I know there is one for the fire
6 department. I pay \$100 a year towards that. I
7 feel that there should be some kind of tax set
8 aside for the sheriff's department. I wouldn't
9 mind paying \$25 a year. I don't know how many
10 other people would, but I think it's a good
11 idea. And I think that -- you know, it took
12 the fire department a while to get it in, but I
13 think it's something we need to fight for.
14 Thank you.

15 CHAIRMAN UNDERHILL: Thank you very
16 much, sir.

17 COMMISSIONER ROBINSON: Mr. Chairman --

18 CHAIRMAN UNDERHILL: Your light is still
19 on. Commissioner Bergosh?

20 COMMISSIONER BERGOSH: Oh, I'm sorry.
21 Go ahead, Grover.

22 CHAIRMAN UNDERHILL: Commissioner
23 Robinson.

24 COMMISSIONER ROBINSON: I simply wanted
25 to tell the gentleman -- there is an MSTU on

1 there that does go to the sheriff's place. I
2 do want to be clear. There is a mechanism
3 where that money does go to the sheriff's
4 office. But, again, I just wanted you to be at
5 least aware that it's beyond your regular tax.

6 Amy, if you could explain that also and
7 what those are.

8 MS. LOVOY: Sure. If you look at your
9 property tax notice or your property tax bills,
10 you will see a separate line. I believe it
11 says either MSTU/law enforcement or
12 MSTU/sheriff. It is a separate property tax
13 specifically used to fund the sheriff's
14 department. While it doesn't fund 100 percent
15 of the sheriff's department, it does offset in
16 this case about 7.6 to 7.7 million dollars of
17 his budget.

18 COMMISSIONER ROBINSON: Thank you.

19 CHAIRMAN UNDERHILL: Thank you very
20 much.

21 Gentlemen, that concludes that all of
22 the public speakers for whom I have a form for
23 the public forum.

24 This will bring us then to our add-ons.
25 Commissioner Bergosh, you've presented yours.

1 The floor is yours, sir.

2 COMMISSIONER BERGOSH: Thank you,
3 Mr. Chairman.

4 CHAIRMAN UNDERHILL: The floor is yours,
5 sir.

6 COMMISSIONER BERGOSH: Thank you,
7 Mr. Chairman.

8 Gentleman, as you will see, I brought
9 this add-on today after speaking with Jack
10 Brown earlier. In looking at the agenda, it
11 seemed to me that the only way, really, for us
12 to voice what we want to do with the 3.7
13 million that staff identified in recurring
14 funds was to bring an add-on. It's been a long
15 summer. We've attended a lot of these
16 meetings. I've done a lot of town halls and
17 coffees with the commissioners. I've talked to
18 a lot of folks. You know, we didn't think for
19 a while there we would have enough money to do
20 any raises for any departments, any of the
21 constitutionals or any of our own departments,
22 but because of the hard work of staff and some
23 really good ideas brought by Commissioner
24 Robinson the staff was able to uncover 3.7
25 million dollars in recurring funds.

1 So I met with the Sheriff. I sat down
2 with him. It took me a while to get the
3 meeting, but I did sit down with him. I, too,
4 value first responders like the speakers said,
5 but not just the sheriff's office, all first
6 responders, firefighters, EMS, dispatchers,
7 corrections guards. I value all first
8 responders. As a matter of fact, our
9 corrections officers are represented by the
10 same union. I see the PBA shirts out there.

11 So, you know, just full disclosure -- if
12 we did all of this money to the sheriff's
13 department and fully satisfied his request,
14 there would be nothing left for our corrections
15 guards, EMS, and firefighters.

16 So after giving it a great deal of
17 thought, after listening to what the Sheriff
18 had to say, I'm bringing this -- I think the
19 right thing to do is to not pick winners and
20 losers, and make sure everyone gets a raise.

21 So my proposal that I brought,
22 gentlemen, is for a three percent
23 across-the-board increase for all employees of
24 the Board, the supervisor of elections office,
25 the clerk, comptroller's office, and for the

1 sheriff's office. We've got it broken out.
2 I'm willing to discuss it if anyone would like
3 to. I think it's -- you know, it's the most
4 fair way to do it.

5 You know, unfortunately, there's not a
6 whole lot left to do anything with compression.
7 But on the subject of compression I want to
8 reiterate what I discussed with the Sheriff
9 yesterday. I've been on this Board for nine
10 months now, and the Sheriff has been in office
11 for nine years. When I was on the campaign
12 trail all the other candidates -- this subject
13 never came up. The hand-selected candidate of
14 the PBA who ran against me who I eventually
15 defeated never brought up compression. This is
16 something that has just hit the radar as if
17 it's an emergency right now. It's a problem,
18 but it's not unique to the sheriff's office.
19 We have problems with our corrections guards
20 and other staff members as well.

21 So next year when I'm the chairman my
22 proposal will be to bring a committee and look
23 at all the departments and the compression
24 issues with all the departments, and let's find
25 a way to solve it. Compression didn't happen

1 overnight. It's not going to be solved in one
2 year. It's not going to be solved in two
3 years. It's going to require a tremendous
4 amount of work and a tremendous amount of
5 money, but, gentlemen, this is what I'm
6 bringing. I'd love to get your support. I
7 think it's the most equitable way to split the
8 3.7 million.

9 CHAIRMAN UNDERHILL: Commissioner
10 Bergosh, are you bringing -- I see other lights
11 on. Are you going to present that as a motion?

12 COMMISSIONER BERGOSH: I'm going to hear
13 what you have to say first.

14 CHAIRMAN UNDERHILL: Okay.

15 COMMISSIONER BERGOSH: There will be
16 plenty of time for my motion.

17 CHAIRMAN UNDERHILL: All right. We can
18 actually take both of our add-ons because they
19 really are kind of speaking to the same way,
20 how do we -- again, I want to -- so we'll go
21 ahead and move to mine then.

22 Amy, if you would go ahead and get the
23 slide up that Jonathan has given you.

24 Gentlemen, I apologize for the lateness
25 of getting the slide to you, but I'm sure that

1 you'll see that there are no surprises there.
2 It's exactly the same as what I've been talking
3 about throughout the summer.

4 Just a couple of things. Jeff, first of
5 all, I will tell you I actually -- you may be
6 surprised to find that I actually agree with
7 you somewhat with regard to compression as a
8 phenomenon. You know, there was much wealth
9 lost during the economic downturn. There was
10 much earning potential and capabilities lost
11 during that time in the public and private
12 sectors. Since it is the private sector that
13 creates the money that would pay it in the
14 public sector, and none of the folks in the
15 private sector are getting any kind of pay
16 compression discussion, it is something that I
17 struggle with.

18 So going back to -- we've talked quite a
19 bit about things like living wages and
20 everybody getting a raise and those kinds of
21 things, and your proposal -- I'm unable to
22 support that because it is based on everybody
23 gets the same thing across-the-board.

24 The value of labor should be dictated by
25 the free market principles of that labor.

1 Harder jobs or jobs that it's harder to do or
2 harder to get into, you get paid more. Jobs
3 where there is a large -- where there is a
4 plethora of people available to do it, you get
5 paid less for those jobs. Those are basic
6 principles of the way that our economy works in
7 my opinion, and therefore it would be hard for
8 me to work against that. I think that raises
9 should be based primarily on what is required
10 to pay to be able to recruit and retain the
11 best personnel.

12 For that reason, I do believe that the
13 sheriff's office is where we are seeing it the
14 most. I know that I'm seeing the results of a
15 pay that does not properly compete with other
16 alternatives that those employees have.

17 I also know that in my office I get a
18 lot of phone calls about a lot of things. And
19 many of them -- people want speed bumps. No,
20 they don't really want speed bumps. They want
21 people to stop speeding in their neighborhood.
22 And if we had enough cops on the street, we
23 wouldn't have people speeding in the
24 neighborhoods as much. It's actually -- so
25 citizens are reaching out for other ways to

1 solve the problem and the symptoms of the
2 problem. And the problem is, in fact, that we
3 just don't, in my opinion, have enough cops on
4 the street.

5 This is going to sound strange, but I
6 don't think the Sheriff actually goes far
7 enough in what he asked for in April because he
8 doesn't actually -- besides the six proposed
9 new cadet positions, there really isn't
10 anything that's actively engaged in that.

11 Now, having said that -- now, I mean,
12 I'm not sitting here trying to tell the Sheriff
13 how to do his job. God knows I don't want that
14 job. You couldn't pay me enough to do it,
15 although most people out there would say the
16 same thing about what we do.

17 So I'm presenting to you the -- you
18 know, at the end of the day each one of us -- I
19 hate using that term, but at the end of the day
20 each one of us will vote our conscience today
21 regardless of where we stand on things. You
22 know, it is not important to me to get to a 5-0
23 vote on anything, but it is important to me
24 that all of my peers and I have the ability to
25 go home having voted our conscience.

1 So this motion that I'm putting in front
2 of you now recognizes that all members of the
3 Escambia County team are valuable employees. I
4 believe that those that put themselves in
5 harm's way, however, for the sake of others
6 deserve a compensation discussion separate from
7 those employees whose jobs do not entail a risk
8 to life and limb.

9 Therefore, I'm making this substitute --
10 it's not coming as a substitute motion, but I
11 will -- as we get further into this discussion,
12 I would be making this motion that we recognize
13 the following things from the General Fund.

14 Now, keeping in mind that as you've seen
15 this is sort of similar to the slide that
16 you've seen in the past. You know, there
17 wasn't enough out of that General Fund
18 Transportation Trust Fund that would be able to
19 be used. There are limitations on the all
20 other other funds column.

21 So my recommendation is going to be that
22 we take from the General Fund as shown here.
23 And the big change, of course, are the
24 commissioners discretionary funds -- again, not
25 a surprise to anybody my position there -- and

1 400,000 of the PEDC money, and that's still
2 leaving enough for our PEDC to be able to talk
3 about what economic development of the future
4 might look like, and then we can readdress that
5 when we see our PEDC coming back with something
6 useful.

7 If we recognize the savings that we see
8 there in that center column, that would give us
9 the money within \$8,000, but I think we can
10 probably accept that. But within \$8,000 of
11 meeting the sheriff's office budget request
12 that was presented to the Chair on a letter
13 dated on the 27th of April of this year.

14 Commissioner Robinson?

15 COMMISSIONER ROBINSON: I was waiting to
16 see if you got a second, but --

17 CHAIRMAN UNDERHILL: I would have to
18 pass the gavel for that. I think we're trying
19 to get to a point where we would make -- I
20 mean, I'm more than happy to go ahead and pass
21 the gavel, make that motion, and see if there's
22 a second for that discussion. Obviously that
23 just opens up the floor to further discussion.

24 COMMISSIONER ROBINSON: I was happy to
25 at least bring forward maybe some slightly

1 different discussion in a different proposal.
2 I appreciate where both my colleagues are in
3 their positions.

4 I would say where I think -- Jeff, I
5 certainly appreciate your position. You know,
6 I think from the very beginning I've said I
7 thought we would have about two million dollars
8 before we got the Workers' Compensation -- we
9 got the bid back and found out we had about 1.5
10 million dollars -- we had about two million
11 dollars. I've said all along if there's a way
12 we can help the Sheriff and the deputies, I
13 want to find a way to do that.

14 At the same time though I don't think
15 necessarily Commissioner Underhill's motion is
16 a motion that really takes into account all of
17 those that put themselves in harm's way. As
18 Commissioner Bergosh said it leaves no room for
19 those individuals who work in our corrections
20 department or other first responders that we
21 deal with, our emergency operations group.
22 Certainly, we saw what happened when they had
23 to leave for hurricanes across the state.
24 There are a variety of people in our -- I've
25 seen Wes out there in our transportation

1 department to go out and deal with our roads
2 and bridges, and things that happen --
3 potholes -- in the middle of the night. And
4 take care of your and my safety in driving
5 around this county. So I think there are a lot
6 of people that do an incredible job for this
7 county. I think one way or another they are
8 not at all being compensated under Commissioner
9 Underhill's motion.

10 I want to make the following motion.
11 It's sort of a compromise motion that I put
12 forward at least in what I set forward in the
13 News Journal. I think if we take the 3.744 --
14 we don't take those last two additions that
15 Commissioner Underhill had referenced. But if
16 we go back to everything except those last two
17 and we look at -- the number was 3,744,070.41
18 which is the same thing that Commissioner
19 Bergosh looked at. If we looked at those
20 numbers and we give a two percent
21 across-the-board to everyone so that all of our
22 people are recognized and see some benefit and
23 increase -- certainly all of our corrections
24 officers, all of our people that are in our
25 public works. Everyone that's involved gets

1 something out of it. And I'm perfectly happy
2 that the individuals with the sheriff's office
3 that are not on the street as Commissioner
4 Underhill has indicated -- there are about 38
5 percent of the people in the sheriff's office
6 that are not sworn deputies. But I want to see
7 them get something, too. And I think with this
8 two percent that would allow them to do that.
9 That is about -- it's almost 2.5 million. It's
10 2,496,046.94. That leaves about 1.25 million
11 or 1,248,023.74 that would be allowable for us
12 to provide to the sheriff's office, and I think
13 it should be -- granted, I understand he
14 certainly has the authority to take the money
15 wherever he wants to, but I think we make it
16 very clear in this motion that we intend for
17 that to go to deputies. We intend for that to
18 go to the sworn officers who are the ones out
19 there. If we're trying to do that -- we at
20 least put something that we can begin to deal
21 with our deputies and give them some sort of
22 improvement, but at the same time recognize all
23 those individuals who work for the county and
24 give them some increase as well. That would be
25 a fairly sizable amount to spread through the

1 individuals who are at the sheriff's office and
2 give them more than three percent, those sworn
3 deputies, but it would also make sure that
4 other people in the county were also being
5 taken care of.

