

**MINUTES OF A REGULAR MEETING OF THE GILCHRIST COUNTY BOARD OF COUNTY COMMISSIONERS HELD AUGUST 15, 2011**

The Gilchrist County Board of County Commissioners, in and for Gilchrist County, Florida, convened in a **Regular Meeting** on **Monday, August 15, 2011**, at **4:00 p.m.**, in the Board of County Commissioners Meeting Facility, located at 210 South Main Street, Trenton, Florida, with the following members' present to-wit:

- District I      Commissioner Sharon A. Langford**
- District II     Commissioner D. Ray Harrison, Jr.**
- District III    Commissioner Randy Durden, Chairman**
- District IV     Commissioner Tommy Langford**
- District IV     Commissioner Kenrick Thomas, Vice Chairman**

**Others in Attendance:** Joseph W. Gilliam, Clerk of Court; Jacki Johnson, Director of Finance; Patty McCagh, Board Secretary; John K. McPherson, County Attorney; Ron McQueen, County Administrator; Julee Brideson, Administrative Assistant; John Ayers, Gilchrist County Journal; Billy Cannon, Road Department Superintendent; Kadie Ogden, Otter Springs Manager; Ron Mills, EM Chief; Lee Mills, Mill Engineering Company (County Engineer); Charlotte Pedersen, SHIP Administrator; Ms. Kyle Stone, Gilchrist County Chamber of Commerce Executive Director; Virginia Johns, Hipp Construction Company; Robin Riley, PRIA; Rob Niewadomski, Bell Baptist Church; Ray Rauscher; Tim Hasting, CFEC; Charlie & Vicki Perez; Don & Margaret Alexander; Richard & Leslie Esseck; and Lucy Cislak, Our Lord & Savior Community.

**Call to Order:** Chairman Randy Durden called the meeting to order at 4:00 p.m. Mr. Rob Niewadomski, Bell Baptist Church, delivered the invocation and Chairman Durden led the pledge of allegiance.

**Agenda Changes**

- Mr. Ron McQueen, County Administrator, presented the following agenda change:
  1. Addition: Request for the use of the North Gilchrist Fire Department

***Motion made by Commissioner Tommy Langford, seconded by Commissioner Kenrick Thomas, to approve the Agenda as presented, with noted change. Motion carried unanimously.***

**Consent Agenda**

**Approval of Minutes**

Regular Meeting ..... July 18, 2011

**Approval of Bills**

On file in Clerk's Office ..... July 2011

### **Request for Payment Approval**

Mills Engineering Company  
 Invoice 2008093, Otter Springs Road (July 1-31, 2011) .....\$1,608.00  
 Invoice 2009069, W/R GCR 337 .....\$6,814.50  
 Invoice 2011001, Resurface SW 85<sup>th</sup> LN .....\$6,419.30

### **Disposition Request**

From 2210 – Fire; North Gilchrist VFD  
 Tag #1284; Jaws of Life/Eng & COM; Serial #409513; Model #Hurst  
 Tag #1285; Jaws of Life Spreader; Serial #3257; Model #JL-27 Hurst  
 Tag #2256; Power Unit, 4 CYC, Gas; Serial #7876; Model #999-0003 Phoenix  
 Tag #2260; Jaws of Life; Serial #61655; Model #9999-0039 Phoenix  
 Outdated, too old to be serviceable

*Motion made by Commissioner Kenrick Thomas, seconded by Commissioner Sharon A. Langford, to approve the Consent Agenda, as presented.* Discussion took place.

Mr. Gilliam requested clarification on the disposition of the *Jaws of Life*; are they going to be transferred, surplus, or will they be sold?

Mr. McQueen stated that the Fire Chief would have to answer that question; a phone call was made to Fire Chief Billy Careccia. The Board move forward with motion pending a reply from the Fire Chief.

