

STATE OF ALABAMA §

LAUDERDALE COUNTY §

The Lauderdale County Commission convened at the Lauderdale County Courthouse in the City of Florence, Alabama at 4:15 p.m. on the 14th day of May, 2018. The meeting was called to order by the Chairman of the Lauderdale County Commission, Danny Pettus. Upon roll call, the following members answered present:

Danny Pettus	Chairman
Brad Holmes	Commissioner, District 1
Roger Garner	Commissioner, District 1
Joe Hackworth	Commissioner, District 2
Fay Parker	Commissioner, District 2
Legal Counsel:	
Christopher A. Smith	County Attorney

Chairman Pettus, upon declaration of a quorum being present, opened the meeting for the transaction of business.

Chairman Pettus started the meeting with the Grievance Hearing.

Mr. James Irby, Attorney at Law, spoke on behalf of Ms. Kayla Pettus and thanked the Commission for allowing him to speak on her behalf. Mr. Irby stated Lauderdale County License Commissioner, Rodney Pettus, has accused Ms. Kayla Pettus of giving a false work excuse. Mr. Irby stated that Rodney Pettus' letter has the wrong date on it and Ms. Pettus did not attend the ball game in New Orleans. Mr. Irby stated that Ms. Pettus only rode down to New Orleans in her family's RV and she got complete bed rest. Mr. Irby stated that Ms. Pettus' first write-up for

improper or false call in was ten years ago and that should not have any bearing and should be thrown out. Mr. Irby stated that the County Commission should overturn Ms. Pettus' punishment and give the two week's pay back to her. Mr. Irby stated that the Commission has three choices and Ms. Pettus should be treated on the same terms as everyone else. Commissioner Holmes asked Ms. Pettus if she has turned in any of the doctor's notes that were presented tonight. Ms. Pettus stated that she has not been asked for any doctor's notes and has not turned in any doctor's notes. Commissioner Hackworth asked Ms. Pettus if she asked for an annual day before the day she called in sick on December 29th, 2017. Ms. Pettus stated that she did.

Lauderdale County Attorney, Mr. Chris Smith, wanted it on record that Ms. Pettus agreed to an open meeting and that the second request was deemed approved to give her due process.

Mr. Rodney Pettus gave everyone a letter explaining his position on the two week disciplinary action (see attached letter).

The invocation and Pledge of Allegiance was delivered by Commissioner Garner.

Awards and Presentations: None

Public Comments on Agenda items: None

Commissioner Parker moved, seconded by Commissioner Garner that all items listed on the regular business agenda be approved for immediate consideration. There being no discussion and upon a vote taken, motion unanimously approved. Agenda is herein recorded and made part of these minutes.

Commissioner Hackworth moved, seconded by Commissioner Holmes that the minutes of the last regular meeting of the Commission be approved for recording. There being no discussion and upon a vote taken, motion unanimously approved.

Commissioner Holmes moved, seconded by Commissioner Parker to approve a resolution that authorizes the week of May 13th through May 19th, 2018 to be recognized as National Police Week. There are over nine hundred thousand law enforcement officers serving in communities across the United States and the Lauderdale County Commission wishes to honor them and also pay tribute to the officers whom have been killed in the line of duty. The Lauderdale County Commission does hereby call upon all citizens of Lauderdale County to observe National Peace Officers Week in honor of those law enforcement officers, who through their courageous deeds, have made the ultimate sacrifice and also to pay respect to the survivors of our fallen heroes. Commissioner

Hackworth stated that he wants to give his thanks to the men and women all over the country that serve our counties and cities. Commissioner Hackworth also stated that he wants to thank our local Sheriff, Rick Singleton, and Captain Brad Holmes of the City of Florence Police Department for their support. Commissioner Parker stated that he appreciates all law enforcement in the County and he knows what is going on since he watches the ID channel so hats off to everyone. Commissioner Holmes asked Sheriff Rick Singleton to tell the Commission about some of the events that will take place this week. Sheriff Singleton stated that there are all kinds of luncheons this week including an event today at the Rotary Club and on Friday night, there will be a blue light parade. Commissioner Garner stated that he wants to echo everyone's well wishes to our local officers and thanks for the good job that they do. Chairman Pettus stated thank you for all of the hard work. There being no further discussion and upon a vote taken, motion is unanimously approved. Resolution is herein recorded and made part of these minutes.

