

RESUME
JAMES JESSON PARRY

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BUSINESS ADDRESS

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EDUCATION

Law: University of Denver College of Law
Juris Doctor, March 1973

Graduate: Indiana University
Master of Science, 1967
Major: College Student Personnel Administration

Undergraduate: The American University
Bachelor of Arts, 1966
Major: Psychology

SUMMARY OF PROFESSIONAL EXPERIENCE

Assistant General Counsel Florida Department of Management Services Tallahassee, FL	November 2010 - present
Chief of Labor and Employee Relations Leon County Schools, Tallahassee, FL	May 1999 – February 2010
Special Assistant to the Provost Florida State University, Tallahassee, FL	December 1996 - April 1999
Associate Vice Chancellor, Director of Human Resources, and Chief Negotiator Florida Board of Regents, State University System Tallahassee, FL	October 1980 - November 1996
Associate Director of Human Resources and Coordinator of Labor Relations Florida Board of Regents, State University System Tallahassee, FL	December 1976 - September 1980

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SUMMARY OF MAJOR AREAS OF RESPONSIBILITY

LABOR & EMPLOYEE RELATIONS

LEGAL COUNSEL - DISPUTE RESOLUTION

HUMAN RESOURCE ADMINISTRATION

ACADEMIC ADMINISTRATION

PROFESSIONAL EXPERIENCE

November 2010 - present

Assistant General Counsel

Florida Department of Management Services

Responsibilities include:

- counsel to the Department of Management Services Human Management Division on all human resource issues as well as labor relations matters including negotiations support and administration of labor contracts including grievances and arbitrations;
- counsel to DMS Human Resources office for employee issues; and
- counsel on employment and labor matters for the General Counsel's office.

April 2009 – 2010

Member, Financial Emergency Board for the Jefferson County School District

Appointed by State Board of Education

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May 1999 – February 2010

Director of Employee Relations (May 1999 – October 2002)

Chief of Labor and Employee Relations (November 2002 – February 2010)

Leon County Schools

Responsibilities included:

- negotiate collective bargaining contracts with three labor organizations on behalf of the Superintendent and School Board and represent the Board in impasse proceedings;
- implement and administer all aspects of labor contracts;
- administer employee grievance and complaint procedures and represent the school district in grievance arbitration;
- coordinate and process disciplinary action taken against school district employees;
- coordinate school district responsibilities under Education Practices Commission legislation, including investigations of district instructional employees;
- administer alcohol and drug testing program required under federal law;
- provide advice and assistance to school district administrators and supervisors in addressing personnel and labor relations issues; and
- direct special projects as assigned by the Superintendent.

December 1996 – April 1999

Special Assistant to the Provost

Florida State University

Responsibilities included:

- develop and revise University policies and rules;
- review and make recommendations regarding faculty employment disputes (grievances, litigation, etc.);
- design and revise Web sites and pages for Provost's Office; and
- teach a graduate-level course, "Public Sector Labor Relations."

1976 - December 1996

Board of Regents

State University System of Florida

My work with the Florida Board of Regents from 1976 until 1996 included broad involvement in the labor and employee relations, human resources, and academic policy areas, both as an administrator and attorney. A summary of my responsibilities and accomplishments during that period is described below.

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April 1994 - December 1996
Associate Vice Chancellor and Chief Negotiator
Office of the Executive Vice Chancellor

Responsibilities included:

- develop and negotiate System labor relations policies, and
- provide staff leadership and support to the Executive Vice Chancellor, Chancellor, and Board of Regents on major academic personnel policy initiatives and issues including the following:
 - review the Board's tenure policies and procedures, including development and implementation of the resulting recommendations;
 - develop a System report regarding Distance Learning, including addressing issues relating to faculty involvement such as workload, compensation, and intellectual property rights;
 - recommend and implement action by the Board providing public access to results of a newly-designed student assessment of faculty instruction; and
 - develop and negotiate a system of multi-year appointments as an alternative to tenure-earning appointments at Florida Gulf Coast University.

