

**EMERALD COAST UTILITIES AUTHORITY**

EMERALD COAST UTILITIES  
AUTHORITY,

Petitioner,

v.

DOAH Case No.: 18-3702

MICHAEL J. REITER,

Respondent.

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FILED  
2018 OCT 23 PM 2:11  
DIVISION OF  
ADMINISTRATIVE HEARINGS

**FINAL ORDER**

Emerald Coast Utilities Authority (hereinafter "ECUA") suspended Michael J. Reiter (hereinafter either "Reiter" or "Respondent") for three work days via a letter dated June 25, 2018. Reiter timely requested a hearing regarding that suspension, and the case was forwarded to the Florida Division of Administrative Hearings. A formal hearing was held on August 30, 2018 in Pensacola, Florida, before Garnett W. Chisenhall, Administrative Law Judge with the Florida Division of Administrative Hearings.

On September 25, 2018 Administrative Law Judge Chisenhall submitted a Recommended Order. The parties were subsequently afforded the opportunity to present written argument prior to the rendering of this Final Order. The time-frame within which to present submissions has expired, and none have been received.

1. In his Recommended Order, the Administrative Law Judge expressly found that the preponderance of the evidence demonstrates that Mr. Reiter violated Section B-13 A(4) of ECUA's Human Resources Manual and Employee Handbook (conduct unbecoming an ECUA employee) on May 30, 2018 when he took PVC pipe belonging to ECUA without authorization. (Recommended Order at ¶ 24).

2. In his Recommended Order, the Administrative Law Judge expressly found that the preponderance of the evidence demonstrates that Mr. Reiter violated Section B-13 A(27) (theft or stealing) on May 30, 2018 when he took PVC pipe belonging to ECUA without authorization. (Recommended Order at ¶ 32).

3. In his Recommended Order, the Administrative Law Judge expressly found that the preponderance of the evidence demonstrates that Mr. Reiter violated Section B-13 A(33) (violation of ECUA rules or guidelines) through his violations of Sections B-13 A(4) and B-13 A(27). (Recommended Order at ¶ 34).

BASED ON THE FOREGOING, it is ORDERED:

A. The words “within the guidelines of Escambia County Civil Service Rules” are stricken from paragraph 1 of the Administrative Law Judge’s Findings of Fact section of the Recommended Order in light of Chapter 2004-422, Laws of Florida, which repealed Civil Service.

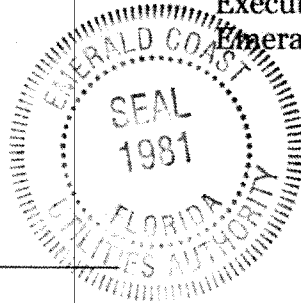
B. The Administrative Law Judge’s summarized findings set forth in paragraphs 1 through 3, above, (and the paragraphs of the Recommended Order cited therein) are all supported by competent and substantial evidence, and are hereby adopted and made a part of and incorporated into this Order.

C. I further find that the suspension of Respondent is appropriate and warranted. Accordingly, the three (3) work day suspension of Michael J. Reiter is hereby upheld and Affirmed, and he shall go forth without day.

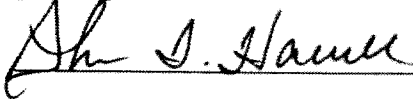
DONE AND ENTERED this 9<sup>th</sup> day of October, 2018.



Stephen E. Sorrell, P.E., M.P.A.  
Executive Director  
Emerald Coast Utilities Authority



[SEAL]



A PARTY WHO IS ADVERSELY AFFECTED BY THIS FINAL ORDER IS ENTITLED TO A JUDICIAL REVIEW WHICH SHALL BE INSTITUTED BY FILING ONE COPY OF A NOTICE OF APPEAL WITH THE AGENCY CLERK OF ECUA, AND A SECOND COPY ALONG WITH FILING FEE AS PRESCRIBED BY LAW, WITH THE CIRCUIT COURT OF ESCAMBIA COUNTY. REVIEW PROCEEDINGS SHALL BE CONDUCTED IN ACCORDANCE WITH THE FLORIDA APPELLATE RULES. THE NOTICE OF APPEAL MUST BE FILED WITHIN 30 DAYS OF RENDITION OF THE ORDER TO BE REVIEWED.

COPIES FURNISHED:

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