

**MINUTES OF MEETING  
BOARD OF COUNTY COMMISSIONERS  
ST. JOHNS COUNTY, FLORIDA  
DECEMBER 9, 2019  
2:30 P.M.**

Proceedings of a special meeting of the Board of County Commissioners (BCC) of St. Johns County, Florida, held in the auditorium at the County Administration Building, 500 San Sebastian View, St. Augustine, Florida.

Proof of publication of the notice of a special meeting of the St. Johns County Board of County Commissioners was received, having been published in *The St. Augustine Record* on Friday, December 6, 2019.

Present:       Jeb S. Smith, District 2, Chair  
                  Jeremiah R. Blocker, District 4, Vice Chair (via telephone)  
                  James K. Johns, District 1  
                  Paul M. Waldron, District 3, Chair  
                  Henry Dean, District 5  
                  Patrick McCormack, County Attorney  
                  Crystal Smith, Deputy Clerk

Also present: Darrell Locklear, Assistant County Administrator; Joy Andrews, Assistant County Administrator; Regina Ross, Deputy County Attorney

(12/09/19 - 1 - 2:30 p.m.)  
CALL TO ORDER

Smith called the meeting to order.

(12/09/19 - 1 - 2:30 p.m.)  
MOTION BY THE CHAIR

**Motion by Smith, seconded by Waldron, to authorize Commissioner Jeremiah Ray Blocker to participate, and vote telephonically, in today's special meeting, due to the exceptional circumstance of his military related travel and duty, and to, for purposes of this special meeting, construe "Commissioners must be present and cast their own vote" as per Board Rule 4.505, as including telephonic attendance by Commissioner Blocker.**

(2:31 p.m.) McCormack explained that Commissioner Blocker would be able to participate in the meeting and the voting process, once the above motion passed.

(2:32 p.m.) Tom Reynolds, 50 Brigantine Court, asked the commission not to allow participation by phone.

(2:35 p.m.) Ed Slavin, P.O. Box 3084, supported the motion to allow telephonic participation.

(2:36 p.m.) **The motion carried 4/0, with Blocker not yet participating.**

(12/09/19 - 1 - 2:36 p.m.)  
ROLL CALL

The clerk called the roll. All Board members were present, with Blocker participating via telephone.

(12/09/19 - 2 - 2:37 p.m.)  
INVOCATION

Commissioner Johns gave the invocation.

(12/09/19 - 2 - 2:37 p.m.)  
PLEDGE OF ALLEGIANCE

Waldron led the Pledge of Allegiance.

(12/09/19 - 2 - 2:38 p.m.)  
PUBLIC COMMENT

Tom Reynolds, 50 Brigantine Court, requested that the County no longer allow alcohol at family events at the pier.

Ed Slavin, P.O. Box 3084, commented on hiring practices.

(12/09/19 - 2 - 2:46 p.m.)  
ADDITIONS/DELETIONS TO THE SPECIAL AGENDA

There were none.

(12/09/19- 2 - 2:47 p.m.)  
APPROVAL OF SPECIAL AGENDA

**Motion by Johns, seconded by Waldron, carried 5/0, to approve the Special Agenda, as submitted.**

(12/09/19- 2 - 2:47 p.m.)

1. REVIEW AND CONSIDERATION OF A DRAFT EMPLOYMENT AGREEMENT FOR INTERIM COUNTY ADMINISTRATOR. FOR THE BOARD'S REVIEW AND CONSIDERATION IS A DRAFT EMPLOYMENT AGREEMENT FOR THE POSITION OF INTERIM COUNTY ADMINISTRATOR. A COPY OF THE DRAFT AGREEMENT IS ATTACHED. IN SUM, THE DRAFT PROVIDES FOR EMPLOYING HUNTER S. CONRAD TO PERFORM THE FUNCTIONS AND DUTIES SPECIFIED IN SECTION 125.74, FLORIDA STATUTES AND ST. JOHNS COUNTY ORDINANCE NO. 2010-47 (EACH AS AMENDED); AND TO FURTHER PERFORM OTHER DUTIES AS THE BOARD MAY ASSIGN FROM TIME TO TIME. HERE, THE OFFICE OF COUNTY ATTORNEY SEEKS BOARD DIRECTION REGARDING MATERIAL TERMS OF THE AGREEMENT. IT IS NOTED THAT, THROUGH CONTINUED NEGOTIATIONS, A REVISED DRAFT OF THE AGREEMENT MAY BE PROVIDED AT OR BEFORE THE SPECIAL MEETING

Hunter S. Conrad, Clerk of Court and Comptroller, explained that he was asked, if given the opportunity, would he be willing to serve as an interim county administrator; and through thoughtful deliberation, decided to accept the position.

