

Special Meeting of the  
Hillsborough County Board of Commissioners  
February 20, 2008  
Bouchard Building, Goffstown, NH

BOC  
Feb. 20, 2008

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, R. Jelley, H. Bernier, K. Bouchard J. Connor, and L. Stonner.

**Also Present:** S. Lyons, R. Hults, C. Benner, Rep. R. Day, Mrs. C. Day and members of the public.

**1. Pledge to the Flag**

Comm. Pappas called the meeting to order at 3:40 p.m. Comm. Clemons led those present in the Pledge to the Flag.

**2. Grievance Matters**

Comm. Pappas inquired if the grievance hearings would be Public or Non-Public, to which Mr. Lyons responded that the Union wishes to hold all today's grievance hearings in Public Session.

Grievance PM 0543 – B. Briggs

Mr. Lyons advised the Board that Grievance numbers PM 0543, PM 0548, and PM 0549 are relevant to each other and suggested that the Board may wish to hear them consecutively. The Board concurred.

Bonnie Briggs joined the group at the table. R. Hults spoke on behalf of Ms. Briggs, explaining that Ms. Briggs applied for a position that was posted and submitted her application. S. Lyons indicated that the application was handed to B. Watson, the switchboard operator and that management initially stated that the application was lost. The Grievant's representative offered information in support of her statement that the application was actually given to the switchboard operator. S. Lyons expressed the Union's position that Ms. Briggs was not considered for the position and asked that the Grievant be reviewed and considered against the other applicants for the position and to be placed in that position permanently, noting she is currently filling the position on a temporary basis and as a backup.

B. Moorehead presented statements from the Director of Nursing and Ms. Briggs' direct supervisor, both of whom state that they did not receive an application from the Grievant for the position.

Comm. Holden inquired regarding the normal process when an application is submitted and was told that frequently the application is dropped off with the switchboard operator, who in turn places the application in the appropriate mail slot. R. Hults reported that M. Watson remembers putting the application in R. Jelley's mail slot. Comm. Holden asked how she could be sure that it was placed in the correct slot. Comm. Holden asked if the process required a letter of recommendation or if there was anyone else who could confirm that Ms. Briggs completed the application, to which Ms. Benner replied that she was with Ms. Briggs when the application was completed and when Ms. Briggs took the application down to the switchboard, noting that M. Watson was the switchboard operator and that Ms. Benner observed M. Watson place it in Mr. Jelley's box. Comm. Holden asked how she could be sure it was Mr. Jelley's box. Ms. Benner indicated that she was familiar with the boxes because she had recently been a switchboard operator.

Following a brief discussion, there being no further presentations, Comm. Pappas thanked the presenters and closed the hearing.

Grievance PM 0548 - B. Briggs

Ms. Hults presented Bonnie Briggs who applied for a position, claiming she was bypassed and the position was awarded to Deborah Haggerty, noting that Bonnie is working as a temporary backup in that position. S. Lyons asked the Board to take a look at a number of position changes where a person is hired, awarded a position, left the position, and the position was filled with another person.

Mr. Moorehead noted that when this position was posted there was a lot of bouncing around of staff. One staff was moved into a position, did not like the position, and moved back into another position. There were three or four internal moves that resulted in one person being awarded R. Hults' vacated position of Aide to the Unit Coordinator. The employee who ended up in the position received the highest score of 120 while the Grievant had a score of 90. Mr. Moorehead noted that under 7.2 of the contract, management had the right to award the position to the applicant who was most qualified – the person who was subsequently awarded the position. Mr. Lyons expressed his belief that the process was not followed and questioned the test results. The Board inquired about the test. Mr. Moorehead indicated that the test is a standard one supplied by Human Resources. Comm Holden noted that the Board could get a copy of the test. Mr. Lyons asked for quantification of the test and the scoring.

Following a brief discussion, there being no further presentations, Comm. Pappas thanked the presenters and closed the hearing.

Grievance PM 0549 – S. Richard

Employee Sharon Richard joined those at the table. C. Benner informed the Board that Ms. Richard applied for the position of Unit Coordinator, the same position as discussed in the previous grievance. She noted that this grievance refers to the same job which was not posted, or re-posted, when the individual initially awarded the job had changed her mind and left the position. It was noted that Ms. Richard also served as backup coordinator when C. Benner left the position. Ms. Richard was told by the Unit Coordinator not to report any longer and was not given a reason.

