

MINUTES OF THE GLADES COUNTY BOARD OF COUNTY COMMISSIONERS  
REGULAR MEETING ON MONDAY, AUGUST 28, 2017 AT 6:00 P.M. IN THE  
COUNTY COMMISSIONERS MEETING ROOM, GLADES COUNTY COURTHOUSE,  
MOORE HAVEN, FLORIDA

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The Glades County Board of County Commissioners met on Monday, August 28, 2017  
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  
Paul Carlisle, County Manager  
Susan Whidden, SHIP Administrator  
Bob Jones, Public Safety Director  
Jerry Randolph, Road Superintendent  
Rick Brown, East District Fire Chief  
Dewayne Pottorff, Chief Deputy - GCSO  
Teresa Summeralls, Paramedic  
Jimmy Summeralls, West District Fire Chief  
Gerald Watson, Fire Fighter  
8 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.

There were none.

**PRESENTATIONS / AWARDS**

There were none.

**PUBLIC HEARINGS**

There were none.

**CONSENT AGENDA**

1. **Approved County Warrants (See Exhibit A)**  
**General Fund: 81506 – 81636**  
**Small Cities CDBG: 103 – 105**  
**SHIP: 1691**  
**Buckhead Ridge Utility: 227**  
**E911 Maintenance Grant: 117**  
**E911 Primary System Grant: 1053 Voided**  
**Intergovernmental Radio: 10335**

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

Chairman Ahern stated there was one sole source item on the warrants that had been sold through his business. He asked if he should abstain from the entire vote or just that one item.

County Manager Carlisle stated Chairman Ahern should abstain from that one item.

Chairman Ahern noted that when he was reviewing the County warrants several weeks ago he had noticed that the City utility bill for the Doyle Conner did not appear to be correct. He stated the City had set up the Doyle Conner building on a residential rate. He stated he followed up with the City and the system had been triggered to charge on demand. He stated the City had given the County a \$4,600.00 credit on the Doyle Conner building's statement.

Commissioner Storter Long clarified that the item Chairman Ahern would be abstaining from voting on was located on page 15 of the County Warrants - Check# 81561 in the amount of \$17.00.

Motion carried by 5 – 0 vote.

Chairman Ahern abstained from voting on Check# 81561 in the amount of \$17.00 made payable to Ahern's Service Center (located on page 15 – County Warrants). (See Exhibit B)

**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**

**2. 2016/2017 Annual Report**

County Manager Carlisle stated each Department had prepared an annual report that outlined and highlighted some of the things their department had done to support the County throughout the year. (See Exhibit D)

Commissioner Storter Long asked if County Manager Carlisle would cover the highlights since she had not received the document until yesterday and had not had a chance to read it until tonight.

County Manager Carlisle stated the County had received \$1 Million for the additional construction of the welding and diesel mechanic shops at the Training Center; approximately \$3.2 Million for the SCOP/SCRAP Program from the Florida Department of Transportation; \$350,000.00 for Courthouse renovations to re-do the electrical wiring; and \$50,000.00 from the South West Florida Community Foundation for technology at the Training Center. He stated a \$1.3 Million project had been completed for the infrastructure at the Loves Travel Stop. He stated this project was just the tip of the iceberg when it came to opportunities for jobs and additional revenues and development in that area. He stated the first phase of the Moore Haven Canal had been completed. He stated the FWC had paid to do all of the landscaping and maintenance at the site. He stated the County had received a grant from FERDAP for the replacement of the boardwalk, bridges, seating, and interpretive signage at the Ortona Indian Mound Park. He stated he had been working on some of the agreements to get this project completed. He stated the County had received an additional \$700,000.00 for the resurfacing of Aspen Boulevard and Birchwood Parkway. He stated his agreement would be approved by the Board tonight. He stated he and staff continued to work on legislative issues. He stated one of the big issues was SB 10 which would take a lot of properties off of the tax roll in Hendry County. He stated they were able to get language in the Senate bill to allow the County to receive education dollars to train displaced workers, specifically for rural areas of economic opportunity such as Glades, Hendry, Okeechobee, and Highlands County. He stated he and staff would continue to work on the code compliance issues that were brought up during the budget process. He stated he would continue to seek funding opportunities and to push to prevent legislative change that may take away Glades County's home rule powers.