Commissioner Parker moved, seconded by Commissioner Garner to approve a resolution authorizing the Lauderdale County Commission to purchase two 2005 Chevrolet Tahoe's and two 2007 Chevrolet Tahoe's from the City of Rogersville. The cost of the four vehicles is a total of twenty thousand dollars and the cost of the wraps for the vehicles is three thousand four hundred dollars. The vehicles will be used for school resource officers. Any budget amendment needed is herein authorized and approved. There being no discussion and upon a vote taken, motion is unanimously approved. Resolution is herein recorded and made part of these minutes.

Commissioner Holmes moved, seconded by Commissioner Garner to approve a resolution to allow the Lauderdale County Commission dispose of and remove from inventory Asset # 6848 – Ricoh 3224C Color Copier. There being no discussion and upon a vote taken, motion is unanimously approved. Resolution is herein recorded and made part of these minutes.

Commissioner Parker moved, seconded by Commissioner Garner to approve a resolution authorizing the IT Department to change website management companies from ICS Corporate Solutions to Biz Marketing Agency. The changeover will take place in two phases with Phase One consisting of working with ICS to provide a smooth transition for website management such as posting Commission meeting minutes, job posting, etc. The cost of Phase One will be sixty dollars per hour with a billing threshold of three hundred dollars before an invoice is generated. Phase Two will consist of the rebranding process which will have a base price of one thousand five hundred dollars in addition to the sixty dollars per hour charge thereafter. Any budget amendment needed is hereby authorized and approved. There being no discussion and upon a vote taken, motion is unanimously approved. Resolution is herein recorded and made part of these minutes.

Commissioner Garner moved, seconded by Commissioner Parker to approve a resolution to authorize a grant between the Florence-Lauderdale Emergency Management Agency and the Alabama Law Enforcement Agency for State Homeland Security Grant # 7LET in the amount of

thirty thousand dollars. The grant will be used to purchase personal protective equipment to include an EOD 9 bomb suit, helmet, and helmet kit along with (4) Nikon D3400 cameras. Any necessary budget amendment is authorized and approved. There being no discussion and upon a vote taken,

Commissioner Holmes - abstain

Commissioner Parker – yea

Commissioner Garner – yea

Commissioner Hackworth - yea

The motion is approved. Resolution is herein recorded and made part of these minutes.

Commissioner Hackworth moved, seconded by Commissioner Parker to approve a resolution that authorizes the Lauderdale County Commission along with the Lauderdale County Sheriff's Department to submit a grant application to the U.S. Department of Justice Bulletproof Vest Partnership Program. This will be a fifty-fifty grant with the total cost not to exceed twenty thousand dollars. The Sheriff's Department will apply for thirty-six vests which will replace several vests that have expired. Commissioner Holmes stated that several of the current vests that the Sheriff has are expired so there are several to replace. Commissioner Holmes also stated that he could not imagine sending any law enforcement personnel out in the field without proper equipment. Commissioner Parker stated that improvements have been made to the vests as they are lighter than previous vests and they are a very important part of a law officer's equipment. Any budget amendment needed is hereby authorized and approved. There being no further discussion and upon a vote taken, motion unanimously approved. Resolution is herein recorded and made part of these minutes.

Commissioner Holmes moved, seconded by Commissioner Parker to approve a resolution that declares May 6th through May 12th, 2018, as National Travel and Tourism Week. While the travel industry has a positive effect on Alabama and the nation's economic prosperity and image abroad, it also impacts business productivity. In recognition of the unique significance of the travel and tourism industry in the lives of the citizens of Lauderdale County, the Lauderdale County Commission hereby calls upon our citizens to observe National Travel and Tourism Week with appropriate events and ceremonies. Commissioner Parker stated that he appreciates how much work the Tourism Board does for our county and that they would not be able to manage without them. Commissioner Hackworth stated that he wished to thank the Tourism Board for all of their hard work. Commissioner Holmes stated that he wished to thank Alison Stanfield for the work that she does for tourism and her expressed love of our county. Commissioner Holmes also thanked Rob Carnage for the direction in which they have led the county in the past few years. There being no further discussion and upon a vote taken, motion unanimously approved. Resolution is herein recorded and made part of these minutes.

Commissioner Garner moved, seconded by Commissioner Parker to approve a resolution that will allow Shoals Ambulance Service to raise their rates per the 1.1% in proportion to official Medicare/Medicaid annual reimbursement increases to ensure Federal and State Compliance. There being no discussion and upon a vote taken, motion unanimously approved. Resolution is herein recorded and made part of these minutes.