Mr. Moorehead noted that his documentation shows that the job was posted at least twice, and several of the employees who signed for the first posting also signed for the second posting and took the test both times. In the case of S. Richard, the testing date was 11/28/07. Mr. Moorehead informed the Board that Ms. Richard also scored below the candidate who was awarded the job, and quoted 7.2 in reference to this grievance.

R. Hults indicated that the position was posted on 10/22/07 and on 11/21/07. Mr. Moorehead noted that in his experience, postings are by position, not by floor. R. Hults noted that the problem relates to the person accepting the position and changing her mind, and that this is where the union feels that the position should have been re-posted. Mr. Lyons indicated that there were two vacancies and there should have been three postings. The union's position is that the position should now be re-posted and that Miss Haggerty, the applicant who was awarded the position, should be considered for the position, without consideration for her time in that position because the position was not posted.

Mr. Lyons requested that the position be re-posted, noting this could bring about an easy resolution of all three of the grievances, PM 0543, PM 0548 and PM 0549, without infringing on any managerial rights.

Comm. Clemons presented a scenario asking if it didn't make sense that when a person left a job that the second most qualified person be considered. Mr. Lyons emphasized his belief that there was a vacancy and the job should have been re-posted.

Following a brief discussion, there being no further presentations, Comm. Pappas thanked the presenters and closed the hearing.

Grievance PM 0545 – B.J. Claar

Mr. Lyons informed the Board that Miss Claar, the Grievant, was unable to attend, however, the Union wished to proceed on her behalf. He informed the Board that the grievance relates to a claim of resident abuse by Miss Claar. R. Jelley and H. Bernier spoke to this issue on behalf of the Nursing Home staff.

Mr. Lyons informed the Board that this grievance is also related to Grievance PM 0547 and Grievance PM 0546, noting that there are a number of similarities and the same resident has made the allegations in these three grievances.

Mr. Lyons informed the Board that an allegation of resident abuse was made, noting that there was no finding of resident abuse, but there was a finding of a violation of policy in the discipline of 11/26/07. The Union's position is that the resident had a fractured foot, that she was sitting on the side of the bed with her foot headed toward the floor area, and that this is an issue of concern and a safety issue for the resident that needed to be addressed immediately. He noted that Miss Claar gave the resident firm direction in regard to the resident's safety not to proceed any further. He opined that the resident took that as a "sharp response" and the Union feels that the response was appropriate considering the safety issue. He stated the Union's position that the response was fair and reasonable and that this is discipline without just cause and a violation of 16.8.

Mr. Moorehead informed the Board that there are similarities between the grievances of Miss Claar, B.J. Clark, D. VanDenBergh and R. Burdin. He informed the Board that R. Jelley and H. Bernier were the point people for the investigation internally. Additionally the Goffstown Police were called on 11/21 with complaints of resident abuse. Statements made to R. Jelley and H. Bernier included disturbing comments regarding the manner with which R. Burdin and B. Clark approached the resident. The resident stated that "it is a big hassle involved with the girl with the dark tan with the blonde hair", that they are "rough and man-handle her when they roll her in bed," and states that they "pulled her under her arm, and it hurt," and then "slam-bang, they put the plastic under me." The resident also states that Rhonda (R. Burdin) and Billie Jean (B.J. Clark) do not help her, nor find the clothes she wants to wear and always tell her that they, "can't find them," while the other LNA's can always find the clothing she wants.

Mr. Moorehead noted that the roommate also confirmed the resident's statement. H. Bernier informed the Board that while the staff did not find that the Grievants were abusive to the resident, they did find that the tone of voice and the way of responding was unprofessional and inappropriate, therefore the disciplinary action was taken. She noted the resident was always consistent with her story, and asked only to be treated with respect. The resident gave the same details to the police and to the Elliot Hospital staff during her visit there. The staff investigation showed that the missing component in this situation was respect for the resident. R. Jelly noted that during his review of the chart and facts he was able to corroborate that these LNA's spoke inappropriately to the resident. He noted that he learned that the resident is alert and oriented, does have a history of depression, and can be difficult to deal with. He went on to note that the hospital evaluation showed no psychosis and the resident had no difficulties with hospital staff. The resident asked to be treated with politeness and a professional attitude. Mr. Jelley agreed with H. Bernier's evaluation of the situation and also believed that the resident was not abused, however, she was treated inappropriately.