Commissioner Storter Long asked if any of the Department Heads wished to go over the highlights in their reports.

Bob Jones, Public Safety Director, came forward to present the highlights from his report. He stated he biggest change in his department this year had been the way some of the drugs were purchased and administered. He used dextrose as an example. He explained that this drug was expensive and expired. He stated he had contacted Dr. Lemmons and had purchased a D-10 IV solution that could be used on adults, children, and infants. He stated he had reduced the cost of buying the drugs and some of the issues with administering the drug. He commented on the County's overdose numbers doubling within the past year. He stated he had run more overdose calls already this year than he had run the entire previous year. He commented on the fire truck issues and the maintenance issues with vehicles that the fire departments had

faced this year. He stated the budget would be tight in the upcoming year. He stated it was getting very difficult to get good, qualified medics hired. He stated he would like to look at replacing Station 3 sometime in the near future. He stated the mobile home located there was not in good shape.

County Manager Carlisle stated the well had also run dry this summer.

Commissioner Pryor commended Mr. Jones for his hard work. He commented on the extremely dry conditions this year and how many wild fires had occurred. He commended the fire departments.

Mr. Jones stated he had spent all but about \$5,000.00 in his volunteer pay.

Chairman Ahern stated there had been a lot of activity this year.

Mr. Jones stated an Animal Control Officer had been hired and would start work next week. He stated the call volume for that department had remained about the same. He commented on everyone enjoying the new EOC Building. He stated they all stayed busy and everything was going fairly well.

Chairman Ahern stated the pavilion at the cemetery had been enlarged. He commented on how well stocked and clean the restrooms were at the cemetery and at the Indian Mound Park. He stated it was nice to find them in good shape.

Commissioner Pryor stated the County had come a long way in the past year and that a lot of the projects that had been started were now nearing completion.

ON MOTION of Commissioner Storter Long seconded by Vice Chairman Stanley the Board acknowledged the submission of the 2016/2017 Annual Report.

Motion carried by 5 – 0 vote.

**3. First Amendment to SCRAP/SCOP Agreement Glades County (Aspen Boulevard)**

County Manager Carlisle stated these 2 projects had been bid out together in order to get the best price for the project. He stated the price had still come in above what the FDOT had funded. He stated he had met with FDOT and applied for a grant for the additional funds. He stated the grant application was pending approval of these agreements. He stated he had met with Bartow FDOT and they had agreed to put the additional funds into these 2 projects using SCRAP/SCOP funds instead of the grant. He stated this was the first amendment to the SCRAP/SCOP agreement for Aspen Boulevard.

ON MOTION of Vice Chairman Stanley seconded by Commissioner Storter Long the Board approved the first amendment to SCRAP/SCOP Agreement Glades County FM#

431891-1-54-01 Contract# G0134 for Aspen Boulevard in the amount of \$1,527,870.00 and authorized the Chairman to sign on behalf of the Board. (See Exhibit C)

Motion carried by 5 – 0 vote.

**4. First Amendment to SCRAP/SCOP Agreement Glades County (Birchwood Parkway)**

County Manager Carlisle stated this was the same agreement for Birchwood Parkway. He stated the FDOT had provided the additional funding for this project as well.

ON MOTION of Commissioner Pryor seconded by Commissioner Storter Long the Board approved the first amendment to SCRAP/SCOP Agreement Glades County FM# 431890-1-54-01 Contract# G0974 for Birchwood Parkway in the amount of \$1,080,346.00 and authorized the Chairman to sign on behalf of the Board.

Commissioner Storter Long asked if these totals equaled the lowest bid received. She asked who had submitted the lowest bid.

