

After Agenda

**Board of Commissioners of Spalding County
Work Session
Monday, November 10, 2014
1:00 PM
119 E. Solomon St., Meeting Room 108**

The Spalding County Board of Commissioners held a Work Session in Room 108 of the Courthouse Annex, Monday, November 10, 2014, beginning at 1:00 p.m. with Vice Chairman Raymond Ray presiding. Commissioners Rita Johnson, Gwen Flowers-Taylor and Bart Miller were present. Chairman Gardner was not present for this meeting. Also present were County Manager William P. Wilson Jr., Human Resource Director, William Gay, County Attorney, Jim Fortune, Administrative Services Director, Jinna Garrison, Parks Superintendent, T.J. Imberger, Recreation Superintendent, Kelly Leger, Community Development Director, Chad Jacobs, E-911 Communications Manager, Barbara Lights, Acting Public Works Director, Tim Crane, Parks and Recreation Supervisor, Robbie Milner, Probate Court Judge, Jan Hunt, Magistrate Court Judge, Rita Cavanaugh, Fire Chief, Kenny West, Deputy Fire Chief – Operations, Jamie Clark, Warden, Jimmy Sikes and Executive Secretary, Kathy Gibson, to record the minutes.

- I. **OPENING (CALL TO ORDER)** led by Vice Chairman Raymond Ray.
- II. **INVOCATION** – led by Robbie Milner, Parks and Recreation Supervisor.
- III. **PLEDGE TO FLAG** – led by Commissioner Bart Miller.
- IV. **AGENDA ITEMS**
 1. Commissioner Flowers-Taylor would like to discuss departmental dress codes and the county-wide dress code in Article V Section 16 of the Spalding County Personnel Ordinance.

Mr. Wilson stated that the board had requested all departments submit their dress code (if they had one) for this meeting. Everyone with the exception of the Sheriff's Department has submitted their dress code. We also have representatives here from the different departments should the commissioners have any questions.

Commissioner Flowers-Taylor stated that she had asked about the dress policy because the board had adopted a countywide policy which gives the individual departments the ability to implement a dress code for their department. She further stated that she had received a complaint with regard to the dress code policy that had been implemented by the Public Works department. She stated that the individual felt intimidated by the policy and expressed that implementation of the policy had been targeted certain individuals within the Public Works department.

Commissioner Flowers-Taylor then talked with several of the department heads present regarding the dress codes that had been implemented by their departments. After much discussion, Commissioner Flowers-Taylor asked that the Board take a look at the dress code and look at implementing a code that would cover all individuals who work on the outside.

Commissioner Flowers-Taylor then asked that T.J. Imberger, Superintendent of Parks and Tim Crane, Acting Public Works Director to get together, look at the two dress codes they are currently operating under for outdoor employees and see if they can come together on the requirements for outdoor workers and present their recommendations back to Mr. Wilson.

Commissioner Miller also stated that he felt that Parks and Recreation and Public Works could work under the same dress code for outdoor workers.

Commissioner Flowers-Taylor then asked that the department heads get together and generate a dress code for all employees who work in the offices, making the dress code uniform throughout the county.

Consensus of the board is that Parks and Recreation combine their efforts with Public Works and come up with an acceptable dress code that will apply to both departments. Additionally, the board asked that the county look at establishing a uniform dress code for the office workers within the county to establish conformity throughout the county.

XIV. ADJOURNMENT

Motion/Second by Miller/Johnson to adjourn at 1:56 p.m. Motion carried unanimously by all.