S. Lyons emphasized that this resident is in the behavior (ELU) unit at the Nursing Home and has been observed roaming through three different units; there is a safety issue to be considered, and the Grievants' behavior was appropriate for the situation at hand.

Comm Holden noted that Mr. Lyons has indicated that the resident was difficult and wishes to hear from management if the resident has a guardian. Mr. Jelley responded that in August 2006, the resident had Neuropsych testing and was found to be competent to make her own decisions and was without cognitive difficulties or psychosis. She was diagnosed with depression with anxiety most likely related to the losses in her life including losing her apartment, her cats, and losing much of her mobility when she fell and broke her leg as well losing a great deal of control in her life.

When she first came to the facility, it was for discharge. He observed, in reviewing her chart, that as those losses increased so did her depression and anxiety, and she became more demanding of staff. Mr. Moorehead noted that she does have a Durable Power of Attorney, but it has not been activated.

Comm. Clemons inquired how long these three Grievants have been employed at the Nursing Home. Mr. Moorehead responded that Miss Clark was hired in 2000, Ms. Burdin was hired in 2002, and Ms. VanDerBergh was hired in 1983. Comm. Clemons asked how many other accusations of non-professionalism have been brought forward. Mr. Moorehead provided several disciplinary actions, all related to absenteeism or tardiness. It was noted that there were no prior disciplinary actions taken for these three employees other than absenteeism or tardiness. Comm. Clemons summarized that one resident is accusing three employees of abuse and non-professionalism and asked if that wasn't unusual considering that these employees have never received this type of accusation in the past. Comm. Clemons asked why this one resident, why not other residents on the floor, noting this is the first accusation of non-professionalism in all three of their records and asked if there wasn't a progressive type of discipline rather than suspending them and taking away their salary.

Mr. Moorehead indicated that when abuse is suspected the policy indicates that management should suspend immediately, pending investigation. Once the investigation was completed, and based on the corroborating statement of a witness, it was determined that the appropriate action included a one-day suspension and the employees were given remedial education and were removed from the unit in question. Mr. Moorehead indicated that management's role is to protect the integrity of the resident, and to do that, if there is a report of suspected abuse, the first step taken is to suspend pending investigation.

Comm. Clemons asked what steps would be taken to make an employee whole again if investigating abuse and it is not found. Mr. Moorehead noted that there was a one-day suspension as opposed to a possible two or three day suspension.

Mr. Lyons referred the Board to a copy of the Nurse's notes that had been requested, illustrating where all text had been redacted. He asked the Board to review the November Nurse's notes, noting that they included a number of complaints with regards to this resident, which is why they were redacted. He further noted that the discipline is inappropriate since no abuse occurred and that it violates 16.8, further noting that the contract supersedes policy and there are inconsistencies.

There being no further presentations, Comm. Pappas thanked the presenters and closed the hearing.

Grievance PM 0546 – R. Burdin

S. Lyons reported that Rhonda Burdin, the Grievant in #546 had no discussion with the resident, although she was in the room at the time of the incident she did not say anything to the resident, yet there is an implication of an improper tone of voice and the Union's position is that the accusation should not apply in Ms. Burdin's case. Ms. Burdin addressed the Board and reported that she felt bad about the situation, noting that the resident was very upset and felt that if she entered into the discussion; she would only "add fuel to the fire." She informed the Board that the resident had rung her bell as soon as Ms. Burdin arrived on the floor at 7:00 a.m. because she wanted to get up and use the commode. Ms. Burdin went to get the pad for the machine to assist in getting her up, noting that the resident was very angry. Ms. Burdin noted that she learned that the resident had told the police that she had first rung her bell at 6:20, that someone had gone in and shut her light off, and again the resident rang at 6:45, and the aide went into the room and shut the light off again. When Ms. Burdin came in at 7:00 she responded to the resident's ringing bell before she even removed her coat. When Ms. Burdin discovered that the resident wanted to get up, she left the room to get a second person to assist with the lift because two persons are required for this task. Ms. Burdin discovered that the second shift staff had all left and she was alone on the unit. She returned to the resident's room and told her she would have to wait until someone came in and then she would be happy to assist the resident. As soon as a second person came in, they went back to help the resident.

