

JEFFERSON COUNTY BOARD OF COUNTY COMMISSIONERS
REGULAR SESSION
November 14, 2011

The Board met this date in regular session. Present were Chairman Stephen Fulford, Commissioners Betsy Barfield, Hines Boyd, Danny Monroe and John Nelson. Also present were County Coordinator Roy Schleicher, County Attorney Buck Bird and Clerk of Court Kirk Reams.

ITEM 3: Election of Chair

1. Commissioner Monroe nominated Commissioner Boyd for Chair. Commissioner Barfield nominated Commissioner Nelson for Chair. **The Board approved Commissioner Boyd as Chairman by a vote of 3-2 (Barfield, Nelson opposed).**

ITEM 4: Election of Vice-Chair

2. **On motion by Commissioner Monroe, seconded by Commissioner Nelson and unanimously carried, the Board elected Commissioner Nelson as Vice Chair.**

ITEM 5: Consent Agenda

3. Commissioner Barfield requested that items 5(c) and 5(d) be pulled from the Consent Agenda. Chairman Boyd requested pulling item 5(a), approval of the agenda, as well. **On motion by Commissioner Fulford, seconded by Commissioner Monroe and unanimously carried, items 5(b), minutes of the November 3rd, 2011 Regular Session and 5(e), budget amendments, were approved.**

ITEM 5(c): Resolution Supporting Current Water Management District Structure

4. **On motion by Commissioner Fulford, seconded by Commissioner Monroe and unanimously carried, the Board approved the resolution to support the current structure of the Water Management Districts.**

ITEM 5(d): Resolution Supporting Matching Grant for Historic Preservation

5. Clerk of Court Kirk Reams requested the Board approve the resolution supporting the match of \$50,000 towards possible grant funding from the State for the historic perseveration of the Lamont School House. Mr. Reams explained that Library Director Kitty Brooks had expressed interest in converting the facility into a branch library for the surrounding area. Commissioner Barfield voiced concerns with supporting services at this location and stated her fear of going down the same road as the horse arena and "A" Building. She stated her desire to see a better plan. Commissioner Fulford stated the decision came down to whether the county valued saving the structure. **On motion by Commissioner Barfield, seconded by Commissioner Monroe and unanimously carried, the Board approved moving forward with the grant application with the caveat that the Clerk bring a plan to fund the project to the Board within two months.**

ITEM 7(a): North Florida Broadband Appointment

6. Chairman Fulford thanked the Board for his previous appointment to the North Florida Broadband Authority and recommended that Clerk of Court Kirk Reams fill his vacancy. **On motion by Commissioner Monroe, seconded by Commissioner Nelson and unanimously carried, the Board approved Clerk of Court Kirk Reams as the Board's appointee to the North Florida Broadband Authority.**

ITEM 7(b): Site Reviews / Housing Assistance Program

7. County Coordinator Roy Schleicher presented site reviews and contracts for housing assistance projects. **On motion by Commissioner Monroe, seconded by Commissioner Nelson and unanimously carried, these contracts were approved.**

ITEM 7(c): Contracts for Disaster Recovery, SHIP and Section-8

8. County Coordinator Roy Schleicher presented an extension of contracts for the above mentioned programs with Meridian Community Services. **On motion by Commissioner Nelson, seconded by Commissioner Monroe and unanimously carried, the Board approved the contract extensions.**

ITEM 7(d): Taylor County Request for No Wake Zone on Aucilla River

9. Taylor County Administrator Jack Brown requested a 300 foot No Wake Zone from the landing at Lower Nutall Rise on the Aucilla River. **On motion by Commissioner Fulford, seconded by Commissioner Monroe and unanimously carried, the Board requested the County Attorney to draft an ordinance and advertise for public hearing.**

ITEM 7(e): Wacissa River Park Dog Issues

10. Commissioner Monroe informed the Board about dogs roaming free at the head of the Wacissa River. Attorney Bird presented Board approved rules governing the county's parks. He informed the Board that different sets of rules could be generated for individual parks. Chairman Boyd recommended signage that designated areas for dogs and informed the public that dogs were not allowed in the swimming areas. Clerk of Court Kirk Reams recommended allowing Commissioner Monroe and County Coordinator Roy Schleicher to work together on a plan for signage.

ITEM 7(f): Task Order for Solid Waste Facility

11. Solid Waste Director Beth Letchworth presented the Board with a floor plan of the proposed facility. Engineer Alan Wise presented the task order and explained the fees associated with planning the facility. Chairman Boyd stated his desire to defer this item until after a workshop was held on improving Solid Waste services. He expressed concern over the \$41,000 task order and reiterated his belief that a new building would not improve services. Commissioner Fulford stated that there was nothing surprising or unreasonable in this proposal. Chairman Boyd stated it was a wasteful use of public resources and that the fees were excessive. **On motion by Commissioner Nelson, seconded by Commissioner Fulford and carried 4 to 1 (Boyd opposed), the task order was approved.**

