

Russell County Commission
Russell County Commission Chambers
Meeting Minutes April 14, 2021
9:30 A.M. EST

An adjourned meeting of the Russell County Commission was called to order by Chairman Corbett.

The invocation was given by Reverend Steve Pace.

Commissioner Screws led the Pledge of Allegiance.

PUBLIC COMMENTS:

Ms. Helen Thomas shared information about the upcoming Health and Wellness Health Fair at the Fort Mitchell Senior Activity Center on April 25, 2021. There will be health screenings and consultations, along with different medical testing at the site including blood pressure checks, BMI, height, weight, Harvard step tests, health age assessments, medical consultation with physician and all free of charge for anyone that wants to come at noon and 5:00 pm EST. Everyone is welcomed to come, and people can talk to actual doctors and medical professionals to see what they can do to improve their own fitness, their ability to resist disease and where to find partnership in doing what they can do naturally to help themselves. She just wanted an opportunity to let others know, and she had left flyers on the table for anyone to pick up.

Chairman Corbett thanked the Cable TV of East Alabama BEAM, and the Citizen of East Alabama for covering the meetings and for Facebook Live for those residents that are not able to be here but can still see their county government at work. He welcomed our elected officials, guests, members of the Sheriff's Office, department heads, and media.

Chairman Corbett stated that the agenda was approved this past Monday night April 12, 2021.

Interim County Administrator Paulette Colbert called roll of the Commission. Member's present were Commissioner Rod Costello, Commissioner Cattie Epps, Commissioner Scott Chambers, Commissioner Larry Screws, Commissioner Ronnie Reed, Commissioner Gentry Lee, and Chairman Chance Corbett. Also, present was the Interim County Attorney Hope Hicks and Interim County Administrator Paulette Colbert, who kept minutes.

A quorum was established by Interim County Administrator Paulette Colbert.

APPROVAL OF MINUTES:

Chairman Corbett presented to approve the March 24, 2021 Commission meeting minutes. Motion to approve by Commissioner Costello. Seconded by Commissioner Epps. Comments included Commissioner Epps stating a correction on page 10, top paragraph, 3rd line from bottom that it states Commissioner Screws both motioned and seconded the proposal, but one cannot do both, so it needs to be corrected. Also, on page 11 in the Commissioner's Discussion she made the announcement about the death in the county, and she asked to keep families "in" our prayers, not "on" our prayers. Interim County Administrator Paulette Colbert stated on page 10, correction shows that it was motioned by Commissioner Epps and seconded by Commissioner Screws. All Commissioners were in favor by saying aye. None opposed. The Commission passed the motion to approve the minutes unanimously.

PROCLAMATIONS AND RESOLUTIONS:

Chairman Corbett presented a proclamation for Sheriff Boswell to be added to the agenda. Motioned by Commissioner Lee and seconded by Commissioner Costello.

All Commissioners were in favor by saying aye. None opposed. The Commission passed the motion unanimously.

Chairman Corbett presented a proclamation to honor the late retired Sheriff Thomas Fletcher Boswell, Jr. Sheriff Heath Taylor and Mr. Boswell's family came down to the front and the Interim County Administrator Paulette Colbert read the proclamation below:

TO HONOR POSTHUMOUSLY
Russell County Sheriff
Thomas Fletcher Boswell Jr.
July 4, 1949 † July 11, 2010

WHEREAS: the Russell County Commission along with the families and community of Russell County wish to salute Sheriff Thomas Fletcher Boswell Jr., and celebrate his life, and;

WHEREAS: Sheriff Thomas Fletcher Boswell Jr. served Russell County, Alabama for 21 of his 37 years in public service. He was appointed in 1989 and duly elected to the office of Sheriff by the people of Russell County for five terms: beginning his law enforcement career in Russell County in 1974m, graduating first in his class from the Montgomery Police Academy in 1979 and the FBI Academy at Quantico in 1982, and;

WHEREAS: Over the course of his lifetime, Sheriff Thomas Fletcher Boswell Jr. answered the call to 'Serve and Protect,' often above and beyond his given watch, with a profound and impacting commitment to the people of Russell County, the Russell County Correctional Facility, his office, his Deputies and his staff, and;