Comm. Clemons inquired about the training of LNA's. Mr. Jelley responded that first the LNA's attend a school or independent program to obtain their license as a Licensed Nursing Assistant, LNA, issued by the Board of Nursing. Once licensed, LNA's are required by the Board of Nursing to complete a certain amount of clinical and theory hours each year to maintain their license. Mr. Jelley noted that the Nursing Home has a full-time staff development department which offers ongoing in-service education throughout the year.

Mr. Moorehead expressed his belief that the disciplinary actions taken, were taken with just cause and did not violate 16.8 a. He informed the Board of several actions or memos that included violations such as tardiness, patterned use of sick time, parking violation and performing non-work related activities on work time. Most of these resulted in a memo to file.

Mr. Lyons noted that these violations were non-relevant and there was no progressive discipline relating to the abuse violations; Mr. Lyons further noted that the Union's position is that due process was not followed and asked that the discipline be expunged.

There being no further presentations, Comm. Pappas thanked the presenters and closed the hearing.

#### Grievance PM 0547 – D. VanDenBergh

Ms. Deena VanDenBergh joined the group at the table. Mr. Lyons informed the Board that Ms. VanDenBurgh was identified incorrectly as the blonde with dark skin and stated that Ms. VanDenBergh was not involved in any discussion with the resident, she was only passing trays. Ms. VanDenBergh confirmed this.

Mr. Moorehead informed the Board that management responded to an allegation by a resident referring to three employees, two by name and one by description which was corroborated by another resident. He opined that the situation was handled appropriately based on the investigation.

Comm. Clemons asked how long the police spent interviewing those involved. Ms. VanDenBergh responded that she was not interviewed at the police station. The other two went after competing their workday, one responded that she was there for about an hour. Comm. Holden asked if the police had taken them to the floor so the resident could identify them. One staff person responded that that did not happen.

There being no further presentations, Comm. Pappas thanked the presenters and closed the hearing.

#### Grievance PM 0550 - S. Gable

Shannon Gable joined those at the table. S. Lyons informed the Board that this allegation of inappropriate or non-professional behavior is without cause. He suggested that this was a response to a statement made by Ms. Bernier noting that it is his understanding that Ms. Bernier had received a voodoo doll from someone at work. She was engaged in conversation with the Grievant, and said jokingly, now we can make voodoo dolls for people we don't like. Ms. Bernier asked Miss Gable, "Who don't you like?" Mr. Lyons noted that this was an inquiry made by a supervisor to an employee. Ms. Gable is accused of saying, "You know who I hate the most," and was then accused of pointing toward Mr. Moorehead's office. Mr. Lyons expressed his belief that this is the allegation of the inappropriate behavior, referring the Board to the supervisor who initiated the discussion and elicited the response. Mr. Lyons expressed the Union's belief that this was a joke; a loaded question directed at the employee, that it was inappropriate and the discipline of the employee should be expunged.

Mr. Lyons held up a sample copy of information that was requested, explaining that it had all statements redacted. Mr. Moorehead, explained it was redacted to protect employee or resident confidentiality and to avoid retaliation against residents and employees and believes that the sheets S. Lyons presented that were redacted contained many references to resident names, employee names or even names of those residents who made accusations

toward employees.

Mr. Moorehead referred to other statements S. Gable made regarding him which he felt were inappropriate and unprofessional in a work environment and that should not have been made in such a public place.

Ms. Bernier related her experience with the voodoo doll discussion, noting that she was joking when she made the statement to Ms. Gable, "I bet I know who you would like to make one of." She noted that S. Gable did not respond but said, "That's not the person I would do it to, this is the person I hate the most," pointing toward the general direction of Mr. Moorehead's office – but never stating Mr. Moorehead's name. Ms. Bernier noted that apparently someone overheard the conversation. She also said that in retrospect, she probably should not have spoken about voodoo dolls, noting she was not trying to lead Ms. Gable on, and it was not done maliciously.

Comm. Clemons asked Ms. Bernier at what point she decided that Ms. Gable's tone of voice was malicious. Ms. Bernier responded that she never gave Ms. Gable's response a thought until she was told that someone had overheard. She stated that she did not take it as malicious. Comm. Clemons noted at least one person believed that Ms. Gable's statement was not malicious. Mr. Moorehead informed the Board that three inappropriate statements were made over a period of a week and one-half.