6 That would be my motion that I would put
7 forward in trying to find a compromise between
8 the two positions.

9 CHAIRMAN UNDERHILL: A second?

10 COMMISSIONER MAY: A point of
11 clarification, Grover. For the deputies that
12 are standing in harm's way, in the line of
13 fire, what percentage are you recommending?

14 COMMISSIONER ROBINSON: They are getting
15 a two percent raise. Everybody in the county
16 would get two percent. They would also have --
17 the additional 1,248,023 would go to the
18 Sheriff to deal with his compression or other
19 issues that he would have to deal with.

20 So rather than the two million that he
21 requested he would get 1.25. Again, it's about
22 two-thirds of what he wanted, but you're
23 getting two percent and you're getting this.
24 That's the budget we have.

25 I think the more important part, as I

1 think Commissioner Underhill said, is our
2 citizens have not gotten the compression that
3 they've gotten out of losing value in their
4 homes and values in their business properties.
5 I don't think I can go to them and ask for any
6 more additional money. The money we have
7 before us is 3.744. I'm willing to find a way
8 to do that. I can get two-thirds of it to deal
9 with some of these issues that are happening.
10 I want to see it go directly to those who truly
11 stand in harm's way that are sworn deputies. I
12 want to see them get that, but I think
13 everybody else within the county positions
14 deserve something, and that's why I'm
15 suggesting a two percent increase. That would
16 also provide everybody roughly two-thirds of
17 what the proposal that Commissioner Bergosh had
18 brought forward.

19 COMMISSIONER MAY: So potentially a
20 deputy that's up on the streets could get three
21 percent on top?

22 COMMISSIONER ROBINSON: No, he would get
23 two percent plus however this divides out. If
24 you divide it evenly out --

25 COMMISSIONER MAY: I'm trying to find

1 the percentage.

2 COMMISSIONER ROBINSON: If you
3 divided -- well, it depends on what their base
4 is. If you divide it evenly out to everybody,
5 it's roughly about \$4600 per person. It comes
6 out to about \$90 a week if you divide that by
7 52. So, I mean, again -- that's if it was done
8 there. Once we allocate the 1.25 to the
9 Sheriff we have no control over how he
10 allocates. I think we can certainly say some
11 things. We certainly expect it to only go to
12 sworn deputies. And the individuals who are in
13 the audience --

14 COMMISSIONER MAY: Well, he's here
15 tonight.

16 COMMISSIONER ROBINSON: No, no, no.

17 COMMISSIONER MAY: The Sheriff is here.
18 He's here. I'm going to ask direct questions
19 before I make a vote. He's here. I mean,
20 literally --

21 COMMISSIONER ROBINSON: That would be
22 what I propose, and I think it provides some
23 type of a compromise that allows for those
24 individuals in our corrections department and
25 for those individuals in our road department --

1 for them to see some benefit rather than
2 getting nothing. But it will allow for us to
3 deal with some of the issues that were being
4 talked about with law enforcement. I just -- I
5 can't ask for the public at large to put in
6 more money.

7 COMMISSIONER MAY: I understand. I'm
8 just -- what Commissioner Robinson is
9 presenting is a two percent plus an additional
10 1.2 million. I mean, the Sheriff is requesting
11 a three percent pay increase for those
12 deputies. What does that number entail? I
13 mean, I want to know that. How close does it
14 get to the three percent that he's requested?

15 MS. LOVOY: If I understand what his
16 motion was correctly, I think it's for his
17 uniformed people, all of them.

18 COMMISSIONER ROBINSON: Sworn deputies.

19 MS. LOVOY: Correct. If I understand
20 the definition, I think it's going to be close
21 to a four percent raise overall.

22 COMMISSIONER MAY: So on top of the --

23 MS. LOVOY: No, no, not on top of the
24 two percent.

25 COMMISSIONER MAY: He requested three

1 and you're going on top of what he requested.
2 That's what I'm -- I'm trying to be clear
3 because I'm going to support those who are in
4 the line of fire. So if the Sheriff requested
5 three and Grover is closer to four than
6 three -- is that what I'm hearing?

7 MS. LOVOY: It's closer to four for his
8 uniformed --

9 COMMISSIONER ROBINSON: I'm closer to
10 five almost than four. It depends on where the
11 individual is. It depends on what they're
12 making.

13 MS. LOVOY: Right, and it depends on --

14 COMMISSIONER MAY: I mean, if it's on
15 top of the three -- I mean, that's a better
16 conversation for me, but I'll yield. I think
17 Commissioner Barry has his light on.

18 CHAIRMAN UNDERHILL: Thank you,
19 Commissioner May. I will say -- Sheriff
20 Morgan, I can only see past about aisle three.
21 I didn't know you were in the audience.
22 Certainly, if at any time you wish to take time
23 to address the Board, certainly I will
24 recognize you. Just let me know that that's
25 your intent.

1 Commissioner Barry?

2 COMMISSIONER BARRY: Thank you, Mr.
3 Chairman.

4 Amy, the two schedules that were on the
5 slides -- I mean, the arithmetic on the one on
6 the screen doesn't add up. I don't understand.
7 It's got the same bottom number, but that --

8 MS. LOVOY: I think the far column does
9 not include the 250 and the 400 which is the
10 last two lines of it.

11 CHAIRMAN UNDERHILL: That's correct. I
12 typed in -- I basically typed into Amy's slide,
13 as you can obviously see. I just added those
14 two other columns. The total line was not
15 pertinent to the discussion.

16 COMMISSIONER BARRY: Okay. Do we have
17 the schedule that Commissioner Bergosh was
18 looking at first, Amy? Do you have that as a
19 slide as well?

20 For purposes of discussion of the
21 revenue that we would have to allocate in some
22 way, I would be supportive of -- if you go back
23 to -- Stephan, you have the mouse. If you go
24 back to Commissioner Underhill's, the 250 and
25 the 400 I'm not going to support that coming

1 out of anything. If we need a motion to not do
2 that or to kind of take that off the screen and
3 go back to Commissioner Bergosh's schedule -- I
4 mean, that's going to -- if it's going to
5 account for the 3.744,070 as the resources, and
6 then kind of work from there as an allocation
7 of the resources, I'd be supportive of moving
8 in that direction if we needed to. I don't
9 know if we need a motion for that, but --

10 CHAIRMAN ROBINSON: You're talking about
11 just on the revenue side?

12 COMMISSIONER BARRY: Yes.

13 COMMISSIONER ROBINSON: I would support
14 the 3.744,070 that came out of -- that's a
15 common number. I would agree with you. I
16 think that would be --

17 COMMISSIONER BERGOSH: Me, too.

18 CHAIRMAN UNDERHILL: If anybody would
19 like to make a motion that we put a stake in
20 the ground on that.

21 COMMISSIONER ROBINSON: So moved.

22 COMMISSIONER BARRY: Second.

23 CHAIRMAN BARRY: So what you're moving
24 is the revenue side which is Commissioner
25 Bergosh's schedule?

1 COMMISSIONER ROBINSON: Yes, the one --
2 if you flip back to that. If my motion passes,
3 this would be the schedule.

4 CHAIRMAN UNDERHILL: Let's do this
5 first.

6 COMMISSIONER ROBINSON: You went blank
7 on us.

8 So that becomes at least what we're
9 working from.

10 CHAIRMAN UNDERHILL: Can you get it back
11 up on our screens? It's not on there. Now it
12 is. There you go.

13 COMMISSIONER BARRY: I second that,
14 Grover. So that's our top line revenue number
15 if the majority of the Board supports that.

16 CHAIRMAN UNDERHILL: Grover, could you
17 restate your motion?

18 COMMISSIONER ROBINSON: I move the
19 source of funds that are in front of us, that
20 we have those available to deal with any pay
21 related items.

22 COMMISSIONER BARRY: Second.

23 CHAIRMAN UNDERHILL: Any discussion?
24 Even though everybody's light is on, I don't
25 think so.

1 Please vote.

2 (Board members vote.)

3 CHAIRMAN UNDERHILL: Recognition of
4 those funds as available for discussion for pay
5 issues passes 5-0.

6 COMMISSIONER BARRY: Do I still have the
7 floor, Mr. Chairman?

8 CHAIRMAN UNDERHILL: Yes, you do.

9 COMMISSIONER BARRY: Commissioner
10 Bergosh, I had a question. Your proposal --
11 you know, it differs a little bit from Grover.
12 I would suspect that you had given a lot of
13 thought to it. What's your -- how did you
14 arrive there rather than something like that?
15 I'm sure you thought about different
16 possibilities.

17 COMMISSIONER BERGOSH: I sure did grant
18 a lot of scenarios, and I was tracking with
19 Grover on trying to give the guys on the
20 street, the frontline deputies, a little bit
21 more of a bump, but I did meet with the
22 Sheriff, and that would create a bit of an
23 issue with their union, and I think it could
24 bring a ULP because, again, our corrections
25 guys are represented by the same union. So if

1 we start differentiating between which group
2 gets more, I think it brings problems. Really,
3 frankly, we have a lot of very low paid
4 employees, too. You know, I got to thinking
5 about it. You know, this year this budget --
6 we spent a lot of time talking about it.
7 Compression blew up like a volcano. Again,
8 I'll reiterate, on the campaign trail last year
9 I didn't hear a thing about it, nothing, but
10 suddenly it's at the forefront. So I'm willing
11 to tackle that. It won't happen in one year.
12 It just simply won't. It will take many years,
13 five years, six years. It could take a long
14 time. It look a long time for us to get there
15 through the recession.

16 So, Steven, to answer your question, my
17 initial reaction was also the same as Grover's.
18 I thought if we could find a way to give the
19 guys, the street patrol deputies and
20 lieutenants and below something -- you know, a
21 little bit more. I understand they're having a
22 hard time keeping guys. I get it. But that
23 creates a problem under their collective
24 bargaining agreement. It creates a problem for
25 us with our corrections guys. Really, I get

1 back to philosophically -- you know, the
2 firefighter who is on my roof putting out my
3 fire, you know, those guys die, too. When
4 you've got a fire on your house or someone is
5 dying of a heart attack, they're important
6 people, the EMS guys.

7 So I don't want to look at the
8 corrections guards in the jail and say you're
9 getting two percent, you work in a very tough
10 environment, and sometimes you're physically
11 attacked. You're getting two percent, but over
12 here we're going to give three percent.

13 Guys, it's hard to do it. That's why I
14 think three percent across-the-board. Our
15 lowest paid employees, you know, don't make a
16 whole lot, and I'd like to see them get three
17 percent. I'd like everyone to get three
18 percent.

19 Next year, believe me, when I'm the
20 chairman we're going to have a more
21 comprehensive discussion about compression.
22 We're going to look at it from every
23 department. If it's a big issue, we're going
24 to tackle it.

25 We had the issue in the school district.

1 We changed the way our steps went and we rolled
2 the steps and we fixed it. But, you know, when
3 you raise starting pay and you don't give
4 raises to your journeymen, you're going to have
5 compression. When we have a recession like we
6 had, you're going to have it. It's a terrible
7 thing, and I get it. You can make a lot more
8 other places. But we're in Pensacola, and
9 we're not going to raise taxes. We're
10 certainly not going to raise the tax rates.
11 I'm not going to vote for it, and I don't think
12 anyone else here on the dais is.

13 So, given the circumstances, the hard
14 work of the staff, 3.7 million identified --
15 guys, I think three percent for everyone -- I
16 think it works. Trying to give more to one
17 group creates problems. That's kind of where I
18 was at on that, Commissioner Barry.

19 CHAIRMAN UNDERHILL: Commissioner Barry,
20 the floor is still yours.

21 COMMISSIONER BARRY: Thank you. And I
22 do understand where you're coming from, Grover.
23 I tend to kind of lean towards Commissioner
24 Bergosh's rationale. I had initially thought
25 the same kind of rationale that you had. I

1 know there are unintended consequences
2 sometimes as we might proactively or overly try
3 to address something as being, you know, a very
4 fair outcome, that -- you know, the labor issue
5 seems like a relatively legitimate one. And it
6 would be the fifth budget -- at least mine and
7 Commissioner May's fifth budget on the board
8 that had a three percent raise across-the-board
9 which is attractive to me. You know, to feel
10 like we've been able to do that without ever
11 really having a discussion about any type of
12 tax increase. You know, all of this money
13 obviously comes out of ad valorem revenue, and
14 that's something that the Board hasn't even
15 really engaged in in five years, and to be able
16 to account for three percent raises each
17 summer, I think that's quite a -- you know,
18 that's something that I think we can feel good
19 and positive about and move forward with.

20 CHAIRMAN UNDERHILL: Thank you.

21 Commissioner May?

22 COMMISSIONER MAY: Thank you, Mr.
23 Chairman.

24 Amy, in our projections of these
25 Workers' Compensation savings, are we

1 comfortable with those numbers? I mean, in
2 terms of -- you know, in looking at a
3 modification, are these going to be actual
4 savings?

5 MS. LOVOY: These are going to be actual
6 savings. We didn't present this until we
7 actually had a bindable quote which you passed
8 at the last board meeting.