WHEREAS: In his various capacities in Law enforcement, Sheriff Thomas Fletcher Boswell Jr. also served the public through his dedication to civic and state public through his dedication to civic and state public service organization, as past President of the Alabama Sheriff's Association, as a commissioner on the Alabama Criminal Justice Information System, President of the Russell County Historical Commission and as an officer and member of numerous local and state boards, and;

WHEREAS: Sheriff Thomas Fletcher Boswell Jr., develop the Russell County Sheriff's Department into and outstanding and superior Law Enforcement authority with exemplary leadership, mentoring and supervision. He is responsible for the acquisition of leading edge technologies, planning and supervising the building of the Sheriff's Office and Correctional Facility, establishing and maintaining mutual aid and the unwavering respect of surrounding Law Enforcement agencies, state-wide in Alabama and Georgia. He was a founding member of the Metro Narcotics Task Force and imbedded into Russell County a degree of professionalism at the Sheriff's Office that is second to none in the East Alabama, and;

WHEREAS: Sheriff Thomas Fletcher Boswell Jr., is also teacher and instructor in history, criminal justice, ethics, economics, political science, civil and criminal liability; educating and guiding new police officers in the vocation of service, thereby ensuring a legacy of trust, devotion, leadership and achievement into the next generation of Law Enforcement in Alabama, and;

WHEREAS: Sheriff Thomas Fletcher Boswell Jr. answered a higher call on July 11,2021. Suddenly and swiftly, Retired Russell County Sheriff Thomas Fletcher Boswell Jr. was born upon the beath of God and taken to the place prepared for him. Blessed in so many ways through his service and kindheartedness, Russell County joins his life-long friends and dearest family in the heartache of their loss and the job of the deep-soulful comfort of his memory, and;

WHEREAS: Through his inspiring example of character, exceptional strength, outstanding discipline, and consummate passion for Russell County, Sheriff Thomas Fletcher Boswell Jr. made Russell County, Alabama a better, safer place to live. He made a difference in the countless lives he touched personally and professionally. He truly shared his heart and soul with us. We grieve with the precious and gracious family; Deborah Eason Boswell, the "love of his life" for over 50 years; daughter, Jennifer and her husband Chis Quillope; son, Dr. John Andrew Boswell and his wife Kimberly; brother, Bruce Boswell; seven, grandchildren, Joshua, Caleb, Hannah-Grace, Isaac, Mackenzie, Katie and Tucker.

THEREFORE, BE IT PROCLAIMED: The Russell County Commission wishes to extend its heartfelt gratitude to our native son, Russell County Sheriff Thomas Fletcher Boswell Jr., and his family for sharing his life, his passion and devotion with all of us.

This Proclamation adopted and approved this 14th day of April 2021.

Russell County Commission Chair Chance Corbett

Mrs. Boswell thanked everyone, and she said how much her husband loved Russell County, and how her family appreciates everyone, especially the Sheriff's office. She asked Sheriff Heath Taylor to come up and asked him if he would hang the proclamation in the Sheriff's Office so the law enforcement family will see it, remember it, and be encouraged by it. She said it was an honor to receive it, and it is also an honor to share it. He agreed.

DISCUSSION ITEMS:

Chairman Corbett presented EMA Director Bob Franklin for updates on our COVID-19 program. Mr. Franklin started by going back to the last commission meeting where we were up