Mr. Lyons noted that the Administrative office is not in a public area. He referred to the statement when Ms. Gable called Mr. Moorehead "creepy," when he leaned over and hugged her computer. Mr. Lyons inferred that this might be perceived as a violation of her personal space, noting that she was bothered by his approach. Mr. Lyons stated that the Union's position is that discipline is inappropriate in this situation, and much of the information presented by management was taken out of text.

Mr. Moorehead expressed his opinion that his Administrative office is a public area and that many staff are in and out every day. He noted that the warning itself was a verbal warning. Comm. Holden asked if a verbal warning goes into the employee's record, to which, Mr. Moorehead replied that it does.

There being no further presentations, Comm. Pappas thanked the presenters and closed the hearing.

The Board moved into recess at 5:05 p.m. so that Mr. Lyons could get copies made.

**Motion:** To go into Recess. Motion made by Comm. Holden, second by Comm. Clemons. Motion carried.

The Board returned to session at 5:15 p.m.

**Motion:** To return to session. Motion made by Comm. Holden, second by Comm. Clemons. Motion carried.

Grievance PM 0551 – L. Hall

Lisa Hall moved to join the others at the table. S. Lyons presented documents for the record that included a notebook used by the Grievant as she performed her job. He noted that this grievance is in relation to a termination and that there has been prior discipline that is relevant. He explained that the Grievant is a 19 ½ year employee. Mr. Lyons presented an agreement between Ms. Hall and the Director of Nursing Services that addresses an issue on 2/04/91, noting that it contained the words, "Since Lisa has problems reading and handling Resident's clothing, she will be doing less of that assignment and more of those duties she performs well." He noted that the Nursing Home terminated Ms. Hall relative to performance. Mr. Lyons informed the Board that Ms. Hall came to the Nursing Home from the Manchester Skill Center, and that there are issues that have been dealt with in a different manner with Ms. Hall. The Union's position is that this termination is unjust and it is important to understand that there were issues with regard to Ms. Hall's reading comprehension that management was aware of when she was hired.

Mr. Lyons informed the Board that in September, 2000 a written warning was issued. He expressed his belief that Audits are done inappropriately at the Nursing Home and are done when people are disciplined as opposed to being done on a regular basis; the issue of concern is disparate treatment. He also noted that employees have a right to receive copies of all information held in their file, but copies of Ms. Hall's discipline of 11/29 were not attached to the copies she requested, which he contends is a violation of state law. Mr. Lyons went on to note that she was on medication in November, and no consideration was given to that fact. Additionally there was no offer of an Employee Assistance Program (EAP), a failure of the employer. He noted that if they are recognizing progressive discipline over a short period for a 19 ½ year employee, there are other factors that should have been considered. He noted that the November discipline resulted in re-training with Kim Bouchard and Jim Connor. Mr. Lyons opined that she was given different directions and different messages from the two staffers. An example would be that M. Connor worked with her on time management and gave Ms. Hall a notebook to record items not done or to be remembered. Later Ms. Bouchard told her to stop taking up time by writing in her notebook. Mr. Lyons noted that the notebook was not with Ms. Hall's personal items when she removed them at termination. He noted the employer is aware that Ms. Hall needs simple instructions and that they need to be provided in small quantities so she can comprehend them. She approached Mr. Connor before her suspension to ask how she was doing and was told, "Well." Shortly after, she was terminated by Ms. Bouchard. Mr. Lyons described Ms. Hall as a person who wants to please, not violate or disregard. Mr. Lyons noted that the documents initially provided the Union are different than those in the records as of the date of discipline. He suggested that this is a procedure problem. The Board is missing one document which Mr. Lyons will provide.

Mr. Lyons noted that the Union asked for audits and requested that the Board request a years' worth of audits on all employees because it feels that the audits are directed selectively toward certain employees, noting that that is not fair or appropriate. The Union believes that some employees are singled out and that audits are not shared with employees unless they are disciplined. He asked why the audits are not shared with employees before they are disciplined. The Union's position is that management has failed Ms. Hall and terminated her without just cause, with a lack of due process, failed to include a rebuttal to discipline in violation of state law, and failed to recognize a situation ripe for EAP referral. He asked the Board to review the twenty or so recommendations given by people who worked with, or knew Lisa. Mr. Lyons asked the Board to make Ms. Hall whole, including lost wages, benefits and contractual rights.