*The motion was to approve the Consent Agenda with the exception of the Disposition Request; pending clarification on the surplus of the Jaws of Life. Motion carried unanimously.*

### **County Administrator's Report**

Mr. Ron McQueen, County Administrator, presented the following documents, and/or addressed the following issues:

Emergency Management; Memorandum of Understanding: Mr. Ron Mills, EM Chief, presented a Memorandum of Understanding (MOU) for the Board's approval and Chairman's signature, for the acceptance of 25 Digital Portable Radios that were made available through a grant provided by the State Division of Emergency Management. Mr. Mills stated these radios will enable interoperability between jurisdictions for public safety needs and meet the new Federal Mandate for narrow banding.

This grant will be administered by Mr. Mills. He stated that there is NO match requirement and the County will realize a benefit of \$131,440.00 in communications equipment.

***Motion made by Commissioner Sharon A. Langford, seconded by Commissioner D. Ray Harrison, Jr., to approve the Memorandum of Understanding, in the amount of \$131,440.00, for 25 Digital Portable Radios. Motion carried unanimously.***

Fire – Officer Development Training: Mr. McQueen presented a request for Fire Chief Billy Careccia to attend the Officer Development Training 2011 to be held October 31 through November 4, 2011; cost \$100.00.

***Motion made by Commissioner D. Ray Harrison, Jr., seconded by Commissioner Tommy Langford, to approve Officer Development Training for Fire Chief Billy Careccia. Motion carried unanimously.***

FWC – Request to use the Spring House Lodge: Ms. Kadie Ogden, Otter Springs Manager, presented the request, as submitted by the Florida Fish and Wildlife Conservation Commission, for the use of the Spring House Lodge at Otter Springs Park and Campground, to hold their statutorily required Management Advisory Group (MAG) and Management Plan Development Workshops for Bell Ridge Longleaf Wildlife Environmental Area (BRLWEA), at the discounted rate of \$75.00 per day, for a period of two (2) days. Ms. Ogden recommended approval of the discounted rate. Discussion took place.

***Motion made by Commissioner D. Ray Harrison, Jr., seconded by Commissioner Kenrick Thomas, to approve the request for a discounted rate of \$75 per day, for a period of two days, for the use of the Spring House Lodge by the FWC. Motion carried unanimously.***

Animal Control Monthly Report: Mr. McQueen presented the monthly Animal Control Report as submitted by Tanya Rippey, Animal Control Officer, for the Boards information.

Request for Donation of old Horse Trailer: Mr. McQueen presented a request from the Divine Equine Rescue and Therapy, Inc., asking if the County would be interested in donating the old horse trailer not being used by Animal Control since they got a new one. Discussion took place.

Mr. McQueen recommended the trailer be declared as surplus and donated to the Divine Equine Rescue & Therapy, Inc. and that the Board consider some type of document be drafted to release the County of any liability, if an accident should take place. Discussion continued.

***Motion made by Commissioner D. Ray Harrison, Jr., seconded by Commissioner Kenrick Thomas, to declared the horse trailer as surplus and that the County Attorney prepares a Hold Harmless Agreement.*** Discussion took place.

Mr. McPherson, County Attorney, stated that the document needed would be a *Bill of Sale*. Chairman Durden then called for a vote... ***Motion carried unanimously.***

Health Department Re-Roof (Agreement/Quotes): Mr. McQueen addressed the issue of the cost for the roof construction project, for the Health Department. Discussion took place.

**The Board agreed for the County Administrator to bring back the issue on the Gilchrist County Health Department Roof during the Budget Workshop set for Monday, August 22<sup>nd</sup>, for further discussion and action.**

SHIP – Emergency Funding: Ms. Charlotte Pedersen, SHIP Administrator, presented the following requests for SHIP Emergency Funding, for the following applicants:

- Royal & Elania Spain Very Low Income (High Risk) SHIP Grant Amount \$4,900.00
- Amanda & Steven Tyson Low Income SHIP Grant Amount \$5,000.00

Discussion took place.

