

MINUTES OF THE GLADES COUNTY BOARD OF COUNTY COMMISSIONERS
MEETING ON MONDAY, AUGUST 27, 2018 AT 6:00 P.M. IN THE COUNTY
COMMISSIONERS MEETING ROOM, GLADES COUNTY COURTHOUSE, MOORE
HAVEN, FLORIDA

The Glades County Board of County Commissioners met on Monday, August 27, 2018
at 6:00 p.m. with the following Commissioners present:

John Ahern, Chairman
Tim Stanley, Vice Chairman
Donald Strenth
Donna Storter Long
Weston Pryor

Others present:

Sandra H. Brown, Clerk of Court
Julie Mann Braddock, Administrative Secretary
Richard Pringle, County Attorney
Bob Jones, Deputy County Manager/Public Safety Director
Susan Whidden, Administrative Assistant
Gabrielle Ibietatorremendia, Human Resources Director
Susan BuChans, Planning & Development Director
Archie Branch, Public Works Director
Alex Cuesta, Code Enforcement Officer
Scott Bass, Glades School Superintendent
Mike Pressley, Glades County School Board
Potorff, Chief Deputy – GCSO
Dale Milita, CAS Governmental Services
Connie Vanassche, CAS Governmental Services
Chris Felker, Okeechobee News
Aletris Farnam, Supervisor of Elections
7 citizens

Chairman Ahern called the meeting to order at 6:00 p.m.

PRAYER

Commissioner Storter Long gave the invocation.

PLEDGE

Vice Chairman Stanley led the Pledge of Allegiance.

AGENDA AMENDMENTS

Note: Unanimous Board Action is required to amend agenda for official vote.

PRESENTATIONS / AWARDS

1. Glades County School Board Presentation

Scott Bass, Glades County School Superintendent, stated he was continuing to work with FGCU on an initiative to train teachers regionally. He stated FGCU had allotted 25 spots for a group of teachers to work towards certification and for those that had not gone to school for teaching to become certified. He explained that it now took 4 – 5 months to obtain college transcripts after graduation and that was why many college graduates were being hired as a substitute and not teachers. He stated there 25 people enrolled in the Teacher Certification program and they would be test prepped on the on September 8, 2018 and September 15, 2018. He stated courses would begin in January. He stated these courses would primarily be online; however, some meetings would take place at the Training Center. He stated as of this morning there were another 22 people interested in this program. He stated he would be meeting with FGCU on Thursday to see if the program could be expanded. He gave a brief overview of the potential project with Immokalee iTech. He stated he had met with Collier and Hendry County schools and had decided on the programs that would be written into the grant. He stated the programs offered would be Diesel Mechanics, HVAC, Nursing, and Business Education. He stated the Nursing Program would offer degrees as an LPN. He stated Hendry County offered a CNA in their school system and this could feed into this program. He explained the Business Education program. He stated there were a huge number of job openings for medical assistants within our region. He stated this Business Education course with a focus on medical assistance would help fill that need. He stated the starting salary wage was approximately \$15.00/hour. He stated they had applied for the grant which would be approximately \$5 million. He stated he had explained to the Governor what they were doing and he seemed to be very interested. He stated Immokalee iTech had already applied for the Job Growth grant last year and received it so they were familiar with the format and the performance outcomes that would need to be in place.

Mike Pressley, Glades County School Board, stated when the stakeholders had met a few weeks ago they had discussed the programs and the opportunities that were present. He stated there was an opportunity for the entire area to use the regional Training Center. He stated they did not want ownership to be an issue. He stated iTech had been wanting to use the Training Center from the beginning. He stated the School District's attorney had written up a landlord/tenant type agreement which included covering the operational costs of iTech using the building. He stated the County owned the building and would be reasonable for any upkeep; however, the utilities, janitorial services, maintenance of their equipment would be paid by iTech. He stated this agreement (concept) had been approved at the last School Board meeting. He asked that the Board provide the same type of agreement. He stated this project was really moving at a fast pace. He stated the grant would be submitted and a decision made before the election. He stated this grant will give us the opportunity to see how this arrangement would work for 5 years.

Chairman Ahern stated the County was paying all of the utilities at this time. He stated this could be a shared type agreement.

