

Open Minutes from Closed Session – November 17, 2015 to January 26, 2016

November 17, 2015

The board discussed the situation at the courthouse concerning the requested security by Tammy Holloway. The board decided that Chairman Eller would get with the Sheriff and see what needed to be done. The board discussed closing off all doors except the one by the women's bathroom and have the metal detector located at this door. The board realizes that extra staff would be required. The board agreed to do what was needed to maintain security. The board all agreed to give the Sheriff the manpower needed to secure the building. The board discussed two part time or one full time employee and agreed that this decision ultimately rests with the Sheriff.

November 24, 2015

The board interviewed candidates for the county manager position. The discussion topics for the interviews was:

Why the candidate desires the position of county manager for Graham County?

Can you adapt to changing board members as elections occur?

Ethics / Compliance: County Policies; the Board of Commissioners directives; local government; State and Federal rules, regulations and statutes.

Describe or summarize Graham County in a short statement of 10 words or less.

Management of Graham County Budget.

Managing personnel; performance, conflict and discipline.

Vision of Graham County to 2020 – action plans to achieve goals.

Assets candidate brings to the county manager's position.

Coordinating / Linking Up: county department, authorities, municipalities; boards; commissioners; schools; Tri-County community college; GREAT and other associations.

Branding Graham County – who and what we are?

How do we grow forward?

All commissioners participated in the interview discussion.

November 30, 2015

The board interviewed candidates for the county manager position. The same questions were asked as stated in the minutes of November 24, 2015

December 1, 2015

Clerk Crisp serving as Interim County Manager made the suggestion that all managers who wanted to award merit raises to any employees should be done during budget and not throughout the year. Clerk Crisp stated that this is becoming a problem with all departments and if they are not budgeted it could become a problem with their budget.

Rebecca Garland stated that she received the proposal for Katalyst and stated that she would recommend that the county go with this company and purchase a 40 hour labor block. Ms. Garland stated that the 40 hours would be good for one year and this was budgeted. Ms. Garland stated that this will provide the support for the phone system as well as the computers including those with Smart Fusion. Ms. Garland stated that the downside to a new company is that they will try to sell us on new products from time to time. The board all agreed that this is the way companies do. Ms. Garland stated that the contract would be for one year to make sure that they are compatible with us and we each have a 60 day termination notice with a twenty percent holdback.

Rebecca Garland stated that her son, David is the grand marshal in the Christmas parade and requested that he be allowed to ride in the red EMS Truck and further stated that she would buy the gas for the truck. The board was glad to hear this news and did not want her buying gas that the county would be fine allowing the use of the truck for the parade.

December 3, 2015

The board discussed the two employees that Larry Hembree, EMS Director wanted to hire, Drew Silvers and Allison Grindstaff. The board all agreed that the overtime needed to be cut and they agreed to use these part time workers.

The board discussed the need to outfit Logan Edwards, Courthouse Security Guard with the proper items such as armor, badges, etc.

December 15, 2015

The board met with Becky Garland and Larry Hembree on the EMS Billing and learned that the current EMS Billing Company was not serving the county well so they reached out to other vendors. The vendor that they will be recommending is Colleton Software. Ms. Garland stated that this company is located in North Carolina and South Carolina and they will meet with us several times at the beginning of the contract and once we have transitioned we will have quarterly meetings. Ms. Garland stated that the previous company outsourced their business and that's when it fell apart and is no longer adequate. Colleton Software stated that they will do all the auditing and will do in-house training and be more hands on than the previous company. Ms. Garland stated that she received three really good references for this company. Commissioner Williams asks how much EMS Billing cost us. Ms. Garland stated \$23,000.00. Commissioner Williams stated that we couldn't put an employee in that position for that amount of money. Commissioner Cody asks if the company will offer updates. Ms. Garland stated that yes they will keep all up to date including our prevailing rates. Ms. Garland stated that they will also provide (4) IPADS that can go on the trucks and the patient can sign the IPAD and then the data could be put in once the patient is delivered. Ms. Garland stated that this will interface with Larry's software. Ms. Garland stated that with the call volume that we do the anticipated accounts receivable is \$900,000.00 rollout. Manager Edwards stated that the IPADS will be very convenient for the staff and we will not pay extra data because all the information will be uploaded to our system. Manager Edwards stated that it will be unfavorable by some that are still old school but we have the technology available and this needs to be used. Ms. Garland stated that this company will scrub the calls already received. The board asks Larry Hembree which company he preferred and he stated Colleton Software. Ms. Garland stated that we will stop using the current software company on January 1, 2016.

Manager Edwards stated that he has been county manager for two days and needs to fix the Organizational Chart and re-educate our employees on who's the boss. Manager Edwards stated that he is responsible for seeing that the policies and procedures are carried out in the county and will stand by Chapter 159 as well. Manager Edwards stated that this has caused stress in the county administrative office and he would be responsible for that from now on. Manager Edwards stated that we have no communication between departments and this needed to stop. Manager Edwards stated that he did not have any spite toward anyone but we need to move forward in a positive manner. Commissioner Eller stated that there is a fine line between micromanaging and managing and he knew that Manager Edwards would manage with integrity. Commissioner Williams stated that Manager Edwards has his unwavering support. All board members agreed.

January 14, 2016

The board met to watch a video recording of Jackie Slaughter. Mr. Slaughter is suing the county in a civil action and the complaint is negligence at the time he was apprehended by the sheriff's department. The board learned that the video was posted on You Tube and Facebook by members of Mr. Slaughter's family.

Signature page attached!

Signature page for Opened minutes from Closed Session November 17, 2015 to January 26, 2016

Jacob Nelms, Chairman, Graham County Commissioner

Keith Eller, Vice-Chairman, Graham County Commissioner

Lynn Cody, Member, Graham County Commissioner

Connie Orr, Member, Graham County Commissioner

Raymond Williams, Member, Graham County Commissioner

ATTEST:

Kim Crisp, Clerk to the Board