***Motion made by Commissioner D. Ray Harrison, Jr., seconded by Commissioner Sharon A. Langford, to approve SHIP Loan for Emergency Repairs, for applicants Amanda & Steven Tyson, as recommended by the Loan review Committee, in the amount of \$5,000.00. Motion carried unanimously.***

***Motion made by Commissioner Sharon A. Langford, seconded by Commissioner D. Ray Harrison, Jr., to DENY the request for an Emergency SHIP Loan, in the amount of \$4,900.00, for applicants Royal & Elania Spain, due to the fact of a HIGH Risk Total Debt Ratio, along with the lack of recommendation from the Loan Review Committee. Motion carried unanimously.***

911 Grant - Recorder Upgrade Purchase Request: Mr. McQueen presented a request from the Gilchrist County Sheriff's Office for the use of radio funds from the \$12.50 Fund to upgrade the 911 recorder.

Ms. Trisha Taylor, GCSO Dispatch, addressed the Board and explained the request for an upgraded 911 recorder for dispatch in order to make it more efficient. She explained that the GCSO has been award grant funds in the amount of \$22,547.55, which will be used towards the requested upgrade. Three quotes were obtained, 1) **Kova**, the least expensive; 2) **NICE**, was the second lowest; and 3) **Exacom**, being the most expensive. The recorder that is currently being utilized is an Exacom. Ms. Taylor explained why she recommends staying with Exacom.

The difference in the grant award and the quote from Exacom, in the amount of \$30,144.03, is \$7,596.75; this is the amount of funds that is being requested from the \$12.50 Fund. Discussion took place.

The Board agreed that even though grant funds had been awarded the proper procedure would have been to go out for bids because of the amount being over \$10,000; only quotes were obtained, so after hearing the presentation on the request for purchasing a new 911 recorder, the Board agreed to waive the bidding requirements.

*Motion made by Commissioner Tommy Langford, seconded by Commissioner Sharon A. Langford, to approve the request to purchase a new 911 Recorder from Exacom, in the amount of \$30,144.30, using grant funds in the amount of \$22,547.55 and additional funds in the amount of \$7,596.75 from the \$12.50 Fund; and to waive bid requirements along with a letter from the GCSO stating reasons for going with Exacom, which was not low bid. Motion carried unanimously.*

#### **4:30 p.m. Time Certain: Road Department Report**

NaturChem Weed Control Proposal: Mr. Billy Cannon, Road Department Superintendent, updated the Board on the findings of the need for weed control. He rode around County Roads with John Ard, NaturChem, finding Johnson Grass everywhere and that there are several roads that could benefit from this weed control chemical. Discussion took place on the cost.

**The Board requested that this proposal be addressed at the next Budget Workshop, for consideration.**

Hipp Construction Settlement: Mr. McPherson, County Attorney, updated the Board on the meeting that was held with staff including, Commissioner D. Ray Harrison, Lee Mills, County Engineer (Mills Engineering Company), Ron McQueen, County Administrator, Billy Cannon, Road Department Superintendent and himself; assisted by Joe Gilliam, Clerk of Courts and Jacki Johnson, Director of Finance, to discuss among themselves a proposed settlement with Hipp Construction on the Otter Springs Road Project which later was shared during a meeting with Ms. Virginia Johns, Hipp Construction and her Legal Counsel, Christene Haddad.

Mr. McPherson stated that the committee came up with four basic elements of a proposed settlement. They are as follows:

1. Gilchrist County will pay to Hipp Construction the amount of the invoice due to Pave Rite in the amount of \$40,012.64

2. Hipp Construction will release the County from all other amounts owed under the contract and the County will release Hipp from any further liability relating to the project; a mutual release
3. The County will drop the debarment proceedings against Hipp and Hipp will be returned to good standing with all rights and abilities to bid on future projects
4. The County will use the balance of project funds to offset the cost of having the low bidder on the Wilcox/Otter Springs Road Project, Whitehurst Construction, do the repaving and shoulder work on Otter Springs Road

Mr. McPherson stated that the amount remaining on the project is \$66,404.00; the amount still owed to Hipp, on invoices submitted, is \$59,323.00; the settlement amount to be paid to Hipp is \$40,012.64; the balance of project funds remaining, after settlement amount is paid, is \$26,392.00; the Whitehurst/Otter Springs Road Bid was \$91,958.70; less the project fund balance, the cost to the County is \$65,566.57.

