

**Tyrone Town Council
Meeting Minutes
July 19, 2018**

Present:

Mayor Eric Dial

Mayor Pro Tem Gloria Furr

Council Member Ken Matthews

Council Member Ryan Housley

Council Member Linda Howard

Town Manager Jonathan Lynn

Finance Manager Sandy Beach

Police Chief Brandon Perkins

Court Clerk April Spradlin

Recreation Manager Mitch Bowman

Town Attorney Dennis Davenport

Town Clerk Dee Baker

Mayor Dial opened the meeting and gave the Invocation which was followed by the Pledge of Allegiance.

Public Comments

Ms. Lyn Redwood, a resident on Trickum Creek Road addressed Council and stated that she has been a resident of Tyrone for twenty-seven years. She understood that she was only allowed three minutes to speak and asked Council if she could share four, two minute videos that were of great importance to her stormwater run-off issue. Council agreed. She then gave a brief history. In the 1980's Mayor Norm Davis and Council approved an eighty-acre annexation which was now the South Hampton subdivision. This also included Trickum Creek Road. The approval was not very popular at the time and neither was Trickum Creek Road which had remained a dirt road. The county had maintained the road and when the annexation occurred they continued maintaining the ditches only on the county section of the road; because of that, the condition has deteriorated. Due to the additional impervious surface which comes from the John Wieland development, there is excessive run-off across the road from her property. She requested that Council create and maintain ditches across the road. She added that several years ago she purchased twenty additional acres adjacent to her property and created a horse farm. She informed Council that she had a pipe placed within the culvert that was oversized. A few weeks ago the Town Engineer explained that they would replace the pipe with a new and better design; in reality the pipe was much smaller and shorter.

She added that her horse trailer and a Fire truck would have difficulties maneuvering onto her property with the smaller pipes and new design.

Approval of Agenda

Council Member Housley made a motion to approve the agenda.

Council Member Howard seconded the motion. Motion was approved 4-0.

Consent Agenda: *All matters listed under this item are considered to be routine by the Town Council and will be enacted by one motion. There will not be separate discussion of these items. If discussion is desired, that item will be removed from the consent agenda and will be considered separately.*

Approval of minutes, June 21, 2018.

Council Member Furr made a motion to approve the consent agenda.

Council Member Housley seconded the motion. Motion was approved 4-0.

Public Hearing:

1. Consideration to approve a petition from applicant Brent Brownlee for the rezoning of a 4.3 acre tract with parcel number 0727 018 at property address 926 Tyrone Road. The proposed rezoning will be from R-12 (Residential 1200 square feet minimum) to AR (Agricultural Residential). *Jonathan Lynn, Town Manager*

Mr. Lynn stated that he would be speaking on behalf of Mr. Trocquet who was on vacation. Mr. Lynn summarized that applicant Brent Brownlee submitted a rezoning petition for 926 Tyrone Road to rezone 4.3 acres from R-12 (1200 square foot minimum) to AR (Agricultural Residential). The intent was to match the surrounding zoning and to combine at some time with the Bethel Church property. To the north is O-I zoning and east and west were AR and R-12 zoning categories. He added that this zoning is a less intense zoning would increase setback requirements.

Mayor Dial opened the public hearing for anyone that wished to speak in favor of the rezoning. No one spoke.

Mayor Dial opened the public hearing for anyone that wished to speak in opposition of the item.

Mr. Christopher Slaton approached Council and stated that he lives at 921 Tyrone Road which joins the 926 property. He informed Council of the history of the land and stated that he believed there was a discrepancy regarding ownership. He stated that in 1980 his grandmother willed him and his siblings thirty-three acres.

He added that his grandmother was listed as one of the founding members of Tyrone. Since then, there have been many land sales and records that indicate he should currently own eight acres. The land was resurveyed and there was a discrepancy and property infringement indicated. Mayor Dial asked Mr. Slaton to specify his property on a map for Council. He indicated the property and stated that several property pins were in question. He informed Council that he has legal representation and asked for six months to one year preparation time with his attorney prior to any action from Council on the property. He ended by stating that his attorney advised him that he could represent himself at the Council meeting tonight. Mayor Dial asked Mr. Slaton if he had documentation. Mr. Slaton stated that he forwarded documents to his attorney but he did not have emails logging conversations with the Tax Assessor's office regarding the property.