GLADES COUNTY COMMISSION – AUGUST 27, 2018

Mr. Pressley stated the School Board would do whatever they needed to do to make this project work.

Chairman Ahern stated the program and training would help the whole area.

Mr. Bass stated the Superintendents from Highlands and Okeechobee counties were present at the last School Board meeting and they were both on board with the project. He stated if they had any high school students that wanted to dual enroll in the program they would allow them to do so. He stated they would also help in advertising the programs offered.

Mr. Pressley stated iTech knew the ins and outs of the Pell Grants and would be able to help the students. He stated iTech would have a financial aid package available to the students. He stated this would be a tremendous opportunity for this area.

Chairman Ahern stated the County was not in the education business; however, with the School Board's efforts someone had been found to help get this project started.

Commissioner Storter Long asked if this agreement was needed in order to apply for the grant.

Mr. Pressley stated it was not.

Commissioner Pryor asked how much the building would be leased for.

Mr. Pressley suggested \$1.00/year. He stated the benefits and opportunities that this project would bring to the County would be tremendous.

Commissioner Pryor stated that would be good. He suggested that any lease monies received should go into a separate account that could be used for maintenance.

Mr. Bass stated there would also be money in the grant for buildouts. He stated the floor in the back would be concreted. He stated there would be some facility improvements paid for with the grant.

Commissioner Storter Long asked about the existing leases with the School Board and trucking company. She asked if these would continue and if a management agreement was needed.

Ms. Bass stated he believed the intention was to have everyone work together.

Commissioner Storter Long asked if a coordinator would be need to be hired.

Mr. Pressley stated iTech had indicated that they could manage the whole building and coordinate everything.

Commissioner Storter Long asked if the School's Citizenship classes would continue at the Training Center.

Mr. Pressley stated the Citizenship classes would continue.

Mr. Bass requested a Letter of Support for the concept. He stated he would like to have the letter by Friday.

Attorney Pringle suggested that a Letter of Support be added to the Business Agenda so that the Board could formally approve it.

ON MOTION of Commissioner Storter Long seconded by Commissioner Pryor the Board amended the Business Agenda to add Item #8 – Letter of Support for Training Center.

Motion carried by 5 – 0 vote.

Commissioner Pryor suggested that an Advisory Board be appointed to oversee the activities at the Training Center.

Mr. Pressley stated this would be done in the future.

Chairman Ahern stated he appreciated all of the effort the School District had put forth on this project.

2. Presentation of Award by the United Way

United Way presented Glades County Board of County Commissioners with an award for the Employees' Campaign Contributions.

Lisa Sands, Hendry Glades Manager of United Way, thanked the Glades County employees for their contributions this year. She stated each year United Way raised funds to support their campaign for Hendry and Glades County. She stated they funded social services programs in the community and provided buildings, such as the United Way houses, in the area. She stated Glades County employees had raised \$2,600.00 during the campaign. She thanked the employees and congratulated them. She presented a plaque to the Board and read the inscription.

Vice Chairman Stanley thanked the United Way for everything they did to support Glades County.

Mrs. Sands stated the United Way had held a community event at Buckhead Ridge in the end of July. She stated 115 families had participated. She stated approximately 14 agencies had attended and provided information about their services. She stated she was hoping to bring an event such as this every 3 months to different communities. She stated they were working with the Harry Chapin Food Bank to bring the food truck back out. She stated several of the agencies were thrilled to be able to reach the residents in

the area. She stated the Lake Okeechobee Rural Health Network had already scheduled a workshop for that community.

PUBLIC HEARINGS

There were none.

CONSENT AGENDA

- 3. **Approved County Warrants (See Exhibit A)**
 - General Fund: 83878 – 83961**
 - ACH Payments: 55 – 56**
 - SHIP: 1751 – 1752**
 - Intergovernmental Radio: 10359**
 - EMS Award Grant: 1932**

ON MOTION of Commissioner Pryor seconded by Commissioner Starter Long the Board approved the Consent Agenda items.

Vice Chairman Stanley commented on signing a check in the amount of \$27,236.37 made payable to the Forestry Service for a fire control assessment. He stated Glades County was being taxed .07 cents an acre on 389,091 acres. He stated he had Glades County's land mass was 515,000. He stated he was not sure where these figures came from.

