

## **PORT ST. JOE, FLORIDA**

**JULY 28, 2011**

### **SPECIAL MEETING**

The Gulf County Board of County Commissioners met this date in a special meeting with the following members present: Chairman Warren J. Yeager, Jr., Vice Chairman Bill Williams, and Commissioners Carmen L. McLemore, Ward McDaniel, and Tan Smiley.

Others present were: County Attorney Jeremy Novak, Deputy Clerk Kari Summers, Chief Administrator Don Butler, Deputy Administrator Lynn Lanier, Gulf County E.M.S. Director Houston Whitfield, Grant Writer Towan Kopinsky, Mosquito Control Director Mark Cothran, Public Works Director Joe Danford, Public Works Director Bobby Knee, Sheriff's Office Captain Ricky Tolbert, Sheriff's Office Investigator Greg Skipper, Sheriff's Office Investigator Shane Lee, Sheriff's Office Major Bobby Plair, and T.D.C. Director Tim Kerigan.

Chairman Yeager called the meeting to order at 5:01 p.m., E.T.

#### **EMPLOYEE MATTERS**

Sheriff's Office Captain Tolbert reported that this is a public meeting and requested that everyone keep this meeting cordial, stating that it will be a few minutes before the meeting gets started due to County Attorney Novak being on a conference call with Dr. Pablo.

The meeting did then recess at 5:02 p.m., E.T.

The meeting did then reconvene at 5:06 p.m., E.T.

County Attorney Novak reported that the former employee did not request this hearing, it was under the request of the Commission; stating that this is a public meeting. He reported that we are here tonight in regards to John Ford's termination which was carried out on Thursday, July 21, 2011. County Attorney Novak gave an overview of the events which took place concerning this incident, stating that on Monday, July 18<sup>th</sup> Gulf County E.M.S. Director Whitfield met with Chief Administrator Butler to discuss the apparent improper conduct and actions taken by County employee John Ford, and that afternoon he, Chief Administrator Butler, Deputy Administrator Lanier, and Gulf County E.M.S. Director Whitfield met to discuss the actions taken earlier on Monday morning,

deciding to meet with John Ford the following morning at 8:00 a.m. He reported that on Tuesday, July 19<sup>th</sup> Mr. Ford came to the Administration Office and met with him, Chief Administrator Butler, Gulf County E.M.S. Director Whitfield, and Deputy Administrator Lanier, stating that they reviewed the conduct and actions by Mr. Ford and questioned him in regards to the incident on Sunday, July 17<sup>th</sup> which was centered around a non-county employee brought onto the E.M.S. staff and used for an emergency transfer from Sacred Heart Hospital to Bay Medical Center in Panama City. County Attorney Novak reported that after questioning, Mr. Ford did acknowledge that this incident did happen and Chaney McArdle who is a licensed E.M.T., but non-county employee was on the truck around 1:00 a.m. or 1:30 a.m. was called in to be put on staff to transport a cardiac patient from Sacred Heart Hospital to Bay Medical Center in Panama City. County Attorney Novak reported that in the interview with Mr. Ford he acknowledged that this was a mistake and that with his fifteen years of service with the County he is aware of the County's hiring and firing policy, stating that he knew he did not have the hiring authority although Chaney McArdle had applied for employment with the County and he was a licensed E.M.T. He reported that after meeting with Mr. Ford the Administrative Staff met and discussed the proper steps to follow concerning this issue and it was determined that an immediate suspension with pay was the appropriate steps to take until further review, stating that Mr. Ford was brought back in and advised of this decision, provided him with a statement, and requested him to sign it, which he did. County Attorney Novak reported that the Administrative Staff later met to discuss the appropriate steps to follow with regards to Mr. Ford's review of his conduct and his actions, stating that the Administrative Staff outlined the steps to be followed and a discussion by Chief Administrator Butler, E.M.S. Director Whitfield, himself, and Deputy Administrator Lanier was to go out and investigate and get all the facts, get all the patient run reports, the scheduling, the interviews of other employees, consult the County's Special Counsel for labor and employment law, consult Dr. Gary Pablo, the E.M.S. Medical Director, and review the County personnel policy and procedure manual. He reported that after the various reports were obtained, the Administrative Staff met again, stating that E.M.S. Director Whitfield contacted Dr. Gary Pablo, and County Attorney Novak contacted Leonard Dietzen, the County's Special Counsel for labor and employment matters to review the County's personnel policy. County Attorney Novak reported that the Administrative Staff met with co-worker Teresa McArdle, subsequent to their meeting with Mr. Ford and his suspension, stating that Ms. McArdle was the Paramedic working on the truck with the non-County employee Chaney McArdle that evening, and she indicated that she was on the truck and they did make a cardiac transport from Sacred Heart Hospital to Bay Medical Center that evening; stating that she was on call this evening and she was aware that Chaney McArdle was not an employee although he had been trained, and before making the transfer she put Chaney McArdle in the truck and drove throughout town for approximately 45 minutes

