

Regular Meeting of the  
Hillsborough County Board of Commissioners  
August 15, 2007  
Bouchard Building, Goffstown, NH

8/15/07  
BAC

Minutes of the Public and Non- Public Session  
(Not Official Until Approved by the Board and signed by the Clerk.)

**Present:** Comm. T. Pappas, Comm. C. Holden, Comm. M. Clemons, B. Moorehead, C. Kirby, L. Movsesian, G. Wenger, and M. Welch. Also present S. Lyons and L. Carr.

**1. Pledge to the Flag**

Comm. Pappas called the meeting to order at 1:02 p.m. G. Wenger led those present in the Pledge to the Flag.

**2. Grievance Hearing**

Personnel Commission

**Motion:** To convene the Personnel Commission. By Comm Holden, second by Comm. Clemons.  
Motion carried.

Linda Carr read the first paragraph of Hillsborough County Personnel Policies and Procedures, General 1-4 (d) concerning harassment: "It is the policy of Hillsborough County that all employees are able to work in an environment free of discrimination and harassment. Harassment refers to behavior which is personally offensive, impairs morale, and interferes with the work effectiveness of employees." L. Carr stated, "On May 15 during a meeting concerning a re-organization of the business office, I stated to Bruce Moorehead that I thought he was harassing me. On May 17, I made a complaint in writing, further addressing specific instances that, in my mind, were harassment. She reviewed the instances referred to in the information before the Board. She continued stating that on May 28, she proceeded with step 4 of the harassment and personnel policy by outlining her complaints to the Board of Commissioners, and respectfully requesting a hearing. She stated that on, or about June 14, she spoke to G. Wenger, asking him if he knew when I would be receiving a response from my complaint as the 15-day response period was up on June 15 to which he responded that a letter was forthcoming and that she would not be receiving a hearing. She went on noting that received a letter dated June 15 from Gregory Wenger, part of which reads, quote: "that this action, the Personnel Commission has denied your complaint as it relates to harassment allegations. Should you wish to clarify your submission, you can do so by submitting any additional written information that you would like the Commission to consider by forwarding it to my attention on behalf of the Personnel Commission, prior to the close of business on Thursday, June 21<sup>st</sup>. She stated that on June 18, she requested an extension to respond, and was granted it. The extension was until June 28. On June 27, she submitted a letter with further information concerning the harassment complaint, including the incident of an earlier discrimination event when she was removed from her switchboard position and given an assignment to do in the back of the office. She was directed to work on a job fair, while one of the Administration secretaries performed her duties at the switchboard. She suggested that her Supervisor later told her that B. Moorehead had instructed her supervisor to do this so she would not have contact with the public entering the building for the job fair. She indicated that after submitting her letter on June 27, another incident took place. She reported that this incident involved B. Jelly, who prohibited her from taking a feeding course. She stated that she did not hear again from the Board of Commissioners until a letter dated August 3, granting her a hearing on August 15. She noted that regrettably, her employment at Hillsborough County Nursing Home had already been terminated as of August 1. She referred the Board to Hillsborough County Policies and Procedures, General 1:4G, last paragraph and section 12-2 SD. She asserted that the Personnel Board did not follow the policy; they didn't fulfill their obligation to her as an employee of Hillsborough County Nursing Home by not taking her complaint seriously, and not investigating it responsibly, thus empowering Bruce Moorehead to feel free to continue harassing her, leading to her termination for no just cause."

Comm. Pappas inquired of Mr. Moorehead if he wished to add anything. Mr. Moorehead responded that he was not aware of the complaint regarding not permitting her to be at the switchboard during the job fair; he did not recall that job fair or that allegation. He also indicated that he had no knowledge of B. Jelly prohibiting her from taking the Feeding course. He noted that he was aware of one of her allegations and it was his belief that the discipline that occurred, up and to the discharge, were for just cause, and he denied any harassment of the grievant.

Comm. Clemons inquired regarding the grievance. Mr. Moorehead responded that on the first of August there was an incident that occurred when Ms. Carr was paging down One Unit several times; it was shortly after 5:00 p.m. Mr. Moorehead went down to the switchboard to ask her if she was familiar with the paging policy which states in part that paging is to be done in certain circumstances including such things as an emergency or urgent situation, and when family is trying to call for Social Work or if a referral source is returning a call from our case managers. Mr. Moorehead informed the Board that Ms. Carr became very loud and angry with him, to the point where she refused to adhere to the policy. He noted that he went around the switchboard area and spoke with her again, and told Ms. Carr that this is a public area with people passing by. She continued to be loud. Mr. Moorehead noted that he asked her to leave the building, she refused, he asked her to leave the building again, and she refused again, so she was terminated several days later, effective that date for refusing adhere to administrative directives.