County Manager Carlisle explained that Weekley had submitted the lowest bid; however, since FDOT was not going to fund the alternative pavement, the bid was awarded to AJAX. He stated he would be bringing approval of the bid award to AJAX to the Board in the near future. He stated FDOT had also given an extension on the Aspen Boulevard project until December 2018. He stated the project was previously set to expire December 2017. (See Exhibit D)

Motion carried by 5 – 0 vote.

**5. HHRP, SHIP, and CDBG Mortgage Satisfactions**

Susan Whidden, SHIP Administrator, requested that 7 mortgages be satisfied. She stated some of these mortgages were from as far back as March and had been overlooked. She stated all of these applicants had successfully completed the program.

ON MOTION of Commissioner Pryor seconded by Commissioner Storter Long the Board approved satisfaction of the following mortgages: Sharon Seals - HHRP Mortgage in the amount of \$8,750.00; Sharon Seals - SHIP Mortgage in the amount of \$30,000.00; Lasheena Harris – SHIP Mortgage in the amount of \$30,000.00; James Haynes – CDBG Mortgage in the amount of \$28,200.00; Minnie Ford – CDBG Mortgage in the amount of \$89,756.00; Diane Thorpe – SHIP Mortgage in the amount of \$30,000.00; and Diane Thorpe – CDBG Mortgage in the amount of \$56,692.50 and authorized the Chairman to sign on behalf of the Board.

Motion carried by 5 – 0 vote.

Commissioner Storter Long stated some properties had had liens recorded on them. She asked if there had been any contact from any legal entities regarding the possibility of settling out of court.

Mrs. Whidden stated there were 2 properties that had outstanding liens. She stated that she had not heard anything on one of those; however, the County had been approached on the other about a deed in lieu of foreclosure. She stated this would be executed in the near future.

**6. Second Amendment to the County Manager's Employment Agreement**

Attorney Pringle stated the County currently had an employment agreement with Mr. Carlisle that was entered into in 2013 and set to expire September 30, 2017. He stated there had been one amendment to the agreement since. He stated the Board had taken action at a recent meeting to have him and Chairman Ahern negotiate the terms of an extension to the agreement in the form of a second amendment to Mr. Carlisle's employment agreement. He stated these negotiations had taken place and the second amendment was before the Board for consideration, discussion, and action. He explained that there was only an Agenda Item Summary sheet in the packets because the second agreement had not been complete when the packets were sent out.

Commissioner Storter Long asked that Mrs. Whidden bring her a copy of the second amendment.

Chairman Ahern stated that during the negotiations he and County Manager Manager had taken a look at some of the surrounding counties, such as Hendry and Okeechobee, to get a better idea of what the salary and benefits should be for this job position. He stated this amendment did include provisions in the event Mr. Carlisle needed to enroll with the County's insurance plan. He stated he had taken into consideration the work Mr. Carlisle had done with Hendry and Okeechobee counties. He stated when he attended conferences and other meetings with Mr. Carlisle on state, local, and regional levels, Mr. Carlisle stood out in the crowd. He stated he represented Glades County and other small counties very well. (Exhibit – copy of the second amendment to the employment agreement) Chairman Ahern stated there were several blanks in the amendment that needed to be filled in. He stated these were related to the insurance subsidy that was paid.

Commissioner Storter Long stated the insurance rate had increased and would be approximately \$410.00 next month. She stated half of the health insurance premium would total \$4,790.00 per year. She stated the County also paid life and disability insurance premiums in the amount of \$1,602.00 per year. She stated the current compensation for Mr. Carlisle was \$108,701.00 per year. She stated if this was increased to the proposed \$123,000.00 per year that would amount to a 13.45% increase in one year. She stated Mr. Carlisle knew how much she appreciated him. She stated the term, the super majority vote, and the salary amount were not an issue for her. She stated she knew the Board had heard her say that the employees were the County's greatest resources. She stated the Board was not giving any other employee a raise this year but was giving one employee a 13% increase. She stated she was not at the last budget hearing. She stated there was an agreement made at that hearing to

