Present: Dr. Anthony “Dr. V” Viegbesie, Chair, District 2  
Sherrie Taylor, Vice Chair, District 5  
Eric Hinson, District 1  
Gene Morgan, District 3 – appeared by phone  
Brenda Holt, District 4  
Arthur Lawson, Interim County Administrator  
David Weiss, County Attorney  
Marcella Blocker, Deputy Clerk  

INVOCATION, PLEDGE OF ALLEGIANCE  
Chair Viegbesie called the meeting to order at 4:24 p.m. and asked everyone to stand for the Invocation and then led in the Pledge of Allegiance.  

GENERAL BUSINESS  

1. Welcome  
Mr. Lawson introduced the below item.  

2. Rankings of Applicants for the County Administrator Position  
Chairman Viegbesie said the item was introduced and Mr. Lawson gave the rankings. They were as follows; Angelia Montgomery 192/225 85.33%, Edward Dean 158.5/225 70.44%, Troy Gilyard 152/225 67.56%. He stated Ms. Montgomery was ranked first.  

Chairman Viegbesie asked Commissioner Morgan, who appeared by phone, if he could hear the conversation and he could.  

Chairman Viegbesie asked for Mr. Lawson’s opinion of his thoughts in regard to the rankings.  

Commissioner Taylor appeared at 4:38 p.m.  

Mr. Lawson said if asked, his recommendation would be for the top-ranked applicant based on her rankings and based on her background and degree.  

Commissioner Holt said she thought they were ranked correctly.  

Commissioner Taylor asked if the board would be voting or if it was just a discussion. Mr. Lawson said this was a special meeting and they could vote or if they wanted to make a recommendation for Staff.  

Commissioner Morgan stated he agreed with Commissioner Taylor and would like to discuss.
Commissioner Taylor said to be honest, she thought the three applicants were noteworthy because in her opinion, it would take each of them 3-6/8 months to become acclimated. She stated the board needed to select one, but that person needs time to be groomed, needs someone that has inside working knowledge. She felt the board should select someone from the three and line them up with someone with more experience.

Commissioner Morgan said all applicants had exceptional resumes, but he was looking for someone that had operational day to day experience as a County Administrator and that being said, he did not see a top-level candidate among the 3 interviewed. He suggested to allow experience to substitute for degree. Would want to see them rebid and allow experience to substitute. He would like to see someone who the board could have at an Administrative level that could work with the new Administrator and be trained for the position. He did not think someone had to be chosen today but the Board should decide how they want to move forward with the process. He wanted to rebid.

Chairman Viegbesie said he did not think having thorough knowledge of a place or the environment should be one of the paramount criteria. He stated Tallahassee has a population greater than Gadsden County as a whole and they are looking for a new Chief of Police. None of the applicants were from the inside including the acting Chief. He said he did not understand why the board could not go with one of the 3 now especially since the County had an Assistant County Administrator that could help.

Commissioner Taylor said going back to the scenario Chairman Viegbesie used with the City of Tallahassee when Anita retired, the Administrator Assistant was given that position. If they were going to compare, they needed to do so doing apples to apples and oranges to oranges. In that case, Mr. Hall would become County Administrator and one of the 3 applicants would fill his position. She stated a person should not have to train their boss.

Commissioner Holt said this was an advertised position requiring the degree and experience and they now have 3 candidates and Montgomery was outstanding. She stated all the days of preparation were for hiring. She said she googled everyone but had not made phone calls because no decision was made yet. She stated she believed in being fair and will go along with the board but she did not think it was fair to the candidates that applied to change the requirements.

Chairman Viegbesie asked if Commissioner Morgan heard Commissioner Holt’s comments and he asked if there was a motion on the floor. There was not.

Chairman Viegbesie said he felt that he knew the direction this was going and if so, if for any reason the criteria changes for a particular reason, he would not be supporting it and he will file and let the authorities come and decide if what this Board has done was in accordance with the due process. He stated the BOCC had 3 very qualified candidates. He restated “Whichever direction we go, if we do not go with the due process of what we have established; folks have traveled from all across parts of the State to come for interviews and then we are going to hold it because we have preference with a particular individual specifically who does not meet the minimum qualifications who did not even apply, I have a question with that.”