Comm. Clemons asked how the Board should proceed with this grievance if the grievant is no longer employed. C. Kirby responded that she does not know what the Grievant's request in this situation was for noting that the termination is a different matter.

Mr. Lyons offered that this is an AFSME grievance, that the termination has also been grieved and that the Union would be willing to waive the intermediate grievance steps on the termination issue if Administration agrees in order to move the matters forward together.

The Board discussed how to proceed and decided to address the issue in the Personnel Commission.

Ms. Carr asked to submit information regarding the Feeding program incident, noting that M. Welch was aware of it and it is mentioned in the information she is submitting. Mr. Clemons inquired about the Feeding program. Ms. Carr responded that it is a Human Aid course and is a program that uses non-nursing staff to help in emergencies. She noted that she was unable to attend the course in February because she was on vacation. She learned at the end of June that there was a unit aide coming in that needed that training, and she asked Gail Feick, the head of Staff Development if she would be able to take that training and was told that she could, with the approval of her supervisor. Ms. Carr noted that she approached M. Welch to ask approval to take the course, and was given that approval. Ms. Carr informed the Board that on the day of the course, she reminded M. Welch that someone would need to cover the switchboard and noted that Ms. Welch told her that she had forgotten to tell her that earlier that morning, B. Jelly had told Ms. Welch that Ms. Carr was not allowed to take the Feeding Course. Ms. Carr expressed her belief that this was discrimination because other people had taken the course, including people in the Business Office, so she asked M. Welch why she could not take the course and was told that Mr. Jelly said it was due to a federal guideline and it was related to how the program was administered. Mr. Carr noted that she told M. Welch, "I don't know why I just don't quit, that's what they want me to do," to which M. Welch indicated that she wouldn't let me quit. Ms. Carr noted that shortly later, G. Feick came down and asked her to go to training, to which Ms. Carr responded that she was not allowed to go down. Ms. Carr informed the Board that Ms. Feick then went into M. Welch's office; a few minutes later M. Welch came out and told her to go down to the training. Ms. Carr asked Ms. Welch if she was sure about this because Ms. Carr did not want her to get into trouble, to which Ms. Welch commented that she "would take the flak" from B. Jelly later. At this point, Ms. Carr went down and met the first hour of the

training course, but that is all she would be able to accomplish.

Comm. Pappas stated, "So you did take the course?" Ms. Carr responded, "one hour, yes, fine." Comm. Pappas asked if Ms. Carr had B. Jelly's approval ahead of time and then he changed his mind. Ms. Carr responded that she did not know how B. Jelly got involved because G. Feick told her that she only needed approval by her Department Head, which she received. She stated, "I had no idea how Bob Jelley became involved or why he was trying to stop me from doing it." Comm. Holden noted that the issue at hand is a Personnel Commission issue.

Comm. Clemons asked Mr. Moorehead if he remembered saying to Ms. Carr: "Oh my God, she's back?" Mr. Moorehead responded that he did not remember that, and if it was said, it certainly not in that context. Comm. Clemons made further inquiry of Mr. Moorehead regarding alleged comments. Comm. Clemons questioned the content of the evaluation and clarified that this had nothing to do with Mr. Moorehead re-organizing the Department. It was noted that Ms. Carr's evaluations note on occasion that she did not follow the dress code, while on other evaluations it is indicate that she did follow the dress code. She listed the options of appropriate dress as listed in the dress code and informed the Commissioners that she did, in fact, choose one of the allowed options to be in compliance with the dress code, and felt that it was discriminatory that it was put on her evaluation (that she did not follow the dress code) without indicating how she was being non-compliant.

There being no other questions, Comm. Pappas closed the Personnel Commission and indicated the Board would take this under advisement. Ms. Carr inquired if the Board would be investigating this and be talking to people who were there at the time of some of these statements, saying she was not familiar with the Board's procedure. Comm. Pappas inquired about their period. Mr. Wenger informed the Board that after reviewing the policy in 12-2S (d), it sets out a timeframe for scheduling a hearing, but is silent with respect to what is to take place after a hearing, so he suggested that it is at the discretion of the Board. Comm. Pappas noted that the Board would take it under advisement and have a response back to the Grievant as quickly as possible.