Tom Reynolds, 50 Brigantine Court, questioned how many qualified individuals or women were interviewed for the position.

Viv Helwig, 992 Deer Chase Dr., Industrial Development Authority Vice-chair, President and Founder of Vested Metals International, spoke in support of Hunter Conrad due to his integrity and trustworthiness.

Ed Slavin, P.O. Box 3084, urged the Board to reject the contract based on the loss of checks and balances once Mr. Conrad returned to being clerk of court, as he would have purview over the decisions he made as the county administrator.

Victor Raymos, 458 Hefferon Dr., spoke in support of Mr. Conrad for the interim administrator position.

Smith addressed candidacy, as it related to paragraph 10.C of the proposed contract. Dean recommended eliminating paragraph 10.C. Waldron asked that there be a set date for Conrad to begin campaigning.

Conrad explained that he asked for that provision to be added to the contract, as it was his intent to run for clerk again; he did not oppose revising some of the language in 10.C. Discussion ensued.

**(3:05 p.m.) Motion by Dean, seconded by Johns, to delete item 10.C, in its entirety, on page 5 of the proposed contract.**

Ed Slavin, P.O. Box 3084, recommended leaving at least the first sentence in paragraph 10.C.

**(3:09 p.m.) The motion carried 5/0.**

Dean suggested adding that Conrad be entitled to eight weeks of severance pay, if he were terminated without cause or without 60 days' notice. Discussion ensued on establishing a timeframe for Conrad's departure, in order for him to run for clerk.

**(3:15 p.m.) Motion by Dean, seconded by Blocker, failed 2/3, with Smith, Johns, Waldron dissenting, to provide eight weeks of severance in the event that Hunter Conrad is terminated, or dismissed, without cause or without at least 60 days' notice.**

Dean suggested a salary of \$195,000 per year (item 4.A of the proposed contract).

Richard Komando, 1279 Kingsley Ave., Orange Park, attorney representing Mr. Conrad, addressed the proposed compensation.

**(3:22 p.m.) Motion by Dean, seconded by Blocker, to provide a base salary offer to Mr. Conrad of \$195,000 annually, under 4.A.**

Ed Slavin, P.O. Box 3084, asked for the full name of Mr. Conrad's attorney's firm: the name Bradley, Garrison & Komando was provided.

**(3:24 p.m.) The motion carried 3/2, with Waldron and Johns dissenting.**

*(3:26 p.m.) Motion by Dean, failed for lack of a second, to accept item 4.C, as proposed.*

Discussion ensued on vacation day accrual, deferred compensation contributions, the legal defensibility and enforceability of the provisions in the contract, and retirement contributions (item 8).

Smith questioned what the effective date of the contract would be: Conrad said he could begin on Tuesday, December 17, 2019.

**(3:26 p.m.) Motion by Dean, seconded by Johns, to accept the employment agreement, as amended, at today's meeting; and authorize the chair to execute the contract.** Waldron requested that initial lines be placed on each page of the contract.

Ed Slavin, P.O. Box 3084, opposed the contract and the way the job was offered to Mr. Conrad.

(3:47 p.m.) **The motion carried 5/0.**

(3:47 p.m.) Reports

Dean complimented Conrad; McCormack commended the contract process.

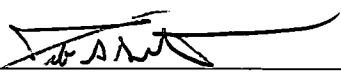
(12/09/19- 4 - 3:49 p.m.)  
ADJOURN

With there being no further business to come before the Board, Smith adjourned the meeting at 3:49 p.m.

Approved \_\_\_\_\_ January 21 \_\_\_\_\_, 2019


BOARD OF COUNTY COMMISSIONERS  
OF ST. JOHNS COUNTY, FLORIDA

By: \_\_\_\_\_

  
Jeb S. Smith, Chair

ATTEST: HUNTER S. CONRAD, CLERK

By: \_\_\_\_\_

  
Deputy Clerk