Mr. McPherson continued with the explanation of the work to be performed by V. E. Whitehurst on the Otter Springs Road project. Mr. McPherson stated that Staff felt that this would be a fair settlement for both the County and Hipp Construction. Discussion continued.

***Motion made by Commissioner D. Ray Harrison, Jr., seconded by Commissioner Kenrick Thomas, to approve the proposed Settlement Agreement with Hipp Construction on the Otter Springs Road, as presented.*** Chairman Durden called for any further discussion.

Commissioner Sharon A. Langford questioned whether the issue of suspending Hipp Construction from bidding any jobs, in Gilchrist County, was still a factor; although she was in favor of the proposed settlement.

Commissioner D. Ray Harrison, Jr., explained that after discussion at the meeting held with Staff, this proposal was agreed to by the committee; and that he personally believes that the County contributed somewhat to the problem by building the road where we didn't have sufficient right-of-way so he's not in favor of punishing them any further. They're taking a financial hit as well as the County and recommended to move on with the proposal as presented.

Commissioner Kenrick Thomas agreed with Commissioner Harrison.

Chairman Durden stated that he believes that Hipp Construction is getting off easy, but was in favor of the settlement.

Commissioner Tommy Langford stated his concerns and was in favor of the settlement.

Chairman Durden then called for any further comments; then called for a vote... ***Motion carried unanimously.***

Mr. McPherson stated that he has a draft of the Settlement Agreement as prepared by Ms. Johns attorney; he has reviewed and requested certain changes, believing that it accurately reflects what has been approved here today, and requested that the Chairman be authorized to sign subject to his approval.

***Motion made by Commissioner D. Ray Harrison, Jr., seconded by Commissioner Kenrick Thomas, to allow the Chairman to sign the Settlement Agreement on the Otter Springs Road with Hipp Construction, subject to the County Attorneys approval. Motion carried unanimously.***

Wilcox Rd (SW 85<sup>th</sup> Lane) and Otter Springs Road Bid: Lee Mills, County Engineer (Mills Engineering Company) addressed the Board and explained that now that there is a settlement on the Otter Springs Road with Hipp Construction, it wasn't known if we were going to accept the alternate; if we did not accept the alternate we had one low bidder but if we accept the alternate, which is the repair of Otter Springs Road, we have a different contractor which is V. E. Whitehurst & Sons.

Chairman Durden asked if the low bid from V.E. Whitehurst & Sons could be accepted today; Mr. Mills confirmed that V.E. Whitehurst & Sons bid could be accepted today and that he would get a contract to them.

***Motion made by Commissioner D. Ray Harrison, Jr., seconded by Commissioner Kenrick Thomas, to proceed with the Wilcox Road (SW 85<sup>th</sup> Lane) and Otter Springs Road, awarding the low bid to V. E. Whitehurst & Sons; and that the Chairman be authorized to sign contract. Motion carried unanimously.***

Update on Graders: Mr. Billy Cannon, Road Department Superintendent, gave an update on the graders and the blowby is still a problem. He stated that Ring Power has installed the alternate blowby filters as a temporary solution.

Commissioner Kenrick Thomas recommended that the County Attorney contact higher up than the Caterpillar representatives and demand satisfaction. **The Board agreed.**

#### **4:45 p.m. Time Certain: Ordinance 2011-11, Code Deletions**

Chairman Durden read the short title as follows:

## ORDINANCE 2011-11

**AN ORDINANCE OF THE BOARD OF COUNTY COMMISSIONERS OF GILCHRIST COUNTY, FLORIDA; DELETING UNNECESSARY PROVISIONS FROM CODE; DELETING SUCH UNNECESSARY PROVISIONS RELATING TO CONTRIBUTION TO YOUTH FAIR, INVESTMENT OF SURPLUS FUNDS, OUTDOOR FESTIVALS, MOTOR VEHICLE TITLE LOANS, CONSTRUCTION CODES, GENERAL MSTU, FIRE SERVICES MSBU; AND ESTABLISHING AN EFFECTIVE DATE**