until he felt comfortable with an E.M.S. vehicle before making the cardiac transfer to Panama City. He reported that Ms. McArdle was advised of the liability that she had put the County, Sacred Heart Hospital, Dr. Pablo, Bay Medical, and the various E.M.S. department employees under, stating that she was given a written reprimand; which she signed. County Attorney Novak reported that based on the findings after extensive review there was an ultimate decision among the Administrative Staff and a recommendation from E.M.S. Director Whitfield that there is termination, based on the totality of everything that had been submitted to the E.M.S. Director, stating that Administration reviewed and on Thursday, July 21<sup>st</sup> written notification (certified mail) was issued to John Ford of the action of the County. County Attorney Novak reported that they had requested passwords from John Ford because he was responsible for the billing of E.M.S. services and his keys on Tuesday, July 19<sup>th</sup> when he was notified of his suspension, however when the Administrative Staff tried to access the E.M.S. billing computer the passwords did not work, and in the efforts of trying to access the computers to continue the E.M.S. billing, came across other post termination inventory items that have been submitted to County Staff and causes concern to the County Staff, which are being reviewed, which include checks to the County in the work station dating back to May, 2011, in the amount of \$16,069.00 that have not been submitted to the County for processing. He reported that in addition to that, there have been requests from Mr. Ford to return his personal property, stating that subsequent to that Chief Administrator Butler had instructed County Staff, along with additional staff, to collect Mr. Ford's personal property, and in obtaining his personal property came across additional run reports dating back to February, 2011, 31 Wewahitchka E.M.S. run reports within his workstation that have not been processed, and additional sensitive items which are under review. County Attorney Novak reported that E.M.S. Director Whitfield and Chief Administrator Butler have been instructed to order a forensic and accounting audit of the actual hard drive in the billing system as we currently have and the irregularities in the deposits that we currently have.

Chairman Yeager called for Staff comments at this time. Commissioner Williams stated that he would hold his comments for John Ford and E.M.S. Director Whitfield later in the meeting.

Edna Newsome appeared before the Board and reported that John Ford had saved her life on several occasions, stating that he needs to be on the ambulance because he is the best that this County has and will ever have, and that she is very sorry for what this Board has done or the mistake that he has made that caused this.

Upon inquiry by Commissioner Smiley concerning the letter from Dr. Pablo, County Attorney Novak reported that E.M.S. Director Whitfield communicated with Dr. Pablo

last week in regards to the incident, stating that Dr. Pablo submitted in writing an email to Chief Administrator Butler about his concerns and regards to a non-County employee working under his licenses at this time with his recommendations on how to proceed. Chairman Yeager reported that he contacted Dr. Pablo after the meeting Tuesday night, stating that he is going to meet with him at 12:00 p.m. Tuesday of next week concerning this issue. Upon inquiry by Commissioner Smiley concerning not being able to run the ambulance without Dr. Pablo's license, Chairman Yeager reported that was correct.