9 COMMISSIONER MAY: Right. I'm aware.

10 Jeff, I mean, I'm looking for a
11 compromise. I think I respect Grover's
12 decision in trying to get those guys who are on
13 the streets -- I mean, that's where the crime
14 happens in my district -- trying to compensate
15 those guys at a level -- we said, obviously,
16 there's more of a risk of someone who's having
17 to be on the streets than maybe someone who's
18 performing an administrative position. Grover,
19 I think I respect that.

20 Commissioner Bergosh, I can be
21 supportive if that's where you and Commissioner
22 Barry are. Candidly, I'm disappointed. I'm
23 disappointed in my entire summer. We've been
24 able to find money, and I'm thankful for the
25 staff and Grover for taking that leadership.

1 So I've had to endure this summer of certainly
2 a position of do we support the deputies, do we
3 support the citizens. Now, you know, when we
4 found this money here tonight -- you know, I'm
5 going to be supportive. Candidly, I wish it
6 would have been found. You know, incarceration
7 and enforcement is critical, but prevention is
8 more critical. So had I found this money, I
9 would have been moving to put some money into
10 community centers and prevention so we wouldn't
11 be incarcerating kids, and so at some point we
12 don't have more law enforcement.

13 So, I mean, certainly I'll be
14 supportive, but I'm certainly tonight,
15 Commissioner Barry, going to ask for at least
16 \$40,000 in savings to be put into our community
17 centers into prevention where we're keeping
18 people from going to jail. I mean, I'm
19 certainly going to support -- I mean, it's a
20 small amount out of three million dollars, but
21 I certainly want to make sure that we put at
22 least \$40,000 into prevention, and I'll be
23 supportive of getting the raises. I would
24 assume you had a pleasant conversation with the
25 Sheriff, and this is something that he is in

1 agreement with --

2 COMMISSIONER BERGOSH: Well, I didn't
3 say that.

4 COMMISSIONER MAY: Oh, okay.

5 COMMISSIONER BERGOSH: Well, we did have
6 a pleasant conversation.

7 COMMISSIONER BARRY: Commissioner May,
8 can I ask you a question?

9 COMMISSIONER MAY: Yes.

10 COMMISSIONER BARRY: Would you be
11 willing to -- I can be supportive of that. Can
12 we flash up there the new positions -- not the
13 vacant positions for the county, but the new
14 positions that are in this budget? I mean,
15 would you be open to looking at freeing up the
16 funds from some of that?

17 COMMISSIONER MAY: I certainly would. I
18 mean, I think it's a small, minute amount, as
19 we go to our community centers --

20 COMMISSIONER BARRY: If necessary.

21 COMMISSIONER MAY: Yes, if necessary. I
22 mean, it's a small amount. It's \$40,000. It's
23 not very much that we're asking. I'm going to
24 be supportive of the raises, but, Steven, our
25 community centers are closed and kids, you

1 know, 14 and 18 are getting incarcerated, and
2 the doors are closed, and they're going to get
3 into mischief. Had I known we were going to
4 find over three million dollars, I would have
5 been more adamant six months ago.

6 CHAIRMAN BARRY: I have one quick
7 question. Amy or Jack, whoever wants to
8 answer. To have \$40,000 that Commissioner May
9 is referring to for the community centers, do
10 we need to proactively do anything else or can
11 you manage it within the budget as it is?

12 ADMINISTRATOR BROWN: We'll fund it.

13 COMMISSIONER BERGOSH: Okay. So with
14 that --

15 ADMINISTRATOR BROWN: The one thing I do
16 want to say is we can give the Sheriff an
17 amount equal to a percentage or a sum, but we
18 cannot dictate how he uses it in his budget.
19 We need to be careful of that.

20 CHAIRMAN UNDERHILL: Yes, he made that
21 very clear.

22 Mr. May, you still have the floor.

23 COMMISSIONER MAY: Thank you, Mr.
24 Chairman.

25 And we've had a lot of back and forth

1 between Jack and Enrique and with Deputy
2 Haines. I mean, I was elected by the people,
3 and the people will decide whether or not I sit
4 here, and the Sheriff, too, so, I mean, I'm not
5 going to talk through people. And if there's a
6 conversation we need to have with the Sheriff
7 in a public discourse, I'm willing to do that
8 because I've been supportive of the Sheriff and
9 of law enforcement, as Steven said, since I've
10 been on this Board, whether it's the jail or
11 whether it's increases. So if there's an
12 opportunity that the Sheriff wants to have
13 something to say, I certainly want to make sure
14 that we have that dialogue publicly tonight,
15 Mr. Chairman. Thank you very much.

16 And if the Sheriff doesn't feel that he
17 needs to -- but I want to extend that
18 invitation publicly. I mean, I know a lot of
19 y'all have met privately. I mean, I haven't.
20 The deal I would do is I would talk publicly.
21 I would talk to the Sheriff on the phone.
22 We've not had a meeting, but he knows that I
23 have a district that is blighted and high in
24 crime. So crime prevention, youth development,
25 delinquent intervention is important as well as

1 enforcement for me. I'll support your motion
2 with that.

3 CHAIRMAN UNDERHILL: Thank you,
4 Commissioner May, for reiterating the invite.

5 Commissioner Robinson, and then I'll
6 take a few comments, and then the floor will be
7 open for a motion.

8 COMMISSIONER ROBINSON: And I appreciate
9 Jack saying -- my thing was to say -- I would
10 certainly think as we're moving forward we
11 could find something. As we look at fund
12 balances or a variety of other places, I think
13 we can find that 40,000. I think here where we
14 are, baking the budget, I think we need to --
15 this looks like our only outstanding decision,
16 and then approve from there.

17 I very much respect where each of you --
18 and even if you differ from me, I do agree with
19 Commissioner Underhill in that I don't know
20 that we're going to necessarily get to a
21 unanimous decision tonight. I mean, if we get
22 to one where there's a majority of people that
23 support it, then they support it and we move
24 forward. I tried very hard to find a way that
25 we could keep the two percent so that we didn't

1 have any issues that were related to other
2 different parties where everybody was at least
3 making the same on the two percent and then be
4 able to provide some additional money to the
5 sheriff's office to deal with the sworn
6 deputies. And, again, I thought if we can
7 accomplish that, it would be a compromise
8 position and what I thought we could get to.
9 But I certainly respect -- you know, wherever
10 the majority of this Board goes is where we're
11 going to go. But I did at least want to put
12 forward my ideas, and I stand by those ideas,
13 that I think that would have been certainly a
14 way we could go and begin to establish some of
15 the things that we are talking about next year.
16 I don't think there's any way we're going to be
17 able to -- as Commissioner Bergosh said, be
18 able to tackle this all in one year. There's
19 not going to be enough money in the budget if
20 we're unwilling to take on tax increases. And,
21 again, I don't see that happening. So my issue
22 was to try to find a way to begin some baby
23 steps of moving in that direction. I mean, it
24 still would provide two-thirds of what the
25 Sheriff requested, and it would also be able to

1 give our people a two percent increase. But,
2 you know, I did, at least, want to support
3 where I was trying to come from.

4 COMMISSIONER MAY: I think you brought
5 forth something that was, you know, an
6 opportunity, but I think that Jeff has
7 something on the table so at least we can get a
8 consensus and a majority vote.

9 COMMISSIONER BARRY: Grover, you know, I
10 certainly do agree with that. I will give you
11 a little bit of my rationale that I didn't
12 mention a second ago.

13 The public safety, especially -- you
14 know, the sworn deputies are the ones on the
15 street. I certainly recognize that, but if
16 you -- if you kind of look at public safety as
17 a broad brush, you know, the county between the
18 corrections department and fire services and
19 EMT, which is certainly public safety, you
20 know, we have considerably more public safety
21 employees as a roster than is at the sheriff's
22 department currently. So, you know, to address
23 public safety which I think is the intent, you
24 know, I think that we're doing that in a more
25 fair and equitable way if we address it in the

1 same way with the public safety secular county
2 employees

3 CHAIRMAN UNDERHILL: Thank you very
4 much.

5 Commissioner Bergosh, before I bring it
6 back to you to make your motion, I do want to
7 go ahead and make a few comments.

8 Regarding the other high-risk jobs and
9 the rest of public safety, it's a little bit --
10 I hope that there's not an implication here
11 that looking at the Sheriff's personnel for
12 those raises is somehow unfair by not looking
13 at the others because our staff leadership has
14 not come to us and said, I'm having a hard time
15 completing my mission because of low payment,
16 low compensation. What I have heard the staff
17 come to us and say, in the case of the EMTs
18 was, we don't have enough, where do we need to
19 get more EMTs. We've got -- at that time I
20 believe it was 15 trucks and only 11 crews.
21 This Board made the actions necessary to insure
22 that we would expand those ranks to be able to
23 staff up all of them.

24 When the fire leadership came to us,
25 what they were telling us was that we need to

1 have fully-manned professional nonvolunteer
2 firemen in all of the houses south of I-10.
3 And we did the things necessary, including
4 raising the taxes twice, including during a
5 time when some on this Board were going up for
6 election. And you never want to be the guy
7 that's raising taxes during election. But this
8 Board unanimously chose to do that.

9 Commissioner Barry even recognizing that that
10 tax was a burden on District 5 that District 5
11 was not getting the benefit of.

12 So each time that any of our first
13 responders have come to us with a clearly
14 articulated need this Board, at least during my
15 short tenure here -- we have met that need.

16 So the fact that -- certainly, this is
17 just, once again, one of the leaders. This
18 time it happens to be an elected leader of that
19 portion of our first responders that are coming
20 to us saying here's what I need to get my
21 mission done. In each of those other two cases
22 we gave the leaders of those divisions exactly
23 what they asked for. You know, even to go so
24 far as to raise taxes on it. In the case of
25 this one, we're saying yes, we'll give you what

1 you're asking for, most of what you're asking
2 for, but we're also then going to spread it out
3 amongst others. That doesn't actually sound
4 equitable when you think about it and it
5 doesn't sound quite as fair when you look at it
6 in somewhat broader strokes.

7 The only other thing that I would like
8 to share is that we are sitting up here -- and
9 during the time that the cameras have been
10 rolling tonight, we are bragging about having
11 not raised taxes over an extended period of
12 time and also about giving a three percent
13 raise. We have got to start having a
14 discussion about sustainability because if
15 you're going to give a three percent raise
16 every year, and the cost of labor is going to
17 go up every year, and the size of the
18 government is going to grow every year, we are
19 betting on continued growth of that ad valorem
20 base when we know that we do not spend enough
21 of our ad valorem base on maintaining what we
22 already have. A couple of you were also at the
23 event this morning where there was quite a bit
24 of discussion about that.

25 Grover, I think you are absolutely right

1 to bring the motion that we all approved to set
2 aside a half-million dollars a year for
3 sidewalks out of our LOST. Sidewalks -- that's
4 very important. Yet at the same time we did
5 not set aside an appropriate increase to the
6 budget of the department of this county that is
7 required for maintaining sidewalks. And we
8 know 10 to 14 years is about the length of a
9 sidewalk's life and it's going to have to be
10 replaced.

11 So, as we think about expanding, as we
12 think about every new thing that we offer, and
13 especially when you look at our Restore and
14 Triumph money which is going to put a lot of
15 new stuff on the ground, how are we going to
16 pay for all of it. And if we continue down the
17 road of being able to brag simultaneously --
18 I'm sorry. I don't mean to use an incendiary
19 word, but to be able to say simultaneously that
20 we're very proud of not raising taxes, but
21 every year we're going to strive for that three
22 percent pay raise, that is by definition --
23 those two things I believe are unsustainable.

24 So I would only ask that we think
25 about -- while certainly this appears to be the

1 course of action this year, there will come a
2 year where we bind the future Board to have to
3 make much harder decisions than what we are
4 doing today.

5 Commissioner May -- I mean, Commissioner
6 Bergosh.

7 COMMISSIONER MAY: I know he was going
8 to make a motion, but I was going to -- I mean,
9 I simply -- your either going to increase
10 revenue or reduce expenses. And when the
11 Sheriff put forth the millage increase -- I
12 mean, I voted for it for the fire department,
13 and I was willing to vote for it for law
14 enforcement when it was brought forth. I said
15 in our budget hearing -- Commissioner Barry and
16 I have been very supportive. I mean, he was
17 not against the millage increase -- I mean, the
18 taxable unit for the fire, but I was, because I
19 understand one or two things. I'm either going
20 to cut expenses or I'm going to increase
21 revenue. So I understand where you're going,
22 and I certainly respect the will of my
23 colleagues. You know, there is not a desire on
24 this dais in the affirmative to raise the
25 millage or increase taxes. So I see where

1 you're going and I respect it. I'll give the
2 floor to you to make your motion, and I'm happy
3 to move on.

4 CHAIRMAN UNDERHILL: Commissioner
5 Robinson, your light is still on. Did you want
6 further discussion before that motion?

7 COMMISSIONER ROBINSON: I just simply
8 wanted to discuss -- there was -- I mean, the
9 clerk's office clearly came to us and said
10 she's having a problem with her mission. I
11 mean, she clearly said her mission is very
12 difficult for what she has to do in finding the
13 right people to do it. I think we certainly
14 continue to see that with corrections. I do
15 think there are other missions out there that
16 are critically hurt by where we are. So I
17 don't think -- while I certainly understand
18 those individuals that are sworn deputies out
19 there and the issues that are happening, I do
20 think there are other missions within the
21 county that are suffering the same thing.