Commissioner Hackworth moved, seconded by Commissioner Holmes to approve a resolution authorizing the Lauderdale County Solid Waste Department to trade-in a 2002 D6R XL FTC Caterpillar Bulldozer with waste arrangement – serial number AGM00101 to Thompson Tractor through the NJPA purchasing cooperative for a 2016 D6 NXL Caterpillar Bulldozer – ARO ready with waste arrangement – serial number GB600424 along with one hundred eighty-five thousand dollars in addition to the trade-in. This purchase will take the place of the purchase of a dump truck that was already included in the current budget, therefore, no budget amendment is needed. Commissioner Parker stated that this is a good deal for the county. Solid Waste Department manager, Robert Bevis, stated that the new bulldozer will be under warranty until 2021. There being no further discussion and upon a vote taken, motion unanimously approved. Resolution is herein recorded and made part of these minutes.

Commissioner Garner moved, seconded by Commissioner Parker to appoint Mr. John Hicks to the open position on the Civil Service Board of Appeals. The appointment to begin immediately and to expire on May 14th, 2021. There being no discussion and upon a vote taken, motion unanimously approved. Appointment is herein recorded and made part of these minutes.

Commissioner Hackworth moved, seconded by Commissioner Holmes to reappoint the following board appointments: Dewayne Oakley to the Scope 310 Board, term to expire on April 1st, 2024, and Mike Curtis to the joint appointment on the 911 Board, term to expire on June 6th, 2022. There being no discussion and upon a vote taken, motion unanimously approved. Both reappointments are approved and made part of these minutes.

In compliance with competitive bid laws of the State of Alabama, sealed bids were advertised for Bid No. LA 2018-1 “Various Print Bids”. Bid responses were received and publicly read aloud on May 11th, 2018. A bid tabulation sheet was prepared for the Commissions review. Chairman Pettus referred to Lauderdale County Administrator, Brenda Bryant, for her recommendation. Ms. Bryant stated that there were three bidders as follows: Herald Printing of Florence, Alabama, Printers and Stationers of Florence, Alabama, and First Impressions of Hampton Cove, Alabama. Ms. Bryant stated that she recommends that Herald Printers be awarded the Sheriff Evidence Submission forms, First Impressions be awarded the Sheriff Bond forms, and Printers and Stationers be awarded the Solid Waste Receipt books as all three were the lowest bidder on the items named. Commissioner Parker moved, seconded by Commissioner Garner to

award the items as recommended by Ms. Bryant. There being no discussion and upon a vote taken, motion unanimously approved. Bids to be awarded as described above to Herald Printers of Florence, Alabama, Printers and Stationers of Florence, Alabama and First Impressions of Hampton Cove, Alabama. Bid tabulation sheet is herein recorded and made part of these minutes.

The invoiced bills were audited, allowed, and ordered to be paid upon a motion by Commissioner Garner and seconded by Commissioner Parker. There being no discussion and upon a vote taken, motion unanimously approved.

CHECKS ISSUED APRIL 24TH, 2018 THROUGH MAY 13TH, 2018

GENERAL-SPECIAL CHECK # 53396-53459	\$493,044.82
AGRI-BUSINESS FUND CHECK # 3636-3639	\$360.49
LEPA FUND CHECK # 7989-7996	\$4,527.88
GASOLINE TAX FUND CHECK # 16714-16727	\$222,831.88
PUBLIC BLDG., R & B SPECIAL CHECK # N/A	0.00
PUBLIC HIGHWAY & TRAFFIC FUND CHECK # N/A	0.00
AL. TRUST CAPITAL IMPROVEMENT FUND CHECK # N/A	0.00
RRR GASOLINE TAX FUND CHECK # 657	\$17,400.44
REAPPRAISAL FUND CHECK # 11320-11328	\$23,894.71
REAPPRAISAL MONEY MARKET CHECK # N/A	0.00
TOURISM, REC. & CONVENTION FUND CHECK # 471-472	\$34,064.37
RSVP FUND CHECK # 17109-17115	\$2,432.04

CHILD PROTECTION FUND CHECK # N/A	0.00
SERIES 2001 DEBT SERVICE FUND CHECK # N/A	0.00
CDBG FUND CHECK # N/A	0.00
SOLID WASTE FUND CHECK # 7218-7231	\$127,320.01
ACCOUNT PAYABLE FUND CHECK # 40151-40229	\$274,706.51
FIRE PROTECTION FEE FUND CHECK # 4422	\$100.00
INDUSTRIAL DEVELOPMENT TAX FUND CHECK # N/A	0.00
TOBACCO TAX FUND CHECK # 3016	\$12,366.00
TVA TAX FUND CHECK # N/A	0.00
Total	\$1,213,049.15

Scheduled Public Hearings: None

Staff Reports: None

Public Comment Period:

Jimmy Glass of 2488 County Road 52, Anderson, Alabama stated that he wants to thank the local Sheriff's Department for helping out the City of Anderson when they need help. Mr. Glass also stated that the Sheriff is always willing help when they need it.