John Grantland appeared before the Board and inquired if Dr. Pablo was going to meet with all parties involved. Chairman Yeager reported that he is going to request Dr. Pablo meet with all parties involved on this issue. Upon inquiry by Mr. Grantland concerning conversations with Dr. Pablo, County Attorney Novak reported that he spoke with Dr. Pablo this afternoon. John Grantland reported that there has been a chain of events performed by this Administration in his opinion that was not in the best interest of this County or in the best interest of John Ford. He reported that he does not believe that the story given to the County has been accurately presented, nor to the Medical Director, this Board, or the residents. Mr. Grantland reported that John Ford made a judgment call on an individual which was licensed by the State of Florida as an E.M.T., and whose training was paid for by this County, to assist a licensed Paramedic employed by this County to answer a call for help on one of our citizens, stating that it was clearly understood that when Chaney McArdle accepted the training offer by this County that he would in return provide two years of service in this County, and despite the fact that an application had not been processed by the E.M.S. Director at the time this incident occurred, Mr. Ford used the resources that he had available at the time at 1:00 a.m. He reported that the alternative could have been to do nothing and wait for one of the out of county ambulances to return. <Commissioner Smiley motioned to allow an additional three minutes to speak. Commissioner Williams seconded the motion, and it passed unanimously.> Mr. Grantland discussed that this Board should ask itself, "is that the way and type of service they want to provide to us for the health, welfare and safety of our citizens", stating "I don't think it is". He reported that on July 18<sup>th</sup> E.M.S. Director Whitfield contacted Chief Administrator Butler and at this point Administration had a choice to make, stating that claim has been made that this incident has been investigated thoroughly which lead to Mr. Ford's termination, but the fact in the matter is that they have elected to blow this incident completely out of proportion, deceive several people in the process, and make sure of the efforts in Mr. Ford's termination. Mr. Grantland stated that the first question that should have been asked was, "has the case been properly investigated, does the punishment properly justify the action, was the termination completely necessary in this?", stating "personally I don't think it is", and he does not feel that the County had to take the incident up with Dr. Pablo. Mr. Grantland reported that Mr. Ford does not deserve to be treated in this manner and does not

deserve to be terminated by this Board, stating that the Board has the authority to overturn this decision, and this Board needs to reconsider its policy on termination. <Commissioner Williams motioned to allow an additional three minutes to speak. Commissioner Smiley seconded the motion, and it passed unanimously.> Mr. Grantland reported that the investigation in this matter concerning Mr. Ford has been handled wrong, and the citizens of this County and individuals in this room request that this Board re-instate Mr. Ford to his position of Paramedic Supervisor, and take it upon themselves to investigate the true actions and intent of all parties involved and deliver and return equally fair punishment to this “witch hunt” that has been pursued.

County Attorney Novak reported that there was a thorough review performed by Chief Administrator Butler and E.M.S. Director Whitfield in regards to the hiring and firing process, stating that there was a confirmation of the hiring and firing process during the meeting with Mr. Ford and the other employee last week. He reported that the E.M.S. Director has made recommendations to Administration in regards to hiring and firing and Administration has made the final decisions during these processes. County Attorney Novak reported that he spoke with E.M.S. Director Whitfield concerning the time frame of receiving Chaney McArdle’s application, stating that Mr. Whitfield reported that he would have already addressed this but he had concerns because four of the six full time employees were from the same family, and he wanted to check the County policy for nepotism and that there were no statutory regulations. He reported that there had been some concerns as to this being an emergency medical transport, stating that after review the patient was at Sacred Heart Hospital under medical supervision, and Ms. McArdle reported in her statement that she took 45 minutes before going to the hospital to pick up the patient for transport. County Attorney Novak reported that 16 minutes after the truck left Sacred Heart Hospital with the transfer that the Medic 3 truck was back in the County at the E.M.S. station. He reported that there is an obligation of this County and the E.M.S. Director to notify Dr. Pablo of these irregularities, stating that there is a trust under the Medical Director in which we operate under his license.

John Grantland appeared before the Board and responded to County Attorney Novak’s comments and that he understood the County’s policy concerning personnel, stating that he was addressing the Board in the manner that this policy needs to be changed. Upon inquiry by Mr. Grantland concerning when Dr. Pablo was called, County Attorney Novak reported that he did not know and E.M.S. Director Whitfield reported that Dr. Pablo was notified that Chaney McArdle was a licensed E.M.T. in the State of Florida.

Ann White appeared before the Board and reported that she has known two dedicated people in her life and one was a Heart Surgeon at U.A.B. in Birmingham and the second

is John Ford, stating that John Ford puts his job before his family and friends and requested that he be put back to work and be given citizen of the year in this County.

