

RECOMMENDATION FOR PERSONNEL ACTION

e 5

Name	REYNOLDS, WILLIAM H		Employee#	004602	
Department			Present Class	CITY ADMINISTRATOR	
Home Dept.			Effect Date/Time	01/03/2012	
Address Chg	X	Years of Service	Cost Distribution change	Suspension	
Demotion		LWOP	Promotion	Transfer	
Ed Incentive		Military Lv	Shift Diff	457 Def Comp	
FMLA-LWOP		Military LWOP	Special Duty	Other	
Eld Trg		Name Change	Annual Increment		

Bi-Weekly Payroll

Job Code/Title	From	To	
Range	From	To	
Hourly Rate	From	To	
Bi-Weekly	From	To	
Fire OT Adj	From	To	
Annual	From	To	

Remarks: [Redacted]

PREMIUM PAY

NSD shift Diff	From	To	
SDP/SDPF Spec Duty	From	To	
FTP/FTPF Field Trg	From	To	
CP, CPI, CPM	From	To	
EIF/EIP Ed Inc	From	To	
Sp10, Sp15, Sp20	From	To	

Remarks:

Department Director _____ Date
Sherril Leakes 1/4/12
 Human Resources Administrator Date

Mayor/Designee (when applicable) Date _____
Dr 1/4/12
 Human Resources Reviewer _____ Date

Adriana Van Landingham

From: Sherrer Kuchera
Sent: Tuesday, January 03, 2012 10:46 AM
To: Adriana Van Landingham; Tracy Walsh
Subject: Fw: Address Change

Please make sure Bill's address gets changed. I am still waiting at court house, they just called the first 25 juours.

-----Original Message-----

From: Bill Reynolds
To: Sherrer Kuchera
Sent: Tue Jan 03 10:15:55 2012
Subject: Address Change

Sherrer,

My address has changed to [REDACTED]. Can you ensure that it is properly entered into our system?

Thanks,

Bill

William H. Reynolds

City Administrator

City of Pensacola

222 W Main St.

Pensacola FL 32502

850-435-1623

www.cityofpensacola.com

Notice: Florida has a very broad public records law. Most written communications to or from state and local officials regarding government business are public records available to the public and media upon request. Your email communications may be subject to public disclosure.

**THE CITY OF PENSACOLA
RECOMMENDATION FOR PERSONNEL ACTION**

Name	William H. Reynolds	Employee#	004602
Department	City Administrator Office	Present Class	City Administrator
Home Dept #	001000200	Effect Date/Time	08/08/11

Address Chg		Years of Service		Org/Proj Change	X	Suspension	
Demotion		LWOP		Promotion		Transfer	
Ed Incentive		Military Lv		Shift Diff		457 Def Comp	
FMLA-LWOP		Military LWOP		Special Duty		Other	
Fld Trg		Name Change		Annual Increment			

Bi-Weekly Payroll

Job Code/Title	From	1100/City Administrator	To	
Range	From	N/R	To	
Hourly Rate	From	62.50	To	
Bi-Weekly	From	5,000.00	To	
Fire OT Adj	From		To	
Annual	From	130,000.00	To	

Remarks: Change fixed cost distribution to: 100% 001.512.0001.000200.119201
Home Department Stays Same.
Position #: 1100-001

PREMIUM PAY

NSD shift Diff	From		To	
SDP/SDPF Special Duty	From		To	
FTP Field Trg	From		To	
CP/CPI/CPM Certifications	From		To	
EIF/EIP Ed Inc	From		To	
Sp10, Sp15, Sp20	From		To	

Remarks:

Department Director _____ Date _____
Sherril Kichie 8/19/11
Human Resources Director _____ Date _____

8.18.11
Mayor/Designee (when applicable) _____ Date _____
Tracy Wood 8/18/11
Human Resources Reviewer _____ Date _____

THE CITY OF PENSACOLA
RECOMMENDATION FOR PERSONNEL ACTION
APPOINTMENT

8

Effective Date	08/01/2011
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Classified Probationary		Contractual	<input checked="" type="checkbox"/>
Extra Personal Services (Temp)		Elected or Appointed	
Extra Personal Services (Permanent)			

Name (as shown on SS card)	WILLIAM H REYNOLDS	SS#	[REDACTED]	Employee #	004602		
Date of Birth	[REDACTED]	Marital Status	M	Race	W	Sex	M
Mailing Address	[REDACTED]						
City	[REDACTED]	State	[REDACTED]	ZIP	[REDACTED]		
Dept/Activity	CITY ADMINISTRATOR'S OFFICE	Home Dept #	001-000200				
Job Code/Title	1100, CITY ADMINISTRATOR 001	Range	N/R				
Hourly Rate	\$62.50	Bi-Weekly	\$5,000.00	Annual Salary	\$130,000.00		