22 So while I do understand the Sheriff
23 certainly asked for that this year, I don't
24 think it's the only thing out there which is
25 why I was trying to find a compromise position

1 that we could be doing a little bit for
2 everyone. I agree with you in the sense that
3 if we are finding ways to grow the value of
4 this community, then that's why I can't support
5 the rolled back rate. I can't support a lot of
6 the things that are happening that Tallahassee
7 wants to do about limiting local government
8 because that ends up taking our ability away
9 from any of these decisions. And if you think
10 this is going to be interesting in two years
11 after the '19 budget, it's going to be real
12 interesting when the legislature puts another
13 exemption onto ad valorem. I mean, this is
14 only going to compound the issues that we see.

15 I was very glad that there were three
16 legislators that were in attendance today. I
17 hope they listened to what's going on because
18 they are having just as much of an impact as
19 anything else on local government
20 sustainability. I think if you look at that,
21 that's not going to be an issue I'm here
22 grappling with, but it is going to be an issue
23 for my community. I think it's wrong every
24 time it happens. There are things that need to
25 happen, and the county needs to be able to make

1 those decisions and figure out how to offer
2 those services. I have no problem tonight
3 supporting law enforcement and providing
4 something that would be a compromise.

5 CHAIRMAN BARRY: Mr. Chairman, I was
6 just going to say that, you know, we'll have
7 this process completed relatively soon. And I
8 do recognize in the future what you're talking
9 about, and especially what Commissioner
10 Robinson is talking about. There are going to
11 be -- it looks like we're going to have quite a
12 bit of a dynamic shift on the revenue side.
13 We're going to see that probably immediately or
14 relatively immediately with ad valorem revenue.
15 And I think it's going to be worthwhile not at
16 all for this evening, but I think it's going to
17 be worthwhile if we dust off some of the
18 recommendations that came from the tax watch
19 study of 2009. There were a number of bullet
20 points in there that I -- you know, I was
21 certainly a lay person at the time, but I
22 recognized quite a bit of value in a number of
23 the recommendations. And this is not related
24 to any constitutional or only other
25 constitutionals. It is including our Board,

1 and I think that we as a Board need to, you
2 know, at least take the time at some time to
3 maybe look at all the bullets and strike the
4 ones that we think are irrelevant or have
5 nothing to do with Escambia County anymore
6 because it's almost 10 years ago data. But if
7 you -- I think if you dust them off, there are
8 number of good ideas in there and fiduciary
9 responsible ideas in there that I think we
10 could implement to start to address it going
11 forward.

12 CHAIRMAN UNDERHILL: Thank you,
13 Commissioner. Commissioner Bergosh,
14 that clears all the -- oh, Commissioner May.

15 COMMISSIONER MAY: I'm waiting for that
16 second.

17 CHAIRMAN UNDERHILL: Commissioner
18 Bergosh, the floor is yours.

19 COMMISSIONER BERGOSH: Gentlemen, I
20 appreciate the discussion. I just want to --
21 before I make this motion, briefly, Doug, I
22 just want to say to you I'm not a Keynesian,
23 I'm a supply-sider. I'm an optimist. I see a
24 lot of growth in my district. I see a lot of
25 growth potential in this county. The way you

1 get more revenue is you grow your tax base.
2 You don't overtax the ones that are here.

3 Escambia is moving in the right
4 direction. 5500 jobs at Navy Federal going to
5 10,000. A commerce park is coming. 1,000
6 units being built in Beulah right now, housing
7 units. Families moving in. That's how you
8 grow taxes. We cannot continue to tax the
9 citizens to death. I won't raise the rates.
10 We have enough money. You raise the rates and
11 you just give bureaucrats more money to play
12 with. You've got to work within your means
13 just like the families do.

14 And with that, I'd like to make the
15 following motion, that the Board approve
16 allocating --

17 CHAIRMAN UNDERHILL: I'm sorry.
18 Mr. Administrator?

19 ADMINISTRATOR BROWN: I apologize,
20 Commissioner Bergosh. In your motion if you
21 could include -- if you're going to do the
22 raise, that the raise is effective October 7th.
23 That coincides with payroll cycle.

24 COMMISSIONER BERGOSH: Okay.

25 ADMINISTRATOR BROWN: That it take

1 effect -- so it would have 40 hours at the old
2 rate and 40 hours at the new rate.

3 COMMISSIONER BERGOSH: Okay. I'll work
4 that in.

5 CHAIRMAN UNDERHILL: Go ahead,
6 Commissioner Bergosh. I promise not to
7 interrupt you this time.

8 COMMISSIONER BERGOSH: That's okay.

9 My motion is that the Board approve
10 allocating an estimated \$3,744,070.41 to
11 provide three percent across-the-board raises
12 for all employees of permanent status as of
13 September 26, 2017. This includes the
14 permanent employees of the Board of County
15 Commissioners, the Clerk of the Circuit Court
16 and Comptroller, the Supervisor of Elections,
17 and the Escambia County Sheriff's Office,
18 including those employees capped at the top of
19 their pay ranges to take effect as of October
20 7th. That's my motion.

21 CHAIRMAN UNDERHILL: Is that motion
22 suitable?

23 Thank you very much.

24 COMMISSIONER BARRY: Second.

25 CHAIRMAN UNDERHILL: I have a motion and

1 a second. Do we have any further discussion?

2 Seeing none, please vote.

3 (Board members vote.)

4 CHAIRMAN UNDERHILL: Motion passes 3-2
5 with myself and Commissioner Robinson in
6 dissent.

7 This brings us to Item 4C on your
8 agenda, Board Adoption of the Final Millage
9 Resolution for Fiscal Year 2017/2018. The
10 Chair will entertain a motion to adopt the
11 millage resolution presented in the agenda
12 backup of 6.6165 mills for the county-wide
13 millage rate .3590 for the Library MSTU, and
14 .6850 for the Sheriff's Law Enforcement MSTU
15 for fiscal year 2017/2018.

16 The Chair will entertain a motion.

17 COMMISSIONER MAY: So moved.

18 COMMISSIONER ROBINSON: Second.

19 CHAIRMAN UNDERHILL: Please vote.

20 (Board members vote.)

21 CHAIRMAN UNDERHILL: The motion passes
22 5-0.

23 Gentlemen, this takes us to Item 4D,
24 Board Adoption of a Resolution in the increased
25 amount of \$158,995 amending the Tentative

1 Fiscal Year 2017/2018 Budget.

2 The Chairman will entertain a motion
3 that the Board adopt a resolution amending the
4 fiscal year 2017/2018 tentative budget for the
5 increased amount of \$158,995 for the following
6 funds: General Fund, Escambia County
7 Restricted Fund, Code Enforcement Fund, Mass
8 Transit Fund, Tourist Promotion Fund, Other
9 Grants & Projects Fund, Detention/Jail
10 Commissary Fund, Library Fund, Misdemeanor
11 Probation Fund, Article V Fund, Development
12 Review Fees Fund, Gulf Coast Restoration Fund,
13 SHIP Fund, CDBG Entitlement Fund, Fire
14 Protection Fund, HUD Home Fund, Community
15 Redevelopment Fund, Bob Sikes Toll Fund,
16 Transportation Trust Fund, Local Option Sales
17 Tax III Fund, Local Option Sales Tax IV Fund,
18 Solid Waste Fund, Building Inspection Fund,
19 Emergency Services Fund, and finally the
20 Internal Service Fund.

21 COMMISSIONER BARRY: So moved.

22 COMMISSIONER ROBINSON: Second.

23 CHAIRMAN UNDERHILL: Please vote.

24 (Board members vote.)

25 CHAIRMAN UNDERHILL: Item 4D passed 5-0.

1 Gentlemen, this brings us to 4E, Board
2 Adoption of the Final Budget Resolution for
3 Fiscal Year 2017/2018.

4 The Chair will entertain a motion to
5 adopt the final budget resolution of
6 \$455,840,072 for fiscal year 2017/2018.

7 COMMISSIONER BERGOSH: So moved.

8 COMMISSIONER BARRY: Second.

9 CHAIRMAN UNDERHILL: Any discussion?
10 Seeing none, please vote.

11 (Board members vote.)

12 CHAIRMAN UNDERHILL: Item passes 4 --
13 I'm sorry. Item passes 3-2 with myself and
14 Commissioner Robinson in dissent.

15 That brings us to Item 5, the island
16 authority's budget.

17 Please vote.

18 (Board members vote.)

19 CHAIRMAN UNDERHILL: The item passes
20 5-0.

21 We've already covered our two stated
22 addenda.

23 Are there any other items to be brought
24 for the good of the whole?

25 Seeing none, we stand adjourned.

CERTIFICATE OF REPORTER

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STATE OF FLORIDA
COUNTY OF ESCAMBIA

I, Jo Ann Bryan, Court Reporter and Notary Public at Large in and for the State of Florida, certify that I was authorized to and did transcribe the foregoing proceedings from a digital recording; and that the transcript is a true record to the best of my ability.

I further certify that I am not a relative, employee attorney, or counsel of any of the parties, nor am I a relative or employee of any of the parties' attorney or counsel connected with the action, nor am I financially interested in this action.

Dated this 12th day of October, 2017.



Jo Ann Bryan
Notary Public - State of Florida
Commission No. FF 53583
Expires 11/14/2017

Jo Ann Bryan

JO ANN BRYAN
Court Reporter and Notary Public
My Commission Expires 11/14/2017

STATE OF FLORIDA
ADMINISTRATION COMMISSION

AC CASE NO.:

DAVID MORGAN,
Sheriff of Escambia County

Petitioner,

v.

THE BOARD OF COUNTY COMMISSIONERS OF
ESCAMBIA COUNTY, FLORIDA,

Respondent.

AFFIDAVIT IN SUPPORT OF ESCAMBIA COUNTY'S RESPONSE
TO THE PETITION OF DAVID MORGAN, SHERIFF OF ESCAMBIA COUNTY,
FLORIDA PURSUANT TO SECTION 30.49, FLORIDA STATUTES

STATE OF FLORIDA
COUNTY OF ESCAMBIA

BEFORE ME, the undersigned authority, personally appeared Jack R. Brown, who, after being first duly sworn, deposes and says:

1. Affiant is over the age of 18, competent, and has personal knowledge of the facts set forth herein.
2. Affiant is currently employed as the County Administrator for Escambia County and, in that capacity, directly oversees the day-to-day operations of all County Departments.
3. Affiant certifies as to the following facts:

On April 24, 2017, I, along with Army Lovoy, Assistant County Administrator, met with Escambia County Sheriff's Department, Chief Deputy Eric Haines and their Chief Financial Officer, Henrique Diaz to discuss the upcoming FY 2018 budget.

We specifically discussed that, after the explosion of the County's Central Booking and Detention Center, the insurance proceeds which funded inmate housing outside the county over the past three years would run out prior to the new budget. We explained this increased expense to the General Fund alone would require almost all the increases in anticipated funds generated due to increased property values. It was further discussed that all County

departments were having to go through a zero-based budget review in anticipation of this shortfall. We also discussed that pay raises would be a challenge for FY 2018.

On April 27, 2017, Sheriff Morgan sent his budget request to Chairman Underhill asking for a 3% merit increase for all employees per the PBA Contract in the amount of \$1,205,431.09, an additional \$319,154.28 for a new cadet program, and a request for another \$2,083,523.81 for what he termed as the Retention/Compression Plan – Phase 1.

On June 19, 2017, I met with Sheriff Morgan, Chief Deputy Eric Haines, and Chief Deputy Chief Simmons in Chief Morgan's office. I briefly described the budgetary challenges that the BCC faced for FY 2018. I also discussed the potential impact the recently passed legislation placing a provision of the 2018 ballot to increase the Homestead exemption could have on future budgets. The conversation was frank and cordial. I informed the Sheriff that due to budgetary constraints and our zero-based budget review along with no longer having insurance proceeds to pay for housing inmates outside the county that I didn't plan on recommending a pay raise. The Sheriff reiterated his budget demands and asked if I thought I could convince the Board to fund his budget as submitted. I informed him that I thought that would be a challenge, and I didn't think they would have the votes for the full amount. Sheriff Morgan then asked if he thought the Board would be willing to increase the Sheriff's MSTU, and if they did he would let the citizens know it was fully due to him. I replied that I would be willing to take that message to each Board member. He then informed me that each commissioner needed to understand if his budget request was not fully funded then it was war, he would take his case to the Governor and there was no doubt in his mind he would win. I told him that I would deliver that message to each of the commissioners.

On August 3, 2017, while at the Center for Independent Living (CIL) Awards Luncheon, I saw Sheriff Morgan walking out the door. I asked him if I could speak to him. He stated that he was in a hurry. I said that it would just take a moment. He agreed, and we walked off to the side of the lobby. I then informed him that my Board had asked that I reach out to him to see if he was willing to negotiate regarding his budget request. He looked me dead in the eyes and said, "Tell your Board; I'll see them in Tallahassee." I then said words to the effect, I want to know when I lied to your or misled you. He responded that he had to go.

On September 19, 2017, I met with Chief Deputy Eric Haines, Sheriff's Chief Financial Officer, Henrique Diaz, Sheriff's Chief Counsel, Gerald Champagne, County Attorney, Alison Rogers, Assistant County Administrator, Amy Lovoy, and Commissioner Steven Barry. In the meeting, I asked Chief Deputy Haines when I had misled him or convinced him that instead of doing their own salary study that they needed to be part of ours. Chief Deputy Haines asked "when did I say that"? I responded that it was on the radio in print media, etc.... to which he replied "I didn't say that, you can't believe what you read."