Teresa McArdle appeared before the Board and reported that as far as impersonating Chaney McArdle was issued a shirt which reads First Responder, stating that he took M.C.I. training at Sacred Heart and that E.M.S. Director Whitfield was aware of this. She reported that Chaney had spent approximately 30 hours at the E.M.S. building volunteering and learning how to take care of patients by watching and observing. Ms. McArdle reported that she is aware of the hiring and firing process, stating that process is nebulous at its best and if it is written somewhere she has never seen it, and requested a copy of the policy. She reported that the problem with the policies and procedures are that they are verbal, stating that they were told approximately two months ago by Dr. Pablo through E.M.S. Director Whitfield that all cardiac transfer were to be considered Code 3 10-18 transfers. Ms. McArdle discussed that it was reported that the second truck was back at the station 16 minutes after they left on the transfer from a non-emergency transport, stating that was incorrect that they had been on a Code 3 Cardiac transfer from someone's home. She reported that the billing is a very complex thing, stating that she hopes the Board gives that a better review than they did this issue. <Commissioner Smiley motioned to allow an additional three minutes to speak. Commissioner Williams seconded the motion, and it passed unanimously.> Ms. McArdle discussed her concerns regarding the termination of John Ford, stating that she is doing this at the risk of retaliation, which she fully expects. <Commissioner Smiley motioned to allow an additional three minutes to speak. Commissioner Williams seconded the motion, and it passed unanimously.> Discussion followed.

Kelly Ford appeared before the Board and reported that she spoke with Dr. Pablo today, and he stated that this decision was not up to him and that he was tired of the politics. She reported that whoever fired John Ford has the right to re-hire him, stating that sometimes policies have to be changed and maybe it is time for a change in policies.

Andrew Gainer appeared before the Board and reported that he has been in law enforcement for many years and that he understands policies and procedures, stating that sometimes you have to make judgment calls, and believes that John Ford made a judgment call in this incident.

Nicole Ford (John's daughter) appeared before the Board and reported that her father has put more dedication into this community than anything in his life, stating that he has missed games, holidays, and all kind of things to help everyone in this community. She reported that John Ford has a lot of trust and dedication for this entire community.

Cindy Rich appeared before the Board and reported that John Ford gave her family a year to be able to take care of, love and say good-bye to her sister which had complications from pneumonia, stating that thanks to the quick response of John Ford they were allowed this additional time and he is a hero to her family.

Angel Burkett appeared before the Board and reported that she previously worked for Mr. Whitfield at the Wewahitchka E.M.S. as well as her Uncle and her cousin, so Mr. Whitfield knew that you could have family members working together. Upon inquiry by Ms. Burkett concerning John Ford's desk being secured, County Attorney Novak reported that everything in the work place is presumed County property, so if you have personal pictures or belongings they were inventoried, collected, and returned to Mr. Ford.

Donny McArdle appeared before the Board and discussed that a couple of comments have been made here tonight, and requested for County Attorney Novak to get his facts straight, stating that he was in the truck coming from Panama City and they passed at the foot of the Tyndall Bridge, and also that there is only three fulltime family employees and one part time family member. He stated that he hopes this Board will reverse their decision and reinstate John Ford to his position.

County Attorney Novak reported that Mr. McArdle was accurate in both statements in which he just made.

Upon inquiry by John Grantland concerning E.M.T. training and nepotism, E.M.S. Director Whitfield reported that the County ran an advertisement for anyone that wanted to take the E.M.T. training the County would pay for, stating that they had one person from Port St. Joe (Chaney McArdle) and two people from Wewahitchka interested in this opportunity. Mr. Whitfield reported that there was not a problem with hiring Chaney McArdle but their needed to be a background check performed, stating that he was not notified of a scheduling problem until he came in on Monday morning through a sticky note left on Chaney McArdle's application. Upon inquiry by Mr. Grantland concerning the collection of John Ford's personal property, County Attorney Novak reported that Deputy Administrator Lanier, E.M.S. Director Whitfield, and Maintenance Employee Teddy Kemp were present.

Jim Caughey appeared before the Board and reported that he is associated with the South Gulf Fire Department, and thanked the County for hiring John Ford, stating that he is responsible for the training of 14 people in the South Gulf County Fire Department First Responders. He reported that John is more than an E.M.S. Supervisor he is a leader, stating that people look up to John and enjoy working for and with him.

<Commissioner Smiley motioned to allow an additional three minutes to speak. Commissioner Williams seconded the motion, and it passed unanimously.> Mr. Caughey asked if Chaney McArdle had been in the back of the ambulance would we be here today, stating that he has 30 hours of ride time with E.M.S., and E.M.S. has to make quick decisions in emergency situations. Mr. Caughey suggested that operational guidelines be developed not only for driving, but also for the use of County vehicles.

Rocky Comforter appeared before the Board and reported that the most concern we should have in the ambulance service is patient outcome, stating that he was concerned when Gulf Pines Hospital closed because of the distance to Bay Medical in emergency situations. He reported that he has not heard the first question regarding the ambulance service not doing their job and if they did it improper. Mr. Comforter reported that no one has questioned the medical care rendered and that is what all this should be about.