Mr. McPherson stated that the short title summarizes it; he collected all unnecessary provisions, putting them into a single ordinance; they are as follows:

- Section 2-151: Contribution to Youth Fair.
- Section 2-153: Investment of Surplus Public Funds. [Now covered by investment policy.]
- Article II, Chapter 10: Commercial Circuses, Outdoor Festivals, etc. [Now covered by changes to Land Development Code.]
- Article II, Chapter 19: Motor Vehicle Title Loans. [Now adequately covered by state law.]
- Articles II, III, IV, and V, Chapter 18: Adoption of Construction Codes. [Now covered by state law.]
- Article II, Chapter 42: Adoption of Fire Codes. [Now covered by state law.]
- Article II, Chapter 74: Adoption of General MSTU. [No longer used by County.]
- Article III, Chapter 74: Adoption of Fire MSTBU. [Fire services now funded by special assessment adopted pursuant to different part of Code.]

*Motion made by Commissioner Tommy Langford, seconded by Commissioner Sharon a. Langford, to approve Ordinance 2011-11. Motion carried unanimously.*

### **County Administrator's Report continues...**

Agenda Change; Request for use of the North Gilchrist Fire Department: Mr. McQueen presented a request from the Strom Family, for the use of the North Gilchrist Volunteer Fire Department, for a family function. Discussion took place.

*Motion made by Commissioner Kenrick Thomas, seconded by Commissioner Tommy Langford, to approve the request made by the Strom Family, for the use of the North Gilchrist Volunteer Fire Department; based on their past contributions to the Fire Department and County. Motion carried unanimously.*

IT Open Position: Mr. McQueen presented a proposal for the MIS Director Position. He recommended combining the two positions and to offer a better competitive salary range. At this time we have two IT positions with a total cost of \$79,040.00; by combining the two positions there would be a total savings of \$21,294.

Mr. McQueen presented the following proposed salaries for an MIS Director (Insurance not included):

Minimum:	\$41,986
Midpoint:	\$50,976
Maximum:	\$59,966

*Motion made by Commissioner D. Ray Harrison, Jr., Commissioner Kenrick Thomas, to approve advertising for the position of the MIS Director at the Midpoint Salary of \$50,976. Motion carried unanimously.*

Sue Clemons Letter for Barney Faircloth: Mr. McQueen presented a copy of the letter that was sent to Ms. Sue Clemons at the Florida State farm Service Committee requesting an explanation of the monitoring procedures regarding drought conditions. Informational purposes only.

FAC Policy Committee Meeting Sept 21-23 Volusia County: Mr. McQueen requested confirmation on who all would like to attend the FAC Conference to be held on September 21-23, 2011.

**The Board approved travel for Commissioner Harrison and Commissioner Durden to attend the FAC Conference.**

### **Attorney's Report**

Mr. John K. McPherson, County Attorney, presented the following documents, and/or addressed the following issues:

2011-11: Code Review Changes: Mr. McPherson stated that this ordinance has been adopted earlier at this meeting.

2011-12: Dangerous Dog Regulations: Mr. McPherson stated that this ordinance has been noticed for adoption hearing at the September 8 meeting.

2011-13: Firearms Preemption by State: Mr. McPherson stated that this ordinance has been noticed for adoption hearing at the September 8 meeting.

Resolution 2011-36: Amendments to Region 7 Workforce Consortium Agreement: McPherson presented Resolution 2011-36, for adoption. Chairman Durden read the short title as follows:

## RESOLUTION 2011-36

### A RESOLUTION OF THE BOARD OF COUNTY COMMISSIONERS OF GILCHRIST COUNTY, FLORIDA; AGREEING TO CHANGES TO THE INTERLOCAL AGREEMENT CONFIRMING THE REGION 7 WORKFORCE CONSORTIUM; AND ESTABLISHING AN EFFECTIVE DATE

*Motion made by Commissioner Sharon A. Langford, seconded by Commissioner Tommy Langford, to approve Resolution 2011-36. Motion carried unanimously.*

Otter Springs Road: Mr. McPherson stated that a settlement proposal was made to the Commission, at this meeting, during the Road Department Report.