Mr. Wayne Slaton who lives on Tyrone Road spoke next. He stated that from his understanding the rezoning approval would allow the church to do anything they wanted to with the property. He stated that the church could cut a road onto Tyrone Road which would be very dangerous. No one drive the speed limit on Tyrone Road; sometimes it is 60-70 miles per hour, including 18-wheelers. He reiterated that they have been told there was a plan for a road cut onto Tyrone Road; that would be very dangerous.

Joy B. who lives on Brookfield Court stated that she lives across from the property in question. Last year her and her friends, along with several other people had a meeting with Bethel Church in Peachtree City. Their concern at the time was that the developer would construct a road coming onto Farr Road; the architect stated that the road would be directed onto Highway 74 and would cut behind the BP gas station. A year later we see a sign that states "sell pending in two days". These people lied to twenty of us. There is going to be a road coming onto Tyrone Road with a 450 attendee church which includes a school of supernatural. Traffic will be backed up on the hill on Tyrone Road from the light, this will be very dangerous. At this point we do not know what the church is all about. The developer/architect insisted that there was going to be a cutout onto Highway 74 and that it would not impede traffic. She ended by requesting a traffic study for Tyrone Road; the turn lane debacle was ridiculous.

Ms. Mary Williams who lives on Brookfield Court stated that she was also at the same meeting where the developer assured the access road would be on Highway 74. Now there is discussion regarding a curb-cut onto Tyrone Road, which is currently too busy. We love our community and we have safety concerns regarding additional traffic on Tyrone Road. She also requested a traffic study on Tyrone Road.

Ms. Judy Jones, a resident on Branch Bend, spoke next. She shared that she was also at the first meeting regarding the church and was concerned that the road was going to enter onto Farr Road. We were all assured that all traffic would be directed onto Highway 74 and would not affect Tyrone or Farr Road. Their representatives are not trustworthy. She added that Farr Road needed to be paved and requested traffic studies on Tyrone and Farr Road.

Council Member Furr asked if Mr. Brownlee was present; he was not in attendance. Council Member Howard asked how the individuals received their information and why was the opinion that a road was being directed onto Tyrone Road instead of Highway 74.

Mr. Wayne Slaton stated that at the last Town meeting, the Town planner shared, that was the plan. Mayor Dial stated that the developer requested a curb-cut from the Georgia Department of Transportation (GDOT) and GDOT denied their request. Mayor Dial asked Mr. Lynn for clarification. Mr. Lynn stated that the developer actually requested a curb-cut onto Handley Road behind BP onto Highway 74; GDOT did deny the request.

Council Member Howard asked for clarification regarding the placement of a road if Council approved the rezoning tonight. Mr. Lynn stated that assuming Bethel Church acquired the property and combined the lots for a church; the developer would have to come to the Town for approval of a road. Council Member Furr asked who the actual owner of the property was. Mr. Lynn stated that Mr. Brownlee was the current owner of the property according to the Tax Assessors GIS website. Mayor Dial inquired about the proof of ownership. Mr. Slaton stated that he currently had tax bills and could produce emails showing partial ownership.

Mr. Davenport stated that Mr. Brownlee had provided several documents; such as a quick claim deed from Susan Mann to Joe Turner. Susan Mann and Joe Turner are related and took this property from an executor's deed where Susan Mann was the executor; she quit claimed her interest to Joe Turner in 2014. Joe Turner through a limited warranty deed sold the property to Mr. Brownlee which was over and beyond a quick claim deed. Joe Turner also issued a quit claim deed under the old legal description which is covered either way. Mr. Davenport stated that he was not saying the information was accurate; however, it does paint the picture that the title belonged to Mr. Brownlee, this was evidence of ownership. In regards to the rezoning of the property, if Mr. Brownlee was not the owner, the liability could fall on Mr. Turner, not the Town. Mr. Davenport stated that Mr. Brownlee followed procedure and provided documentation of ownership with a limited warranty deed.

Mr. Christopher Slaton stated that he does not want the Town to be in the middle of a legal dispute. He added that his property lines had been skewed over the years. Mr. Davenport stated that the Town would not be held liable by moving forward with a rezoning of the property. The Town could be brought into their litigation in the future but would not be held liable.

Ms. Jones stated that if the Town rezoned the property, the developer could put in the road and once Mr. Slaton finds out who owned the property citizens would still be taken advantage of. Mayor Dial assured everyone that the Town Manager stated that the developer would still have to return to the Town in order to put in a road. Mr. Christopher Slaton added that once the Town rezoned the property that would give the developer a leg-up for the road placement.

