

April 15, 2019
Special Session
Bonifay, Florida

The Holmes County Board of Commissioners met in a Special Session on the above date with the following members present: Commissioner Phillip Music, Commissioner Earl Stafford, Commissioner Bobby Sasnett, Commissioner Brandon Newsom and Commissioner Clint Erickson, Chairman of the Board.

Brandon Young, County Attorney, and David Corbin, Project Director, were present.

Angie Purvee, Deputy Clerk, was present and kept the minutes.

Chairman Erickson called the meeting to order at 4:15 p.m. Project Director David Corbin led the prayer and pledge.

The first agenda item was Agenda Additions or Deletions. The following deletions were made to the agenda:

- 5-A) Project Director Job Description

The following additions were made to the agenda:

- 5-A) Dirt from Pit
- 5-C) Shop Foreman
- 9-A) Roller
- 9-B) Backhoes

Commissioner Music offered a motion to approve the amended agenda with Commissioner Stafford offering a second. The motion passed unanimously.

Chairman Erickson discussed the need to use or move the County's spoil dirt. Discussion of this matter included that the dirt is only suitable for filling holes and that the spoil dirt has accumulated to the point it needs to be hauled from the pits. Commissioner Music offered a motion to use the spoil to fill holes for citizens that have trees that were uprooted due to Hurricane Michael. Commissioner Stafford offered a second and the motion passed unanimously. County Attorney Brandon Young advised that this would be allowable because the County is going to have to haul the dirt to make room at the pits. The Board directed the Road Department Foremen to monitor the use of the spoil dirt for this purpose.

Chairman Erickson discussed allowing The Integrity Group to use the County's office equipment that was purchased with FEMA funds. Discussion included the following:

- Agreement with Integrity states that the company will provide their own office equipment
- Reimbursable administrative costs
- Auditor requirements
- Amount of monthly lease the County is currently paying on the FEMA copier

The following citizens discussed this matter:

- Hannah Benton, The Integrity Group
- Alice Vickers, Interim Clerk of Court

The Board agreed by consensus to increase The Integrity Group's lease payment on the building from \$200 to \$300 and to amend the lease agreement to include the use of the office equipment. The County Attorney will change the lease agreement and seek approval from The Integrity Group.

Olivia Miller, Supervisor of the County Shop, presented a quote from Beard Equipment for approximately \$9,218 to repair the injectors on the Bomag roller stating that all warranties have expired on the machine. Discussion of this matter included the following:

- Attempts to reduce the cost of the repairs
- Past repairs performed on the machine
- Selling this machine and purchasing a used roller
- Need for a diesel mechanic in the Shop
- Training and diagnostic tools needed in the Shop
- Machine's down time for repairs
- Renting a roller while Bomag is being repaired
- Warranty on the injector parts and labor
- Checking fuel for water

Commissioner Newsom offered a motion to accept Beard's \$9,218 quote and have them repair the Bomag roller with Commissioner Stafford offering a second. The motion passed unanimously.

Olivia Miller, Supervisor of the Shop, discussed repairs of the County's backhoes #26 and #56. Discussion of the matter included the following:

- Repairs on machines performed by the Shop
- Maintenance records on the machines
- John Deere engineer's recommendation for repair
- Leasing program for new backhoe
- Available funds to pay for lease
- Paying property taxes on leased equipment
- Auctioning off #56 and using proceeds to lease new backhoe

The following citizens discussed this matter:

- Gerald Truett, Road Department Foreman
- Alice Vickers, Interim Clerk of Court

Commissioner Newsom questioned Ms. Miller, Shop Supervisor, regarding an email she had sent alleging that she is working in a hostile work environment. The email stated that a commissioner was using fellow employees to assist in his harassment of her. Discussion included the following:

- The email was sent to Ms. Miller's supervisor after making the initial verbal complaint
- The commissioner referenced in the email was Commissioner Newsom
- Commissioner Newsom's denial of any harassment
- Ms. Miller continually being pulled away from her job to answer questions about rumors and accusations
- Ms. Miller's request to refrain from answering any further questions without her attorney present

Commissioner Newsom offered a motion to terminate Ms. Miller. The Board discussed Ms. Miller's past discipline, tardiness and use of PTO. Ms. Miller responded that her supervisor has always signed her timesheets and leave requests with no comments or counsel ever given regarding timeliness or misuse of PTO. Attorney Young advised that he had a preliminary discussion with Ms. Miller after her initial complaint and that the Human

Resources employee will be investigating this. Commissioner Newsom withdrew his motion to terminate Ms. Miller.

Attorney Young read the Board's policy concerning the discipline of an employee. Discussion included the following:

- The policy requires a Board vote to terminate a department head
- First offense and Second offense definitions and discipline

Commissioner Stafford offered a motion to give Project Director David Corbin the authority to resolve the conflict or take whatever disciplinary action he deems appropriate with Commissioner Music offering a second. Commissioners Music, Stafford, Sasnett and Erickson voted yes with Commissioner Newsom abstaining from the vote. The motion passed.

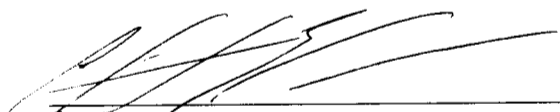
(Abstain from Voting)

Commissioner Stafford offered a motion to transfer supervision of the Road Department Shop from Commissioner Newsom to Chairman Erickson, with Chairman Erickson transferring supervision of Emergency Management to Commissioner Newsom. Commissioner Music offered a second and the motion passed unanimously.

There being no further business at this time, the meeting was adjourned at 5:53 p.m.



Clerk



Chairman