He stated he had nothing against Mr. Presnell and he will tell you that. I call him a friend, we joke,
we crack jokes, we talk about everything else. But when it comes to business, this is business. We have to follow the rules, we have to follow the method that we have established and if not, let the authorities come and determine whether our course of action is ethical or unethical, appropriate or inappropriate. I will have no problem with making sure that there is a check on our actions to balance our action. That is my position right now. So, whatever we propose today or we vote another day, we have three very qualified candidates, anything that we do from this point on is contrary to decisions that this (inaudible) Board has established.”

Commissioner Morgan said he understood Chairman Viegbesie’s point of view and they have a choice whether they hire one of those three or not and there was nothing unethical or not proper if the majority of the BOCC decided to rebid the position and change the qualifications. He said he tried to get the qualifications to include in lieu of a degree before going through this part of the process.

Chairman Viegbesie said the BOCC does have the power to review and revise, but it should not be in the middle of the process when there were 3 finalists that were brought this far.

Commissioner Holt said she was not sure about how they would stand because preferences were voiced in a public meeting and that was the problem. When you prefer someone in a public meeting when you have advertised and narrowed it down, that may be the concern but with that but she would like to move they hire Montgomery out of the applicants that had applied.

COMMISSIONER HOLT MADE A MOTION TO HIRE MS. MONTGOMERY FOR COUNTY ADMINISTRATOR WITH A SECOND BY CHAIRMAN VIEGBESIE.

Commissioner Morgan asked for roll call vote.

Commissioner Taylor asked Attorney Weiss for public record; Being sued or being challenged in the ethic committee is not old territory for her and did not put fear factor in her, but as a Board, the way we governed with regards to rules and state legislature, do we not have a right as a Board to change directions, to make amendment, to deviate from what has been proposed if the majority so moves to do so.

Attorney Weiss said yes, according to the current process, the option tonight is to select one of current applicants if they choose to do so and if they decide they did not want to choose someone that was a current applicant and they wanted to go through the process and change the requirements, the BOCC had the authority to do so.

CHAIRMAN VIEGBESIE STATED THERE WAS A MOTION BY COMMISSIONER HOLT AND A SECOND BY CHAIRMAN VIEGBESIE TO HIRE MS. MONTGOMERY AS THE COUNTY ADMINISTRATOR.

CHAIR CALLED FOR VOTE

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>HOLT</td>
<td>YES</td>
</tr>
<tr>
<td>HINSON</td>
<td>NO</td>
</tr>
<tr>
<td>TAYLOR</td>
<td>NO</td>
</tr>
<tr>
<td>MORGAN</td>
<td>NO</td>
</tr>
</tbody>
</table>
Commissioner Hinson said he thought personally, they need someone with 21st century way of thinking and has governmental and private relationship out there. He said he was surprised of the outcome here. The person in charge of Extension Building and Courthouse got things done and he wanted to make that person Interim until they get someone or until the BOCC can work things out.

Commissioner Hinson made a motion to... Chairman Viegbesie asked him to wait until Commissioner Morgan had a chance to speak.

Commissioner Morgan said he could not hear everything Hinson was saying. He was told by the Chairman. Commissioner Morgan said he had no problem with Mr. Hall assuming Interim until a new Administrator was hired. He said he always thinks there should be motion on floor as to how the BOCC would move forward prior to making that potential vote.

COMMISSIONER HINSON MADE A MOTION TO MAKE WESLEY HALL INTERIM COUNTY ADMINISTRATOR WITH A SECOND BY COMMISSIONER HOLT.

Attorney Weiss said for clarification, that would happen as the position was re-advertised.

Commissioner Holt asked if that was in Policy and Procedure. Mr. Weiss said it would automatically elevate Mr. Hall. Commissioner Hinson asked if they could not hire anyone other than the 3 for County Administrator and Mr. Weiss said correct.

Mr. Lawson said as matter of clarification, even though the Assistant would serve as Interim, that individual would still need to be appointed at some point and time.

Commissioner Morgan asked for clarification in motion.