The developer surveyed historical trees that have been in Tyrone longer than any citizen. The Tyrone Planner brought up the historical trees at the last meeting, why are they being brought up if they are not going to be removed? Ms. Jones had concerns regarding the developer stating that it was no one's business what was developed on their property and that they could do anything they wanted to. Mr. Lynn reaffirmed that they could not do anything without permission from Engineering, Council and a permit; they would have many more issues if they chose to move forward.

Council Member Furr made a motion to table the item to the August 16th Council meeting and for Mr. Brent Brownlee be required to attend the meeting.

Council Member Howard seconded the motion. Motion was approved 4-0.

New Business:

2. Consideration to approve a bid for the replacement of the Dogwood Trail culvert.

Jonathan Lynn, Town Manager

Mr. Lynn informed Council that the culvert along Dogwood Trail had been deteriorating for several years and a full culvert replacement was needed. The project was included in the list of Town projects in the most recent voter-approved SPLOST. The project would remove two existing corrugated metal pipes running under Dogwood Trail where the bottoms had rusted and caused settling between the pipes and the road above the pipes. He added that the newly installed pipes would be an adequate size and made from concrete to increase the lifespan of the pipes. It would also incorporate a pre-cast double concrete box culvert. The RFP for the project received eight bids, with the lowest bid of \$313,700 submitted by McLeRoy Inc. The Town included the project within the SPLOST with a total budget of \$375,000. Mr. Lynn recommended approval.

Council Member Furr made a motion to award the bid of \$313,700 for the Dogwood Trail Culvert replacement project to McLeRoy, Inc.

Council Member Matthews seconded the motion. Motion was approved 4-0.

3. Consideration to approve an agreement for professional services with The Collaborative Firm, LLC. *Jonathan Lynn, Town Manager*

Mr. Lynn stated that prior to 2016 the Town had never staffed a professional community developer/planner but rather utilized other staff members to perform planning duties in coordination with legal consultation. The Town entered in to a one year agreement with the Collaborative Firm LLC to provide any professional services related to planning and zoning as needed. During the initial term of the contract, a request was never place.

He added that with the given workload in place and forecasts of that only increasing, it was preferred that the Town continues to retain the services of a planning consulting firm. They would be available for projects that staff may not have the expertise or the time to complete. There is no retaining fee or cost associated with executing the agreement. The services rendered would be charged at a fair market rate. Mr. Lynn recommended approval. Council Member Furr asked if Mallett Consulting Inc. provided the same services. Mr. Lynn replied no; however the Atlanta Regional Commission (ARC) had performed similar services in the past such as assistance with the Comprehensive Plan. Council Member Furr inquired about number three (3) of the agreement which states: Attend and participate in meetings and public hearings of the Planning and Zoning Commission and/or City Council relating to zoning and land use. She asked, if this was only if there was a particular issue. Mr. Lynn stated yes, that would be the only time they would attend meetings.

Council Member Housley made a motion to authorize Mayor Dial to execute the agreement as submitted for professional services with The Collaborative Firm, LLC with a beginning date of July 1, 2018 and expiration date of June 30, 2019.

Council Member Matthews seconded the motion. Motion was approved 4-0.

4. Consideration to approve the hiring of a Town Engineer/Public Works Director. ***Jonathan Lynn, Town Manager***

Mr. Lynn stated that it brought him joy to announce the hiring of the Town Engineer/Public Works Director which would oversee the entire Public Works Department; including engineering work previously contracted to an outside firm. He added that Mr. Scott Langford's start date would be middle August. Mr. Langford is currently in the process of transferring his license from Columbia South Carolina to Georgia.

Council Member Matthews made a motion to approve the hiring of Scott Langford as the Town Engineer/Public Works Director for the Town of Tyrone at a salary not to exceed \$70,000 annually.

Council Member Housley seconded the motion. Motion was approved 4-0.

5. Consideration for the Walking in Covenant Christian Church Event in Shamrock Park. ***Mitch Bowman, Recreation Manager***

Mr. Bowman stated that a few weeks back he was approached by Anthony and Victoria Rogers who rent space at Operation Mobilization for their Walking in Covenant Christian Church services. They have requested the use of Shamrock Park on August 4th from 11:00 am – 4:00 pm for an event celebrating their five years in operation.

The event would include speakers, inspirational dance groups, singing groups as well as free food and beverages would be available to anyone that would like to attend.

Council Member Howard made a motion to approve the Walking in Covenant Christian Church Event in Shamrock Park on August 4th.