to 102 positives over the last 14-day period and our numbers have been steadily declining. Now, over the last 14-days up until yesterday, we are up to 55 over a 14-day period which is a great improvement, but it still means there are people out there positive and there are still people getting this disease. With the vaccine distribution, we have the population of 16 years and over is about 45,432 people in Russell County. Currently we have 17.41% of those people that have received the vaccine, 7,908 people have received one or more doses, 4,249 that have completed the vaccine series with the Phizer or the Moderna, and roughly 12,207 doses have been administered in the county. One thing he has realized in talking to public health, our numbers have always looked low compared to the rest of the state, but the way they are doing with the public system is that if someone in Russell County goes to Lee County to get a vaccination, that vaccination is counted in Lee County or Macon County, etc. If they go to Georgia, they don't keep track of it at all because there is no exchange between the states yet. Similar to when the testing first started, there was a lot of back and forth with people getting tested in Georgia and it didn't show up in Alabama. He said they say they are working on it, but they are not sure of a solution because Georgia is not the only place that borders Alabama, so we have that with the state lines. Currently anyone that is 18 years or over can get the Moderna or the Johnson and Johnson, which is currently paused, and he will talk about that in just a second. Anyone 16 years and over can get the Phizer vaccine. Now, the Phizer and Moderna are the 2-shot series. With the Johnson and Johnson, they have had 6 women between ages 18 and 48 (he believes), that came up with a rare blood clot similar to the AstraZeneca problem they had in Europe. AstraZeneca and the Johnson and Johnson are the same type of technology, while the Phizer and Moderna have a different technology to develop their vaccine or manufacture it. So, they are putting a pause on it, and that's a good thing, because they need to look at all of those underlying circumstances and what the risk is and really take a hard look at it before they resume using the Johnson and Johnson, if they resume at all. He is assuming they will use it but with stricter guidelines in place, but this all speculation on his part. Currently you can get a vaccine at the Russell County Health Department, Jack Hughston Hospital, Jackson's Point of Light Family Medicine, Preferred Medical Group, and the Walmart pharmacies on 280 and Highway 80 locations. We have added some more: the CVS Store on Crawford Road and Walgreens across the street from it, Jones Pharmacy inside Renfro's Market, Publix Supermarket on Summerville Road, and the Winn Dixie out on Hwy 80 in Ladonia all currently have the vaccine available by calling to make an appointment, but CVS and Walgreens you have to go online. Mr. Franklin talked about our first vaccination clinic done (that the governor ordered the National Guard to do) back on April 2nd and they had a huge turnout, and it worked really well. He said they did over 700 vaccinations that day with the Phizer vaccine. With the Phizer, they went ahead and scheduled the second vaccination, which will be done on April 22nd and once again at CVCC for those people who received their first dose on April 2nd. The National Guard did a great job and CVCC was excellent. The president and everybody else at CVCC were there for whatever they needed. They didn't tell them no on anything and it was a great day. The Public Health and Mr. Franklin's staff worked really hard to make it a successful day. Mr. Franklin also mentioned that the Governor amended the order Friday, to say it is an individual's decision to wear a mask or not. It is strongly encouraged, and it will be in effect until May 5th at 5 pm at which that time she will make another determination.

Chairman Corbett presented Interim Sanitation Director Shawn Blakeney with the update on the Sanitation Board Meeting from last week on April 8th, 2021. Mr. Blakeney stated they updated them on a few things and also got approval for the purchase of 500 95-gallon garbage cans which was approved unanimously, which is later on in this agenda. He updated them on the ALDOT district building which they have paid for an appraisal on and are waiting for the appraisal to come back to see what the fair market value of the property is, then to decide if they want to purchase the ALDOT district building in Seale. He also said they have been approached by WestRock about some additional trash they want them to haul off. He said, in talks with them, talked about additional dumpsters or leaving them a trailer down there and hauling it off, and once he gets this information back, he will bring it back to the Commission. Mr. Blakeney stated their garbage truck update is that they have been approved for financing and they have ordered the 5 new garbage trucks. One could possibly be here in the next month and the other four might be up to 6 months down the line before they get them in since they have to make them. They have been ordered and are getting ready to be on the way. Chairman Corbett thanked Mr. Blakeney and added that, as the Chair, the Sanitation Board meeting was very good and had very good reporting, and all was in favor of those items.

BUSINESS ITEMS:

Chairman Corbett presented Sheriff Heath Taylor with Surplus Items to approve for purchase. Sheriff Taylor stated that three of the six are totaled, and three of the 6 are over 300,000 miles. As he mentioned Monday, he said that they have taken most of the parts for the ones they still have in use that they would fit. Three of them are Crown Vics. He said that they don't have but a couple of Crown Vics left, and they still have parts from other vehicles that they have not surplused yet to use for those vehicles. So, he asked that all 6 of these be surplused and disposed of properly. Motioned by Commissioner Lee. Seconded by Commissioner Reed. All Commissioners were in favor by saying aye. None opposed. The Commission approved the motion unanimously.