Charles Gathers appeared before the Board and reported that there is more than one side to every story, stating that John Ford has proved to be a loyal public servant in this community. He reported that for someone who has never even been reprimanded or had anything on his record and to be fired over this one incident is not fair.

Ty Robinson appeared before the Board and reported that she lives and works in St. Joe, and John Ford is her neighbor and most of all he saved her life. She reported that she is a nurse and when you get your license they do a background check, and there are policies that have to be followed, but sometimes policies have to be changed. Ms. Robinson reported that people make mistakes and no one is perfect, stating that people love this town and everyone loves John Ford.

Tom Parker appeared before the Board and reported that his son went through the E.M.T. training because he was highly encouraged by John Ford, stating that he went on to be a special force medic because of the influence by John Ford. Mr. Parker thanked Mr. Ford for his encouragement with his son, and all the work he has done in this County.

Commissioner Smiley reported that he is speaking on behalf of Mr. Ford, stating that Dr. Pablo does not live in this community and he wants this Board to know how he feels about this situation.

Commissioner Williams reported that Rocky Comforter made a valid point when he stated that he was very concerned when Gulf Pines Hospital closed because of the distance to another facility, but with our emergency management services, E.M.S. service, and volunteers we made it through the transition. He reported that John Ford

has tremendous skills and patient outcomes, and shows a tremendous commitment to the community. Commissioner Williams reported that it is extremely difficult and borderline inappropriate that we have to discuss a man's livelihood and career in a public meeting, but due to the Sunshine Law it must be handled this way. Commissioner Williams reported that he personally would like to speak with Dr. Pablo concerning this issue, and suggested that Dr. Pablo meet with Chairman Yeager, John Ford, E.M.S. Director Whitfield, and County Attorney Novak.

Commissioner McLemore reported that he agrees with Commissioner Williams, and suggested the possibility of forming a committee to review this issue, stating that there needs to be a meeting with Dr. Pablo, and this issue can be resolved.

Angel Burkett appeared before the Board and suggested that if this issue is going before an outside source that Mr. Ford be reinstated to Administrative leave with pay and benefits until this is settled.

John Rich appeared before the Board and reported that Gulf County has state of the art E.M.S. equipment, vehicles and service, but without the workers are nothing, stating that with the crowd supporting Mr. Ford here tonight and the other night should change the minds of you commissioners. Mr. Rich reported that he respects the decisions made by Mr. Whitfield, Mr. Butler and Counsel, stating that he feels like the right decision will be made, and he thinks that John Ford to the South end has been like Tweeta Gaskin has been for the North end of the County; stating that words cannot describe them. Mr. Rich reported that he has heard an old Indian proverb all his life, stating "don't condemn your neighbor until you've walked a mile in their shoes", and he hopes for the last few days you have walked a mile in John Ford's shoes and its time now to walk an additional mile.

Charles Stephens appeared before the Board and reported that he remembers when the ambulance service was a volunteer service because we helped with the service, and here is a man tonight that does the same thing. He reported that he understands that everyone has a job to do and sometimes you have to take things in your own hands and take care of things.

Cecil Pippin appeared before the Board and reported that he hopes this Board will take this to heart and do what's best for this man.

Amy Rogers appeared before the Board and reported that this is a very serious situation, stating that John Ford for the past 15 years has been nothing but a caring dedicated person for this County, and he does not see color he sees saving lives. She reported that this is a very sad situation because a man chose to save a life and now he

has been terminated from his job, stating that she understands the positions of all the officers and the policies that have to be followed, but there comes a time when life is more important. <Commissioner Smiley motioned to allow an additional three minutes to speak. Commissioner Williams seconded the motion, and it passed unanimously.> She reported that John Ford needs to be reinstated with full benefits.

Jeff Schweikert appeared before the Board and inquired about the ambulance driver not being included in healthcare and the liability insurance part, County Attorney Novak reported that this is a liability for the County, the citizens of this County, Sacred Heart Hospital, Dr. Pablo, Bay Medical Center, the E.M.S. Director, the County Administrator, and the Commissioners, stating that the liability is tremendous in this issue.

Debra Barnes appeared before the Board and reported that we forgot to pray before this meeting tonight, and suggested that John Ford be reinstated (not to work) with pay and full benefits until this issue is settled.