Pension

FRS	<input checked="" type="checkbox"/>	Fire		Police	
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Deferred Compensation Plans

Social Security	<input checked="" type="checkbox"/>	
FRS 457 Deferred Compensation		457 OBRA Extra Personal Services

Prior City Service

Department		Dates	
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(INFORMATION BELOW UNNECESSARY FOR TEMPORARY EMPLOYEES)

Spouse

Name	[REDACTED]	Date of Birth		Marriage Date	
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Children:

Name	Birth Date

PCN #1100-001

Biweekly car allowance \$230.76, leave adjustment 500 hrs/pto per contract.

Department Director _____ Date _____
Shum Kuchua 8/3/11
 Human Resources Director Date

Mayor/Designee (when applicable) Date _____
 8/2/11
 _____ 8/3/11
 Human Resources Reviewer Date

Payroll Calculator Annual Salary Conversion to Hourly Rate

Step 1: Insert annual salary in cell

Step 2: (no input) Annual salary is converted to hourly rate and tested against annual salary

USER FIELDS A9 - F14

1. Insert Annual Salary
130,000.00

Hourly	Biweekly	Annual Salary
62.50	5000.00	
62.50	5000.00	130,000.00
62.50	5000.00	130,000.00

*Cannot exceed annual salary of agreement. Hourly rate will still need to be tested for maximum of range civil service and contract. Use appropriate payroll calculator.

EMPLOYMENT AGREEMENT

STATE OF FLORIDA)

COUNTY OF ESCAMBIA)

This agreement, made and entered into this 14th day of JULY, 2011, by and between the Office of the Mayor of the City of Pensacola, Florida, hereinafter referred to as "Mayor", and WILLIAM H. REYNOLDS, hereinafter referred to as "The Employee", both of whom understand as follows:

WITNESSETH:

WHEREAS, the Mayor desires to employ the services of WILLIAM H. REYNOLDS and

WHEREAS, it is the desire of the Mayor to provide certain benefits, to establish certain conditions of employment and to set working conditions of The Employee; and

WHEREAS, it is the desire of the Mayor to (1) secure and retain the services of The Employee and to provide inducement for him to remain in such employment, (2) to make possible full work productivity by assuring The Employee's morale and peace of mind with respect to future security, (3) to act as a deterrent against malfeasance or dishonesty for personal gain on the part of The Employee, and (4) to provide a just means for terminating The Employee's services at such time as he may be unable to fully discharge his duties due to disability, or when the Mayor may desire to otherwise terminate his employment; and

WHEREAS, The Employee desires to accept employment as CITY ADMINISTRATOR of said City;

NOW, THEREFORE, in consideration of the mutual covenants herein contained, the parties hereby agree as follows:

SECTION 1. Duties. Mayor hereby agrees to employ WILLIAM H. REYNOLDS to perform such duties and functions as City Administrator and to perform other legally permissible and proper duties and functions, including those as specified from time to time by the Mayor.

SECTION 2. Term and Removal. This contract shall commence on 1 August, 2011 and remain in effect until termination by Mayor or resignation by The Employee; provided however, that The Employee may voluntarily resign at any time and The Employee may be terminated at the sole discretion of the Mayor, subject to the provisions of Section 6 as stated herein. This contractual employment relationship shall be construed as one which is terminable at will by either party. No provision of this contract shall be deemed by either party to confer a constitutionally protected property right upon The Employee, and The Employee expressly acknowledges that the benefits provided by this contract constitute the total City of Pensacola benefits accorded by the employment relationship and that there is no reasonable expectation of continued employment upon any term or condition not stated herein. The Employee expressly acknowledges that the provisions of this contract do not provide The

Employee with entitlement to a pre-termination hearing or any procedural or substantive benefit other than those expressly set forth in this contract.

SECTION 3. Salary and Retirement Program.

A. The Employee's salary shall be \$130,000 per year. This salary is payable periodically at the same time as other employees of the City are paid. The Employee's salary may be adjusted periodically at the sole discretion of the Mayor. The rate of compensation is at the sole discretion of the Mayor. No increase in The Employee's compensation shall be considered until Employee has completed a minimum of one (1) years continuous satisfactory service.

B. The Employee shall be reimbursed an amount not to exceed \$16,000 in moving expenses to cover the cost of moving expenses including a house-hunting trip, transportation of household goods, transportation of family members, mileage and temporary living expenses not to exceed three months unless further alternative living arrangements are approved by the Mayor. The Employee shall be required to submit receipts to the Financial Services Department to justify said expenses.