Sandra H. Brown, Clerk of Court, explained that this assessment was per Florida Statute and was included in the budget.

Motion carried by 5 – 0 vote.

PUBLIC COMMENT ON BUSINESS AGENDA ITEMS

Anyone wishing to provide public comment on an Agenda Item please fill out a comment card on the table at the entrance to the Commission Chambers.

Chairman Ahern called for public input on the Business Agenda Items. There was none.

BUSINESS AGENDA

- 4. **Canvassing Board Alternate**

Commissioner Pryor stated he had resigned from the Canvassing Board due to a conflict of interest.

Commissioner Strenth volunteered to act as the alternate on the Canvassing Board.

ON MOTION of Commissioner Starter Long seconded by Vice Chairman Stanley the Board accepted the resignation of Commissioner Pryor from the Canvassing Board and appointed County Commissioner District 3 – Donald Strenth as the alternate Canvassing Board Member.

Motion carried by 5 – 0 vote.

5. Vendor Registry Software

Susan Whidden, Administrative Assistant, stated she had met with a representative from Vendor Registry last Friday. She stated the use of this registry would benefit the County tremendously. She stated Okeechobee and Highlands Counties both used this service. She stated both were paying customers. She stated there was a free option and an option to pay. She stated the pay option included a few extras. She stated there was a \$1,000.00 fee per user. She explained that this registry would link to the County website, provide an application for vendors to fill out and upload, and provide a bid section. She stated any County bids could be uploaded to the website. She stated the software would scan the bids and pick out 100 key words. She stated it would use these key words to send out the RFP to each qualified registered vendor within the State of Florida.

Chairman Ahern stated local vendors would need to register.

Mrs. Whidden suggested that if the County chose to use Vendor Registry that it be a requirement for local vendors to register.

Ms. Brown stated the County's Purchasing Policy does state that a Vendor List should be kept in the County Manager's office. She stated she felt this was an excellent idea.

There was a brief discussion regarding fees and the number of users needed.

Bob Jones, Deputy County Manager/Public Safety Director, stated the service was free for the basic version and suggested the County try the Vendor Registry for at least a year.

ON MOTION of Commissioner Pryor seconded by Commissioner Storter Long Board approved the County moving forward with Vendor Registry for the basic version and authorized the Chairman to sign on behalf of the Board.

Motion carried by 5 – 0 vote.

Ms. Brown stated if the Board decided to upgrade and pay for the service next year they could use the Technology Fund to cover the expenses.

6. Award Bid for the Public Works Building Roof Replacement

Bob Jones, Deputy County Manager/Public Safety Director, stated the bid had been duly advertised and only one bid had been received. He stated the County had already spent approximately \$3,600.00 on repairs at the Public Works Building and would receive approximately \$11,000.00 - \$12,000.00 from FEMA. He stated it would be a combination of insurance and FEMA funds that would cover this bid. He stated if by some chance the funds were a little short the Road Department had funds in their reserves that could cover the extra expenses.

Chairman Ahern stated he was going to abstain from this vote. He stated the one contractor that had submitted a bid on this project was a contributor to his campaign. He turned the gavel over to Vice Chairman Stanley.

Vice Chairman Stanley opened the floor to discussion.

Sandra H. Brown, Clerk of Court, asked if this project would be done in this fiscal year or the next.

Mr. Jones stated it would more than likely be in the next fiscal year.

Ms. Brown stated it would need to be budgeted in next year's budget.

Commissioner Strenth asked if there were any other proposals for the project.

Mr. Jones stated the Public Works Department had been asking for estimates on this project; however, the estimates received were higher than what was allowed by the Purchasing Policy. He stated Mr. Helfenberger had also discussed this project being declared an emergency, but could not do so unless the FEMA funds were foregone. He stated FEMA required the County to follow its Procurement Policy.

Commissioner Strenth suggested rebidding the project and trying to save some money.

Attorney Pringle explained that the RFP had a hard deadline for responses. He stated if a response came in after the deadline it was to be rejected and could not be considered. He stated the only option left would be to reject the one bid that was received and go back out for bids again.