Cogongrass Agreement: Mr. McPherson stated that time ago a private landowner wanted to spray his property for cogongrass in a location where the grass extends on to county right of way. In order for the treatment to work, the landowner wanted to spray the grass on county right of way as well. This is under a program by Florida Forest Service, and the Forest Service required that the County sign a hold harmless agreement. This agreement, however, had language in it that he objected to. After working with several people in the Forest Service it has been agreed that the language can be deleted. Mr. McPherson presented the amended agreement for the Boards approval and the Chairman's signature. Discussion took place.

*Motion made by Commissioner Sharon A. Langford, seconded by Commissioner Kenrick Thomas to approve the amended Cogongrass Agreement as presented. Motion carried unanimously.*

### Clerk's Report

Mr. Joseph W. Gilliam, Clerk of Court, presented the following documents, and/or addressed the following issues:

FY 11/12 County Holiday Schedule: Mr. Gilliam presented the **2012** Holiday Schedule as observed by the Eighth Judicial Circuit, (with the exception of Rosh Hashanah and Yom Kippur) for the Boards consideration and approval, for the County. The schedule is as follows:

New Year's Day (observed)	Monday, January 2, 2012
Martin Luther King Jr. Birthday	Monday, January 16, 2012
Good Friday	Friday, April 6, 2012
Memorial Day	Monday, May 28, 2012
Independence Day	Wednesday, July 4, 2012
Labor Day	Monday, September 3, 2012
Veteran's Day (Observed)	Monday, November 12, 2012
Thanksgiving Day	Thursday, November 22, 2012
Friday after Thanksgiving	Friday, November 23, 2012
Monday before Christmas Day	Monday, December 24, 2012
Christmas Day	Tuesday, December 25, 2012

*Motion made by Commissioner Tommy Langford, seconded by Commissioner Kenrick Thomas, to approve the 2012 Holiday Schedule as presented. Motion carried unanimously.*

A/C Bid Results for Voting Precincts Donnie & Southeast: Mr. Gilliam presented the bid results for the two air conditioning units for the voting precincts, replacing the ones that were stolen. The following bids were received:

Southern Air Systems	Goodman (2 Units)	\$5,416.58
Akins Heating & Air	Lennox (2 Units)	\$8,200.00

Discussion took place.

*Motion made by Commissioner Tommy Langford to approve Southern Air Systems as low bidder...*

**Chairman Durden stated that the motion DIES for a lack of a second.**

Discussion continued.

*Motion made by Commissioner Tommy Langford, seconded by Commissioner D. Ray Harrison, Jr., to approve Southern Air Systems as LOW bid, in the amount of \$5,416.58, for two a/c units for Donnie and Southeast voting Precincts. Motion carried unanimously.*

Mr. McQueen informed the Board that a quote for steel cages was obtained from Shep's Welding, in the amount of \$509.97, not including concrete. More quotes are being requested, along with prices for concrete slabs.

Chairman Durden directed Mr. McQueen to bring back total costs for steel cages and concrete slabs.

Health, Dental & Vision Insurance Renewals & Recommendations: Mr. Gilliam addressed the issue of the insurance renewals on health, dental and vision renewals. He had invited Ms. Robin Riley with PRIA, to present the renewal options.

Ms. Riley presented a GAP plan which includes a deductible. Discussion took place.

*Motion made by Commissioner Tommy Langford, seconded by Commissioner D. Ray Harrison, Jr., to approve the renewal for Health Insurance choosing the Alternate Health Insurance Proposal with a higher deductible. Motion carried unanimously.*

Ms. Riley presented the proposed renewal for Vision Insurance with no changes and the Dental Insurance with a 9% increase. Mr. Gilliam recommended approval with existing carriers.

*Motion made by Commissioner Sharon A. Langford, seconded by Commissioner Tommy Langford, to approve the Dental & Vision renewals. Motion carried unanimously.*

### **5:00 p.m. Time Certain: County Administrator and County Attorney Evaluations**

At this time, each Commissioner expressed their comments on the **Overall Performance Evaluation** for the County Attorney, John McPherson.