Council Member Housley seconded the motion. Motion was approved 4-0.

6. Employee Termination Appeal Hearing. *Jonathan Lynn, Town Manager*

Mayor Dial stated how he preferred the item would be handled and added that we all recognize the gravity of the situation. He asked that everyone stay on point and to not veer from the subject matter and to steer clear of any personal attacks and mud-slinging. He stated that the Town Manager would begin the process and asked that the employee only address the items mentioned. He stated to only counter the items the Town Manager discussed.

Mr. Lynn informed Council regarding the employee termination appeal process which was consistent with the Employee Handbook. He added that the only Town employees able to conduct a termination were the Town Manager and Police Chief. It also stated that the appeal process was to be held before Council. He stated that on July 9th a meeting was held with the Public Safety Clerk, Christie Purdy, Chief Perkins, Ms. Purdy's supervisor, April Spradlin and Ms. Beach. A courtesy was provided to her based on a list of deficiencies; the option to resign in lieu of termination, or to take a direct termination. At this time Ms. Purdy chose to take the resignation in lieu of termination. Mr. Lynn stated that he also gave Ms. Purdy an additional twenty-four hours if she chose to change the status. On July 10th Ms. Purdy informed Mr. Lynn that she chose termination. On July 11th a termination notice was mailed to Ms. Purdy giving her until the date of July 13th to appeal her status. At this time Ms. Purdy informed Mr. Lynn that she in fact wished to file an appeal. Mr. Lynn then gave a brief history of issues leading up to her termination. Ms. Purdy was hired on April 24, 2017. On October 19, 2017, Ms. Spradlin issued a disciplinary action pertaining to Ms. Purdy entering the Police Chief's office unsupervised while working unapproved overtime on October 5th. On October 24th Ms. Purdy's six month probation was extended by her supervisor Ms. Spradlin another six months due to continued work place issues. On January 11th an email was sent to Ms. Purdy from Chief Perkins; Ms. Purdy left the Police Station unlocked from the night before. Mr. Lynn added that there have also been unauthorized Google charges on two of Ms. Purdy's credit cards on March 4th, April 1st, May 1st and June 2nd. The card was cancelled and a new one was issued. On June 7th Ms. Purdy received a disciplinary action due to insulting a customer on June 6th. Ms. Purdy told the customer that his parents must have been dyslexic due to his last name. On June 15, 2018 a verbal discussion took place with Ms. Purdy and Ms. Spradlin due to a Tyrone Police Officer and a defendant turning himself in.

The Officer expressed his concerns with Detective Johnson that he was not allowed to complete his job. On June 21st Ms. Purdy picked up what she said was all property bonds from Fayette County. Upon review, Ms. Spradlin discovered that two were cash bonds. Ms. Spradlin requested the two bonds equaling \$1,600; which was left at the Fayette County Jail be retrieved. Ms. Spradlin had a discussion with Ms. Purdy regarding attention to detail. On June 27th Ms. Purdy failed to follow protocol and sent an incomplete file to the District Attorney's office. According to protocol, only investigators can send files to the Assistant District Attorney; incomplete files may result in insufficient evidence. On July 5th Ms. Purdy's charging privileges were revoked due to her third occurrence of Google charges. This was Ms. Purdy's third written disciplinary action. Her terse responds was, "I am fine with never having a credit card with the Town of Tyrone again." The basis of these facts has led to Ms. Purdy's termination.

Mayor Dial invited Ms. Purdy to the podium and reiterated that the hearing was dedicated to items that were discussed by Mr. Lynn. He added we do not need to discuss other issues.

Christie Purdy thanked Council for allowing her the opportunity to appeal her termination. She asked Council to allow her to read what she had written due to her being nervous and she may forget to mention points. She added that her reputation and her family's livelihood were at stake. She read that the primary reason for her termination was due to unauthorized charges on the Town's credit cards. She was told that the credit cards had to be closed and reopened four times within the last six to seven months. This concerned her greatly as she never made any unauthorized purchases. If my account was being used it was either hacked or someone with knowledge of my account information. It was not me. I've tried repeatedly to explain and ask for help. Someone in Finance, accounting or the Town Administrator could have contacted Google to conduct a thorough investigation. Ms. Purdy provided copies of the credit card charges to Mayor and Council. Ms. Purdy stated that Ms. Spradlin informed her to contact Google. Ms. Purdy added that when she attempted to contact Google, they would not release information as she was not the account administrator. If contacted, Google could have reported what was ordered, where it was shipped or file a claim for possible hacking. She added that she was afraid that the problem was more serious than the department or the Town realized. People who hack could obtain more information. This was something that should be investigated. Ms. Purdy stated that each time it happened she asked Ms. Guffie to investigate prior to issuing a new card. Upon employment termination, she stated that she requested an IT person to check her computer; how do we know anyone's records are safe? Ms. Spradlin and Mr. Lynn stated that my computer has been wiped clean. We have yet to acquire an IT person due to funding which leaves us exposed. This issue has not been resolved and I have been terminated primarily of something I am not guilty of. I will be glad to take a lie detector test to prove it. I have asked to see what has been purchased but have not been privy to that information.