C. As provided for by law, The Employee shall be entitled to complete balances in all defined contribution plans held in The Employee's name as established by the City.

D. The Employer agrees to provide retirement benefits to The Employee in the Florida State Retirement System at a rate equal to other management employees.

SECTION 4.

A. Hours of Work. The hours of work for The Employee shall be established and are subject to change at the discretion of the Mayor. The Mayor may, in his discretion, provide remuneration or other benefit in regard to the number of service hours The Employee renders under this contract. It is hereby acknowledged that the services to be rendered under this contract are regarded as exempt under the overtime provisions of the Fair Labor Standards Act (FLSA).

B. Outside activities. The employment provided for by this Agreement shall be The Employee's sole employment.

SECTION 5. Other Terms and Conditions.

A. The Mayor shall fix any other terms and conditions of employment, as from time to time determined, relating to the performance of The Employee, provided such terms and conditions are not inconsistent or in conflict with the provisions of this agreement, the City Charter, or other law.

B. The Employee shall establish residency in the City of Pensacola within 90 days of commencing employment as the City Administrator.

C. All provisions of the City Code, and regulations and rules of the City relating to personal time off (PTO) leave, holidays, and other fringe benefits and working conditions as they now exist or hereafter may be amended, shall also apply to The Employee as they would to other

employees of the City with the exception that The Employee shall be credited eighteen (18) hours of paid time off a month. The Employee shall initially be credited with a bank of 500 hours of PTO leave. On each January 1, The Employee may have a maximum accumulation of 500 hours of PTO leave. The Employee may accumulate more PTO leave time during the calendar year, without limitation, but in no case shall there be more than 500 hours of PTO accrued on any given January 1 of a calendar year. On the first day of the pay period beginning in January of each year, The Employee's PTO balance shall be reduced to the allowed maximum of 500 hours. These excess hours will be placed in an auxiliary PTO account. The Employee will be able to use this leave for FMLA qualifying absences or may donate this leave. The Employee may not be paid for any hours remaining in this auxiliary PTO account upon leaving City employment.

D. As additional compensation and in consideration of the travel expenses that The Employee will incur, the City shall pay a monthly car allowance of \$500.00.

E. Employer agrees to budget for and to pay for reasonable professional dues and subscriptions of The Employee for continuation and participation in ICMA, FCCMA and other such organizations necessary and desirable for The Employee's continued professional participation, growth, and advancement, and for the good of the Employer, at the employer's sole discretion.

F. Employer agrees to budget for and pay for reasonable travel and subsistence expenses of The Employee for professional and official travel, meetings, and occasions to adequately continue the professional development of Employee and to pursue necessary official functions for Employer, including but not limited to the ICMA Annual Conference and meetings and the FCCMA Annual Conference and meetings, at the employer's sole discretion.

G. Employer acknowledges the value of having Employee participate and be directly involved in local civic clubs or organizations. Accordingly, Employer shall pay for the reasonable membership fees and/or dues to enable The Employee to become an active member in local civic clubs or organizations, at the employer's sole discretion.

SECTION 6. Termination, Notice and Severance Pay.

A. The Mayor shall have the right to cancel and terminate this Employment Agreement with The Employee at any time, at the sole discretion of the Mayor. If terminated by the Mayor without cause, The Employee shall receive 20 weeks' severance pay at the salary rate of The Employee at time of termination. The Mayor shall have the option, at his sole discretion, to offer The Employee whose contract is being terminated the opportunity to execute a Waiver, waiving any right The Employee may have to file a complaint, appeal, lawsuit, or other challenge against the City of Pensacola or its officers, agents or the employees, in exchange for the payment of 20 weeks' severance pay which is the maximum allowable under State law, which payment may be made on regularly scheduled pay days or in a lump sum payment. In the event The Employee is not offered an opportunity to execute a Waiver or if The Employee declines to execute such Waiver, if an opportunity is offered, The Employee shall receive thirty (30) days' severance pay. Any severance pay paid pursuant to this Employment Agreement shall be net of any lawful withholdings. Employee shall not be eligible for severance pay until employee completes one (1) year of continuous, satisfactory service.

B. "Severance pay" means the actual or constructive compensation, including salary, benefits, or perquisites, for employment services yet to be rendered that is provided to an employee who has recently been or is about to be terminated. The term does not include compensation for earned and accrued annual, sick, compensatory or administrative leave; early retirement under provisions established in an actuarially-funded pension plan; or any subsidy for cost of a group insurance plan available to an employee upon normal or disability retirement that is by policy available to all employees.

C. Severance pay is calculated by dividing 90 days by 365 and then multiplying that amount by The Employee's annual salary.

