

**Talbot County Board of Commissioners**  
**35 West Madison Street, P.O. Box 155**  
**Talbotton, Georgia 31827**

February 19, 2024

The Talbot County Board of Commissioners held a Called Meeting on Monday, February 19, 2024, at 9:00 a.m., at the County Commission Office, located at 35 West Madison Street, Talbotton, GA 31827. Chair Larry Sparks, Vice Chair Ken Chapman, and Commissioner Franklin Holmes were present. Also in attendance were County Manager, Carol Ison, Assistant County Manager, Ronnie Hendricks, and County Clerk, Jona Gibson. Commissioner Anthony Couch arrived late.

Chair Sparks called the meeting to order at 9:00 a.m. The purpose of the meeting was to award contracts for Engineering and Related Professional Services for the 2024 CDBG Water Project.

Scott Huckaby, Water Superintendent, appeared before the Board to recommend awarding Sunbelt Consulting, LLC with the Grant Writing contract for the Water Project. Superintendent Huckaby also recommended awarding Watkins & Associates, LLC the contract for Engineering and Related Professional Services for the CDBG Water Project. Vice Chair Chapman made a motion to accept the recommendations and award contracts as stated. Commissioner Holmes seconded the motion. The vote passed 3-0-0.

Commissioner Couch had not arrived for the meeting at this time. The County Manager had concerns to bring before the Board. Chair Sparks phoned Mr. Couch and he stated that he was on his way. Commissioner Holmes suggested a short recess until Commissioner Couch could arrive.

Upon arrival of Commissioner Couch, County Manager Ison appeared before the Board to present concerns she had regarding chain of command when dealing with employees and the role of the Board of Commissioners. A retreat was held on August 24<sup>th</sup>, 2023, to address the roles and responsibilities of Commissioners. This full day retreat was presented by ACCG Staff members. Commissioners in attendance for the workshop were as follows: Chapman, Couch, Wilson, and Sparks. ACCG members informed Commissioners that under a county manager form of government, the commissioners do not supervise department heads or assign daily tasks unless the BOC has specifically authorized them to do so. That is the manager's function, per the job description. Where a county manager position has been established, a commissioner cannot legally hold the positions of commissioner and manager. The commissioner's role is to

supervise the manager, not to do the manager's job. Otherwise, he would be "supervising himself," which the law prohibits.

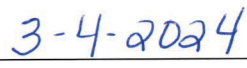
County Manager Ison's concerns stem from multiple occasions dealing with Commissioner Couch and his giving orders to employees directly, interrupting workdays, and constant scrutiny of their work which bordered harassment. Mrs. Ison shared this information with Commissioners in hopes that by following a chain of command, all employees would know exactly who to report to and help prevent any disgruntlement or discontinuity within departments.

After discussion between Commissioners and County Manager Ison, another workshop was suggested by Chairman Sparks. Commissioner Holmes made a motion to adjourn the meeting. Vice Chair Chapman seconded the motion.

The meeting was adjourned.

  
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Larry Sparks, Chairman

  
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Carol Ison, County Manager

  
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Date