I have researched Google Activity under my Town email address and have found that I am not the only person that has visited Google for unrelated work searches with my email address. While searching for my daughter's gymnastics, nothing was ever purchased with the Town's credit card. Since I have not been told what was purchased, how do we know that something was purchased by another person under my login, who would have known my login information and password? Ms. Purdy shared with Mayor and Council searches under her login. She shared that there were no expenses, no payments, no activities, no subscriptions and no reservations. She pointed out that under her work email and login was a search for speed boats; which she has no interest in. This proves that someone besides me, inside or outside the department was searching under my email, login and password. She added that along with the previous handout, indication of six different credit cards was listed on an Amazon account; some of which are not mine or Ms. Spradlin's. How many more employees log into Ms. Spradlin's account? They know her login information and could purchase something with the listed credit cards and it would look like I did it. What is to keep someone from writing down my credit card information and using it elsewhere or has Amazon been hacked? Ms. Purdy stated that without an IT department and anyone from Finance researching this matter, no one could tell who received the merchandise or who signed for it. Someone could go into my account with the last credit card saved and purchase items. Our account may have been hacked or the person logging in after me must have forgotten to change the saved credit card to theirs. I have not and would not purchase anything on the Town's credit card and I am requesting an investigation to clear my name. Logins should be used only by the people it was issued to and passwords should be changed regularly.

Ms. Purdy continued and stated to her knowledge, she never refused any directive from anyone she reported to. There have been times I may not have understood or did not recall how to complete a task or felt there was a different way to complete it. We would then discuss the matter. I did not refuse to complete a task that was assigned to me. It is interesting to say that I have a lack of attention to detail when others say my attention to detail is fantastic and going beyond to insure quality. I strive for perfection but to say I never make mistakes would be a lie. I have made mistakes and will learn from them. I am not perfect; no one is but the good Lord. If I make a mistake, tell me then and how to correct it. People learn at different speeds, when I understand, then I have it. We are not here to discuss Ms. Spradlin's activities; these activities have greatly contributed to my termination.

Mayor Dial interjected and asked if Mr. Lynn discussed these facts in his presentation. Ms. Purdy stated yes, when all dates were mentioned.

Ms. Purdy reported that within the first three months of employment, Ms. Beach inquired as to how her job was going. I told her, I love my job and there is a lot to learn; but Ms. Spradlin sure does have a lot of personal phone calls and online activity. I am not used to working in an environment where an employee stays on the phone so much for personal use.

Mayor Dial stated that the information had nothing to do with the reason she was terminated.

We need to get back on track. We do not want anything to be untrue or unfair to you; we want you to be able to address those. Ms. Purdy continued. There was a meeting with me, Ms. Beach and Ms. Spradlin and they are all here today. Mayor Dial added that Council does not need the contents of that meeting.

Ms. Purdy stated that she would like to discuss the items reported to Mr. Lynn that were used against her that resulted in her termination. A six month evaluation took place in August of 2017. During that meeting a lengthy discussion regarding the need for improvements took place. An additional six month evaluation was set. I knew then and know now that I needed more of Ms. Spradlin's time for a better understanding of my tasks. My annual evaluation reflected a score of 2.3. To reflect my attention to detail, may I make a footnote. My overall rating on the back page was a 1.4, plus 0.9. This totals 2.3, Ms. Spradlin indicated 2.2. A letter was attached to my paycheck indicating that I would be receiving a 3.5 % pay increase. Why was I terminated a month later with no instruction or coaching from Ms. Spradlin? I have since learned that while Ms. Spradlin was not coaching me, she was keeping a daily log of my activities since the meeting with Ms. Beach on June 5th. Ms. Spradlin did not put everything behind us, keep communication open, nor work with me to help make a better work environment. Ms. Purdy then handed out a document of Ms. Spradlin's log.