On October 7, 2017, I received an email from Chief Deputy Haines asking me to give him a call explaining that he planned on having their rough draft of their appeal to the Governor ready to be sent off to the Florida Sheriff's Association the next week and wanted to see if their

appeal could be simplified to salary issues only. (See E-Mail from Eric Haines, dated October 7, 2017, attached as Exhibit A.) I then asked my assistant to schedule the meeting.

On October 9, 2017, Amy Lovoy, Assistant County Administrator, Chief Deputy Eric Haines, and the Sheriff's Chief Financial Officer, Henrique Diaz, and I met. During the meeting, we discussed a public records request that both sides agreed was still pending. Chief Haines asked if we were interested in considering funding the full cost of our joint health clinic operated by Concentra in lieu of funding the six cadet positions and the difference between their \$9,900 health care offset. Ms. Lovoy and I said we would be open to discussing it. The Chief Deputy did not say let's craft a deal or here is my proposal or let's work a deal. The conversation just drifted on. Never at any time did I say, "let the appeal go forward" or any words remotely similar. The kindest way I may characterize the statement, which must have come from Chief Deputy Haines, is that it was, at best, the result of a cloudy memory of actual events or the result of an active imagination.

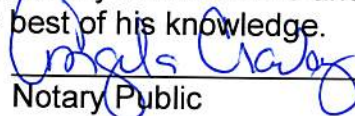
FURTHER AFFIANT SAYETH NOT.



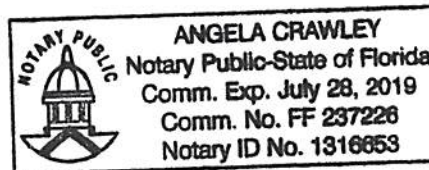
Jack R. Brown, County Administrator

STATE OF FLORIDA
COUNTY OF ESCAMBIA

SWORN TO AND SUBSCRIBED before me, the undersigned notary, this ^{23rd} day of October, 2017, by Jack R. Brown, who is personally known to me and who stated that the foregoing affidavit is true and correct to the best of his knowledge.


Notary Public

My Commission Expires: July 28, 2019



Jack R. Brown

From: Eric Haines <ehaines@escambiaso.com>
Sent: Saturday, October 07, 2017 1:09 PM
To: Jack R. Brown
Subject: Get Well

I heard you were in the hospital. I hope you are recovering well. If you find yourself back in the office this week, give me a call. I plan on having the rough draft of our Governor appeal sent off to the FSA for review on Friday. I'd like to clarify the employee benefit questions before it goes off to the governor as not to waste their time. I'd also like to see if we can work something out with the cadets and our request for the increase in employee benefit (Concentra) so the appeal can be simplified to salary issues only. I'd be willing to drop cadets and the benefit increase if the county shoulders Concentra this year. We are very prepared either way so please don't mistake this as us second guessing ECSO's chances at success. I'd rather just narrow it to a single issue for all parties involved.

Jack R. Brown

Subject: Eric Haines, Amy Lovoy
Location: Jack's Office

Start: Mon 10/9/2017 11:00 AM
End: Mon 10/9/2017 12:00 PM

Recurrence: (none)

Meeting Status: Meeting organizer

Organizer: Jack R. Brown
Required Attendees: Eric Haines; Amy L. Lovoy

Jack R. Brown

Subject: Steven Barry, Eric Haines (FY 17-18 Budget)
Location: Jack's Office

Start: Tue 9/19/2017 1:00 PM
End: Tue 9/19/2017 2:00 PM

Recurrence: (none)

Organizer: Jack R. Brown

Jack R. Brown

Subject: CIL Awards Luncheon
Location: First Pentecostal Church, 6500 North "W" Street, Pensacola, FL
Start: Thu 8/3/2017 11:00 AM
End: Thu 8/3/2017 1:00 PM
Recurrence: (none)
Organizer: Jack R. Brown

Jack R. Brown

Subject: Sheriff Morgan, Chip Simmons, Eric Haines (Budget/LOST)
Location: 1700 West Leonard Street, Pensacola, Florida

Start: Mon 6/19/2017 10:30 AM
End: Mon 6/19/2017 11:30 AM

Recurrence: (none)

Organizer: Jack R. Brown

Categories: Red Category

Jack R. Brown

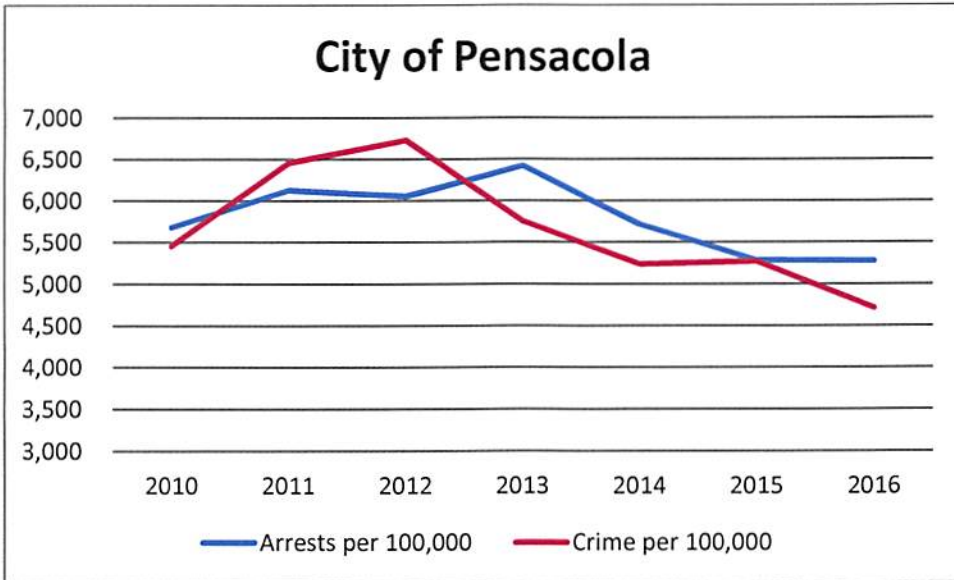
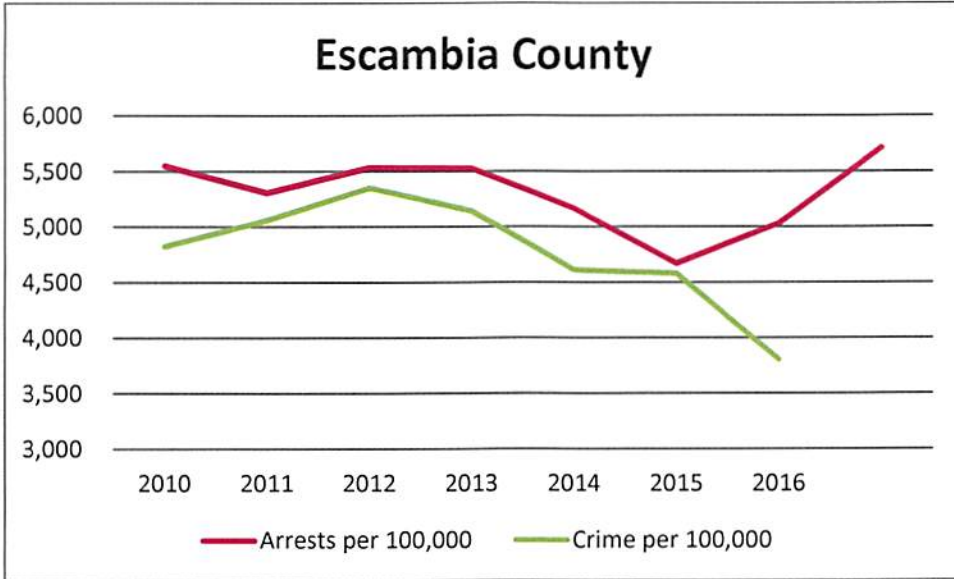
Subject: Eric Haines, Henrique Dias, Amy Lovoy (Budget)
Location: Jack's Office

Start: Mon 4/24/2017 3:00 PM
End: Mon 4/24/2017 4:30 PM

Recurrence: (none)

Meeting Status: Meeting organizer

Organizer: Jack R. Brown
Required Attendees: Henrique Dias; Eric Haines; Amy L. Lovoy





ESCAMBIA COUNTY SHERIFF'S OFFICE
David Morgan, Sheriff

September 7, 2017

[REDACTED]
[REDACTED]
Pensacola, FL [REDACTED]

RE: Escambia County Sheriff's Office Funeral Escorts

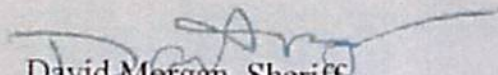
Dear Sir/Madam:

I regret the necessity to inform you that as of October 1, 2017, the Sheriff's Office will cease its traditional practice of providing complimentary Deputy Sheriff Escorts for funeral processions.

This change is necessary because of a serious shortfall in experienced, street-ready deputies. As a result of years of underfunding, our starting pay is no longer competitive with other Florida law enforcement agencies. The net result of this pay disparity is that many of our experienced officers leave the Sheriff's Office to pursue higher pay at other law enforcement agencies. We are quite simply losing deputies faster than we can replace them. Our total number of deployable deputies is shrinking, and we must use them in the most efficient manner possible. Deputies who were available in the past for funeral escort service must be reassigned to more critical law enforcement functions.

I deeply regret having to make this decision, but to enable me to fulfill my primary function as your Sheriff is to provide for the safety and security of the citizens of Escambia County.

Sincerely,


David Morgan, Sheriff
Escambia County, FL

DM/abi

FLORIDA



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Sheriff to commissioner: 'Your district ... will see a reduction of patrol coverage'

Jim Little, jwittle@pnj.com Published 4:05 p.m. CT Sept. 27, 2017 | Updated 4:13 p.m. CT Sept. 27, 2017

No, the county could not fill the positions... sound familiar? Had to find paid positions.

Thu, Jul 27 4:28 PM

FL Statute 312.7265
Neither the law enforcement agency nor the entity having budgetary control over the law enforcement agency shall anticipate future forfeitures or proceeds therefrom in the adoption and approval of the budget for the law enforcement agency."

Your district is one of those that will see a reduction of patrol coverage. Will forward you a copy upon completion.

(Photo: Courtesy of Jeff Bergosh)

Although the Escambia County Commission passed its budget Tuesday night ([/story/news/politics/2017/09/26/escambia-county-sheriff-appeal-budget-governor-commission-approve-raises/705410001/](http://story/news/politics/2017/09/26/escambia-county-sheriff-appeal-budget-governor-commission-approve-raises/705410001/)), the fight over the Sheriff's Office budget is far from over.

Nearly an hour and a half after the commission passed the budget in a 3-2 vote, Sheriff David Morgan sent Commissioner Jeff Bergosh a text message about reducing patrols in his district.

"Your district is one of those that will see a reduction of patrol coverage," Morgan wrote to Bergosh. "Will forward you a copy upon completion."

More: Sheriff David Morgan: Low-crime areas will see fewer ECSO patrols ([/story/news/politics/2017/09/22/escambia-county-sheriff-low-crime-areas-fewer-patrols/693534001/](http://story/news/politics/2017/09/22/escambia-county-sheriff-low-crime-areas-fewer-patrols/693534001/))

More: Sheriff: Escambia County will have to 'get used' to no police escorts for funerals

([/story/news/2017/09/19/sheriff-escambia-county-have-get-use-no-police-escorts-funerals/678633001/](http://story/news/2017/09/19/sheriff-escambia-county-have-get-use-no-police-escorts-funerals/678633001/))

Bergosh told the News Journal the timing of the text message was "disconcerting."

"The casual observer could say, 'Well, this guy didn't do exactly what was requested in terms of an 8 percent budget increase, so we're not going to patrol his area. We're going to reduce his patrols,'" said Bergosh, who represents District 1, an area that includes west Escambia County south of Interstate 10 and covers parts of the Myrtle Grove, Bellview and Beulah communities.

Morgan confirmed to the News Journal on Wednesday that he sent the text message, but said it was in line with what he's been communicating to commissioners since the budget dispute arose. Bergosh posted a screenshot of the sheriff's message on his blog (<http://jeffbergoshblog.blogspot.com/2017/09/no-good-deed-goes-unpunished.html>).

"Obviously, I've got commissioners who are hearing impaired," Morgan said. "There's nothing new with what I'm doing."

Commissioners on Tuesday voted 3-2 to approve a \$455.8 million budget, which gives county employees a 3 percent raise. Even with that, the budget for the Sheriff's Office was about \$2.4 million less than what the sheriff requested.

Morgan said in July that his office would have to make "draconian cuts" if his budget request was not met.

Morgan announced in a video posted to social media last week (/story/news/politics/2017/09/22/escambia-county-sheriff-low-crime-areas-fewer-patrols/693534001/) that areas of lower crime would see fewer Sheriff's Office patrols.

He also sent a letter to Bergosh on July 14 wanting to set up a meeting about "realignment of our limited resources."

Morgan said no commissioner chose to meet with him on that issue.

"You can't lose 60 officers a year and continue to do business the way you've done it in the past," Morgan said.

Bergosh said he didn't take the meeting because the conditions the letter placed on submitting any supporting documentation to the Sheriff's Office one week prior to the meeting.

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The letter said also precincts in "low crime" areas would be closed, but Bergosh said since there are no precincts in his district, he didn't think the cuts would have an impact in his district.

Bergosh said he is also worried if Morgan sends him a report on where patrols will be reduced, it could become public information and potential criminals could find out.