February 1984 - March 1994
Associate Vice Chancellor and Director of Labor Relations;
Director, Office of Human Resources, and Chief Negotiator

Responsibilities included:

- manage Human Resources Office comprised of thirteen professionals, including two attorneys and five support staff members:
 - develop and negotiate State University System human resources and labor relations policies for over 26,000 faculty members, administrative and professional staff members, and support staff members;
 - administer six collective bargaining agreements; and
 - manage the office personnel and budget;
- manage and coordinate major policy initiatives of Human Resources Office including:
 - develop and implement a new personnel system for more than 16,000 support staff members in the System transferred from State civil service system;
 - develop and lobby a tax-sheltered medical and dependent care reimbursement account program;
 - coordinate development, lobbying, and implementation of an optional retirement program for faculty members and administrative staff;
 - establish a phased retirement program for faculty;
 - implement a new grievance procedure for non-unionized employees, ending in binding arbitration;
 - restructure the classification plans for over 17,000 administrative, professional, and support staff members;
 - develop a new presidential/Chancellor compensation system, including the use of institutional salary ranges;

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- administer collective bargaining agreements negotiated by the Board of Regents, including representing the Board of Regents in approximately seventy-five grievances and arbitrations annually; and
- train and advise university employee relations representatives and other administrators;
- serve as Board of Regents' liaison on State University System labor relations and human resources policy matters with the Governor's Office, Legislature, State Board of Education, and other government entities;
- serve as spokesperson for the Board of Regents in negotiations with the faculty bargaining unit (approximately 7,000 employees), six support staff bargaining units (approximately 13,500 employees), and two graduate assistants bargaining units;
- provide legal counsel and opinion on a variety of personnel and labor matters; and
- prepare and present Board of Regents' position at impasse proceedings before fact-finders and legislative committees.

September 1979 - February 1984

Director, Personnel Programs and Labor Relations;

Associate Director, Labor Relations

Responsibilities included those of the Labor Relations Coordinator (see below) and:

- administer the State University System's personnel programs for faculty and professional staff members.
- direct the operation of the labor relations office;
- revise System personnel rules for faculty and professional staff members; and
- conduct workshops in contract administration for university academic administrators.

December 1976 - September 1979

Labor Relations Coordinator

Responsibilities included:

- review grievances and represent the System in arbitration;
- provide legal counsel on employment and labor issues;
- develop policies and procedures necessary to administer the collective bargaining agreement between the Board of Regents and the union representing over 7,000 System faculty members; and
- serve as a member of the negotiating team.

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August 1995 - November 1996

Visiting Associate Vice President for Academic Affairs (part-time, approximately five days per month)

University of North Florida

Jacksonville, Florida 32224

Responsibilities included:

- serve as liaison with faculty union, including responsibility for administration of faculty collective bargaining agreement at the University and review of all faculty grievances; and
- address issues affecting faculty including faculty relations, tenure and promotion, conflict of interest, and productivity.

September 1973 - December 1976

Assistant to the President

State University of New York - College at Oswego

Oswego, New York 13126

Responsibilities included:

- review grievances under faculty, professional staff, and classified employees collective bargaining agreements;
- assure proper administration of collective bargaining contracts;
- advise administrative officers regarding employee relations and legal matters;
- coordinate investigation of employment discrimination complaints and legal actions brought against the university;
- provide legal advice to student judicial system; and
- serve as Secretary to the College Council.

September 1967 - June 1970

Associate Director of Admissions

Hiram College

Hiram, Ohio 44234

Responsibilities included: primary responsibility for all aspects of admissions program in Connecticut, Massachusetts, and New Jersey.

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PROFESSIONAL MEMBERSHIPS

Florida Bar - admitted 1977
Labor & Employment Law Section

TEACHING EXPERIENCE

“Public Sector Labor Relations”
Visiting Instructor
School of Public Administration
Florida State University
1990 to 2008

“Public Collective Bargaining”
Adjunct Instructor
Florida A&M University
1980 & 1981