Ms. Purdy pointed out on the document, August 2017- May 2018: "additional training on policy and procedures. She continues to have a difficult time with GCIC, payables, and any other assigned duties that involve responsibility." Ms. Purdy added, why was I left alone so many times if I did not have responsibility? Why was I doing her job too when she was on vacation with no problems noted with reports that had to be completed; the most recent July 2nd? She stated that in reference to GCIC, I have plenty of experience running people, guns, tags, etc. When I was employed with Fayette County E-911 we were not an entering agency (warrants and missing people into the state-wide and national system). It takes a lot of practice. Ms. Purdy referred to a former supervisor that currently works for the Peachtree City Police Department. She has been an employee for five years and has entered a handful of warrants and is still not perfect. I was employed with the Tyrone Police for fourteen months and we have less to enter. It takes time and confidence to learn this procedure. I have improved significantly; Ms. Spradlin even told me so. In regards to payables, this has to do with budgets. During my interview I made it known that I was unfamiliar with accounting and budgeting. Purchases require a purchase order and it needs to be coded to the correct line item. I struggled at first but have had less problems and emails from Finance. I am capable of handling this.

Ms. Purdy continued and stated that on June 5th Ms. Beach, Ms. Spradlin and she met due to her feeling overwhelmed. I was asked to be open and honest and to put everything on the table.

They replied when I was done; we can put everything behind us, keep the communication lines open and have a better working relationship. I felt Ms. Spradlin's personal activities were part of the problem due to personal cellphone use and online personal use, which was discussed as well. We also discussed an incident where a Chaplin came in for a GCIC test. I do not like to cuss and others know that. On this day Ms. Spradlin told the Chaplin that was in the middle of his test; watch as I get Christie to cuss...

Mayor Dial interjected and stated that Mr. Lynn did not present that. I would rather you defend yourself than attack her.

Ms. Purdy stated that on June 6th, Ms. Spradlin wrote her up for commenting to a citizen requesting an alcohol permit; your parents must have had dyslexia when they named you. Ms. Purdy added that Ms. Spradlin did not include the entire conversation. The citizen's last name was Strnad. I am not familiar with Czech names. The citizen explained the origin to her. They both laughed he was very nice and said it happened all the time. I wanted to get the name correct for GCIC; I honestly thought it was misspelled. It was a learning experience. I was at 911 for twenty years as a communicator and have not had another bad review in regards to customer service. On the same day we had several people requesting alcohol permits. Ms. Spradlin was on the phone and I had forgotten to take two payments. The citizens reminded me to take their payment. Since that day I have not forgotten another payment and have learned to help one person at a time, regardless of complaints.

Ms. Purdy stated that on June 15, 2018 a citizen turned himself in on a warrant. The Officer had hurt feelings because he believed a citizen overheard me telling him how to do his job. A verbal discussion took place. This is an officer safety situation. Ms. Purdy stated that she did not understand why the Detective told dispatcher status and what was happening while the citizen was in handcuffs. He could have gotten loose and fired a gun. Dispatch would have no idea what was happening. I told the Officer this because I was planning on phoning dispatch if needed. The Officer never said anything to me about his hurt feelings. I would have apologized, I was trying to help. The citizen never heard what was taking place.

Ms. Purdy continued and stated that on June 18th Ms. Spradlin stated that I forgot her password which was addressed earlier this evening. On June 20th a discussion took place with another Chaplin about how long it took to take the GCIC test. I mentioned it took the other Chaplin eight hours to take the test and that he'll do fine. I remained quiet for the remainder of the test. Ms. Spradlin mentioned that I should not compare others learning capabilities.

On June 21, 2018 Ms. Purdy stated that she went to the Fayette County Courthouse to pick up inmate files. The money was usually attached and was not that time.

The paperwork indicated cash bond. Upon my return Ms. Spradlin noticed this and called the jail and spoke with Kathy Cox. She had the money and apologized. I went back to pick up the money, where Ms. Cox apologized again. I have learned from that experience and Ms. Spradlin coached me. During my training I did not visit the jail, this would have been helpful.

Ms. Purdy indicated that on June 25th, Ms. Spradlin was at lunch when a citizen came in to renew her alcohol permit. She advised me that she was on probation for driving on a suspended license. Ms. Purdy understood that anyone with a suspended license or in drug court could not obtain an alcohol permit. She told the citizen she needed to check with her supervisor. Ms. Spradlin was upset and told me to read the ordinance. Ms. Spradlin also read the ordinance upon Ms. Purdy's return. Moving forward I will know to check the ordinance.