Commissioner Storter Long stated the storm had occurred on September 13th of last year. She asked how long it took the insurance company to assess the damages.

Gabrielle Ibietatorremendia stated damage assessments for Hurricane Irma were conducted towards the end of September.

Commissioner Storter Long asked why this issue had not been addressed earlier.

Ms. Ibietatorremendia stated the insurance companies had sent estimates of what the adjustors believed the damages would cost to repair. She stated the insurance company had indicated that if the damages were more than the estimates, receipts could be sent in and the County would be reimbursed for the difference.

Commissioner Storter Long stated she did not understand why this was not taken care of a long time ago.

ON MOTION of Commissioner Storter Long seconded by Commissioner Pryor the Board awarded the bid to replace the roof on the Public Works Building to Clyde Johnson Contracting & Roofing, Inc. in the amount of \$79,200.00 and authorized the Chairman to sign on behalf of the Board.

Motion carried by 4 – 0 vote.

Chairman Ahern abstained from the vote on the floor. (See Exhibit B)

Vice Chairman Stanley turned the gavel back over to Chairman Ahern.

7. Discuss County Manager Position

Attorney Pringle stated upon the decision making and direction from the last meeting he and Chairman Ahern had been negotiating an employment agreement with Martin Murphy for the position of County Manager. He stated there were several points that had been tentatively agreed upon and 2 points that were still being negotiated. He stated the following points had been tentatively agreed upon: 1 year employment agreement term; 6 month probation term (during which time the County Commission with a majority vote could terminate the agreement with or without cause); if terminated during the probation period, no severance monies would be paid; however, earned and unused vacation and earned and unused sick time; benefits would begin to accrue 3 months from the effective date of the employment agreement; benefits would be the normal benefits paid to other County employees; wages were set at \$105,000.00 per year with no provision for an increase during the probation term; however, language would be included that would allow a discussion between Mr. Murphy and the Commissioners at the end of the probation regarding wages and benefits. He stated a moving allowance had been discussed; however, he had indicated that this had not occurred in the past and Mr. Murphy had agreed not to require a moving allowance. He stated there had also been some discussion regarding the use of a County vehicle for transportation to and from home. He stated he had explained to Mr. Murphy that the use of a County vehicle had been afforded to the County Manager if he lived within the County. He stated Mr. Murphy had indicated that he had looked within the County for housing and had not been successful in finding any. He stated he had told Mr. Murphy that he could add language to the employment agreement that would allow the Board to make a decision to allow him to use a County vehicle. He stated there were 2 items that were still open for discussion. He stated severance pay in the event of termination of the employment agreement by the Board without cause. He stated the Board may wish to have a cap on the number of hours that would be paid out. He suggested a lower severance pay would be appropriate for the first 12 months. He stated this figure would increase in future years. He stated the statute that authorized severance pay allowed payment up to 20 weeks. He stated the other item still open for discussion was the actual amount of benefits to be paid in the last 9 months of the 12 month contract term. He stated he had some thoughts on this but had not been able to resolve these items yet.

Commissioner Starter Long asked what the Board's position would be with other employees regarding this matter.

Attorney Pringle clarified that Mr. Martin wanted to begin accruing benefits day one of his employment. He stated all other employees began accruing benefits at the 3 month mark.

Bob Jones, Deputy County Manager, stated employees began accruing sick and vacation leave the day they started employment. He stated the employee could not use the time until they had been employed for 6 months.

Gabrielle Ibiatorremendia, Human Resources Director, stated the probationary period impacted what time the employee could use. She stated there was no waiting period to use sick leave. She stated the annual leave could be used after the probationary period had ended. She stated the insurance benefits would begin after 90 days. She stated there was no cap on sick leave and the employee would have to have worked with the County for a minimum of 5 years to receive 25% of the time accrued.

Sandra H. Brown, Clerk of Court, asked if the County Manager position would accrue sick and vacation leave like the other County employees or if he would accrue the time differently.

Attorney Pringle stated the benefits element had not been resolved yet.

Ms. Brown explained that the annual leave had a cap at 240 hours for all employees. She stated the sick leave would not be paid out unless the employee had been with the County for a minimum of 10 years and then would be paid at 25% of the total accumulated.