ITEM 7(g): Road Department Purchasing and Personnel Issues

12. Chairman Boyd requested that Road Superintendent David Harvey state his case. Mr. Harvey apologized for violating county policies, as this was not intentional. He stated he acted in good faith for the county's best interest. He further stated that he received no objections from the County Coordinator in regards to the purchase of the truck. Also, the two new employees were doing excellent work at the mine. Mr. Harvey asked the Board to respect his experience and judgment in hiring employees and that he needed to be able to establish salaries to get the right people at the Road Department. He recommended spending time to work on things that mattered to the county, rather than things brought forward by people with axes to grind. County Coordinator Roy Schleicher stated that he does not micromanage the Road Department and that his email was not intended to encourage circumventing the purchasing policy. Mr. Schleicher stated that the Board put policies in place to be followed and that they were not onerous or complicated. He asked that the Board approve the three bills for the 2 MUVs and truck after the fact and asked the Clerk of Court to write the appropriate checks. **Commissioner Monroe made a motion to pay the bills, to which Commissioner Fulford seconded for discussion.** Commissioner Barfield stated that she did not want the Ford Ranger to be driven back and forth from work to the mechanic's home. **The motion passed 4 to 1 (Barfield opposed).** Commissioner Nelson stated he voted in the affirmative with reservations.
13. County Coordinator Roy Schleicher stated that no other departments received raises other than the 3% COLA. He said that the 2 mine employees were hired around \$16 per hour and that there were people that had been working diligently for the county for years that do not make this amount. Mr. Schleicher stated that the county should be looked at as a whole and that morale was impacted by these actions. He said that the tables of organization, job descriptions and salary ranges needed to be examined and possibly updated to be as fair as possible. Chairman Boyd responded that there would never be anything fair about salaries and that managers' hands should not be tied. He further stated that the markets determined the pay range. Mr. Schleicher responded that Department Heads should be discussing any changes with his office and the Board. Commissioner Nelson stated there needed to be a management review done and Department Heads should not have the sole authority to hire at certain levels without looking at current staff. Citizen Phil Calandra stated that at the Road Department workshop, the Board agreed with the recommendation that a progression ladder needed to be developed.
14. County Coordinator Roy Schleicher stated that the two employees were needed at the mine, but that hiring practices and job descriptions needed to be updated. He further stated that the Department did not do well on advertising internally. Citizen Bud Wheeler said that Road Department consistently was "beat up on." He stated his opinion that the Coordinator's Office interfered with the operations of the Road Department. Commissioner Barfield stated that she continually received complaints about the poor management and judgment shown by the Road Superintendent. She felt as if one Department Head was being allowed to operate autonomously and that the same issues were being addressed over and over. Commissioner Monroe stated that he had not heard the same level of complaints as Commissioner Barfield. County Coordinator Roy Schleicher stated that when Mr. Harvey was hired, he was problem not asked if he had any experience running a large government organization. He also stated that the Board did not receive complaints from other Department Heads about micromanaging by the County Coordinator because he felt there was a lack of basic management at the Road Department. **Commissioner Barfield made a motion to demote Mr. Harvey and hire a better manager to run the Road Department, to which Commissioner Nelson seconded for discussion.** Chairman Boyd stated that Mr. Harvey was not good at

jumping through hoops and that the Board had failed Mr. Harvey. He stated his opinion that Mr. Harvey had a great knowledge of the county road system and that the Board needed to let him do his job. Commissioner Barfield stated that she had a problem with Mr. Harvey's management and supervisory skills and her belief that he needed to be put where he was best utilized. Commissioner Monroe responded that condemning Mr. Harvey for doing his job was not correct. Commissioner Fulford stated that Mr. Harvey did not make good decisions, but that he also was sometimes the victim of outside influences and that it was not always Mr. Harvey's fault. He stated that his hiring and purchasing practices were poor and that he did not have the management skill set. Citizen Bill Howard stated that there was no public notice to Mr. Harvey that this meeting would be affecting his job status and there was no reason to expect a recommendation on his employment based on the agenda. Attorney Bird responded that due process was necessary. Citizen Phil Calandra stated that the upcoming Road Department committee workshops would allow more time to see the results of the recommended actions and that time might be a better chance to review Mr. Harvey's employment. Attorney Bird stated that if action was to be taken on an employee's position, then there was not enough due process notice on the agenda. Commissioner Boyd said the situation could be addressed at a later meeting with specific notice if the Board so desired. Commissioner Barfield stated that there was a need to take care of this issue and that she was trying to be fair and reasonable by recommending a demotion rather than a termination. She further stated that until the Board says otherwise, she will continue to pursue this matter.

ITEM 8(a): County Coordinator's Report – Department Head Reports

15. County Coordinator Roy Schleicher presented Department Head reports to the Board.

ITEM 8(b): County Coordinator's Report – Grievance Board Appointees

16. County Coordinator Roy Schleicher informed the Board that county employees were needed to be appointed to serve on the Grievance Board: one appointee from the Chair, one appointee from the Vice-Chair and one appointee from the County Coordinator. He stated he would place this on the agenda for a future meeting.

ITEM 8(c): County Coordinator's Report – Discussion of 1999 Solid Waste Truck

17. Solid Waste Director Beth Letchworth stated she would like to table this issue to a future meeting.

ITEM 9: Citizen's Forum

18. Dick Bailar, representing the Legislative Committee, presented the Legislative Committee Yearbook to the Board and asked for a future workshop to discuss the FSU Planning Studio.

ITEM 10: Commissioner Discussion Items

19. Attorney Bird informed the Board of the progress being made by Johnnie Abron and Dr. George Call on re-districting and that re-districting goals would be placed on the agenda for discussion at the next meeting.
20. Commissioner Fulford stated that the workshop requested by the EDC would be held December 12th at 9 am at the Courthouse Annex. Commissioner Barfield volunteered to work with Economic Development Director Julie Conley on the agenda.

21. Commissioner Nelson asked if re-districting proposals could be brought to the table. Chairman Boyd responded that there would be opportunities to present alternatives.
22. Chairman Boyd gave an update on the possibility of increased planning money for bike and pedestrian trails in Jefferson County. He also requested that the CTST look into sidewalk extensions towards the TMH-Monticello facility, south of Monticello.
23. The warrant register was reviewed and bills ordered paid.

ITEM 11: Adjournment

24. **On motion by Commissioner Fulford, seconded by Commissioner Monroe and unanimously carried, the meeting was adjourned.**

Attest: _____
Clerk

Chairman