Ms. Purdy stated that on June 27th a Detective complained that she sent part of a case to a higher court. Detectives are supposed to transport information to that particular court. I sent a copy of the warrant and the basic report. I forwarded an email to the Detective so he could send the remainder of the case file. The Detective was upset. I was told to never share notes from the Detective when citizens ask for copies of the report. I always shred Detective notes prior to releasing the report. The Detective told me to never do that again, just forward the email. This never happened again.

Ms. Purdy stated that on June 28th Ms. Spradlin asked if she would print labels so she would not have to go into her drawer when labels were needed. I thought we could use the labels in Ms. Spradlin's drawer to save money. I realized that I had deleted the label template by mistake. Ms. Spradlin stated that she would send the templet to me. I then saved it to my computer.

Ms. Purdy stated that July 5th was when her write up occurred regarding the fourth credit card charge. My termination meeting occurred on July 9th. Ms. Purdy informed Council that Mr. Lynn stated that the Town had been observing me for a few months in reference to the credit card charges, which I call fraud. Based on that statement and my annual evaluation and my 3.5% pay raise, something was not adding up. I would like for Mayor and Council to get to the bottom of the fraud charges. All other allegations took place after the meeting on June 5th with Ms. Beach. I began employment with the Town in April of 2017. I believe actions of retaliation have taken place as a result from the meeting with her superior. I can subpoena at least six Police Department staff members regarding the cell phone abuse and rudeness that Ms. Spradlin exhibits toward me. All dates listed on the sheet happened in June and July after the meeting I had with Ms. Beach.

Ms. Purdy referenced an email from Ms. Beach. Mayor Dial asked Mr. Lynn if he discussed the email, he stated no. He then asked Ms. Beach if the email was pertinent to Ms. Purdy's termination. Ms. Beach replied, no it was not.

Ms. Purdy stated that she has enjoyed working for the Town, its citizens and staff. She mentioned her former supervisor's letter of reference that she did not ask her to write. A citizen wrote a very nice letter of an account with Ms. Purdy and shared it on a popular Fayette County Facebook page and she received a gift from a citizen as well. If I was doing such a horrible job, my tenure would have been shorter. Please look into the allegations brought before me and examine as to whether my name should be cleared and allow me to be reinstated. I am sure a question you have is, if I return to work would I be able to work with Ms. Spradlin. The answer is yes. Prior to the meeting with her superior I would attend birthday parties with her children and even visited her home. I'll ask Ms. Spradlin to focus on the task at hand, to train me and coach me as needed. When I make a mistake, tell me so I can learn from it and improve. We all may have personal calls and look up things on the internet. The customer service line may be long, know that there may be complaints. Lend a helping hand. We need open communication and teamwork. If I have an issue, I will first speak with Ms. Spradlin.

Mr. Lynn stated that in regards to retaliation; there were no grievances or harassment claims filed.

Mayor Dial announced in regards to the credit card charges, they were all under \$15 and the Town does have an IT contracted company. Mayor Dial added that he did not assume that Ms. Purdy was committing credit card fraud. Ms. Purdy stated that she was written up for unauthorized credit card charges. Mr. Lynn stated for the record that the charges were for \$12, \$2.25, \$7.50 and \$2.90. Ms. Purdy stated that the bank was nice and refunded all charges to the Town.

Council Member Housley stated to Ms. Purdy that it took a lot of courage to come to the meeting to fight for your job in public, we respect you being here. He asked Ms. Purdy's hire date. Mr. Lynn stated April 24, 2017. Council Member Housley added that it seemed that most issues and write ups occurred around June and July. Were there no other issues brought forward prior to then? Ms. Spradlin stated that there was a period of training and Ms. Purdy's initial six month evaluation occurred in August of last year. Ms. Spradlin stated that she addressed some improvements that needed to be made. From August to just recently, I was giving her time to adjust, learn procedures and have improved accuracy. I felt as a Supervisor sometimes you need to document items to remember for later evaluation purposes. During that time I attempted to give her multiple times to train, to go over items and to read through items and readdress issues. Mr. Lynn stated that Ms. Purdy received her first disciplinary action on October 19, 2017 from Ms. Spradlin which preceded the October 24th six month probationary evaluation.