COMMISSIONER HINSON MADE A MOTION TO MAKE WESLEY HALL INTERIM COUNTY ADMINISTRATOR WITH A SECOND BY COMMISSIONER HOLT, EFFECTIVE 11/19/19.

CHAIRMAN VIEGBESIE CALLED FOR VOTE

<table>
<thead>
<tr>
<th></th>
<th>YES</th>
</tr>
</thead>
<tbody>
<tr>
<td>HOLT</td>
<td>YES</td>
</tr>
<tr>
<td>HINSON</td>
<td>YES</td>
</tr>
<tr>
<td>TAYLOR</td>
<td>YES</td>
</tr>
<tr>
<td>MORGAN</td>
<td>YES</td>
</tr>
<tr>
<td>VIEGBESIE</td>
<td>YES</td>
</tr>
</tbody>
</table>

MOTION PASSED 5-0

COMMISSIONER MORGAN MADE A MOTION TO REBID THE COUNTY ADMINISTRATOR POSITION TO INCLUDE EXPERIENCE IN LIEU OF 4-YEAR DEGREE REQUIREMENT.
Commissioner Holt said she did not think that was a good idea because there is a training for Administration and a Master’s Degree program or Administration and to cut that out was not logical. She further stated you can have someone with a degree and training. Chairman Viegbesie said to add to that, of all 67 counties in Florida, not one Administrator does not have a Bachelor’s Degree. A Bachelor’s Degree from a 4-year University is a requirement for County Administrator and that cannot be changed to accommodate one person.

Chairman Viegbesie said he will not encourage changing the minimum qualifications.

Commissioner Taylor said to Chairman, if he researched through HR currently, if you look at some of Department Heads hired recently, and some of the requirements mandated, you will see that people were hired without minimum qualifications. She further stated if you etch in stone the minimum requirement must be met, you will have to go through reins of County governments and other department heads that do not have qualifications.

Commissioner Hinson thanked the Board for moving forward.

Commissioner Holt said this was a good conversation. She further stated she expected the County Administrator to have higher qualifications than any other employee. She would never forget when Ajax Construction had the hospital contract and Ajax Construction had everything in that plan and the Board voted Ajax out and voted Childers in and the Administrator of Childers spoke to the BOCC and said he could build the same hospital for less money and she asked him if he could really build the same hospital Ajax would build for less money and he said yes. One penny less is less. Ajax was going to build for $9.7 Million Childress renovated just the emergency room part for $10.3 Million. Less hospital for more money. What she was saying is you do not lower your qualifications, you let people apply.

Commissioner Hinson said Mr. Hall had the job and it was his to lose.

Chairman Viegbesie asked Commissioner Morgan to repeat his motion.

**COMMISSIONER MORGAN MADE A MOTION TO REBID FOR THE COUNTY ADMINISTRATOR POSITION AND SUBSTITUTE A 4 YEAR DEGREE FOR YEARS OF SERVICE WITH A SECON BY COMMISSIONER TAYLOR.**

Commissioner Hinson had a comment on the motion. His word was he would not entertain this until February or March and he could not go back on his word.

Chairman Viegbesie called for vote after reading into record; The U.S. Bureau of Labor statistics and the International City County Management Association (ICMA) specifically states that the requirement for a County Administrator is a Bachelors Degree for the Administration or other relevant fields as well as the job description of the County Administrator and the duties of and the salary range. He stated the direction the Board was going was contrary to what was Internationally and Nationally Accepted for a County in regards to the Administrator position. He stated the vote would be done by roll call and asked the Deputy Clerk to call for the vote to suspend the minimum requirement in lieu of a degree.

**THE VOTE WAS TAKEN AS FOLLOWS:**
MOTION FAILED 3-2

Chairman Holt said this did not set good precedence for children. It is bad PR to say you do not need qualifications for a job.

Citizens Requesting to be Heard
None were had.

MOTION TO ADJOURN

With no further business to be had, Chairman Viegbesie adjourned at 5:35 p.m.

______________________________
ANTHONY O. VIEGBESIE PH. D., Chairman

ATTEST:

______________________________
NICHOLAS THOMAS, Clerk