"Why tell people about that?" Bergosh said. "It's his decision I suppose, but the timing of it was unsettling."

County Attorney Alison Rogers told the News Journal there is an exemption in Florida's public records law on information about "security measures," but she couldn't say whether information on deputy patrols would be exempt if sent to a commissioner until she saw the actual content of the message.

"We obviously don't want to advertise to the criminal element that we're going to be pulling out of a particular district because that's a forewarning to them and now you've become a target rich environment," Morgan said in the video last week.

After Tuesday's meeting, Morgan told reporters he was going to appeal the budget to the governor.

Bergosh said the commission did the best it could to give the sheriff what he wanted.

"We compromised," Bergosh said. "We can't afford to give him an 8 percent year-over-year increase. But we gave him enough to give his men a raise, and for that, some districts are going to be punished with fewer patrols. I just don't think it's right."

Read or Share this story: <http://www.pnj.com/story/news/politics/2017/09/27/sheriff-commissioner-text-message-patrol-cuts/709216001/>

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Thursday, September 28, 2017

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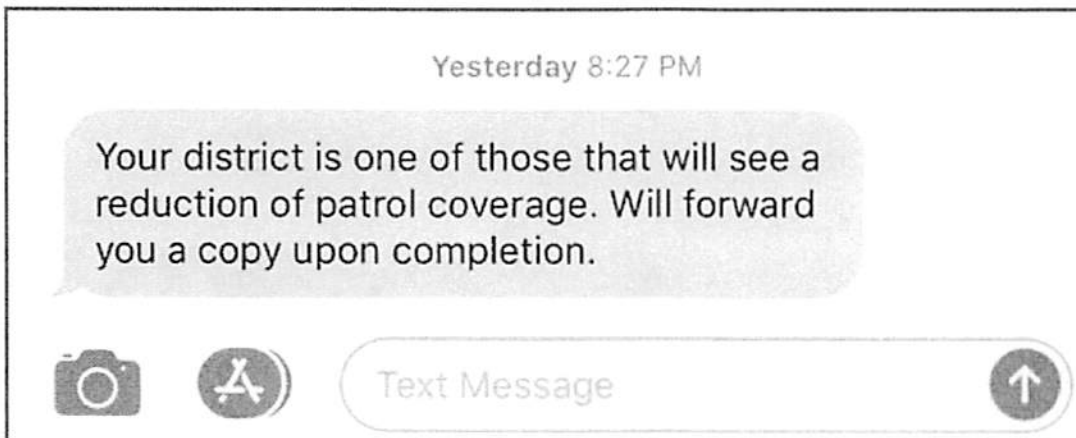
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Sheriff Texts Three Commissioners: Expect Patrol Cuts In Your District

September 28, 2017



Less than two hours after the Escambia County Commission passed a budget short of the demands made by Escambia County Sheriff David Morgan, the sheriff texted at least three commissioners letting them know that patrols would be reduced in their district.

"I'd like to say I was surprised by the timing of the message, but I was not," Commissioner Steven Barry said.

The text sent to Commissioners Barry, Jeff Bergosh and Grover Robinson said, "Your district is one of those that will see a reduction of patrol coverage". Commissioners Lumon May and Doug Underhill have said they did not receive the text Tuesday night.

"I get an unsolicited text saying, 'Your district is subject to reduced patrols,' yeah it was unsettling," Commissioner Jeff Bergosh said. "The timing wasn't good. The optics don't look good."

The commission passed a \$455.8 million budget Tuesday night that included a 3 percent across the board raise for all permanent county employees...including those at the Sheriff's Office. Morgan fought for pay raises and changes in the pay structure in his department in order to retain deputies. He said he will appeal the budget to the governor because it did not do anything to help him retain deputies that are leaving the department due to pay that is lower than surrounding departments.

"The timing of this text, right after the meeting where we attempted to compromise with Sheriff Morgan (where we bumped his budget up to give all his men a 3% raise) could be construed by some as retaliatory or worse yet....threatening," Bergosh wrote Wednesday on his blog. "All because, apparently, we did not fund him an 8% year over year budget increase... What a disappointment."

Morgan sent an email to commissioners, and a text to at least one commissioner, inviting them back in July to attend individual meetings over his "realignment of our limited resources". He also posted a public video on YouTube and social media in which he said deputies would be reassigned from unnamed low crime areas to areas with higher crime.

"For some reason, that doesn't seem to get through to anybody and so now we're at this juncture of where it's time to make these moves and people are acting like there's a revelation," Morgan said. "Oh my God, the sheriff is actually going to reduce these things,' Of course I am, I've been telling you for months."

Morgan said the text messages were in no way retaliation.

"Hurl the allegations if you'd like, this is the new norm in Escambia County until we can correct it," Morgan said.

Barry said Tuesday's text from the Morgan was not the first he had received from the sheriff during the summer budget battles, and he did not respond to any of them.

"I received several text messages from Sheriff Morgan this summer, and upon the advice of our board counsel, I archived each one. As only one of five board members who need to work together collectively, responding to the messages did not seem particularly prudent. However, I did have a very informative hour long meeting with Chief Financial Officer Henrique Dias and Chief Deputy Haines last week."

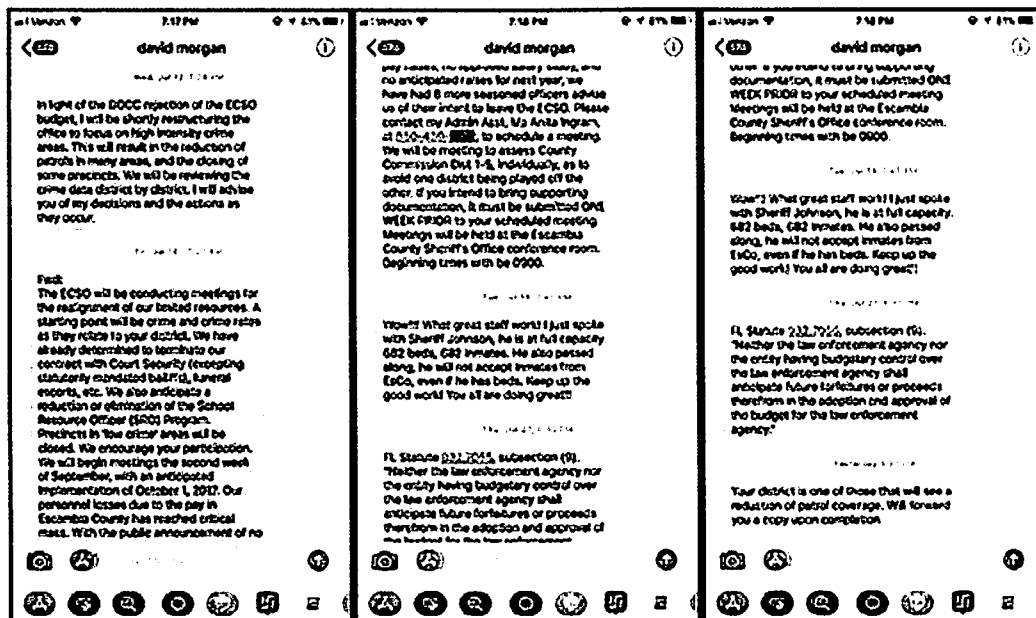
Both Barry and Bergosh said they are disappointed that Morgan will cut patrols in their districts.

"To say I am disappointed that the sheriff is telling District 1 that we will receive a reduction of patrol coverage is an understatement. We have had big issues with crime in West Escambia, Myrtle Grove, Avondale, Bellview, and other areas of District 1. We have had murders in Beulah...residents in Logan Place have endured a rash of car burglaries—and to say these areas are going to receive 'a reduction of patrol coverage' is astonishingly disappointing," Bergosh wrote.

"In each of my five years as a county commissioner, we have included 3 percent raises in each budget for every employee at the Sheriff's Office, so I will be very disappointed if there is any further reduction in patrols in District 5," Barry said.

Morgan has said the patrol reductions will occur October 1.

Pictured top: Screenshot from a Tuesday night text from Escambia County Sheriff David Morgan to Escambia County Commissioner Stephen Barry. Pictured below: Screenshots of texts Barry received during the summer from Morgan. Barry said he did not reply to any of the texts. Click any image to enlarge.



Comments

26 Responses to “Sheriff Texts Three Commissioners: Expect Patrol Cuts In Your District”

1. sam on September 28th, 2017 9:13 am

everyone is in need of money now days. why should the sheriff be any different. suck it up and do your job or find another one.

2. Grand Locust on September 28th, 2017 9:03 am

It is amusing that there is an assumption that more patrols lower crime. Tell that to the people who are having home invaders come into their homes. By Golly, the first thing that home invader says is “we need to be careful because of all those sheriff patrols”. NOT. It is always up to citizens to lower crime. Increased use of video with cameras visible from the street will deter crime. If half the people on a block put up video crime will be deterred. You can go to Best Buy and get an eight camera system for less than \$500 and if two of those cameras on every house point out to the street and are visible every criminal will become a movie star. We use the ring doorbell, and we can talk to anybody at our door on our cell phone from anywhere....even on vacation. It is time to lower budgets and allow taxpayers to make their homes more secure with effective video systems. There are plenty of patrols now, but crime is off the charts, but if neighborhoods organize and put up cameras.....crime will go down.

3. Jeff on September 28th, 2017 8:50 am

A big thanks to all the idiots that voted him in again. He is a crook and is trying to extort more money from a broke county. There was at the very least one candidate that was grossly more qualified, but our lovely citizens went with a familiar name instead of doing their homework. You reap what you sow.

4. Law on September 28th, 2017 8:31 am

Bang Bang it's over

5. Walnut Hill on September 28th, 2017 8:27 am

Good for Sheriff Morgan. I think he's done a fantastic job and those criticizing him are the bizarre ones on here.

I hope Governor Scott gets him more money for law enforcement. My neighborhood will be affected by less patrols but we're locked and loaded anyway.

6. paul on September 28th, 2017 8:20 am

he's so juvenile. If he managed his team better the problem wouldn't be so bad.

7. northof110 on September 28th, 2017 8:19 am

Escambia County, 3 times! This is typical of how this sheriff has conducted himself since day one why anyone is surprised is beyond comprehension. Great point was made by 'Simon'—"If he's willing to treat elected commissioners this way HOW DO YOU THINK HE TREATS HIS EMPLOYEES?" Well, if the stats from his second or third in charge are to be believed and there has been 60 plus a year—that may just answer that question. Sure money may be a part but this is a case of the fish rotting from the head down. The men and women that are out there on patrol are in REAL need of community support they are facing criminals while their some of their leaders are profiting at their expense and certainly not having their backs. This is a humdinger of a mess.

8. Hello Sunshine on September 28th, 2017 8:14 am

Does this not violate the Sunshine Law somehow? I am just a citizen, but should there be a private conversation between 2 elected officials?

9. ME on September 28th, 2017 7:45 am

I think what is more impressive is that Commissioner Barry had 578 unread text messages.

I have a feeling as long as response times were already in Molino from the Sheriff's office, you will see more people taking the law into their own hands. This seems like a lose-lose for everyone in the county.

10. John Q on September 28th, 2017 7:29 am

So the commissioners go from "we can't afford to give your Office a raise" to we're giving every employee in the whole county a 3% raise." And y'all want to call out the sheriff for being bizarre?

At best there are issues on both sides. BTW a 3% was not what was requested and nothing was done for the pay scale.

11. retired on September 28th, 2017 7:19 am

what do you expect from a spoiled brat!!!!!!!!!!!!!!!
so instead of ending funeral escorts to beef up patrol we will just lessen the protection of our citizens, the dead need more protection.
time to add more supervisors.

12. M in Bratt on September 28th, 2017 7:17 am

By most definitions, this action would be called extortion. Other actions Sheriff Hollywood has taken could be signs that he is a little off his rocker. Maybe the Commission should ask Gov. Scott to remove him from office.

13. Wrenchman on September 28th, 2017 7:02 am

No difference in district 5 (northend). We don't have the patrol after 8pm anyway.

14. Oversight on September 28th, 2017 7:02 am

Abuse of power – plain and simple, and conduct that's not professional in any way. It's time for Governor Scott to remove Morgan from office.

15. Olin S Schultz on September 28th, 2017 6:49 am

The people voted him into that office, why cant we vote him out. Too bad Sir Morgan didn't fight this hard for his employees at the jail!

16. Jay on September 28th, 2017 6:43 am

Y'all hired this idiot in ,deal with him. I myself find the sherrif and the Dept a clown circus .

17. Former Resident on September 28th, 2017 5:47 am

Once again Sheriff Arrogant plays games with the lives of County residents. First he doesn't seem to know math when he complains that across the board pay cuts worsen salary compression then sends threatening texts like a middle school aged girl who lost her boyfriend, broadcasting to criminals where it's "safe" to conduct their "business". What a joke.

18. Bama on September 28th, 2017 5:17 am

Seems to me that the possibility of a recall of our arrogant sheriff should be explored. Threats and extortion should not be coming from anyone, especially an elected official like the sheriff.

19. Chris in Molino on September 28th, 2017 5:06 am

I suppose he won't run for any local office here. If he thinks he can employ guerilla tactics,

intimidate, and bully people and win another election, either he, the people, or both, are stupid as a stump.

20. Brian on September 28th, 2017 4:49 am

What a piece of garbage the voters put into power. He needs to be removed from office ASAP!

21. SW on September 28th, 2017 4:27 am

Is a recall vote for sheriff prudent, yet?