give a \$500.00 stipend to each employee, which would amount to a .24¢ per hour raise for the year. She stated she felt that if the Board was going to agree with the amendment to Mr. Carlisle's employment agreement that they should also put in some percentages for the regular employees. She commented on a statement Mr. Carlisle had made regarding the County getting him "on the cheap" for all of these years. She stated she believed the County was getting the other employees "on the cheap" as well. She stated she wanted the raises to be fair. She stated she had spoken with County Manager Carlisle about this issue and had taken his opinion and Attorney Pringle's into consideration. She stated she felt the Board should be paying Mr. Carlisle for all of the insurance premium and not half. She stated this would be part of the increase in salary. She stated she could make that motion conditioned upon the Board also increasing the salaries of the regular employees, at least within the amount of the last percentage increase, if not more. She stated the Board needed to be fair.

Commissioner Pryor agreed. He stated the County employees needed a raise. He stated the County would have to shut its doors without them. He questioned how many raises had been given prior to Mr. Carlisle becoming employed.

Commissioner Storter Long stated she did not have that list with her, but she knew it had been several years. She stated a few employees had received raises because they were paid by grants. She stated Mrs. Prevatt, Ag Extension Agent, had received a raise due to the fact she had received her Master's Degree. She stated the millage had not increased this year, but the assessed value had. She commented on the many issues that Mr. Carlisle had addressed within the legislative process.

Commissioner Pryor stated he knew that the last 3 years the Board had done something for the employees.

Commissioner Storter Long agreed. She stated the employees had received a .38¢ per hour raise, a \$500.00 stipend, and then percentages. She stated this year the Board had decided to do a stipend instead of a raise.

Chairman Ahern stated the Board had made a special effort for the road department employees to bring their salaries up to a comparable rate.

Commissioner Storter Long stated last year the Board had built funds into the budget so that each department head could have a certain amount of merit raises. She stated she realized that none of the Department Heads or the County Manager had received this increase. She stated no evaluations had been done on them to determine an amount, if any. She stated she truly felt that in all fairness the employees needed a raise. She stated some of the other County employees may be married to someone who had insurance somewhere else and did not need the County's coverage; however, the County did not grant them the option of being paid for that in lieu of the County paying it to the insurance company.

County Manager Carlisle stated he had asked Gabrielle Ibietatoremendia, Human Resources Officer, to go around to all of the departments and do a competitive job analysis. He stated he was not sure how far she has gotten with the analysis. He stated he knew the employees were underpaid, but the salary adjustments needed to be justified. He stated this study was underway and would be followed through with.

Commissioner Storter Long stated Ms. Ibietatorremendia had been with the County for a year and a half. She stated Mary Ann Whitney, previous Human Resources Director, had done a study in 2012, which was now out of date. She stated the Board should have had this analysis done before they considered this amendment.

County Manager Carlisle stated the study that Mrs. Whitney had compiled had been based on job titles. He stated the analysis that was being done now was based on job duties.

Vice Chairman Stanley agreed with Commissioner Storter Long. He stated he did not have a problem with Mr. Carlisle's contract; however, he believed the employees needed a raise also. He stated he would be in favor of taking the \$500.00 stipend off the board and giving every County employee a 3% increase for this year. He suggested completing the study and adjusting the salaries as the Board was able to in the future. He stated he did not believe salary adjustments had been made in nearly 10 years.

Commissioner Storter Long stated the raise would give the employees accrual with their retirement. She asked how the other commissioners felt about the 13% increase taking the County Manager through the next 4 years.

Vice Chairman Stanley stated he did not have a problem with this. He stated if the insurance benefits were not being paid then he was actually only making \$113,000.00. He stated Hendry County's County Manager was making \$124,000.00 and Okeechobee's was making \$113,000.00. He stated those managers had numerous aides and assistants while Mr. Carlisle was doing his job on his own. He stated he was also a heck of lobbyist.