Mr. Moorehead informed the Board that management went out of its way to get Ms. Hall trained and re-trained in the function of her job, but unfortunately that training failed to correct the deficiencies that she had. He noted that there was due process, including the verbal warning of 3/27, a written warning on 7/27/07, another written warning on 7/27/07, a two-day suspension on 11/29/07, and then the discharge on 1/11/08, all of which had to do with performance. He also disagrees that audits are pointed toward people who are having issues. He believes that the deficiencies were justly determined. He has statements from M. Lefebvre, who does the HR work at the Nursing Home and G. Chandler, the County Dir. Of Human Resources, both of whom have reviewed Ms. Hall's file and found nothing in the file to indicate that Ms. Hall should be directed toward the EAP program. He noted that he has filed multiple Workers' Compensation claims for Ms. Hall and does not recall Ms. Hall's request, or that of anyone representing her, for job accommodations that were not Comp-related, and she never approached Mr. Moorehead for information about any job accommodations under the ADA.

Comm. Clemons inquired if any Nursing Home employees fell under the ADA Section 504, to which Mr. Moorehead said there were no 504 employees that he was aware of.

Mr. Connors noted that they try to audit all departments at least once a week, at which time the deficiencies are usually addressed on the same day. He noted that discipline would be incurred when there are several deficiencies or repeat deficiencies. Comm. Clemons asked how long Mr. Connors and Ms. Bouchard have been employed at the Nursing Home. Mr. Connors replied that he has been there for four years and Ms. Bouchard responded that she has been there for 3 years. Comm. Clemons asked Mr. Connors if Ms. Hall's work was acceptable when she was hired, to which Mr. Connors replied, "Not necessarily." Comm. Clemons asked when he first noticed that Ms. Hall's work was falling off, to which Mr. Connors replied perhaps the last 2 to 2½ years.

Comm. Clemons inquired if the job had become more complicated, to which Mr. Connors responded that the job had not changed.

Mr. Lyons noted that Ms. Hall scored 15 on January 25, 2006; she scored 19 on June 09, 2007 and 21 on November 14, so that while her evaluations may say that her work was deteriorating, her scores were actually improving. He suggested again that there were mixed messages given to the employee. R. Hulst informed the Board that the number of housekeepers per unit has dropped from three employees to 1½ employee per unit, so the work load has increased. Ms. Bouchard noted that Ms. Hall had been on floor care, but because complaints were being received from staff, Ms. Hall was put back on housekeeping, which is when her performance started to go down again.

Comm. Clemons noted that Ms. Hall was hired with management's knowledge of her disabilities, and inquired how she can show improvement if she is working at 100% of her ability.. Mr. Moorehead noted that if an employee accepts a job with duties implied in the job description, they are expected to perform the job. Mr. Moorehead noted that the Nursing Home hired her in 1988 with a subsequent agreement in 1990 or 1991 with Emily Mercier. He is not sure what that agreement meant, but there was no indication to management that there was any learning disability or other issues that would preclude her from doing the job as listed in that job description. Comm. Holden commented that they knew that she had problems reading, to which Mr. Moorehead replied that he did not know that. Mr. Lyons noted that that information was in her personnel file.

Following a brief discussion, there being no further presentations, Comm. Pappas thanked the presenters and closed the hearing.

Mr. Lyons informed the Board that if it needs more time for deliberations, based on the number of grievances, he would be very willing to grant extra time, if necessary.

The Board moved into Recess

**Motion:** To go into Recess

The Board moved out of Recess

**Motion:** to move out of Recess

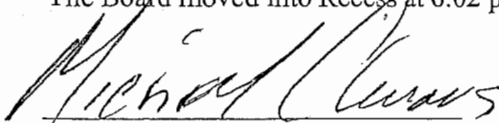
The Board considered how it wished to proceed.

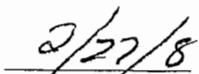
Mr. Wenger informed the Board that 16.1d of the collective bargaining agreement provides the Board with three work days to render a decision, after which the Union has the right to petition to the PELRB within 10 days for a determination. Discussion ensued and the Board agreed to reconvene on Monday morning.

The Board will take these grievances under advisement and go into Recess until Monday, February 25, 2008 at 9:00 a.m.

**Motion:** To move into recess and re-convene Monday, February 25, 2008 at 9:00 a.m.

The Board moved into Recess at 6:02 p.m.

  
Comm. Michael Clemons, Clerk  
Hillsborough County Board of Commissioners

  
Date