22. Simon on September 28th, 2017 3:54 am

If he's willing to treat elected commissioners that way how do you think he treats his employees?

Terrible leadership and terrible pay, it's easy to see why deputies are leaving.

23. Shay on September 28th, 2017 3:17 am

It sounds bizarre because Morgan is BIZARRE. He got above his asking amount and yet he is throwing a fit and threatening people and communities. We need to get this nut job out of the sheriff's office before we don't have a sheriffs office.

24. just saying on September 28th, 2017 3:15 am

Nope business as usual for politician someone on the Century town council got away with doing worse a year or two ago not an eyelash was batted.

25. Adam Salmon on September 28th, 2017 3:12 am

and the PNJ ran the story that Bergosh received the text so obviously all of them did.

26. Rezydent on September 28th, 2017 2:40 am

To look deeper Google Police Shortage. It is occurring across the nation. The tolerance of BLM terrorism has contributed with the killing of Police officers.

Plus the standards are high, physical and psychological. The pay is fairly low and dangerous, but the benefits are good and a chance for early retirement are great. We need to up recruiting and should have been pushing it. Where are the videos, the ads, the officers in schools. Make adjustments and get the job done.

27. Resident on September 28th, 2017 1:17 am

Not an expert here, just an opinion.. smells a little like coercion or extortion or intimidation.

This whole thing has seemed bizarre.

Will the ethics committee be looking this over? Any complaints filed yet? why doesn't some one order another tax watch look over his budget?

I don't think the commissioner can order it but a group ordered one in the past. Just to the thinking people this seems a bit crazy actually.

He got the raises. I thought that was the issue.

Name (required)

Email Address (will not be published) (required)

Website (enter your own site, if any; not northescambia.com)

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Written by William · Filed Under [TOP STORIES](#)



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SECTION 5 - ANNUAL LEAVE

5.1 Purpose and Accumulation of Annual Leave

The primary purpose of annual leave is to enable each eligible employee to have an annual vacation and to return to work physically and mentally refreshed.

Annual leave shall not be credited in advance. Accrual of annual leave begins on the date of regular employment and ends with the date of separation. Leave accrual for fractions of a month shall be figured to the nearest day. For the purpose of computing annual leave taken, only normal working days are to be counted as leave.

Annual leave shall be earned by the Law Enforcement Deputies, Law Enforcement Sergeants/Lieutenants and Direct Support bargaining units twice a month according to the following Table:

<u>County Service Time</u>	<u>Leave Hours</u>
Less than 5 years	4
5 Years but less than 10 years	5
10 Years but less than 15	6
15 Years but less than 20	7
20 Years but less than 25	8
25 or more years (direct support only)	9
30 or more years (direct support only)	10

Direct Support who are hired after the date of ratification of the CBA shall not accumulate leave at more than 8 hours twice a month.

Part-time employees who work a regularly established schedule of twenty (20) hours or more per week shall earn annual leave on a pro rata basis.

5.2 Restrictions on Accumulation of Annual Leave

An employee shall not earn annual leave during a leave of absence without pay, a suspension without pay, or when the employee is otherwise in a non-pay status.

A total of 500 hours of annual leave is the maximum that can be carried over from one year to the next based on the employee's beginning date.

5.3 Annual Leave Advances Prohibited

No employee shall be allowed to use annual leave that has not already been earned.

5.4 Annual Leave Records

Annual leave accumulation and usage records for all employees shall be maintained by the Human Resources Office, and shall be based upon the leave information submitted by the employees and authorized by the supervisors on each payroll. No annual leave shall be granted except on the basis of such leave records.

5.5 Approval of Annual Leave Requests

Requests for annual leave shall be made in accordance with current Sheriff's Office policies and procedures. Leave must be scheduled in advance according to the Sheriff's Office requirements that are based on the needs of the division. Leave taken outside the guidelines of the scheduled annual leave is considered to be unscheduled leave and may result in a charge of absence without leave, disciplinary action, and/or adversely affect an employee's performance review. The determination of the Division Head on the matter of scheduled annual leave shall be final.

Employees in their initial probationary period shall accrue annual leave as all other employees, but shall be permitted to use annual leave only after completion of three (3) months of employment.

5.6 Annual Leave, When Chargeable

Annual leave shall only be charged for absence upon a day which an employee would otherwise work and receive pay.

5.7 Computation of Annual Leave Charges

The employee shall charge absences from work to annual leave according to the actual number of leave hours used.

5.8 Payment for Unused Annual Leave upon Separation or Death

Upon voluntary separation or termination from the Sheriff's Office, employees shall receive a lump sum payment for all accrued and unused annual leave up to a maximum of 500 hours. Such payment shall be made at the employee's regular rate of pay at the time of separation unless the employee is in a promotional probationary period. In that case the leave will be paid according to the actual accrued rate of pay. In the case of the death of the employee, payment shall be made at the employee's regular rate of pay to the designated beneficiary of the employee for all accrued and unused annual leave up to a maximum of 500 hours.

5.9 Payment for Annual Leave

Payment for annual leave shall be made on the employee's regular payday and advance payment for such leave shall be prohibited.

5.10 Rate of Payment for Annual Leave Following Promotion or Demotion

Employees using annual leave after the effective date of their promotion or demotion to a higher or lower job classification shall receive annual leave pay at the rate in effect at the time the leave is taken.

5.11 Disposition of Annual Leave

When a current employee transfers from another County agency with whom the Sheriff has a reciprocal agreement on employee leave transfers, the employee's accumulated annual leave shall be transferred to the Sheriff's Office.

5.12 Disciplinary Actions

Employees who are disciplined in accordance with Section 21 of these Rules shall not be permitted to use annual leave in lieu of disciplinary action.

SECTION 6 - SICK LEAVE

6.1 Purpose and Accumulation of Sick Leave

Sick leave is not to be considered as a right which an employee may use at his discretion, but is a privilege not to be abused. The purpose of sick leave is to assist the employee during an illness or injury and supervisors are urged to exercise strict control to prevent the abuse of sick leave.

Sick leave shall not be credited in advance. Sick leave accrual begins on the date of regular employment and ends on the date of separation. Leave accrual for fractions of a month shall be figured to the nearest day. An employee shall not earn sick leave during a leave of absence without pay, a suspension without pay, or when the employee is otherwise in a non-pay status. For the purpose of computing sick leave taken, only normal working days are to be counted as leave.

Sick leave is accumulated at the rate of ten (10) hours per month. There is no maximum accumulation for sick leave.

Part-time employees who work a regularly established schedule of twenty (20) hours or more per week shall earn sick leave on a pro rata basis.

6.2 Use of Sick Leave

Accrued sick leave shall be granted for:

- (a) Employee's personal illness or physical incapacity resulting from causes beyond the employee's control;
- (b) Medical, dental, optical consultations, treatments, or professional psychological services;
- (c) Enforced quarantine of the employee in accordance with community health regulations;
- (d) Family Medical Leave Act (FMLA) qualifying absences in accordance with the FMLA policies of the Sheriff's Office;
- (e) Non-FMLA qualifying absences due to illness in the immediate family. The Sheriff may require a physician's statement certifying the necessity of the employee's absence from work. Immediate family shall mean spouse, child, parent, sister, brother, stepfather, stepmother, grandparents, or grandchildren of either the employee or the employee's spouse;
- (f) Illness of any other person related to the employee or related to their spouse if such use is deemed by the Sheriff to be in the best interest of the Sheriff's Office. The Sheriff may require a physician's statement certifying the necessity of the employee's absence from work;
- (g) Employees in their initial probationary period shall accrue sick leave as all other employees, but shall be permitted to use sick leave only after completion of three (3) months of employment.

6.3 Sick Leave Responsibilities

The employee is responsible for notifying and receiving approval from his immediate supervisor or other pre-designated official promptly in the event of any illness or disability in compliance with the procedures of the Sheriff's Office and Section 4 of these Rules For all absences due to reasons not covered by FMLA policy:

a. The member is responsible for documentation to support any absence of 3 or more consecutive work days if requested by a supervisor.

b. The member's supervisor may require the member to provide, at the member's expense, documentation to support absences if there are circumstances that cause the supervisor to suspect that the member's absence was not justified for one of the reasons specified in 6.2 above. Such suspicion may be based upon the employee's pattern of absence, or other facts that indicate that the member was absent for a reason other than those specified in 6.2 above.

c. If the member fails to provide the required documentation set forth in this section, the member's sick leave will be disapproved.

d. Use of sick leave on false claims of illness, injury, and/or failure to provide documentation, and/or falsification of proof to justify such leave shall be cause for discipline up to and including discharge.

6.4 Use of FMLA Leave for Illness

(Reference Sheriff's Office General Order, Family and Medical Leave Act)

6.5 Entitlement to Accumulated Sick Leave upon Separation

All sick leave shall be forfeited upon separation except under the following conditions:

(a) Disability. When separated because of a disability, certified by competent medical authority, which prevents the employee from performing the essential functions of the job, the employee may use or be paid for all sick leave accumulated to his credit prior to the effective date of the separation.

(b) Retirement. When an employee is separated from classified employment due to retirement (as defined by the Florida Retirement System), the employee shall be entitled to receive a lump sum payment for up to one-half ($\frac{1}{2}$) of the accumulated sick leave to his credit prior to the effective date of the retirement up to a maximum of 940 hours.

(c) Position Abolishment/Layoff. When a classified employee is separated due to the abolishment of his position or layoff, he shall be entitled to pay for one-half ($\frac{1}{2}$) of the accumulated sick leave to his credit prior to his separation after a fifteen (15) calendar day period has elapsed pending reinstatement. A maximum payment of 940 hours of sick leave may be made.

(d) Death. In the case of death of an employee, payment shall be made to the designated beneficiary of the employee. The beneficiary shall be entitled to payment for up to one-half ($\frac{1}{2}$) of the accumulated sick leave to the employee's credit.

(e) Resignation. Upon resignation in good standing, employees who are employed by the Sheriff as of the date of ratification of the CBA, with the exception of those who do not separate in good standing, will be entitled to one-half of accumulated sick leave up to a maximum of 940 hours at separation if employed over 10 years with agency at the time of separation, at the employee's applicable rate of pay. Employees hired after June 1, 2017, will be entitled to one-half of accumulated sick leave up to a maximum of 940 hours upon retirement in good standing, disability or

death. If the employee is in a promotional probationary period, the leave will be paid at 1/2 the rate in which the leave was accrued. Employees who are employed by the Sheriff as of March 7, 2017, who resign while under investigation for moral character violation will not be considered to resign in good standing, and shall be entitled to receive a lump sum payment of 25% of the accrued sick leave to the employee's credit up to a maximum of 470 hours if employed over 10 years with the agency at the time of separation.

6.6 Disposition of Sick Leave for Transferred Employees

When a current employee transfers from another County agency with whom the Sheriff has a reciprocal agreement on employee leave transfers, the employee's accumulated sick leave shall be transferred to the Sheriff's Office.

6.7 Bereavement Leave

Any regular or probationary employee shall be permitted to use up to three (3) full working days' leave with pay for bereavement and/or to attend the funeral or memorial service in the event of the death of any person residing in the employee's household or any member of the employee's extended family. Extended family shall mean spouse, child, parent, sister, brother, stepfather, stepmother, grandparents or grandchildren of either the employee or the employee's spouse. The employee may be granted, at the discretion of the Sheriff, such time for bereavement leave as may reasonably be required. No more than six (6) days of bereavement leave with pay may be used during the course of a fiscal year. Employees must be in a pay status before and after any authorized bereavement leave with pay.

The beginning date of seniority for direct support personnel shall be their initial date of hire at the Escambia County Sheriff's Office.

12.02 Seniority Application

Except under extraordinary circumstances, vacations, holiday leave, unit assignment, shift transfers and regular days off, vehicles and issuance of new equipment shall be made first on justifiable agency needs, then seniority, and then the officer's preference. The Sheriff and the Association understand that there may be times when the needs of the agency will not permit seniority to be the predominant consideration in such matters.

ARTICLE 13: LEAVES

13.01 Leaves of Absence

All leaves of absence shall be governed according to Escambia County Sheriff's Office policies and procedures pertaining to sick leave, annual leave, disability leave, funeral leave, military leave, holiday leave, and leave with or without pay

13.02 Annual Leave

- A. Annual leave shall be earned by the Law Enforcement Deputies, Law Enforcement Sergeants/Lieutenants and Direct Support bargaining units twice a month according to the following Table:

<u>County Service Time</u>	<u>Leave Hours</u>
Less than 5 years	4
5 Years but less than 10 years	5
10 Years but less than 15	6
15 Years but less than 20	7
20 Years but less than 25	8
25 or more years (direct support only)	9
30 or more years (direct support only)	10

Direct Support who are hired after the date of ratification of the CBA shall not accumulate leave at more than 8 hours twice a month.

- B. All leave requested in writing shall be approved or denied in writing. If denied, a copy of the written request and denial with stated reasons will be provided to the employee if the employee so requests.

13.03 Sick Leave Conversion

In order to encourage and reward employees who exercise care in the maintenance of their personal health and job attendance, the Sheriff agrees to allow any employee having 700 hours of sick leave on his/her anniversary date to convert up to 40 hours of sick leave to annual leave. If the employee's annual leave balance is over the maximum allowed accrual for annual leave, that employee is not eligible to convert the hours

unless the total balance is within 40 hours of the maximum allowed under this agreement. Such conversion cannot allow an employee to exceed 500 hours, however the employee will be able to convert an amount lower than 40 hours to bring them to the maximum of 500 hours.