Attorney Pringle stated he was not looking at much accumulation for the annual leave because of the time period. He suggested placing a cap on the accumulation after Mr. Martin had been employed longer than a year. He asked for direction from the Board. He asked that the Board recess this meeting so that this item could be further discussed and a decision be made on the contract. He suggested meeting on Thursday evening.

It was the consensus of the Board to have Attorney Pringle continue negotiations in the direction that he was going.

ON MOTION of Commissioner Storter Long seconded by Commissioner Strenth the Board recessed tonight's meeting until Thursday, August 30, 2018 at 7:00 p.m.

Motion carried by 5 – 0 vote.

8. Letter of Support for Training Center (added to the agenda by amendment)

ON MOTION of Commissioner Pryor seconded by Commissioner Strenth the Board approved a Letter of Support for the Training Center project and authorized the Chairman to sign.

Motion carried by 5 – 0 vote.

CONSTITUTIONAL OFFICERS / DEPARTMENT HEADS

Susan BuChans, Community Development Director, introduced Alex Cuesta, the new County Code Enforcement Officer.

Gabrielle Ibietatorremendia, Human Resources Director, stated she was continuing to work on putting together a committee for the policy review. She stated she had forwarded the Motor Vehicle Safety Policy to Mr. Jones for review and the item would be on the next meeting's agenda.

COUNTY ATTORNEY

There was no discussion.

COUNTY MANAGER

Bob Jones, Deputy County Manager, stated Brittany Heflin had accepted a position in the Clerk's Office and the Courthouse Janitorial position would need to be advertised. He asked if the Board wished to expand the scope of service for that position. He suggested that there may be more attention needed at the Harney Pond boat ramp during season.

Sandra H. Brown, Clerk of Court, reminded the Board that the Courthouse Janitorial position was paid using the \$30.00 fee collected on traffic fines and could not be used to pay for other cleaning services. She stated the position also had to be a contracted position and could not be salaried.

PUBLIC INPUT ON NON-AGENDA ITEMS

There was none.

COMMISSIONERS ITEMS AND COMMENTS

Commissioner Storter Long welcomed the new Code Enforcement Officer. She thanked Mr. Jones for keeping the Commissioners informed. She stated the Republican Executive Committee had purchased a flag for use at the Doyle Conner Building when they held meetings. She showed the flag to the Board.

Commissioner Pryor asked Connie Vanassche, CAS Governmental Services, to come forward and discuss the funding options for an internship program.

Ms. Vanassche stated she had done quite a bit of research and had not been able to locate a grant source to pay for an Internship workforce. She stated the students had financial aid packages that they could pay for. She stated she had found a scholarship program in Lee County which she had provided information on. She stated most of the internships were through an HR program. She stated she had provided some information from FGCU on what the County could do as an employer through their programs. She stated Career Source also offered financial aid/grants to the students for internships. Commissioner Strenth stated Lakeport was fairly quiet. He commented on the hiring of the County Manager and that he would be glad to see one hired soon.

Vice Chairman Stanley commented on the expenses for the Health Fair. He stated PRM had reimbursed the County for the fair. He commented on the County paying \$25.00 per person for the food provided at the County Manager Interviews. He suggested getting more quotes in the future.

GLADES COUNTY COMMISSION – AUGUST 27, 2018

Chairman Ahern stated the population was holding steady at the GCDC facility. He thanked Mr. Branch for the tree trimming he had been doing. He commented on the Road Department trimming the limbs and cleaning the gutters at the Ortona Community Association building.

ADJOURN

ON MOTION of Commissioner Pryor seconded by Commissioner Storter Long the Board recessed the meeting until Thursday, August 30, 2018 at 7:00 p.m.

Motion carried by 5 – 0 vote.

There being no further discussion, Chairman Ahern recessed the meeting at 7:42 p.m.

John Ahern, Chairman

ATTEST:

Sandra H. Brown, Clerk of the Circuit Court

Approved: October 22, 2018

THESE MINUTES ARE NOT A VERBATIM RECORD. TAPES ARE AVAILABLE FOR ANYONE INTERESTED IN LISTENING TO THE ENTIRE MEETING.