D. Provided however, that payment of severance pay is prohibited if The Employee is fired for misconduct as defined in Section 443.036(29) of the Florida Statutes. "Misconduct" includes, but is not limited to, the following:

- Conduct demonstrating willful or wanton disregard of an employer's interests and found to be a deliberate violation or disregard of the standards of behavior which the employer has a right to expect of his or her employee; or
- Carelessness or negligence to a degree or recurrence that manifests culpability, wrongful intent, or evil design or shows an intentional and substantial disregard of the employer's interests or of The Employee's duties and obligations to his or her employer.

In addition, in the event The Employee is terminated because of his conviction in the trial court of any felony or any employment related misdemeanor of the first degree, then in that event, the Mayor has no obligation to give notice or pay the aggregate severance sum designated in this paragraph.

SECTION 7. Indemnification and Bonding

A. Employer shall defend, save harmless and indemnify Employee against any tort, professional liability claim or demand or other legal action arising out of an alleged act or omission occurring in the course and scope of Employee's duties as City Administrator or resulting from the exercise of judgment or discretion in the course and scope of program duties or responsibilities as decided by the Mayor and City Council pursuant to the current City of Pensacola errors and omissions/breach of duty or employment practices violation insurance policy.

B. Employer shall determine on a case by case basis whether or not to bear the cost of any fidelity or other bonds required of the Employee under any law or ordinance. At this time, no such bonds are known to be required.

SECTION 8. Conflict of Interest

Employee understands, acknowledges, and agrees that employee is bound by all the terms and conditions of both the State and City Code of Ethics including, but not limited to those regulating conflicts of interest and confidentiality.

SECTION 9. Confidentiality.

Employee understands, acknowledges and agrees that employee occupies a confidential relationship with the office of the Mayor, further, any unauthorized disclosure of confidential information of whatever kind to whatever recipient shall be a separate and distinct ground for termination at the will of the Mayor.

IN WITNESS WHEREOF, the Mayor of the City of Pensacola, Florida, and The Employee have signed and executed the Employment Agreement, in duplicate, this 19 July, 2011.

Luca L. Bennett
City Clerk (Seal)

CITY OF PENSACOLA Ashton J. Hayward III 7-18-11
Ashton J. Hayward III
Ashton J. Hayward, III, Mayor

[Signature]

Employee Name
WILLIAM H. REYNOLDS

Witness:

[Signature]

Signature

ROBIN M. TICE

Print

Janet Matteson

Signature

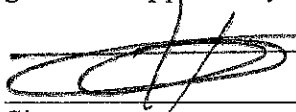
JANET MATTESON

Print

**CITY OF PENSACOLA
EMPLOYEE INSURANCE BENEFITS PACKAGE
INVENTORY SHEET**

- I. Inventory Sheet: To be signed and returned to Employee Services at Employee Orientation.
 - II. Group Insurance Rate Sheet
 - III. Health Insurance Information
 - Blue Cross/Blue Shield of FL
 - A Summary of Benefits/Prescription Drug Benefit
 - Provider Directory
 - IV. Dental Insurance Information
 - United Concordia Companies, Inc.
 - Benefit Summary
 - Provider Directory
 - V. Life Insurance Information
 - Sun Life Assurance Company of Canada
 - Benefit Booklet
 - VII Flexible Benefits
 - EBS Atlanta
 - Benefits Booklet
 - VII Driver's License Update
-

I hereby acknowledge that all of the above listed information was included in my "Employee Insurance Benefits Package" that has been provided to me upon my employment with the City of Pensacola. I also acknowledge that all insurance benefits have been explained to me and I have been given the opportunity to enroll in such benefits.


Signature _____

Date 1 Aug 2011

REMEMBER IT IS YOUR ULTIMATE RESPONSIBILITY TO CHECK AND MAKE SURE YOUR PAYROLL DEDUCTIONS ARE CORRECT. If your payroll deductions are **not** correct, contact the Employee Services Department **immediately**. Overpayment not reported to Employee Services in a timely manner **MAY** not be reimbursed. The employee **WILL** be required to reimburse the City for all underpayment.

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**RISK MANAGEMENT
CITY OF PENSACOLA
DRIVER'S LICENSE INFORMATION**

PLEASE PRINT


Department and Division ADMINISTRATION (MAYOR'S OFFICE)

Name (as it appears on driver's license)

Last REYNOLDS

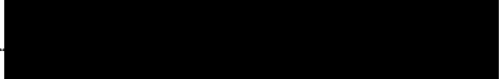
First WILLIAM

Middle or Initial H.