Deborah Everett appeared before the Board and suggested that when this Board speaks with Dr. Pablo, to speak with Dr. Curry also, because he was the Medical Director for a long time. She reported that even if John Ford comes back to work this has set him up to fail, and suggested for the Board to look into this being a act of retaliation.

County Attorney Novak reported that it is important to review the Gulf County personnel policy in regards to safety rules and regulations, stating that one of the things the County Administrator and E.M.S. Director used last week in their evaluation was the disciplinary procedures followed by the County that are in place. County Attorney Novak read Section 18 Subsection 10 of the personnel policy to the Board and public. County Attorney Novak reported that E.M.S. Director Whitfield received notification from Dr. Pablo and read the email which stated "As Medical Director all Paramedics and E.M.T.'s acting under my license; this individual could not possibly function under my license since he is not a County employee. What he did is clearly illegal and his actions and the actions of those that facilitated this put the entire E.M.S. system and me personally in jeopardy. I respectfully request that those responsible be removed from duty as I am not comfortable of having them operate under my license and protocols."

Chairman Yeager reported that he thought that it would be appropriate for himself to meet with Dr. Pablo concerning this issue. County Attorney Novak reported that Dr. Pablo is not making this personnel decision, stating that he only made a comment concerning this issue. Chairman Yeager reported that this has been a tough situation for

everybody, stating not only for John, but the public as well as staff, and no one asked for this situation.

Commissioner Williams reported that he agrees with Chairman Yeager's direction, stating that when Dr. Pablo made himself the Medical Director he made himself involved, and he is responsible for the operations. He reported that we need to support our staff, and requested for Chairman Yeager meet with Dr. Pablo, and not destroy this man's career. Chairman Yeager reported that he has a meeting scheduled with Dr. Pablo on Tuesday.

John Grantland appeared before the Board and reported that this group is here in support for John Ford, stating that this Board needs to properly investigate this issue, but this Board has the authority to reinstate John Ford right now on administrative leave with pay and all benefits, and he has heard conflicting stories about Dr. Pablo.

Charles Gathers appeared before the Board and reported that everything he is hearing is pertaining to policies and procedures, asking if the employees have the policies and procedures. E.M.S. Director Whitfield reported that all E.M.S. employees work under the County policies, and that there are policies in E.M.S. from the previous Medical Director, stating that he has been working on updating the policies and procedures for the E.M.S. department. Deputy Administrator Lanier reported that when she removed Mr. Ford's personal items from his desk there was a personnel policy laying on his desk, stating that all employees are given a personnel policy and a sign off sheet. Commissioner Williams reported that he stated when he speaks to Dr. Pablo he wants to know about the teaching and training that the E.M.S. employees previously had under Dr. Curry. Mr. Gathers reported that he is not here tonight attacking anybody, stating that he needs some kind of guidance and every employee needs to know the policies and procedures.

Teresa McArdle appeared before the Board and reported as far as the 45 minutes of training, as she previously said that they had been verbally told that cardiac transfers are a priority transfer, stating that they had to make the decision to make a priority transfer, which was a stable patient, and they had to balance taking an employee that she was comfortable with in making the transfer; stating that she delayed the transfer until she felt comfortable in making the transfer. She reported on the manual that was found in John's office, stating that the manual was found after Memorial Day when she went and ask for a list of the paid holidays, and this is the first manual she has seen in her approximate two to three years of employment with this County.

Chairman Yeager reported that the direction of this Board is to meet with Dr. Pablo. Commissioner Williams requested that John Ford also have the opportunity to meet with Dr. Pablo.

John Ford appeared before the Board and reported that he made the decision to put an E.M.T. on that truck, stating that to the best of his knowledge the County paid for his schooling. Mr. Ford reported that we are not here tonight to throw off on anybody, stating that we are here to get policies changed and get my job back.

Commissioner Williams requested for Chairman Yeager to speak with Dr. Pablo as soon as possible so a determination can be made and this finalized. Chairman Yeager stated that he will meet with Dr. Pablo, stating that the policies need to be reviewed for the E.M.S. department.

There being no further business, and upon motion by Commissioner Williams, second by Commissioner Smiley, and unanimous vote, the meeting did then adjourn at 7:11 p.m., E.T.

**WARREN J. YEAGER, JR.  
CHAIRMAN**

**ATTEST:  
REBECCA L. NORRIS  
CLERK**