Chairman Corbett presented the Fort Mitchell sewage proposal by Victor Cross. Mr. Cross stated that Monday night they discussed a possible grant that they are possible wanting to apply for. It is a Defense Community Infrastructure Program, a DOD, Grant. He pointed out that this is eligible for communities that are located outside the military installation, which is Fort Benning. Also, Fort Benning is on board with the application of this grant. The maximum amount that is available is 25 million dollars and the minimum is \$250,000. He said that if the grant is awarded, there is a one-year period before you start construction and you have 5 years to complete the project working closely with the Lee-Russell Council Governments, and Ms. Tracie Hadaway, and Lisa Sandt, and their staff. This is a grant that was open last year, but it had some things in it that kept us from being able to apply. One was that the community outside of the military installation had to have 50 percent of their population as active duty, and also there was a 30 percent match. Both of those have been eliminated from this grant so we don't have that to deal with. We are on a short fuse because they are going to open this grant within the next 7-10 days and then we have 60-days to complete it. Mr. Cross asked if they would allow them the ability to apply for the grant. Motioned by Commissioner Lee. Seconded by Commissioner Reed. Discussion included Chairman Corbett stating since he was not at the Monday night work session and he asked who was doing the applying and doing the work on this. Mr. Cross stated that the Lee-Russell Council of Governments is spearheading it. Commissioner Epps mentioned that Ms. Tracie Hadaway is here and might want to add something to the discussion from the Lee-Russell Council. Ms. Hadaway said that Mr. Cross did a good job but in addition to this grant, the Department of Defense has other grants that have monies they are also looking at so they just wanted to start the process which will begin with the engineering request proposals. That is the first thing they wanted to start with. Chairman Corbett then stated that they are not giving the Chair permission to sign anything because obviously it needs to be presented in front of the Commission to sign beforehand. Interim County Administrator Paulette Colbert called the vote of the Commission. The motion was passed unanimously.

Chairman Corbett presented EMA Director Bob Franklin with the reimbursement to the Ladonia Volunteer Fire Department for Hurricane Sally and FEMA Project 3545-4-PA-AL. Mr. Franklin stated that when Hurricane Sally came through, we had a lot of folks out. The Highway Department, as well as some volunteer fire departments, did some emergency road clearings. Under the emergency road clearing in Category B in the FEMA 3545-4-PA-AL, it says it's an eligible reimbursement. The voluntary fire department submitted their equipment and labor information, and they sent it out to FEMA. He said that they have now received the \$473.92 of the Federal share of that. At this time, he requests that we reimburse or forward a check to the Volunteer Fire Department for \$473.92. Motioned to approve by Commissioner Epps. Seconded by Commissioner Chambers. Chairman Corbett asked Interim County Administrator Paulette Colbert if we are prepared to make the transfer. She agreed that it is. Interim County Administrator Paulette Colbert called the vote of the Commission. The motion was passed unanimously.

Chairman Corbett presented EMA Director Bob Franklin with an EMA budget transfer. Mr. Franklin stated that they are having some issues with 2006 Ford F250. He said that Samantha was on her way to the vaccination clinic Friday, and it cut off on them. They already had some fuel filters and other things done to it. They put it in and sent it to the shop and they advised us that there's a plate under it and they will have to pull the heads off to get to an oil leak that's getting to the injectors. They are looking at somewhere around between \$3,500 to \$4,000 for

that repair. It is not a budgeted repair, so at this time they are requesting to transfer \$4,000 from Line Item 541 Equipment and Furnishing, to Line Item 234 Motor Vehicle Repairs and Maintenance. Motion moved by Commissioner Lee. Seconded by Commissioner Screws. All Commissioners were in favor by saying aye. None opposed. The Commission approved the motion unanimously.

COUNTY ENGINEER:

Chairman Corbett presented the County Engineer Shawn Blakeney with the Highway Department to award the annual bids. Mr. Blakeney stated the following:

**AWARD ANNUAL REBIDS
AT
RUSSELL COUNTY COMMISSION MEETING ON APRIL 14,2021**

REBID NO.	DESCRIPTION	AWARD BID TO LOW BIDDER
001-21	STRIPING AND MARKINGS	OZARK STRIPING
002-21	LIQUID ASPHALT	SPLIT/ERGON AND HUNTS
005-41	GRASSING	M&C LAND SERVICES
006-21	CORRUGATE STEEL AND HDPE PIPE	FERGUSON WATER WORKS
007-21	AGGREGATE	COLUMBUS QUARRY
008-21	CONCRETE PIPE	FOLEY PRODUCTS
009-21	TRUCK HAULING	M&M TRUCKING
010-21	MOTOR GRADER BLADES	TRACTOR AND EQUIPMENT
011-21	CRF MALTENE BASE EMULSIFIED	CORRECTIVE ASPHALT
012-21	CRUSHED CONCRETE AGGREGATE	M&M TRUCKING
014-21	FENCING	GEORGIA FENCE WHOLESALE, INC

