

The Banks County Board of Commissioners held a called meeting on September 21, 2011 at 5:30 p.m. in the Board Room of the Banks County Courthouse Annex. Present were Chairman Milton Dalton, Vice Chairman Charles Turk, Commissioners Sammy Reece, Ernest Rogers and Danny Maxwell.

1. Call to Order

Ch. Dalton called the meeting to order.

2. Approval of Agenda

Comm. Maxwell made a motion to approve the agenda. Comm. Reece seconded. All aye votes and the agenda was approved.

3. Termination Appeal Hearing

Carol Wood

Ch. Dalton closed the meeting turned the hearing over to County Attorney Randall Frost. Atty Frost opened the appeal hearing for Carol Wood concerning termination of employment with the Banks County Senior Center on August 22, 2011. Ms. Wood stated she would like to address the board concerning each reprimand that was submitted from her personnel file by Senior Center Director Tabor McCoy. Ms. McCoy was also present at the hearing. She addressed each reprimand and further stated she did not feel she was treated fairly in the termination. Ms. Wood stated the following:

September 1, 2010 – Written Reprimand: Stated she did stay after hours to get her personal items from the office but that it was with Ms. McCoy's approval and that she did not think she needed approval to stay after hours. She further stated she had not been talked to previously about any unprofessional conduct on her part.

January 27, 2011 - Second Written Reprimand: Ms. Wood denied telling clients not to come to the center because of the weather. She said she stated "she only was not coming if the Commissioners closed county offices". She also said she refused to sign the reprimand and pointed to some Senior Center clients attending the hearing that would verify that she did not tell them to not come to the center. She stated she did not have the authority to tell clients not to come to the center.

August 16, 2011 – Verbal Reprimand: Ms. Wood stated she did not receive a copy of this reprimand and had no idea this was in her personnel file. She did however state she had talked with Ms. McCoy about the incident. She stated she in no way was rude to the lady that came into the office on that date and she had told Ms. McCoy that she would apologize to the lady.

August 22, 2011 – Written Reprimand: Ms. Wood stated she did not know about this reprimand either. She stated she did remember discussing this and stated this was a name mix up since they both had the first name Carol.

August 22, 2011 – Termination & Exit Interview: Ms. Wood stated she came in to the center on Friday before the termination on Monday. Ms. McCoy approached her about the radio playing too loud on the bus. Ms. Wood had refused to turn on the radio. Clients began to sing and one of the clients stated Ms. Wood was rude to those riding concerning this matter. Ms. Wood stated another client, Ms. Thelma Qualess went into the center with Ms. Wood to tell Ms. McCoy that Ms. Wood was not rude to the clients. Ms. McCoy then approached her about

sneaking around and getting Ms. Quales to take up for her. Ms. Wood then denied sneaking around and stated she asked Ms. Quales outright to tell Ms. McCoy she was not rude to the clients on the bus.

Ms. Wood stated she was not asking for her job back because she did not feel she could work with Ms. McCoy anymore. She asked the board to prepare documentation concerning her termination so she may receive unemployment from the Department of Labor. Ch. Dalton closed the appeal hearing and reopened the meeting. ***(Copy of reprimands filed in Attachment to Minutes Book #9-3)***

4. Executive Session: Personnel

Comm. Reece made a motion to go into executive session to discuss personnel at 6:04 p.m. Vice Ch. Turk seconded. All aye votes and motion carried. Comm. Rogers made a motion to come out of executive session at 6:53 p.m. Vice Ch. Turk seconded. All aye votes and motion carried. ***(Copy of affidavit filed in Attachment to Minutes Book #9-3)***

Ch. Dalton turned the meeting over to Atty Frost. Atty Frost made a recommendation to the board as the Appeal Officer by stating Ms. Wood had not asked that her job be restored. He stated she had been an employee of Banks County for over 20 years and for that reason, he recommended that she be allowed to meet with the Personnel Officer to prepare documentation for her to be able to draw unemployment compensation.

Comm. Maxwell made a motion to approve the recommendation as stated. Comm. Reece seconded. All aye votes and motion carried.

5. Adjournment

With no more business, Vice Ch. Turk made a motion to adjourn the meeting. Comm. Rogers seconded. All aye votes and motion carried. The meeting adjourned at 6:54 p.m.

Chairman

County Clerk