**Motion:** To close the Personnel Commission hearing at this time. By Comm. Holden, second by Comm. Clemons. Motion carried.

The Board continued to address the pending grievance matters. It was noted that Grievance numbers PM 0532 and PM 0534 had been withdrawn. Comm. Pappas inquired if the remaining grievant wished to proceed in public on non-public session. S. Lyons, on behalf of the grievant expressed the desire to proceed in public session.

NH AFSCME #PM 0535 – L. Carr

Mr. Lyons was recognized and informed the Board that the grievance before it revolved around a re-organization effort at the Nursing Home and referred the Commissioners to information including budgets, records, and referred the Commissioners to page 33 of 75 where he suggested Ms. Carr is listed under switchboard operator, noting that on page 32 Ms. Carr's name is not there and there is a vacancy. He suggested that the vacancy had shifted from the switchboard to the Account Clerk I position. Mr. Lyons noted that on page 32, the Account Clerk is zeroed out except for the end where the rate for the Account Clerk is inserted; however, no name is in place. He further noted that Ms. Carr was originally hired at the position of Switchboard Operator, referring to Ms. Carr's personnel file. A copy of the materials was provided to the Board following a recess during which copies were made.

Mr. Lyons continued referring the Board to page 32, Administrative report 1, and noted that there is no funding for a staff person at the rate Ms. Carr receives; he also noted that Ms. Carr's name is not listed and

that if the Board were to refer to page 33 of the materials, Ms. Carr is listed as what was proposed for the vacancy, and there are four switchboard operators. He suggested that that was her position prior to any "re-organization." Mr. Lyons referred the Board to Ms. Carr's employment application, noting that she applied for the position of Switchboard Operator and further noted an Employee Information Sheet dated 4/15/92, which shows Ms. Carr, is a Switchboard Operator, full-time, 7:00-3:00. Mr. Lyons indicated that the issue before the Board is that there was no discussion, in essence eliminating Ms. Carr. He suggested that she is a senior person within the classification; she was approached by management and told, "We have this other position for you." Mr. Lyons noted there was subsequent discussion when Ms. Carr was told that another position was available for her; other options included demotion or a reduction in pay to stay as a Switchboard Operator. Mr. Lyons informed the Board that Ms. Carr elected to do that, so she was willing to take less money to stay as a Switchboard Operator, she was then subsequently informed that she could not have day shift, noting there is no difference in the job description of Switchboard Operator on any shift. Mr. Lyons expressed his belief that Ms. Carr was then precluded from having the job on the day shift, the job she had been doing, being told "this is a re-organization," noting that he had never seen a re-organization like this before, that there was no notice to the Union and that she was in fact laid off. He questioned how the change was carried out, whether Ms. Carr had bumping rights, and whether the direct discussions with the employee were proper. Mr. Lyons informed the Board that the only time the Union was brought in was to address Ms. Carr's concerns when she said, "I need someone to represent me." Mr. Lyons noted that there was no notice and stated that it is the Union's position that looking at the facts there is no dispute that Ms. Carr was a Switchboard operator and if a re-organization was to re-allocate funds from one position to the other, Ms. Carr's rights were not protected. Mr. Lyons noted that he sees no reason why Ms. Carr was displaced, considering there is a day shift Switchboard Operator. He asked why Ms. Carr had to be displaced. Mr. Lyons requested that the Board review the clauses that were cited in the grievance in regards to the change of shifts and seniority, noting that she has preference and that she should not have been the one displaced, further noting that this was specifically directed at Ms. Carr. He asked the Board to look at the re-organization, noting the Union has requested that information and has received no response. Mr. Lyons requested that the Board allow Ms. Carr to stay on her shift, noting this grievance was filed prior to the termination and noted that the Union feels that it is an appropriate grievance. Mr. Lyons noted that the job was then posted. Mr. Lyons stated that the Union finds no reason why Ms. Carr should have been removed from her position.