Driver's License # 

State WI Class DM Endorsements _____

Issue Date OCT/11/2007 Expiration Date 9/3/2011

Sex M Date of Birth 

The undersigned hereby acknowledges that I understand that I must notify my supervisor / Department Director of any violations resulting in a possible revocation or suspension of my driver's license or of any other circumstances which would directly impact my driving City of Pensacola vehicles.

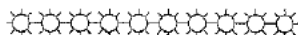

Signature (DO NOT PRINT)

29 JUL 2011
Date

original: Risk Management
cc: Employee Services
Employee

EMPLOYEE QUESTIONNAIRE

In order to keep current and accurate employee information, we would like each employee to complete the following questionnaire.



Name WILLIAM H. REYNOLDS

Address [REDACTED]

City [REDACTED] State [REDACTED] County [REDACTED]

Social Security# [REDACTED] Sex M Nickname BILL

Date of Birth 3 SEPT 2011 Race CAUCASIAN

Classification Title _____

Department ADMINISTRATION Division _____

Highest Grade Completed (please circle one) 1 2 3 4 5 6 7 8 9 10

11 12 13 14 15 16+

[Signature]
Employee Signature

1 AUG 2011
Date

WILLIAM H. REYNOLDS

EXPERIENCE:

Jun 10-June 11

WASHTENAW COUNTY, MICHIGAN (population 350,000)

Deputy County Administrator

Ann Arbor, MI

Chief Operations Officer of Michigan's premier (and sixth largest) county and home to both the University of Michigan and Eastern Michigan University. Responsible for daily county operations and coordination between 20 departments, 5 elected officials, over 1350 personnel, and administration of a general fund budget of \$100 million. Focused efforts on sustaining world class service delivery in extremely trying economic times, establishing cooperative working relationships, and facilitating efficient and cost effective programming.

- Conducted review of 78 discretionary county committees/boards/commissions in effort to determine if opportunities for consolidation or elimination existed due to revised conditions since original approval by authorizing agencies.
- Conducted reviews of county departments (Facilities Maintenance, Veterans Services, and Finance) resulting in increased service delivery both internally and externally at decreased cost.
- Spearheaded the consolidation of the departments of Economic Development, Community Development, and Employment Training and Community Services resulting in over \$500,000 in savings and better customer care.
- Left employment due to potential reorganization/elimination of position due to \$20+ million dollar deficit that followed a \$30 million dollar deficit in the previous budget cycle.

Jul 07-Jun 10

CHIPPEWA COUNTY, WISCONSIN (population 66,000)

County Administrator

Chippewa Falls, WI

Chief Administrative Officer of Wisconsin's second-fastest growing county. Responsible for leadership, general oversight, administration, coordination and management of county operations for 28 departments, 525 personnel, and a general fund budget in excess of \$76 million.

- Successfully led the 29 member county board in a reorganization effort of their committee structure to capitalize on efficiencies and streamline policy decision making.
- Created Department of Administration to provide consistent, effective, economical and efficient support services to county departments.
- Instituted a fair and equitable budgeting process that allowed all departments the same opportunity to compete for scarce resources.
- Led the county in its first strategic planning process and supported the county board in the development of needed direction for staff and county operations as a whole.
- Conducted exhaustive priority review of all county programs to determine objective criteria for the county board and committees to utilize for significant budget reductions required by state aid cuts and revenue shortfalls. Lead the effort to review results and implement recommendations through the budget process.
- Conducted review of Human Services Department and implemented changes resulting in over \$11 million in savings within 3 years while still continuing needed services to county citizens. Efficiencies gained allowed a reinvestment in evidence based programs noted as "best practices" and actually increased services to those most at risk.
- Upon department head retirement, conducted an efficiency, service delivery, and functional analysis study of the Forest and Parks Department, and made recommendation to better allocate resources to ensure citizen satisfaction. Reinvigorated the connection between the county and public user groups, stressing the importance of a continued strong partnership.
- Instituted 360 degree evaluation process for all department heads.
- Educated the county board on both the long-range fiscal impact of Wisconsin's budgetary crisis, and the necessity for future oriented, and long-term budgeting decisions.

