

---

# UNION COUNTY BOARD OF COUNTY COMMISSION

15 NORTHEAST 1<sup>ST</sup> STREET • LAKE BUTLER, FL • 32054

PHONE: 386-496-4241 • FAX: 386-496-4810

UCBOCC@WINDSTREAM.NET

---

MINUTES  
SEPTEMBER 4, 2013  
SPECIAL MEETING  
9:30 A.M.

*NOTE: If any person decides to appeal any decision made with respect to any matter considered at this meeting or hearing, he or she will need a record for the proceedings and may need to insure that a verbatim record is made.*

The Union County Board of County Commissioners met on the above date and time in the County Commission Board Room of the Union County Courthouse. The following members were present to-wit: Chairman Jimmy Tallman, Commissioner Karen Cossey, Commissioner Morris Dobbs, Commissioner Wayne Smith and Commissioner Willie Croft.

Others present: Clerk of Courts Kellie Hendricks Connell, Board Secretary Dianne Hannon, Chief Finance Officer Justin Stankiewicz, Finance Officer Lacey Boatright, Finance Officer Janet Booth, City of Lake Butler City Manager Dave Mecusker, Donnie Crawford, Lynn Thomas and wife, Benny Snyder, Kelly Jo Mullins, Road Department Director Shelton Arnold and the County's Labor Attorney Gary Wheeler.

Press present: Failed to show.

1. MEETING CALLED TO ORDER

Chairman Tallman called this meeting to order.

2. INVOCATION AND PLEDGE

Chairman Tallman delivered the invocation and led the pledge.

3. DISCUSSION OF EMPLOYEES

Commissioner Smith stated that he wanted to know how this issue came about. Chairman Tallman stated that on two separate occasions, by two different individuals, he was told that Benny Snyder was using cocaine. Chairman Tallman stated that he went to Mr. Snyder's supervisor, Shelton Arnold. Mr. Arnold stated that he had heard years ago that Mr. Snyder used cocaine, but had not heard nor suspected anything recently. Chairman Tallman stated that to reduce any liability of the County, Mr. Snyder should be drug tested. All employees of the Road Department and Solid Waste were subsequently tested and another employee, Lynn Thomas, tested positive for marijuana. Mr. Snyder and Mr. Thomas were both terminated immediately upon receiving a positive drug test, and attended this meeting to ask for their jobs back. Commissioner Smith stated that he didn't think the matter was handled correctly, and felt that the employees that were tested first were at a disadvantage. He stated that the County Policy states that the drug test should be random, and he felt it wasn't. Commissioner Smith stated that the policy says that if a person fails a drug test, they will be placed on a five day leave of absence without pay, and then they may appeal to the Board to be reinstated. Chairman Tallman stated that all of the employees at the Road Department are high risk because of the inmates working there.

City Manager Dave Mecusker informed the Board that the City of Lake Butler has posted that they have a Zero-Tolerance Drug Policy. All employees, including Council Members, are subject to random testing, and one employee is selected each month. This reduces their cost of health insurance.

Commissioner Smith stated that according to the policy, the cost of rehab will be covered by the County. Chairman Tallman stated that he is here to help, not condemn. Commissioner Cossey stated that the way

BOARD MEMBERS:

KAREN COSSEY, District 1 • MORRIS DOBBS, District 2 • JIMMY TALLMAN, District 3 • M. WAYNE SMITH, District 4 • WILLIE CROFT, District 5  
CHAIRMAN

KELLIE HENDRICKS CONNELL  
Clerk of Court

RUSSELL WADE  
County Attorney

---

# UNION COUNTY BOARD OF COUNTY COMMISSION

15 NORTHEAST 1<sup>ST</sup> STREET • LAKE BUTLER, FL • 32054

PHONE: 386-496-4241 • FAX: 386-496-4810

UCBOCC@WINDSTREAM.NET

---

she reads the policy they could be discharged or given an option for rehabilitation. Chairman Tallman stated that he was concerned about the County's relationship with the Department of Corrections. He informed the Board that he had been in contact with the Assistant Superintendent at RMC and to not jeopardize our use of inmates, they will have to complete rehab and be re-tested, and will not be allowed to supervise inmates.