Comm. Pappas asked Ms. Carr if she wished to make a statement. Mr. Lyons informed the Board that Ms. Carr would like to make some statements in respect to the meeting she had with an intermediate supervisor, regarding the re-organization and meetings management had with her. Ms. Carr noted that on April 20<sup>th</sup>, M. Welch met with her and informed Ms. Carr that there would be a re-organization of the Business Office, by taking 2 part-time positions and creating one full-time Account Clerk position. One of the part-time positions was already staffed by employee, L. Martineau. During conversation with M. Welch, Ms. Carr stated that she believed that L. Martineau was a very competent employee, and said she did not understand why they would eliminate her position. Ms. Carr noted that M. Welch referred to a meeting M. Welch had attended across the street, and something about a mistake that was made years ago. Ms. Carr indicated that the Board would have to ask M. Welch for more information because that was all she remembered. Ms. Carr indicated that she questioned the need for another full-time position in the Business Office, to which, M. Welch explained that she, herself, was taking on work that should be done by an Account Clerk, and further noted that M. Welch gave Ms. Carr the option of taking a reduction in pay and responsibilities, and remain in the switchboard position, or to take the Account Clerk I position and retain her pay grade. Ms. Carr asked M. Welch about the responsibilities of Account Clerk I. M. Welch responded that Ms. Carr was already doing some of those job responsibilities. M. Welch showed Ms. Carr the job description and explained the duties, and informed Ms. Carr that she would receive training for the Account Clerk position, and expressed her belief that Ms. Carr would do well in the position. Ms. Carr informed the Board that she indicated to M. Welch that at this time, she did not believe she would be

interested in the Account Clerk I position, and that she would like to remain in her current 7:00 – 3:00 Switchboard position. Ms. Carr indicated that M. Welch said something to the effect that they both knew that Bruce would prefer that Ms. Carr not work the 7:00 – 3:00 Switchboard, and she “would hate to see me go that route.” Ms. Carr suggested that we agreed that I would give my decision by May 15. The May 15<sup>th</sup> meeting occurred; Randy Hultz represented me as the union steward.” She referred the Board to her letter dated May 17<sup>th</sup> where she asked for clarification regarding her options, when she was told once more of her options: Switchboard 7:00-3:00 or the Account Clerk I. Ms. Carr indicated at that meeting that she would like to remain on the 7:00-3:00 Switchboard position, since this is the position she has held for the past 16 years, and that she would accept the decrease in pay. Ms. Carr expressed her belief, that at this moment, the tone of the meeting changed when Mr. Moorehead stated that he felt that Ms. Carr would be better suited for the 3:00-11:00 or 11:00-7:00 Switchboard position, and when she asked why, Mr. Moorehead raised some of the harassment issues, as referred to in her letter. R. Hults was at this meeting and heard the statements that were made. Ms. Carr noted that Mr. Moorehead even mentioned the possibility of eliminating the 7:00-3:00 Switchboard position, instead of granting it to Ms. Carr. Ms. Carr indicated that when she made her decision, the offer was withdrawn, and in her mind, the harassment statements were made.

Mr. Lyons referred the Board to a June 3 document and noted that this decision may seem to be voluntary; however, this is not a voluntary decision, but is made under duress from the Administration of the Hillsborough County Nursing Home. Mr. Lyons requested that the Board look at whether this was appropriately handled, and whether the actions of the re-organization were handled appropriately. He also asked the Board to consider the Union’s belief that Ms. Carr should have remained in the position for which she originally applied.

Mr. Moorehead was recognized. He informed that Board that in fact there had been reorganization as reflected in the records. The reorganization included the elimination and creation of positions including the elimination of a position of Switchboard Operator noting that Ms. Carr’s name is shown at that level, Grade 11. Mr. Moorehead noted that management retains the right to do re-organizations as necessary to increase the efficiency and the operational capabilities of the building, which is exactly what this did. Ms. Carr was not disciplined, she was given an opportunity, and it was discussed in April that a re-organization was under consideration, and he noted that this re-organization is subject to approval; in fact nothing would be done with this re-organization until after the budget was approved in late June 2007.

Mr. Moorehead referred the Board to the Local 2715 AFSME contract, Article 7, Section 7.2, which specifically states that Administration has the ability to select the most qualified employee to fill open positions; qualifications include requirements as outlined in the job description, work experience, work record, responsibility, efficiency and a bona fide occupational necessity. He noted that he discussed with M. Welch the contract, Ms. Carr’s transition to Account Clerk, which she refused, and after discussing the situation further based on 7.2 and the criteria, they concluded that the best solution was that Ms. Carr switches to 3:00-11:00 position on the Switchboard.

Comm. Clemons asked about the difference in pay between a (grade) 11 and a 9. Mr. Moorehead responded that it is approximately ten percent. Mr. Clemons asked Mr. Moorehead that if he wanted to re-organize the whole hospital, would he not save a lot of money. Mr. Moorehead responded that he believed that the facility went out of its way to accommodate Ms. Carr. He indicated that it had created a position that they believed was best suited for her, in fact she was doing some of the responsibilities. Mr. Moorehead noted that very few nursing homes use the services of a Switchboard Operator, particularly around the clock. Mr. Moorehead noted that it would have been easier to eliminate the position and bring in voicemail, but he did not do that, in fact he noted his belief that they went out of the way to accommodate Ms. Carr.