- Jun 05-Oct 06 **UNITED STATES SENATOR ARLEN SPECTER**
Chief of Staff and Director of Communications **Washington, D.C.**
Senior government administrator and chief political, legislative, media and legal adviser to senior U.S. Senator and a senior member of the U.S. Senate Appropriations Committee.
- Managed legislation, personnel, communications, policy, political matters, financial plans and over \$2 million budget for Washington, D.C. and seven state offices. Supervised staff of seventy.
 - Served as liaison between senator and national/state leaders including senior White House officials, congressmen, governors, mayors and business and labor leaders.
 - Worked extensively with state and municipal governments on grant preparation, employment generation and economic development issues including “smart growth” and brown field redevelopment.
 - Conducted extensive evaluation and retooling of personnel department instituting bi-annual personnel evaluations with a merit-based pay and bonus system.
 - Created results oriented staff that consistently achieved constituent satisfaction.
 - A leader of the team that oversaw the successful confirmations of both Chief Justice John Roberts and Associate Justice Samuel Alito to the Supreme Court of the United States.
- Dec 00-May 04 **Director of Communications and Legal Counsel** **Washington, D.C.**
Primary media and legal adviser for senior U.S. Senator, and Chairman of the U.S. Senate Veterans Committee.
- Conducted all press/public interaction to include crisis and strategic planning.
 - Served as chief of staff for 8 months during terminal illness of chief of staff and performed the duties and roles outlined above.
- Jun 04-Jun 05 **UNITED STATES MARINE CORPS**
Executive Officer, Detachment 4-1, 4th Civil Affairs Group **Ramadi/Fallujah, Iraq**
(Chief Operating Officer for Municipal Services)
Senior Officer leading the team responsible for Civil/Military operations in the volatile Al Anbar Province, Iraq.
- Supervised a team of fifty municipal service specialists with expertise in public utilities, engineering, government, law enforcement, transportation, economic development, construction, communications, medicine, and public administration.
 - Operated as a lead contact with the civilian government of Al Anbar Province, and worked closely with the senior civilian leadership to develop a fully functioning government, and with local leaders on issues of civilian employment, law enforcement and reconstruction.
 - Coordinated post-battle assessment of Fallujah infrastructure including transportation, electrical grid, food distribution system, water and sewer.
 - Assigned as the senior civil affairs and civil reconstruction advisor to the appointed Iraqi Military Governor of Al Anbar Province following the battle of Fallujah.
 - Participated in both the planning and execution of the battle for Fallujah.
- Oct 97-Sep 99 **Senior Legal Advisor, 1st Marine Division** **Camp Pendleton, CA**
Chief Adviser to the Commanding General on all legal and ethical issues including major criminal investigations, senior-level ethics training and the conduct and review of felony prosecutions. Served as crisis communicator for several major incidents involving Marine Corps personnel.
- The Marine Corps' nominee for the 1998 American Bar Association Military Attorney of the Year, and the 1998 Federal Bar Association Attorney of the Year.

- Oct 96-Oct 97 **Commander (City Manager), Camp Schwab** (population 4,500) **Okinawa, Japan**
Officer responsible for the management and security of a 4,500 person military facility designed to be a "small-town" for U.S. military personnel. Camp Schwab contained housing, shopping and dining facilities, sports and recreation facilities, and an entertainment complex in addition to training areas for Marines. Supervised staff of eighty-five municipal employees.
- In addition to general management responsibilities, conducted oversight of water treatment facilities, fire and emergency services, and security services. Monitored major construction projects (including a bridge construction and road resurfacing, a dining complex, and two dormitories) for contract compliance in conjunction with Department of Defense and Japanese Government officials.
 - Conducted an extensive review and reorganization of the camp's security measures including a detailed examination and upgrade of the physical facilities and retraining of counter-terrorist response teams.
 - As political officer and community relations ambassador, developed and implemented A comprehensive press/community relation's strategy that reinvigorated Japanese and American relations following an international crisis generated by a high profile criminal case involving U.S. servicemen.
 - Only Camp Commander to be formally recognized for actions as a goodwill ambassador by the Government of Japan, and several local governments of Okinawa.

Aug 92-Oct 96 **Prosecutor and Investigations Attorney** **Camp Pendleton, CA**
Tried in excess of 200 criminal cases in Federal court, and was consistently ranked by superiors as the best legal counsel in the Department of Defense's most litigious circuit.

PROFESSIONAL

MEMBERSHIPS: International City/County Management Association
American Society for Public Administration
Rotary International
Veterans of Foreign Wars
American Legion

EDUCATION:

HARVARD UNIVERSITY, JFK School of Government **Cambridge, MA**
Master in Public Administration, June 2000
Service Award for Exceptional Commitment to Community and Public Service
Coursework in public management, economic policy, and the business/government relationship

DEPAUL UNIVERSITY, College of Law **Chicago, IL**
Juris Doctor, June 1991
Dean's Honor Scholar
Coursework in labor, contract, property, business law, mediation and negotiation

GREENVILLE COLLEGE **Greenville, IL**
Bachelor of Arts, June 1988
Majors - History and Political Science
Minor - Sociology
cum laude

OTHER:

Retired Lieutenant Colonel in United States Marine Corps Reserve
Top Secret Security Clearance

	* SSN (9 9 9 9 9 9 9 9)	* First Name	Middle Name	* Last Name	Suffix	Date of Birth (M M D D Y Y Y Y)	Gender (F / M)
1.	[REDACTED]	WILLIAM	H	REYNOLDS		[REDACTED]	M
2.							
3.							
4.							
5.							
6.							
7.							
8.							
9.							
10.							

file

You may want to print or save this page BEFORE you submit, as this information will NOT be visible after submission.
This page contains confidential information. Please keep the printed / saved page in a secure place.