Motioned to approve by Commissioner Costello. Seconded by Commissioner Reed. Commissioner Screws asked when he got a grant for some small rocks to put on the road and Mr. Blakeney said that it was back with Cal Markert. Chairman Corbett said he remember it when they were combining in our roadbed and it was a good program, and it really helped our roads. Commissioner Costello asked Mr. Blakeney to verify two that were miss printed on his sheet and Mr. Blakeney verified it with him. Interim County Administrator Paulette Colbert called the vote of the Commission. The motion was passed unanimously.

Chairman Corbett presented the County Engineer Shawn Blakeney to purchase the Pro-Link Edge Scan Tool. Mr. Blakeney stated that this is a budgeted item over \$7,500 because the one they currently have is 8 or 9 years old and we need to update them. Motion to approve the purchase by Commissioner Screws. Seconded by Commissioner Epps. All Commissioners were in favor by saying aye. None opposed. The Commission approved the motion unanimously.

Chairman Corbett presented the County Engineer Shawn Blakeney with the ATRIP Agreement. Mr. Blakeney presented the below ATRIP Agreement from 2 years ago regarding adding an acceleration lane onto Highway 431 at County Road 4. See below:

**CONSTRUCTION
AGREEMENT
FOR A
ALABAMA TRANSPORTATION REHABILITATION
AND IMPROVEMENT PROGRAM II
PROJECT**

**BETWEEN THE STATE OF ALABAMA
AND THE
RUSSELL COUNTY COMMISSION**

Adding an Acceleration Lane onto
SR-1 (US-431) at CR-4

Project No. ATRP2-57-2020-057
CPMS Ref#100071100

PART ONE (1): INTRODUCTION

This Agreement is made and entered into by and between the State of Alabama (acting by and through the Alabama Department of Transportation), hereinafter referred to as the STATE; and Russell County, Alabama (FEIN 63-6001684), hereinafter referred to as the COUNTY.

WHEREAS, the STATE and the COUNTY desire to cooperate in the addition of a 980 ft. acceleration lane on SR-1 (US-431) at CR-4; Project# ATRP2-57-2020-057; CPMS Ref# 100071100.

NOW, THEREFORE, it is mutually agreed between the STATE and the COUNTY as follows:

PART TWO (2): FUNDING PROVISIONS

- A. **Project Funding:** The STATE will not be liable for State funds in excess of the State's share of the cost hereinafter set forth. Alabama Transportation Rehabilitation and Improvement Program II (ATRIP II) Funds shall be limited to \$154,787.56 for this project. Any deficiency in ATRIP II funds or overrun in project costs will be borne by the COUNTY from COUNTY funds. In the event of an underrun in project costs, the ATRIP II funds will not exceed total project costs.
- B. The estimated cost and participation by the various parties is as follows

<u>CONSTRUCTION</u>	<u>ESTIMATED COST</u>
ATRIP II Funds	<u>\$ 154,787.56</u>
<u>TOTAL (Incl. E&I)</u>	<u>\$ 154,787.56</u>

Motioned to approve ATRIP Agreement by Commissioner Screws. Seconded by Commissioner Epps. All Commissioners were in favor by saying aye. None opposed. The Commission approved the motion unanimously.

Chairman Corbett presented the County Engineer Shawn Blakeney with a Sanitation Department budget transfer. Mr. Blakeney asked to decrease \$30,000 from account Line Item # 561 Construction Equipment and increase Line Item # 304 Contract Services. Motioned to approve by Commissioner Lee. Seconded by Commissioner Reed. All Commissioners were in favor by saying aye. None opposed. The Commission approved the motion unanimously.