Mr. Moorehead noted that M. Welch and Ms. Carr have both previously stated that Ms. Carr was more suited to the Account Clerk position.

Comm. Clemons asked Mr. Moorehead why he did not go to a voicemail system, to which Mr. Moorehead replied that he did not want to lay off three people.

Mr. Lyons referred the Board to 7.1, when a permanent job position/opening occurs, specifically for promotions or transfers, and asking the Board to review it and suggesting that in the event someone desires to transfer, in the event someone would like a promotion, then, and only then, you get to 7.2. Mr. Lyons expressed his belief that he would differ in whether Ms. Carr's interest were considered, in fact the position of Account Clerk was created for Ms. Carr, in spite of the fact the Ms. Carr preferred to stay in her current position, even when it involved a pay cut, plus she made a decision under duress. Mr. Lyons noted that when we talk about positions, we should not be talking about people, we should be speaking of how many people are needed in a particular job classification, and noted that once that happens, the County is obligated to invoke the collective bargaining agreement and also to address the impact and terms and conditions of employment.

Mr. Clemons asked if the collective bargaining would be invoked if the switchboard positions were eliminated, to which Mr. Lyons responded that it would, and he was more interested about the other functions of the job, and who would be doing them, and until that discussion takes place, the union has no idea how those will be accommodated. He noted that this is not a one-line job description of answering the phone, and the Union has an interest in the other duties concerning the bargaining unit.

Ms. Carr informed the Board that she did not feel that Voice Mail could provide the same personal customer service as the switchboard.

Comm. Pappas noted that the matter would be taken under advisement.

## **Business Office**

### Approval of Payroll Register

**Motion:** To approve the Payroll Register dated 8/29/2007, in the amount of \$1,064,594.50 subject to review and audit. By Comm. Clemons, second by Comm. Holden: Motion carried

### Approval of Accounts Payable Register

**Motion:** To approve the Accounts Payable Register dated 8/14/2007, in the amount of \$9,406,465.36 subject to review and audit. By Comm. Holden, second by Comm. Clemons: Motion carried.

### Bid # 2008-01 – Audit Services

**Motion:** To approve Bid #2008-01 for Audit Services to Vachon, Cluckay & Co., PC, 45 Market Street, Manchester, NH for a total of \$43,695, noting it is the lowest responsible bidder meeting the qualifications. By Comm. Clemons, second by Comm. Holden. Motion carried.

Mr. Wenger noted that this is for a three-year contract, divided into three separate amounts, for the total as stated. Comm. Holden noted that the first year total is \$13,817, the second year-\$14,606, and \$15,213 for the third year, conditional on the appropriation of funding.

### **Nursing Home**

Comm. Pappas referred the Board to the Census from the Nursing Home in their packets.

#### **Bid #4-2008 – Resident Fund Management Services**

**Motion:** To accept Bid #4-2008 from the Nursing Home for Resident Fund Management Services to National Datacare Corporation, Chantilly, VA, at a cost of \$5,625, noting it is the sole source supplier. By Comm. Clemons, second by Comm. Holden. Motion carried.

#### **Bid #6-2008 – Outdoor Patio Furniture**

**Motion:** To accept Bid #6-2008 for Outdoor Patio Furniture, to be awarded to National Outdoor Furniture, Pomfret, CT for \$5,222 for the cost of the furniture, noting it is the lowest responsible bidder. By Comm. Holden, second by Comm. Clemons. Motion carried.

### **3. Department of Corrections**

The Board was advised the Me. O'Mara was unavailable for the meeting and proceeded to review the census as previously provided.

Comm. Holden mentioned the recent newspaper article, "Generations Get Together and Learn from Each Other," that highlighted the students helping the residents and the residents helping the students. Comm. Clemons noted that in many cases Seniors attend meetings complaining about the tax rate and how they do not derive any benefit from the schools; he noted that they try to counteract that in the school system by involving as many students as possible with the elderly so they can bond and create an awareness in students and Seniors about the County taxes. Comm. Holden noted that when she was volunteer coordinator for the Amherst school district, they used the RSVP volunteers who went into the classrooms, noting that it was a good way for the generations to interact.

### **4. County Attorney**

Comm. Pappas recognized County Attorney Wageling, congratulating her on her appearance on Public Access TV. The County Attorney requested a Non-Public session for a personnel issue.