Submit

Clear Form

OATH

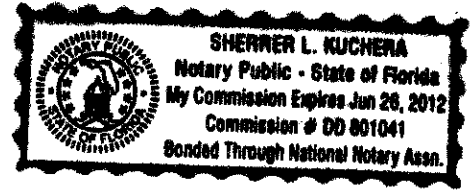
I, WILLIAM H. REYNOLDS, a citizen of the State of Florida and of the United States of America, and being employed by or an officer of the City of Pensacola and a recipient of public funds as such employee or officer, do hereby solemnly swear or affirm that I will support the Constitution of the United States and of the State of Florida.

X [Signature]
Employee Signature

STATE OF FLORIDA
COUNTY OF ESCAMBIA

SWORN TO AND SUBSCRIBED before me on the 29th day of August, 2011, William Reynolds, who is Personally known to me

OR Produced Identification _____ Type of Identification Produced
Sherr L Kuchera



NOTARY PUBLIC

Signature: Sherr L Kuchera
Print: Sherr L Kuchera
State of Florida at Large

SEAL




*America's First Settlement
Established 1559*

*Office of
City Attorney*

November 7, 2012

Mr. William Reynolds
City Administrator
P.O. Box 12910
Pensacola, Florida 32521

Re: Occupy Pensacola v. City of Pensacola

Dear  Mr. Reynolds:

This correspondence will inform you that all claims made by Occupy Pensacola have been resolved by the Court in favor of the City.

Your full, complete and professional deposition testimony was critical to the successful resolution of this matter. I particularly appreciated your ability to explicate the role and relationship of local government to the "Occupation." Indeed, the Court noted part of your testimony with its own footnote.

Again, my personal thanks to you for your assistance in bringing this matter to a successful conclusion on behalf of the City. I am delighted to report success on all counts.

Sincerely,



James M. Messer
City Attorney

JMM/jlm

Enclosures

cc: The Honorable Ashton J. Hayward, III
/ Sherrer Kuchera, Human Resources Administrator

5

Policy on Prohibited Employment Harassment and /or Discrimination

The City of Pensacola is committed to providing a work environment free from all forms of discrimination and harassment based upon race, sex, color, religion, national origin, age disability, marital status, veterans status or any other legally - protected status. With regard to sexual harassment, no one – either male or female – should be subjected to unsolicited and unwelcome sexual overtones, comments, or conduct, either verbal or physical. Sexual harassment does not refer to occasional compliments of a socially acceptable nature. Rather, it refers to behavior which is not welcome, which is personally offensive, which debilitates morale, and which interferes with work effectiveness ore personal comfort. Any questions regarding this policy should be addressed to the **Human Resources Director**.

You are expected to refrain from improper discriminatory or harassing conduct. Likewise, any incidence of discrimination or harassment, sexual or otherwise, should be promptly reported to your **Department Director**. If you are uncomfortable discussing the matter with your Department Director you may skip this step and make a report directly to the **Human Resources Director or designee**. All claims will be investigated promptly, thoroughly, and impartially, and appropriate corrective action will be taken where it is determined that discrimination or harassment has occurred. Employees who make good faith complaints of discrimination or harassment will be protected against retaliation. Confidentiality will be protected to the extent possible.

Please sign below that you have received and agreed to abide by this important policy. Never hesitate to speak to Human Resources Staff about questions or concerns. You are an important person in our organization.

I have reviewed the policy concerning discrimination and harassment and agree to abide by the policy. I will immediately report any and all incidents of discrimination or harassment as outlined in the policy, regardless of whether I am the person being discriminated against or harassed or have witnessed such conduct toward another employee.



Employee Signature

1 Aug 2011

Date

WILLIAM H. REYNOLDS

Print Your Name

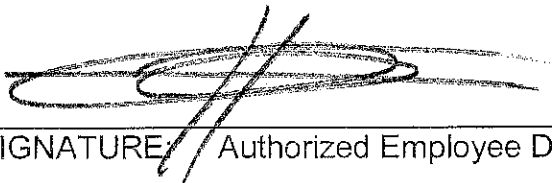
PLEASE SIGN THE FOLLOWING ACKNOWLEDGEMENT
RETURN TO EMPLOYEE SERVICES
THIS WILL BE PLACED IN YOUR PERSONNEL FILE

City of Pensacola
Vehicle Use Agreement

I acknowledge that I have received a copy of the Vehicle Use Policy and that I have read the policy and understand my rights, responsibilities and agree to abide by the provisions contained therein. I understand that any special circumstance requiring deviation from this policy must be requested in writing and approved by the City Manager, Assistant City Manager or Department Director before making such deviation.