13.04 Leave and holidays

All items pertaining to leave not covered by this article shall be listed in the ECSO Human Resources Manual as written on the day of ratification. In the event of a conflict between the provisions of this section and the ECSO Human Resources Manual, the provisions of this agreement shall control.

Holidays for employees of the ECSO will be those holidays as determined by the Escambia County Commission for all county employees.

13.05 Bereavement Leave

- A. Any regular or probationary Escambia County Sheriff's Office employee will be eligible for bereavement leave with pay under the following terms and conditions:
- B. A Maximum of three (3) bereavement days with pay will be allowed for each qualifying event. A qualifying event is defined as the death of any person residing in the employee's household or any member of the employee's extended family meaning spouse, child, parent, sister, brother, step-father, step-mother, grandparents or grandchildren of either the employee or the employee's spouse.
- C. A maximum of six (6) bereavement days with pay may be taken per employee per fiscal year. Employees may request additional time off, but time off in excess of these limitations will not be with pay.

13.06 Excess Leave

- A. The following are limitations on the amount of leave that can be carried over from year to year in an employee's leave balance beginning January 1, 2016:

Annual Leave – 500 Hours

Holiday Leave – 100 Hours

Union compensatory time – 200 Hours

FLSA compensatory time – No Limitation.

- B. Each year on the anniversary of the date that the employee was hired by the Sheriff, any accumulated Annual or Holiday leave balance in excess of the above maximum amounts will be transferred to the employee's Union Compensatory time account, and Union Compensatory time in excess of the above maximum amounts set forth in subparagraph A of this section after such transfer will be

eliminated from the employee's leave account and forfeited. However, all FLSA Compensatory time will be carried over from year to year without limitation.

(a) The following is the maximum amount of leave hours for which an employee will be paid upon termination of employment with the Sheriff:

Annual Leave – 500 hours

Holiday Leave – 100 Hours

FLSA compensatory time combined with Union Compensatory time – 200 hours, however, the member will be paid in full for all FLSA compensatory time, even if it is in excess of 200 hours.

Sick Leave – Employees will be entitled to one-half of accumulated sick leave up to a maximum of 940 hours upon retirement in good standing, disability or death. Employees who are terminated will not be entitled to payment for sick leave and all such sick leave shall be forfeited.

i. The following apply to employees who are employed by the Sheriff as of the date ratification of this agreement

(a) Employees who have been employed for over 10 years with the agency will be entitled to one-half of accumulated sick leave up to a maximum of 940 hours upon separation, except for employees who are terminated, or who do not separate in good standing.

(b) Employees who have been employed for over 10 years with the agency who separate while under investigation for a moral character violation do not separate in good standing, and will be entitled to one-half of accumulated sick leave up to a maximum of 470 hours at separation.

(b) With the exception of payment for FLSA Compensatory time, maximum leave buybacks are cumulative lifetime maximum payments. Any leave that is sold back due to separation from this agency will be deducted from any future leave maximum payouts should the person become re-employed with the agency.

(c) Payments for leave pursuant to this subparagraph will be based on the employee's regular rate of pay at the time of separation of employment.

ARTICLE 14: REPLACEMENT OF PERSONAL PROPERTY

14.01 Watches, Prescription Glasses, and Medical Aids

An officer, while on duty and acting within the scope of employment, who suffers damage or destruction of his or her watch, prescription glasses, or such other items of personal property as have been given prior approval by the Sheriff or his designee as being required by the officer to adequately perform the duties of the position, will be reimbursed or have such property repaired or replaced as provided herein. A written report must be filed detailing the circumstances under which such property was damaged or destroyed. Upon proper documentation by the officer of the amount

BCC - HUMAN RESOURCES POLICIES AND PROCEDURES

SECTION 6

SICK LEAVE (SL) - CLASSIFIED EMPLOYEES

6.1 Purpose and Accumulation of Sick Leave

Sick leave is not to be considered as a right to which an employee may use at his discretion, but is a privilege not to be abused. Sick leave is not earned by working but is granted by the County as a benefit. The purpose of sick leave is to assist the employee during an illness or injury, and supervisors are urged to exercise strict control to prevent the abuse of sick leave.

Sick leave shall not be credited in advance. Sick leave accrual begins on the date of regular employment and ends on the date of separation. Leave accrual for fractions of a month shall be figured to the nearest day. An employee shall not accrue sick leave during a leave of absence without pay, a suspension without pay, or when the employee is otherwise in a non-pay status. For the purpose of computing sick leave taken, only normal working days are to be counted as leave.

Sick leave is accumulated at the rate of eight (8) hours per month. There is no maximum accumulation for sick leave.

Part-time employees who work a regularly established schedule of at least twenty (20) hours or more per week shall accrue sick leave on a pro rata basis.

6.2 Use of Sick Leave

Accrued sick leave shall be granted for:

- a. Employee's personal illness or physical incapacity resulting from causes beyond the employee's control;
- b. Medical, dental, optical consultations, treatments, or professional psychological services;
- c. Enforced quarantine of the employee in accordance with community health regulations;
- d. Family Medical Leave Act (FMLA) qualifying absences in accordance with the FMLA policy of the BCC;
- e. Non-FMLA qualifying absences due to illness in the immediate family. The BCC may require a physician's statement certifying the necessity of the employee's absence from work. Immediate family shall mean spouse, child, parent, sister, brother, stepfather, stepmother, grandparent, or grandchildren of either the employee or the employee's spouse;

BCC - HUMAN RESOURCES POLICIES AND PROCEDURES

- f. Illness of any other person related to the employee or related to their spouse if such use is deemed by the BCC to be in the best interest of the BCC. The BCC may require a physician's statement certifying the necessity of the employee's absence from work;
- g. New employees shall accrue sick leave at the same rate as all other employees, but shall be permitted to use sick leave only after completion of ninety (90) days of employment.

6.3 Sick Leave Responsibilities

The employee shall have the responsibility of promptly notifying and receiving approval from his immediate supervisor or other pre-designated official regarding any illness or disability in compliance with these Policies and Procedures. For absences due to reasons not covered in the FMLA policy, the BCC may require proof of illness or disability of three (3) or more consecutive working days. Use of sick leave on false claims of illness, injury, or exposure to contagious disease, or falsification of proof to justify such leave shall be cause for discipline up to and including separation of service.

6.4 Entitlement to Accumulated Sick Leave Upon Separation

All sick leave shall be forfeited upon separation except under the following conditions:

- a. Disability. Refer to the sick leave provisions for disability retirement as defined in the FRS Employer Handbook.
- b. Retirement. When an employee is separated from classified employment due to retirement (as defined by the FRS Employer Handbook), the employee shall be entitled to receive a lump sum payment for up to one-half (½) of the accumulated sick leave to his credit prior to the effective date of the retirement up to a maximum of 1,040 hours.
- c. Position Abolishment/Layoff. When a classified employee is separated due to the abolishment of his position or layoff, he shall be entitled to pay for one-half (½) of the accumulated sick leave to his credit prior to his separation after a fifteen (15) calendar day period has elapsed pending reinstatement. A maximum payment of 1,040 hours of sick leave may be made.

6.5 Disposition of Sick Leave

- a. Intra-transfer (Divisions within the BCC) - When an employee transfers from one division to another division within the BCC, the employee's accumulated sick leave shall also be transferred.
- b. Inter-transfer (Other County agencies) - When a current employee transfers from another County agency the employee's accumulated sick leave may be

BCC - HUMAN RESOURCES POLICIES AND PROCEDURES

transferred to the BCC, based on availability of funds.

6.6 Sick Leave Used for Bereavement (Funeral)

. Any regular or probationary employee shall be permitted to use up to three (3) consecutive, full working days' sick leave to attend the funeral or memorial service in the event of the death of any person residing in the employee's household or any member of the employee's extended family. Extended family shall mean spouse, child, parent, sister, sister-in-law, brother, brother-in-law, niece, nephew, stepfather, stepmother, uncle, aunt, grandparent, or grandchildren of either the employee or the employee's spouse. The employee may be granted, at the discretion of the Division Manager, such time for funeral leave as may reasonably be required. All such leave shall be from accrued sick leave. If sick leave hours are inadequate or additional leave time is needed, the employee may use annual leave or leave without pay.

Escambia County Sheriff - Salary Comparison

NOTE: THIS TAB INCULDES THE AVAILABLE BUDGETS FOR 2016,2015,2014

	16 Budget	16 Expense	15 Expense	14 Expense	13 Expense	12 Expense
51101	EXECUTIVE SALARIES	144,728.47	196,568.47	160,413.80	136,329.51	140,400.86
51201	REG SALARIES (NON-	9,506,837.53	9,331,946.96	9,173,089.56	8,508,987.39	12,199,287.17
51202	REG SALARIES (SWOR	19,670,333.39	17,618,453.03	17,495,833.08	17,058,132.45	30,547,635.17
51300	HOLIDAY WORKED NON	-	61,701.95	-	-	-
51301	HOLIDAY WORKED SWO	-	217,793.80	-	-	-
51401	OT-GENERAL	79,654.53	328,218.09	279,408.06	111,256.44	85,390.04
51403	OT-STAFF SHORTAGE	-	274,980.30	145,324.71	-	-
51404	ot-MEDICAL STAFF	-	-	-	150,503.43	149,282.80
51405	OT-HOSPITAL DUTY	-	7,955.64	4,742.53	149,047.89	56,192.16
51406	OT-BIKE PATROL	67,800.81	38,168.46	21,518.71	30,982.98	3,202.20
51407	OT-DUI ENFORCEMENT	-	26,561.57	8,063.50	-	-
51408	OT-GANG	-	-	1,801.65	136.61	-
51409	OT-INTENSIFIED PAT	-	58.93	151.37	3,476.15	811.90
51410	OT-NARCOTICS	-	112,862.50	97,885.90	57,595.89	1,202.77
51411	OT-DISASTER	-	23,167.94	-	16,892.29	110,022.22
51412	OT-GUN CONTROL	-	-	3,847.37	13,769.43	36,727.11
51413	OT-INVESTIGATIONS	-	103,317.39	136,889.58	69,878.14	33,158.06
51417	OT-CYBER CRIMES	-	-	-	982.40	-
51418	OT-PROBATION & PAR	-	1,792.85	775.77	-	-
51419	OT-SHIFT	-	132,088.83	108,868.14	-	-
51420	OT-PRISONER TRANSP	-	6,446.10	-	-	-
51501	ASSIGNMENT PAY	547,948.00	417,320.44	431,231.91	405,857.95	480,927.22
51502	POLICE BONUS	242,784.00	272,225.86	286,666.62	320,394.40	512,309.78
51503	SHIFT DIFFERENTIAL	85,200.00	75,465.70	85,871.34	94,292.43	205,078.31
51504	CLOTHING ALLOWANCE	40,440.00	37,870.00	40,590.00	37,701.00	43,580.00
51505	FRINGE BENEFIT	-	(356.22)	396.06	(1,685.53)	15,418.89
51506	TOOL ALLOWANCE	-	4,681.05	5,152.61	-	-
51510	COMPENSATED ABSENCE	-	-	-	-	-
51600	COMPENSATED ANNUAL	3,667,000.00	-	-	-	-
51601	COMP ANNUAL (NON-S	-	291,186.76	256,198.30	93,147.06	134,189.38
51602	COMP ANNUAL (SWORN	-	395,068.81	461,489.92	180,464.78	332,379.45
51701	COMP SICK (NON-SWO	-	153,407.93	28,942.98	31,556.01	87,925.12
51702	COMP SICK (SWORN)	-	376,625.39	283,404.77	189,489.75	317,971.96
51801	COMP COMP (NON-SWO	-	242,133.33	97,648.65	33,494.63	82,317.89
51802	COMP COMP (SWORN)	-	744,626.02	450,465.92	122618.78	237811.03
51202	101 REG SALARIES (SWORN)	-	-	-	-	687,423.03
51501	101 ASSIGNMENT PAY	-	-	-	-	950.00
51201	103 REG SALAREIS (NON-SWORN)	-	-	-	-	21,246.83
51406	104 OT-BIKE PAROL	-	-	-	-	9,556.94
51407	104 OT-DUI ENFORCEMENT	-	-	-	-	764.55
51408	104 OT -GANG	-	-	-	-	5,569.55
51409	104 OT-INTENSIFIED PATROL	-	-	-	-	29,612.05
51410	104 OT-NARCOTICS	-	-	-	-	1,111.51
51201	105 REG SALAREIS (NON-SWORN)	-	-	-	-	23,178.36
51401	105 OT-NARCOTICS	-	-	-	-	19,217.60
51401	106 OT-GENERAL	-	-	-	-	3,387.89
51401	107 OT-GENERAL	-	-	-	-	44,948.64
51201	108 REG SALARIES (NON-SWORN)	-	-	-	-	156,631.02
51401	116 OT-GENERAL	-	-	-	-	3,318.49
51900	501 PERSONAL SERVCIES ACCOUNT (COMP ABS)	-	-	-	-	10,764,358.79
51410	118 OT-NARCOTICS	-	-	-	-	16,782.37
51201	117 REG SALARIES (NON-SWORN)	-	-	-	-	6,094.59
TOTAL	REPORT	34,052,736.73	31,492,337.88	30,066,672.81	27,515,614.33	57,522,069.64
		34,052,736.73	31,492,337.88	30,066,672.81	27,515,614.33	57,522,069.64