TALLAHASSEE STATE COLLEGE

444 Appleyard Dr.
Tallahassee, FL 32304
(850) 201-6200 | tsc.fl.edu

November 16, 2026

M E M O R A N D U M

TO: Jim Murdaugh, Ph.D.
President

FROM: Barbara Wills, Ph.D.
Vice President for Administrative Services and Chief Business Officer

SUBJECT: Attorney Invoices – Bryant Miller Olive (November 2026)

Item Description
Request for approval to pay invoices from Bryant Miller Olive, P.A. for legal services provided related to collective bargaining process and related to Faculty labor relations.

Overview and Background
The College engaged Bryant Miller Olive, P.A. for representation during the collective bargaining process.

Past Actions by the Board
The Board of Trustees approved the agreement for these services at the October 17, 2022 Board Meeting.

Funding/ Financial Implications
Funding is budgeted in Fund 1, the Current Unrestricted Fund. The current amount due is $10,567.50 for October 2026.

Recommended Action
Authorize payment of invoices as presented.

Bryant Miller Olive

Barbara K. Wills
Chief Business Officer, Vice President for Administrative Services
Tallahassee State College
444 Appleyard Drive
Tallahassee, Florida 32304

Invoice Date: November 3, 2026
Invoice No. 89377
Client No. 25480.002

For professional services rendered and expenses incurred regarding Tallahassee State College / L&E / General

Statement of Legal Services

			Hours	
10/14/2026	BRR	Review letter from AAA regarding arbitration award / 01-25-0002-8528	0.10	
10/14/2026	BRR	Review arbitration award / 01-25-0002-8528	0.10	
10/23/2026	DMH	Review and reply to emails from client (C. Stringer) regarding policy change, review policy	0.20	
10/26/2026	DMH	Review redefined policy and email client and review reply	0.30	
10/27/2026	DMH	Telephone conference with client regarding policy	0.20	
10/27/2026	DMH	Draft notice to Union	0.20	
10/28/2026	DMH	Review email from client and Union	0.10	
		Current Services	1.20	$285.00

Recapitulation

Timekeeper	Hours	Rate	Total
Denise M. Heekin	1.00	$250.00	$250.00
Beatriz R. Ramirez	0.20	$175.00	$35.00

Expenses Incurred

10/13/2026	Check issued to: Jeanne Charles, Esq. Arbitrator & Mediator for Arbitration Hearing	5,040.00
	Thru 10/31/2026	$5,040.00

Payments

10/09/2026	Payment	ACH rec'd 10/9/26 Inv 88952, 88953	100.00
			100.00

Total Current Work	$5,325.00
Previous Balance Due	$275.00
Balance Due	$5,600.00

Please Reference Client Number On Checks And Wire Transfers

Mail Checks to:
1545 Raymond Diehl Road, Suite 300
Tallahassee, FL 32308
850-222-8611 FEIN 59-1315801

Send wire transfers to Capital City Bank, ABA #063100688
for credit to Bryant Miller Olive, Account #2132834901
Thank you for your business

Jeanne Charles, Esq., Arbitrator & Mediator
18459 Pines Blvd, #157
Pembroke Pines, FL 33029 US
+19546808110
jcharles@jcharlesadr.com

Invoice 2200

APPROVED
By bramirez at 8:02 am, 10/14/26

25480.002



BILL TO
Tallahassee State College
c/o Ms. Denise M. Heekin
Esq.
Bryant Miller Olive, PA
One SE Third Avenue, Suite 2200
Miami, Florida 33131

DATE	PLEASE PAY	DUE DATE
10/13/2026	**$5,040.00**	11/12/2026

DATE	ACTIVITY	QTY	RATE	AMOUNT
04/01/2026	**Arbitration:Arbitration Hearing Fee** UFF-TSC AAA Case Number: 01-25-0002-8528 (Mass Grievance) (M649)	0.50	1,800.00	900.00
10/13/2026	**Arbitration:Study/Drafting** Final Award	0.50	8,280.00	4,140.00

Scan to pay

BANK

TOTAL DUE $5,040.00

THANK YOU.

THANK YOU FOR YOUR BUSINESS! PLEASE PAY INVOICE TOTAL. IT REPRESENTS 50% OF THE ENTIRE AMOUNT BILLED. A $50 REBILLING FEE WILL BE APPLIED TO INVOICES MORE THAN 30 DAYS PAST DUE.

Bryant Miller Olive

Barbara K. Wills
Chief Business Officer, Vice President for Administrative Services
Tallahassee State College
444 Appleyard Drive
Tallahassee, Florida 32304

Invoice Date: November 3, 2026
Invoice No. 89378
Client No. 25480.006

For professional services rendered in connection with Tallahassee State College - Labor and Employment - UFF Bargaining

Purchase Order No. PO-023898-1

Statement of Legal Services

			Hours	
10/02/2026	DMH	Revise Article 13 Work Responsibilities	3.00	
10/06/2026	DMH	Draft email to client and review reply	0.10	
10/08/2026	DMH	Telephone conference with client regarding Article	0.80	
10/14/2026	DMH	Review and revise package proposal	1.00	
10/14/2026	DMH	Prepare for and attend bargaining	2.00	
10/15/2026	BRR	Review email from K. Bahmann with recording of bargaining session	0.10	
10/26/2026	DMH	Review and reply to email from UFF and client	0.10	
		Current Services	7.10	$1,767.50

Recapitulation

Timekeeper	Hours	Rate	Total
Denise M. Heekin	7.00	$250.00	$1,750.00
Beatriz R. Ramirez	0.10	$175.00	$17.50

Payments

10/09/2026	Payment	ACH rec'd 10/9/26 Inv 88952, 88953	3,825.00
			3,825.00

Tallahassee State College

Invoice Date: November 03, 2026
Invoice No. 89378
Client No. 25480.006

Total Current Work	$1,767.50
Previous Balance Due	$3,200.00
Balance Due	$4,967.50

Please Reference Client Number On Checks And Wire Transfers

Mail Checks to:
1545 Raymond Diehl Road, Suite 300
Tallahassee, FL 32308
850-222-8611 FEIN 59-1315801

Send wire transfers to Capital City Bank, ABA #063100688
for credit to Bryant Miller Olive, Account #2132834901
Thank you for your business