Chairman Corbett presented the County Engineer Shawn Blakeney. Mr. Blakeney requested to purchase of 500 95-gallon garbage cans for Sanitation Department and presented a quote from Ingram Equipment Company for the cost of \$28,475.00. Motioned to approve the Sanitation Department with purchasing 500 garbage cans by Commissioner Screws. Seconded by Commissioner Costello. All Commissioners were in favor by saying aye. None opposed. The Commission approved the motion unanimously.

ADMINISTRATOR:

Chairman Corbett presented Interim County Administrator Paulette Colbert with ABC Board Levies. Ms. Colbert asked for approval for the annual Alcoholic Beverage Control License Levies. She said there are no changes, and they are set at the maximum rates allowed. Motioned to approved by Commissioner Epps. Seconded by Commissioner Reed. All

Commissioners were in favor by saying aye. None opposed. The Commission approved the motion unanimously.

COUNTY ATTORNEY:

Interim County Attorney Hope Hicks presented a grievance filed by an employee who alleged he did not get the appropriate pay raise when he was given a promotion. This is for David Martin, who is the Assistant EMA Director. Ms. Hicks has confirmed with Max Herring and they have looked in it. They have talked to Mr. Franklin and Ms. Colbert and they see that his raise was not given to him at the time of his promotion. Ms. Hicks said there was not a lot of documentation in his personnel file for her to understand why it was not done. The people who were in the Administration Office are not still in the Administration Office to answer this question. He was promoted in 2016 and did not get his raise until February 13, 2020, so he has back wages due to him that she recommends the Commission pay. The back wages plus retirement benefits adds up to \$8,095.59. She recommends that the Commission votes to approve the payment of these wages to Mr. Martin on his next paycheck. Motion moved by Commissioner Reed. Seconded by Commissioner Costello. Discussion included Commissioner Costello asking EMA Director Bob Franklin when he was aware of the lack of pay if he was promoted in 2016? Mr. Franklin said when they did the 5% was when he brought it to the Administrator. David Martin brought it up to Mr. Franklin that it should have been a 5% increase, and so Mr. Franklin said he went to the Administrator at that time, and they added the 5%. Commissioner Costello asked if he meant the 5% for the promotion? Mr. Franklin agreed. Commissioner Chambers asked when that was given to him? Ms. Hicks said that was February 13, 2020. She said the way she calculated this was they went back to October 2016, when he should have received the 5%, and calculated what he did not get along with cost-of-living adjustments (what would have been) and got the cumulative amount that he has not been paid. Ms. Hicks said that she could say that when he got the 5% raise, it did catch him up to where he is supposed to be, so he has not been missing pay since that time, but there are back wages from 2016 to 2020 that he did not get. Commissioner Chambers asked if he was 4 years without his pay increase? Ms. Hicks said it was about 3½ years. Commissioner Costello asked the grand total? Ms. Hicks said \$8,095.59. Commissioner Costello asked if that was with retirement, and if that is not actually his pay, are we making it right on this next paycheck? Ms. Hicks clarified that his pay is a total of \$7,539.59 and then a retirement contribution of \$556.39. Commissioner Costello verified that we could add the additional amount through RSA. Ms. Hicks agreed. Commissioner Screws asked if we have things put in place where this can not happen again? Commissioner Corbett said that he has been involved in a little of the discussions (he will reserve a lot of his comments), but the big issue was that this was never brought before the Commission, so it is not like the Commission ignored this. The first it was brought to the Commission was the grievance so it is troubling that it went that long, obviously, without the proper pay being given to an employee and we know that they were using the title because we have documentation back to 2017 or so, that we were using that title, or he was using that title, so this is something obviously we can't let happen. We can not answer for those not here anymore. Chairman Corbett was a little concerned that Mr. Franklin says he first heard about it on February 13, 2020 because that was indicated in an earlier meeting when they talked about it before. Mr. Franklin said when they first heard it was when David came to him when he was hired on as a different title and hired on in that same pay bracket as the Deputy Director. Chairman Corbett asked if that was not at the same pay? Mr. Franklin said it probably was a little bit lower than what he was making at the time he was Deputy Director. Mr. Franklin said he doesn't know the numbers because he has not seen them, but it was in that neighborhood. It was in Mr. Franklin's thoughts and his process, that it was a title change because he (Mr. Martin) was brought in to do some other things with the county that never were developed, like IT type work that never developed, so they moved him and transitioned him to Deputy Director. Commissioner Lee stated that when this happens, in that 4-year period of time, surely the employee would realize that they didn't do it and would let us know since sometimes things fall through the crack in this budget process. Commissioner Lee added that all of us have been through it, and it is a long tedious thing with a lot of recommendations and a lot of stuff, but if an employee thinks he is entitled to a raise and he goes to his supervisor and does not get any help or he doesn't to go to his supervisor, he can always come to a Commissioner and they can check it out. Ms. Hicks said that he didn't come to the Commission, but he did go to Administration and ask for it repeatedly, but she can't say for people that are not here anymore. She said, in response to Commissioner Screws