Mr. Thomas asked if he could speak and was sworn in by Attorney Wheeler. Mr. Thomas informed the Board that he doesn't have a drug problem. He stated that it was an isolated incident, and informed that Board that he recently had an accident at work which resulted in medical attention, and the hospital drew blood which tested negative for drug use. Mr. Snyder was sworn in by Attorney Wheeler. He stated that he was not a drug addict and informed the Board that he runs a small business, for which several customers owe him money. He stated that he believes that he was set up.

Commissioner Croft wanted to know if this would be their last chance. Mrs. Connell asked the Board if they know how much the rehab would cost, and requested that if the Board chooses to send these employees to rehab, that they give instructions for the budget amendment to pay for the unexpected expense. Commissioner Smith told Mrs. Connell that the money could be taken from contingencies, and she informed him that it could not be taken from that account, that there would have to be a budget amendment. Mr. Thomas stated that he knew people that had been to rehab and it was a few hundred dollars and he would be willing to pay for it himself.

Commissioner Cossey asked about future employees testing positive and Chairman Tallman stated that every single case is unique.

*Commissioner Dobbs moved, seconded by Commissioner Smith, to reinstate Benny Snyder and Lynn Thomas effective September 9, 2013, to be able to participate in a rehabilitation program while working, to have 90 days of probation, no supervision of inmates and to return at their same rate of pay and to be randomly drug tested. This motion failed 3-2 with Chairman Tallman, Commissioner Cossey, and Commissioner Croft voting against.*

Commissioner Cossey stated that she would like to see them do the rehab prior to returning to work. Commissioner Croft stated that he wanted to go by the policy. *Commissioner Croft moved, seconded by Commissioner Cossey, to go by the policy, and have Mr. Snyder and Mr. Thomas successfully complete rehab prior to returning to work. They will have 90 days of probation, no supervision of inmates and they will return at their same rate of pay and will be randomly drug tested. This motion passed 3-2 with Commissioner Smith and Commissioner Dobbs voting against.*

Mr. Arnold informed the Board that currently Mr. Snyder earns six hours of annual leave bi-weekly and Mr. Thomas earns five hours of annual leave bi-weekly. He wanted to know if they would retain this or start back at four hours bi-weekly. *Commissioner Smith moved, seconded by Commissioner Dobbs, to allow them to return to work earning their current amount of leave and salary. This motion passed unanimously. Mr. Snyder will lose half of his sick leave and his annual leave and sick leave balance will start out at 0, since he was previously paid out at the time he was dismissed.*

#### 4. LEASE AGREEMENT WITH A&A TRANSPORT

*Commissioner Smith moved, seconded by Commissioner Cossey, to have A&A Transport pay Union County \$3,000.00 per year rent for the Transportation Building, to pay their own utilities, the building will be insured in the County's name with A&A Transport reimbursing the County on a monthly basis and they will supply the County with a monthly financial statement. This motion*

#### BOARD MEMBERS:

KAREN COSSEY, District 1 • MORRIS DOBBS, District 2 • JIMMY TALLMAN, District 3 • M. WAYNE SMITH, District 4 • WILLIE CROFT, District 5  
CHAIRMAN

KELLIE HENDRICKS CONNELL  
Clerk of Court

RUSSELL WADE  
County Attorney

---

---

# UNION COUNTY BOARD OF COUNTY COMMISSION

15 NORTHEAST 1<sup>ST</sup> STREET • LAKE BUTLER, FL • 32054

PHONE: 386-496-4241 • FAX: 386-496-4810

UCBOCC@WINDSTREAM.NET

---

---

***passed unanimously.***

5. RENEWAL OF DEPARTMENT OF CORRECTIONS GARBAGE COLLECTION CONTRACT AND QUOTES

*Commissioner Smith moved, seconded by Commissioner Cossey, to unanimously increase the rate of the pulls on each container by \$20.00 and to follow the fee schedule on all rentals.*

6. ADJOURNMENT

*Commissioner Croft moved, seconded by Commissioner Cossey, to unanimously adjourn.*

**BOARD MEMBERS:**

KAREN COSSEY, District 1 • MORRIS DOBBS, District 2 • JIMMY TALLMAN, District 3 • M. WAYNE SMITH, District 4 • WILLIE CROFT, District 5  
CHAIRMAN

KELLIE HENDRICKS CONNELL  
Clerk of Court

RUSSELL WADE  
County Attorney