**Motion:** To go into Non-Public Session with the County Attorney under RSA 91-A:3, II(a) to discuss a personnel issue. By Comm. Holden, second by Comm. Clemons. Motion carried.

The Board moved into Non-Public Session at 2:15 p.m.

The Board met with County Attorney Wageling to discuss the appointment of two Assistant County Attorneys. The Board did not take action at this time.

The Board moved out of Non-Public session at 2:19 p.m.

**Motion:** To come out of Non-Public Session. By Comm. Holden, second by Comm. Clemons. Pappas-yes; Clemons-yes; Pappas-yes. Motion carried.

At the request of the County Attorney, the Board took the following action.

**Motion:** To approve the appointment of two Assistant County Attorneys, Joseph C. Fricano and Michael J. Zaino, noting that the appointments will be subject to the approval of the Attorney General. By Comm. Holden, second by Comm. Clemons. Motion carried.

Comm. Pappas informed Mr. Moorehead that his bids were approved and the Census was reviewed while he had stepped out of the meeting. She asked if he had any other business to bring before the Board, to which he replied that he had a two-year contract for the Chemical Workers that was signed by the Union that day. He requested the Commissioners' signatures on the contract, which were provided.

Mr. Moorehead informed the Board that he is working to develop a Parking Policy and asked for input and questions. He asked for the Board's approval to continue, the Board approved his plan to go forward.

Comm. Holden inquired about Hospice Services and Mr. Moorehead replied that they hoped to have a decision by the end of the month.

Mr. Wenger informed the Board that he has a last minute bid from Human Services for emergency replacement of one of the two roof air-conditioning units at Temple Street, noting that the unit had failed. This has gone out to bid; three bidders looked at the project but only one bid was submitted by our present vendor. Mr. Wenger noted that while there are two units, one has failed and the other is being overworked and the building is very hot, so he is asking for the Board to consider this for approval.

**Motion:** To accept Bid #HS-07-04 to J. Lawrence Hall in the amount of \$5,133.15 to repair one of the compressors at the Temple Street Courthouse, noting it is the only responsible bidder. By Comm. Holden, second by Comm. Clemons. Motion carried.

Comm. Holden read the specifications that include: replacement of a failed evaporator coil, drain pan and refrigerant for the air conditioner, noting that it is an emergency repair. Mr. Wenger noted that the unit dates from approximately 1990.

## **7. Old/New Business**

Mr. Wenger confirmed with the Board that it had received correspondence from Chairman Essex regarding a meeting proposed for the following week regarding negotiations. The Board requested to discuss the matter in non-public session as it pertained to negotiations.

## **8. Public Comments on Agenda Items**

There was no one present from the public.

Delegation

M. Rusch requested the Board's follow up to Chairman Essex letter.

The Board discussed the need for Non-Public session.

## 9. Non-Public Session

**Motion:** To go into Non-Public session under RSA 91-A:3 1(a) for a personnel issue and another Non-Public Session under RSA 91-A:3 1(b), negotiations. By Comm. Holden, second by Comm. Clemons. Motion carried.

The Board moved into Non-Public session at 2:30 p.m.

The Board reviewed the pending grievance matter and agreed to continue discussion at a latter time.

The Board reviewed Chairman Essex letter requesting Mr. Flygare meet with the Executive Committee and discussed the fact that Mr. Flygare was unavailable at the time requested. The Board agreed that a letter would be forwarded to the Chairman Essex advising him of that fact. The board took no further action.

The Board moved out of Non-Public session at 3:45 p.m.

**Motion:** To move out of Non-Public session. By Comm. Holden, second by Comm. Clemons. Motion carried.

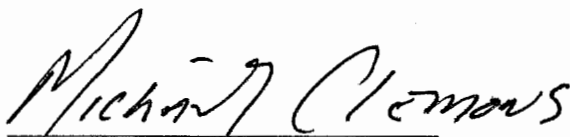
Mr. Wenger informed the Board that the Harvard School of Government regarding the availability of a grant program for unique government programming had contacted him. He noted that information could be made available should a department have interest.

## 10. Adjourn

There being no further business for the Board's consideration at this time, a motion to adjourn was accepted.

**Motion:** To adjourn the meeting. By Comm. Holden, second by Comm. Clemons. Motion carried.

The meeting adjourned at 3:47 p.m.



Comm. Michael Clemons, Clerk  
Hillsborough County Board of Commissioners

  
Date