question, she can say that she and Max have had long conversations about this, the documentation and files, and steps for him to take to make sure he, as the Human Resources Personnel Director, is made aware of a promotion and he will take the steps to ensure that the documentation gets in the file and that the raise is implemented according to the handbook. She said she can't explain how it didn't get in the file back in 2016 because Ms. Hicks was not here and the people who should have taken care of it are not here anymore. Commissioner Lee asked if there was documentation that the Commission approved the promotion? Commissioner Costello stated he does not think that if there is a slot there and that the Commission, as a body, does not have to approve it. They do not have to approve Mr. Franklin, or whomever the department head is, because they get to promote who they want. He said we, as the Commission, do not go through and tell them "no" or "yes" on a promotion. Ms. Hicks added that there was a position available. Commissioner Lee asked if there was a salary listed for that position and if the salary was not implemented? Ms. Hicks agreed. Chairman Corbett stated that he (himself) created that position when he was EMA Director in 2004ish, when Ms. Russell, at the time, took that position so the position was definitely in the budget, and it's still listed in the budget book. Chairman Corbett stated that the easiest thing would have been to put that person in that position, but it sounds like we did a title change but we did not put that person in that position so there is no documentation at all, from what we can tell where anything was ever sent to HR asking to put him in that position, so for now, we are just trying to play catch up. Commissioner Screws said we can't correct what has been done, but we can correct going forward and he was asking to make sure this does not happen again. Ms. Hicks said that she thinks Mr. Herring is on top of things. Commissioner Reed stated that he thinks we should give this gentleman a different or maybe a special check and don't just put it all on one paycheck, like a separate check. Commissioner Costello said he did not think they could give him a special check or a bonus, but we should pay him to the extent that it would be a normal salary with taxes taken out verses a bonus where more taxes can come out at that time. The Commissioners spoke about cutting the check and that taxes will be taken and paid in this current year. Commissioner Epps stated that it had been 4 years, from what she understands, there is a reason why some of the employees don't come to the Commissioners because they have been told not to. So, when someone is telling you they are taking care of business of the county and not to come to the Commissioners with their complaints, then maybe that's why he went to a person, or persons, he thought was supposed to take care of it. She said we need to let the employees know, if they have a problem before it gets to this extent that they have to file a grievance, that they have an opportunity to come before the Commissioners and voice their opinion or their problem that they are having. She said that is her thought on it. Chairman Corbett thanked her, and he said he just wants them to follow the chain of command and there are certain circumstances mentioned, that we don't want to get into here. Interim County Administrator Paulette Colbert called the vote of the Commission. The motion was passed unanimously.

COMMISSIONER DISCUSSION:

Commissioner Lee spoke about changing the Commission meetings to start at 10:00 am, like it was for many years, instead of 9:30 am because it would give the staff a little more time to prepare if something came up. He was not requesting to do it, just something to think about. Chairman Corbett asked if they have thought about having one meeting a month at 5:00 pm. Commissioner Lee said they did and spoke about many issues that went with it. Chairman Corbett said that as long as they listen to their constituents, and if we hear some good positive feedback, then maybe we can adjust it if we need to.

Commissioner Epps spoke about doing a proclamation from the Commissioners for Alex Burgess and to add to next week's agenda.