Chairman Ahern stated the future raises were addressed in the original agreement.

Attorney Pringle stated Section 4 of the original agreement addressed this issue.

Vice Chairman Stanley stated he felt Mr. Carlisle deserved the raise.

Commissioner Storter Long suggested leaving the language in the amendment about future raises if Mr. Carlisle would pay his own insurance in the event he ever decided to go on the County's insurance.

County Manager Carlisle stated he would agree to that.



It was the consensus of the Board to revise the amendment to reflect that if Mr. Carlisle ever chose to go on the County's insurance that he would pay the entire premium.

ON MOTION of Commissioner Storter Long seconded by Commissioner Pryor the Board approved the Second Amendment to the County Manager's Employment Agreement; the term will expire September 30, 2021; changing the base salary to \$123,000.00; discounting the former insurance benefits and including the annual amount for insurance (\$780.84 per month) if Mr. Carlisle ever decided to use the County's insurance; conditioned upon giving all County employees a 3% salary increase effective October 1, 2017; and authorized the Chairman to sign on behalf of the Board. (See Exhibit C)

County Manager Carlisle clarified that the insurance rates would be figured on the amount at the time of signing the agreement.

Commissioner Storter Long stated that would be fair.

Attorney Pringle clarified that the current amount being paid was \$390.42, which was half of the insurance premium. He stated if the payment was for the full amount it would amount to \$780.84 per month.

Vice Chairman Stanley asked Ms. Brown if there were employees in her office that were partially paid by the Board and partially paid by the State.

Ms. Brown stated this was correct. She stated she would not be able to give the raise if half of her employees were getting one and half were not because of how their salaries were funded.

Commissioner Storter Long stated she would expect the Board to make sure the raise was funded for all employees in the Clerk's Office and the Sheriff's Department.

County Manager Carlisle stated he would get the figure for the raises to the Board by the September 12<sup>th</sup> budget hearing.

Commissioner Strenth stated that in his opinion when you had a good man you kept him and he felt the same way about the employees. He stated he agreed with approving the amendment to the employment agreement and giving the employees a raise.

Motion carried by 5 – 0 vote.

### **CONSTITUTIONAL OFFICERS**

Ms. Brown clarified that the 3% raise would include full and part time employees.

County Manager Carlisle stated this was correct.

Ms. Brown stated she would get the figures to the Board prior to September 12<sup>th</sup>.

**COUNTY ATTORNEY**

Attorney Pringle stated he would get the second amendment revised and get it to the Board.

Commissioner Storter Long amended her previously made motion to include authorizing the Chairman to sign on behalf of the Board. Commissioner Pryor amended his second to the motion.

Motion carried by 5 – 0 vote.

**COUNTY MANAGER**

County Manager Carlisle stated the FWC had completed the landscaping at the Moore Haven Canal. He stated he had met with Brandon Tucker, SFWMD's newest board member. He stated Mr. Tucker agreed that SFWMD needed to look at lands they owned in Kissimmee and Orlando for their water storage needs. He stated Mr. Tucker also agreed with the PILT. He stated he believed the Seminole Tribe had put up some opposition to the location of the proposed retention ponds. He stated he had also met with Gary Ritter, City of Okeechobee, regarding these issues. He stated the City of Okeechobee had reached out to WMD about the use of an under-utilized deep well injection. He stated his was one of the fastest ways to dispose of water. He stated WMD had not yet responded to the City of Okeechobee regarding the use of the wells. He stated he may bring a resolution to the Board in support of issue. He stated the County's Legislative Delegation would meet on December 15, 2017. He reminded the commissioners that if they had any legislative priority ideas he would need to get them to Dale Milita or Connie Vanassche as quickly as possible. He stated the joint meeting with the School Board and City of Moore Haven would be held at the Training Center tomorrow night at 6:00 p.m. He stated he had received an email this morning from Charles Chapman and Hendry County was also interested in meeting with the board. He stated he would get some tentative meeting dates and reach out to the commissioners to finalize the time and meeting place. He stated home rule and water storage would be key issues this year. He reminded the Board that the Florida Association of Counties would meet in September and again in November regarding the legislative priorities.