Council Member Housley stated that it was noted that the first disciplinary action occurred on June 6, 2018. Mr. Lynn stated that Ms. Purdy found hand written notes from Ms. Spradlin and requested a copy. Ms. Spradlin typed the notes that Council was presented.

Mr. Lynn added that comments in their entirety were in Ms. Purdy's personnel file. Council Member Housley clarified that the first write up was in October of 2017, six months after her start date. Mr. Lynn concurred.

Council Member Furr asked how many times had Ms. Purdy been written up since July 1, 2018? Mr. Lynn stated twice prior and once on July 5th. Council Member Furr asked, how can someone be written up and have all these charges against her and get a 3.5 pay increase? Ms. Spradlin stated that when the evaluation had been filled out she was not documenting things that had been given her; which included additional training and essentially giving her an extra six month evaluation period. Regarding her evaluation, I gave her multiple 2's because the evaluation was rated 1-3. I documented 2's with an explanation of areas of needed improvement. A 1 would constitute a complete failure and I would never admit she was a failure, she had very positive aspects of her job that she did very well. The 2's were valid enough to be improved upon. Council Member Furr stated that she had a real problem with all of the improvements that needed to be made and then she received a 3.5. She added that she does not think that the supervisors know how to evaluate. Mayor Dial stated that the department heads could use training on how to fill out a performance evaluation. This is a staff-wide area that needs improvement. Council Member Housley asked for the Town's improvement plan when employee inadequacies arise. Mr. Lynn stated that deficiencies are documented preceded by a meeting to follow up with the employee for improvement. Chief Perkins stated that the Police Department had something in place for the officers. It is job specific but should not be difficult to transfer to civilian employees.

Council Member Matthews made a motion to move into Executive Session.

Council Member Furr seconded the motion. Motion was approved 4-0.

Council Member Howard made a motion to reconvene.

Council Member Furr seconded the motion.

Council Member Housley made a motion to uphold the decision.

Council Member Matthews seconded the motion. Motion was approved 4-0.

Mayor Dial spoke to Ms. Purdy. We believe you are a good person; this experience has not been a pleasant one for any of us. You are not entirely in the wrong, there are processes that we need to improve on included the performance evaluations. The blame is not entirely on you, we appreciate the time you have been here and wish you the best. Ms. Purdy agreed. Council Member Housley wanted to make her aware that the credit card charges did not play a factor in Council's decision. He added that the belief was that this was not fraud and they would make sure her name was cleared.

Ms. Purdy asked if she could receive something in writing to that effect for future employment opportunities. Mayor Dial assured her that everything was on record. Mr. Lynn added that something would be placed in her personnel file.

Public Comments

Ms. Redwood returned to the podium. Ms. Redwood asked that the newly hired Town Engineer research her culvert concerns. She shared that her concerns were that she has had problems prior with a horse trailer, would a Fire truck be able to make the radius and width due to Trickum Creek Road? She printed information regarding requirements and asked if the Engineer could look at the design and width of the road in regards to turn radius; it's not a two lane road. She added that she did not want to be in a situation with her horse trailer and truck not being able to make the turn onto her property. She added that her second concern was regarding a Fire truck. Her information provided to Council shared an Engineering program that defines these items. Mayor Dial asked if the curve was on Trickum Creek Road or was it entering onto her property. Ms. Redwood stated that when Council reviews the videos, she could better explain the lay-out. She added that the driveway that accesses Trickum Creek Road that accesses her property had a long culvert including a turn radius. The Town dug the culvert out and want to replace it with a ten to twenty foot shorter pipe. When I appealed to the Town to extend it to the length it was, I was told that I would have to pay \$5,000. Initially the culvert I had put in was fine. Mayor Dial asked how long ago the culvert was put in. Ms. Redwood stated approximately eight years ago. I purposely oversized it more than what was recommended.

Staff Comments

Mr. Lynn announced the tentative dates for the millage public hearings. He had received information from the County yesterday. The dates are; August 8th, and 16th.

Mr. Lynn shared the good news that the Pines Annual Report identified the Tyrone Public Library was number four in our region and doing very well with just under 65,000 circulations. We are just behind Peachtree City, Fayette County and Griffin Spaldin Libraries and ahead of Jackson/Butts County and the Monroe County Libraries.

Adjournment

Council Member Furr made a motion to adjourn. Motion was approved 4-0. Meeting adjourned at 9:05 pm.

Eric Dial, Mayor

Dee Baker, Town Clerk