Commissioner Sharon A. Langford stated that she felt as an overall performance evaluation that Mr. McPherson needed to be more assertive when given a particular task to do. There have been occasions where he has had to be reminded to complete certain tasks and that during the meetings he could pay closer attention. At times she felt like he is caught off guard with particular questions that Commissioners may ask. Commissioner Langford stated that overall she is satisfied with his work but would like to see improvements on what was mentioned.

Commissioner Tommy Langford stated that Mr. McPherson has done a great job but there have been times when they don't always agree on everything; but that has no reflection on him doing his job. Commissioner Langford also stated that he and Mr. McPherson communicate very well and that he responds in a timely manner; and has always done everything asked of him. Commissioner Langford stated that Mr. McPherson does a very good job for the people of Gilchrist County.

Commissioner D. Ray Harrison, Jr. stated that Mr. McPherson needs to show more aggressiveness on the issues that the Board supports.

Commissioner Kenrick Thomas stated that he has no complaints with Mr. McPherson.

Chairman/Commissioner Randy Durden stated that he thought that Mr. McPherson would sometimes let things slip through the cracks and not respond to the Board members requests in a timely manner. He stated that he doesn't always agree with Mr. McPherson, but that doesn't mean that he isn't doing his job and that he has found that they can always work through their differences. Commissioner Durden thinks that Mr. McPherson has saved the County money in helping out with the Planning & Zoning issues and with the EAR process. And at times the Board is not clear on certain instructions to him and that they need to improve on that for a better working relationship.

Mr. McPherson had no comments on the Commissioners review of the evaluation and thanked them for the support.

At this time, each Commissioner expressed their comments on the **Overall Performance Evaluation** for the County Administrator, Ron McQueen.

Commissioner Sharon A. Langford expressed that Mr. McQueen needed to keep his personal business away from his County job. Cell phone usage for personal business is unacceptable and that on some days, records show that he was either texting/talking the majority of the day which has affected his ability to do his job. When dealing with the department heads and employees that Mr. McQueen needed to be more attentive when in meetings with them. She stated that he also needs to be consistent with employees when enforcing rules and procedures. At this time,

Commissioner Langford stated that she felt that Mr. McQueen is not applying himself and that his behavior and personal life has interfered with his job; and in her opinion has gone too far.

Commissioner Tommy Langford stated that he had interviewed five people (Department heads and Employees) along with gathering information from others and everyone had the same results; for the last 8 to 12 months Mr. McQueen has not performed as well as expected. Commissioner Langford stated that Mr. McQueen has let his personal life interfere with his job as County Administrator. He had talked with Mr. McQueen one-on-one and he agreed with some of the issues and has taken steps to correct them; Mr. McQueen also has some health problems that could be of some concern. Commissioner Langford stated that overall, Mr. McQueen is a good Administrator and has done a great job but he must make some changes.

Commissioner D. Ray Harrison, Jr. stated that Mr. McQueen gets too involved in outside interest that takes time away from the Administrators duties. He also had issues with Mr. McQueen's phone records that reflect an excessive amount of phone and text time with the Assistant Fire Chief of Fanning Springs which takes away from the time he should be dedicated to Gilchrist County. He also stated that Mr. McQueen seems to work more closely with just certain Commissioners and provides them with information concerning issues.

Commissioner Kenrick Thomas stated that Mr. McQueen must take control of the office and make employees accountable to do their job, not his. Commissioner Thomas stated that when Mr. McQueen is talking to someone that he needs to give them his full attention, no distracting phone calls unless an emergency. Commissioner Thomas also stated that Mr. McQueen needs to consider if he wants to continue to work where people criticize all the time no matter how hard he tries and never gets a pat on the back for a good job; and where someone is always watching and can't be trusted. The way people think of him is not going to change.