There being no further business to come before the Commission and upon a motion made by Commissioner Garner and seconded by Commissioner Holmes, the meeting was duly adjourned until the next regular meeting subject to call.

LAUDERDALE COUNTY COMMISSION

Danny Pettus, Chairman

Brad Holmes, Commissioner

Roger Garner, Commissioner

ATTEST:

Brenda Bryant, County Administrator

Fay Parker, Commissioner

Joe Hackworth, Commissioner

Rodney Pettus

License Commissioner

Lauderdale County P.O. Box 1059

Florence, Al 35631

Phone (256) 760-5833

Date: 4/17/18

On December 29th, Kayla Pettus called and left a voice message on Debbie Aday's phone that she was running a fever and was not feeling good and would not be in today to give her a sick day. Later that morning I was informed that Kayla was leaving today heading to New Orleans for the Alabama Football game. I contacted Debbie Aday to verify Kayla did call in sick and I advised Debbie I was told Kayla was leaving today for her trip. The trip that Kayla was making was on an RV with other people so I knew what vehicle to look for. I made trips to Kayla's residence seeing the RV being prepared to leave for the trip. Later that afternoon Kayla's residence was checked again and the RV was gone. At no time did Kayla ask to take an annual day for December 29th. I try to accommodate anyone that has a special request for trips such as this one.

On January 1st Kayla posted a picture (see attached) on Facebook of her, her husband, and son on the RV at 3:31 pm in Poydras, Louisiana to verify she left on the RV the same day she called in sick. On January 2nd I spoke to Brenda Bryant and Debbie Aday by telephone due to being out with the flu about the situation. Brenda Bryant explained to me what my options were concerning the disciplinary action due to there was already an insubordination Disciplinary report filed on Kayla from September 2008. A meeting was set up via conference call with Brenda Bryant, Debbie Aday and County Attorney Chris Smith for the following day.

On January 3rd all of the parties listed above spoke concerning the issue. Chris Smith explained the policy and that Group two offenses which is what this offense is considered normally constitutes grounds for dismissal but it was up to me what I wanted to do. I explained to the group that I believe in giving people 3 chances so I requested the discipline be 2 weeks without pay.

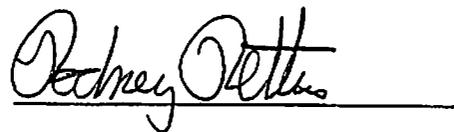
Being that we knew Kayla was expecting to have her child in the near future it was decided to have the punishment start when her maternity leave was over instead of at the time of the offense because we did not want to put any unnecessary strain on Kayla or the baby because Kayla was already having some health issues.

Kayla came back to work on April 10, 2018 from maternity leave. Debbie Aday and myself was the ones in attendance with Kayla and Debbie gave Kayla the disciplinary action letter and advised her to read it. Debbie was the one handling the conversation with Kayla due to the family relationship.

After Kayla read the letter she stated that she was sick and we knew that she was sick that week. Debbie explained to her that if you are sick you need to be at home and leaving on a trip on the same day you called in sick should not happen. Kayla stated that she was sick but her and her family had plans. Kayla was asked by Debbie to sign the disciplinary action form stating she received the write up.

Kayla refused to sign the form. At that point Kayla got up out of the chair, took the form with her and stated she would see us in 2 weeks. Kayla gathered her things from her desk and left without incident. At no time was a doctor's note mentioned or given to us for December 29th.

The following day April 11, 2018 a letter was delivered through the drive thru by Phillip Pettus and Mary Pettus, which Mandy Thompson received, advising Mandy to give the letter to me. The letter stated the intent for Kayla to file a grievance on the disciplinary action she received. Another letter was received on April 13th, which was delivered by Kayla given to Veronica Ross advising to give it to me. This letter was Kayla's grievance letter stating why the disciplinary action should be reversed. After this action I have not had any contact with Kayla and the documentation has been turned over to Brenda Bryant.

A handwritten signature in cursive script, reading "Rodney Pettus", is written over a solid horizontal line.

Rodney Pettus