Commissioner Epps asked for who takes the county vehicles home and wants to know if they are being used for county use and pleasure. Chairman Corbett said that we have a policy and he asked Interim County Administrator Paulette Colbert to get a list together of who uses them. He also stated there are laws and ethic laws that we have to follow on all of it. Commissioner Lee stated that the policy involves people that are on 24-hour call and in leadership (those are the ones that get to take it home). He stated that some of the engineer staff take them home and that is the way it has always been but it's really up to the supervisor. Commissioner Epps said that things have changed over the years, and we have change with the time and we need

to know the changes, even in the law there have been changes so we need to look at the updates. She realizes the Sheriff has his staff that have to have a car because they are on staff 24/7, the EMA Director has a car, and the engineers have cars, and the coroner has a car and but there are others that take home cars. Also, when they take the cars home, are they supposed to drive to their house to work, then the weekend they park them? Do they use their own car to go to church, mall, or wherever? She thinks we have to look at these things because a different generation will tell you that you are using their tax dollars, tearing up cars and doing all of this. She said we have to look at this because the changing of time. Commissioner Lee stated that in our previous policy, if they had to make a stop (at the grocery store or drug store) between work and home, that was permissible, but not to take the car home and get out of it and then go out to eat, that was not allowed. Chairman Corbett stated we need to be careful what we are saying because we don't want to start quoting policies that we don't have in front of us and somebody taking and saying that the Commission said do this. He said there is an ethics ruling on that, as well. He asked we bring the policy back to the table and bring a list to the table so that we can better educate ourselves, as well. It's the smartest thing for us to do.

Commissioner Epps brought up the minutes that they never go back and when they postpone something, like the school asking the Commissioners for help, and we postponed it. For one, Commissioner Lee was not here so we didn't know how much we were going to give but until we have a place on the agenda to say unfinished business or business that was tabled to do. When Ms. Colbert and her staff is doing the minutes and when they do the agenda, they can also say these items were postponed or tabled to keep them up to date because we can't remember everything that we talk about because she was expecting, like the high school and the coaches, there was Mr. Griggs. Commissioner Chambers said the schools were supposed to do some more figuring how much funds they needed before they come back to us and he knows they don't have the figures together yet. Commissioner Epps agreed and said we should know that so when someone else reads these minutes. Commissioner Chambers said that the school district is trying to figure out how much and what funds they need before they come back to us so the ball is in their court at this point. Chairman Corbett said that a couple of ways we can address that is if we table something, by Robert's Rules, that's supposed to be tabled to the end of the same meeting and when you postpone something it goes to another date in time, or another meeting but it doesn't say it has to be the next meeting, it's to a later time. He thinks that the Commissioner that puts the item on the agenda, it's their responsibility to bring it back up, in his opinion, or get it back on the agenda. He said, as Commissioner Chambers said, until we are ready to bring that back up there is really no sense on putting it on the agenda and postponing it again, but he agrees maybe we leave some things that need to come back up, we then need to leave it up to the Commissioner. Commissioner Lee said that tabling motions is so misused so many times and we understand that's what it is. But like you said, it is correct that when you table a motion in a meeting, if it does not come back up in that meeting, then it's gone. Posting is a nice way that legislatures use to kill something and that's just the way it works. It can be brought back up, but somebody has to put it back on the agenda. Commissioner Reed said he thinks what Ms. Epps is referring to is we use to have old business and new business on the agenda and now we deleted it and we don't have it anymore so we might need to get back to that. Chairman Corbett said we could do that and just put it under Business altogether since it's the same category, but again, he thinks it needs to come if a Commissioner's item that they put on is postponed we probably need to let that Commissioner bring it back and put it back in, it's just his opinion. He said that these are just housekeeping rules that we can probably do and he thinks any Commissioner can put anything they want to on the agenda, so if he brings something up and it's postponed and then you want to put it back on there, you can put it back on under Business. He thinks that it's in his court, if he puts it on the agenda to put it back on the agenda, unless another Commissioner wants to.

ANNOUNCEMENTS:

- Russell County Courthouse will be closed Monday, April 26th (State Holiday)
- No work session meeting Monday, April 26th due to holiday closure
- ADECA meeting on April 20th at 2:00 pm in the Commission Chambers
- Health Fair on April 25th in Fort Mitchell at the Senior Center
- Health Fair at the Crawford Walking Trail, April 24th
- Crawford Market Days start back in May on the 3rd Saturday every month

Motion moved to adjourn by Commissioner Lee.

The Commission meeting was adjourned.

Attest: _____
County Administrator

Signed: _____
Chair