Commissioner Storter Long asked if anyone had signed up to attend these conferences.

Chairman Ahern stated he, County Manager Carlisle, and Commissioner Pryor would be attending the conferences in September and in November.

Bob Jones, Public Safety Director, stated Bryan Koon, FEMA Director, would be present tomorrow night at the joint meeting to conduct the required inter-governmental FEMA training.

**PUBLIC INPUT ON NON-AGENDA ITEMS**

There was no discussion.

**COMMISSIONERS ITEMS AND COMMENTS**

Commissioner Strenth stated his district had been fairly quiet.

Vice Chairman Stanley stated the Buckhead Ridge Homeowners Association would meet on Thursday night. He stated there would be guest speakers from Okeechobee and Glades to make presentations regarding smoking cessation. He suggested that if Water Management District was going to build reservoirs near Buckhead Ridge that they pay for a full time fire department for the area. He stated if one or both of the 2 massive reservoirs ever blew out, Buckhead Ridge would be under 6 foot of under within minutes. He commented on his attendance at the Juvenile Justice meeting last week. He stated there were a lot of problems in the bigger cities with juvenile drug use. He stated Lee County was going to put an increase of .5 mills to the ad valorem taxes on a referendum. He stated the additional funds, which in Lee County would amount to approximately \$32 Million, would be used to help fund the Department of Juvenile Justice. He stated Glades County was fortunate enough to be small and have local churches and charities to help with these types of juvenile situations.

Commissioner Storter Long thanked the Board for hearing her out on the issues regarding County Manager Carlisle's employment agreement and a raise for the employees. She thanked Gerald Watson for his assistance with a recent issue. She informed the Board that she needed to step down from the FHERO Board and asked if any of the other commissioners would like to swap her for another position.

Vice Chairman Stanley stated he would be willing to trade his position on the Department of Juvenile Justice committee.

Commissioner Storter Long stated she would be willing to do this. She asked how often the committee met.

Vice Chairman Stanley stated the committee met once a quarter.

Commissioner Storter Long stated a lot of the FHERO Board meetings were done by phone conferences.

County Manager Carlisle stated the FHERO Board held telephonic conferences every other month.

Commissioner Pryor stated he was proud to sit on a Board of this caliber. He complimented his fellow commissioners on being able to work through the issues. He asked that if any of the commissioners had any issues that they wanted addressed at the September legislative conference to let County Manager Carlisle know.

Chairman Ahern commented on the challenge the County was facing with the collection of the local option fuel tax for diesel sales at the Loves Travel Center. He stated he would continue to work with staff to collect these funds. He stated GCDC had been housing some of Hardee County's inmates (approximately 60) for the last several

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weeks. He stated Hardee County was doing some repairs on their jail facility and this had brought in some additional income for GCDC.

Vice Chairman Stanley asked if the Finance Department ever checked to make sure the County was receiving the correct amount of sales tax from local stores, specifically the new Dollar General in Buckhead Ridge.

County Manager Carlisle stated these taxes were almost impossible to track.

Ms. Brown stated she had called before and the state did not clarify how much tax each business had paid in. She stated she would attempt to get the information again.

County Manager Carlisle stated this would be a challenge.

Chairman Ahern suggested contacting Representative Grimsley with this issue. He stated she understood the County's needs.

**ADJOURN**

ON MOTION of Commissioner Pryor seconded by Vice Chairman Stanley the Board adjourned the meeting.

Motion carried by 5 – 0 vote.

There being no further discussion, Chairman Ahern adjourned the meeting at 7:25 p.m.

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John Ahern, Chairman

ATTEST:

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Sandra H. Brown, Clerk of the Circuit Court

Approved: September 25, 2017

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