WILLIAM H. REYNOLDS

PRINT NAME: Authorized Employee Driver


SIGNATURE: Authorized Employee Driver

1 Aug 2021
Date

Name: WILLIAM H. REYNOLDS

This is to certify that I have received a copy of the City of Pensacola Drug and Alcohol Abuse Policy summary.

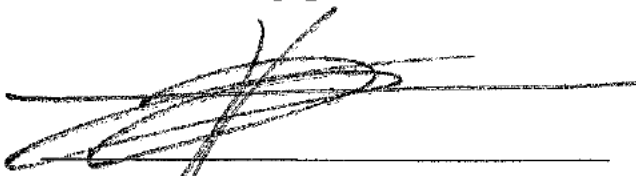
Date 1 Aug 2011

Signature 

APPENDIX A
EMPLOYEE CERTIFICATION

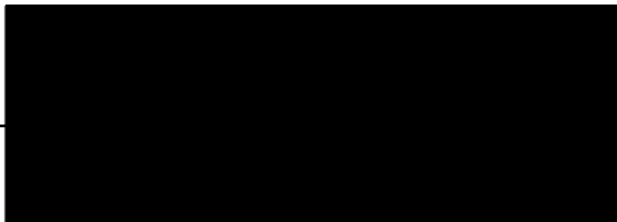
I, Bill Reynolds, certify that I have received a City-provided Mobile Communications Device Policy and that I have read the City's policy governing its use. I understand that any violation of this policy can result in disciplinary action as referenced in the Human Resources Manual

The City's Mobile Communications Device Policy is found on the City's Intranet on the MIS department page under "Policies". The Human Resources Manual is found on the Human Resources page under "Manuals".


Employee Signature

4 Aug 2011
Date

Phone #



PENSACOLA

Technology Resources Policy

By signing below, I agree to the following terms:

- (i) I have received and read a copy of the City of Pensacola Technology Resources Acceptable Use Policy and understand and agree to the same;
- (ii) I understand and agree that any software and hardware devices provided to me by the City remain the property of the City;
- (iii) I understand and agree I am not to modify, alter, or upgrade any software programs or hardware devices provided to me by the City of Pensacola without the permission of the Technology Resources Division;
- (iv) I understand and agree that, if I leave the City for any reason, I shall immediately return to the City the original and copies of any and all software, computer materials, or computer equipment that I may have received from the City that is either in my possession or otherwise directly or indirectly under my control;
- (v) I understand and agree I must make reasonable efforts to protect all City provided software and hardware devices from theft and physical damage.



Employee Signature

William H. Reynolds

City Administrator

Employee Printed Name

City of Pensacola

Employee Department/Division

Date

5 JUNE 2013

ODOM & BARLOW, P.A.

ATTORNEYS AT LAW

**1800 NORTH "E" STREET
PENSACOLA, FLORIDA 32501**

BRADLEY S. ODOM*
RICHARD D. BARLOW
ROBERT W. KIEVIT**
*Also licensed in Alabama
**Of Counsel

TELEPHONE: (850) 434-3527
FACSIMILE: (850) 434-6388
E-MAIL: email@odombarlow.com

September 26, 2013

PUBLIC RECORDS REQUEST

VIA HAND DELIVERY

Clerk
City of Pensacola, Florida
222 West Main Street
Pensacola, Florida 32502

Re: Public Records Request

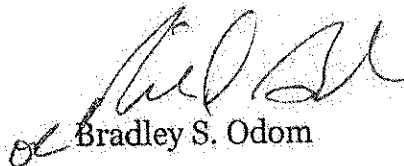
Dear Clerk:

My reason for this letter is to make a formal request under the Public Records Act, which is codified in Chapter 119, Florida Statutes. Please provide our office with the following:

A copy of any and all Employment Agreements entered into between the City of Pensacola and/or the Office of the Mayor of the City of Pensacola and William H. Reynolds.

Our firm will accept the responsibility for payment of any fees required to respond to this request. However, if you estimate that the fees will exceed \$100, please contact our office before taking any further action. If you require any additional information, please do not hesitate to contact me at the address and telephone number above. Thank you for your time and consideration.

Sincerely,


Bradley S. Odom

BSO:cab