Chairman/ Commissioner Randy Durden stated that this has been one of the most difficult evaluations that he has ever had to do. He has supported Mr. McQueen as the County Administrator/County Manager for the past fifteen years that he has been on the Board. He stated that Mr. McQueen has worn many hats for the County and has always been willing to do whatever the board has requested of him. The job of the County Administrator is difficult and is a job where you don't make people happy at times. Commissioner Durden has always told people that no matter who is the County Administrator, they would always be under fire because it is a position where you have to tell people NO at times and people do not like to be told NO. On top of that Mr. McQueen had to try and keep 5 Commissioners happy or at least satisfied and we all know how difficult we can be at times. Commissioner Durden stated that he has not always agreed with Mr. McQueen on all issues, but have always been able to come to some sort of agreement or Mr. McQueen has always done what the Board has told him to do. Unfortunately, for the past six months to a year, Mr. McQueen's work as County Administrator has not lived up to the last fifteen years. Commissioner Durden stated that he has seen issues not being addressed on a timely basis and other things seem to be falling through the cracks and not getting done on a timely basis. Commissioner Durden stated that the issue that is really disturbing to him was when the Department Heads and Supervisors that Mr. McQueen is over loses confidence in his ability to supervise them. In speaking with several of those Department Heads, the concerns were unanimous from all of them, and that is Mr. McQueen doesn't seem to

care about their problems or issues that they have. They all say that they cannot seem to get Mr. McQueen's undivided attention when they go in to talk to you. Mr. McQueen is either too busy texting or talking on his phone to listen to their concern or he is too busy taking care of Fanning Springs Fire Department business while he should be talking care of Gilchrist County business. Commissioner Durden stated that he cannot dispute those statement because he has seen the same thing take place and that he doesn't have any problem with Mr. McQueen being Fire Chief in Fanning Springs. But that is not part of his job as County Administrator. There are other issues where some Department heads are doing things that are not following County policies and they seem to go unnoticed or Mr. McQueen is just not addressing them as he should be. It just seems to Commissioner Durden that things have just gotten progressively worse in the past six months to a year and they are not getting any better. Commissioner Durden stated that there are some other issues that really concerned him but wasn't going to go into detail about them. It isn't his job to embarrass Mr. McQueen or cause him any unnecessary problems. Commissioner Durden stated that the bottom line is with him that Mr. McQueen's own Department Heads and Supervisors have lost confidence in him, as the County Administrator, along with other people that deal with him on a daily or weekly basis. Commissioner Durden stated that the last thing and the most disappointing to him is the fact that as a County Administrator is that he has lost confidence in Mr. McQueen's ability to do his job as County Administrator and the fact that he doesn't feel it's a loss that can be repaired.

Commissioner Durden made a recommendation, that now that all the other Commissioners have given their evaluations and the fact that because Mr. McQueen has been with the County for 17 years that Mr. McQueen is given a six month probation period.

Commissioner Durden stated that this is not something that he thought he would ever have to do, but doesn't see any alternative.

Discussion took place.

Chairman Durden asked if Mr. McQueen had any comments.

Mr. McQueen stated that he has always been willing to do whatever it takes. Discussion continued.

*Motion made by Commissioner Tommy Langford, seconded by Commissioner D. ray Harrison, Jr., to approve a six month probation period for Mr. McQueen to respond to corrective measures. Motion carried unanimously.*

**Commissioners Reports:** None noted.

**Old Business:** None noted.

**New Business:** None noted.

### **Public Participation**

Ms. Lucy Cislak, Director with Our Lord and Savior Community, addressed the Board asking that the Board waive the application fee for a Special Use Application, for a Food Pantry. Discussion took place.

*Motion made by Commissioner Kenrick Thomas, seconded by Commissioner Sharon A. Langford, to approve waiving the application fee for a Special Use Application, for “Our Lord and Savior Community” and applicant will come back to the Board for approval. Motion carried unanimously.*

**Adjourn:** With there being no further business... a *Motion was made by Commissioner D. Ray Harrison, Jr., seconded by Commissioner Tommy Langford, to adjourn. Motion carried unanimously.* Chairman Durden adjourned the meeting at 7:03 p.m.

Board of County Commissioners  
Gilchrist County, Florida

Attest:

Approved:

\_\_\_\_\_  
Joseph W. Gilliam, Clerk of Court

\_\_\_\_\_  
Randy Durden, Chairman