

**CALHOUN COUNTY BOARD OF COUNTY COMMISSIONERS
WORKSHOP – ROAD DEPARTMENT SUPERINTENDENT
DECEMBER 27, 2016**

PRESENT AND ACTING:

**DANNY RAY WISE, CHAIRMAN
GENE BAILEY, VICE-CHAIRMAN
DARRELL MCDUGALD
DENNIS JONES
JERAL HALL**

**CARLA A. HAND, CLERK OF COURT AND COUNTY COMPTROLLER
SARAH WILLIAMS, CLERK ADMINISTRATIVE ASSISTANT**

Chairman Wise called Mr. Clifford Edenfield (**applicant for Road Superintendent position**) to the podium. Commissioner Bailey asked Mr. Edenfield to explain his work experience on road maintenance, dirt, lime rock, and asphalt. Mr. Edenfield stated he started working for Glen Terrell Warren at 18 years old where he laid lime rock on roads, learned how to survey, build ditches, read blue prints, and set grades. Mr. Edenfield stated he then worked for Crowder Excavation in Tallahassee laying storm water pipes and drains for a year. After leaving Crowder Excavation Mr. Edenfield stated he began working for CW Roberts, where he has been employed for the last ten (10) years doing road construction from the ground up, resurfacing roads, and site prep for projects. Mr. Edenfield stated he has about 17 years work experience altogether. Mr. Edenfield stated he was a foreman for Glenn Terrell Warren for several years, was a foreman for five (5) years with CW Roberts, and then went on to be a superintendent and project manager with CW Roberts. Mr. Edenfield stated he knows how to figure spread rates, amounts of asphalt needed for a particular job, and knows how to maintain roads and what to look for when determining what maintenance work is needed. Commissioner Bailey asked Mr. Edenfield to explain road construction from raw land to the finished product. Mr. Edenfield explained the process of building a road from start to finish for the Board. Commissioner McDougald asked what the formula for figuring a six (6) inch depth of lime rock for a road 24 feet wide and half a mile long. Mr. Edenfield went through the calculation and gave the Board an answer of 2,420 tons of lime rock, which would be 121 dump truck loads. Commissioner Bailey asked Mr. Edenfield to explain his supervisory experience. Mr. Edenfield stated he was a foreman for Glen Terrell Warren, with CW Roberts he was the foreman of a six (6) to eight (8) man crew for the first five (5) years with the company. He then went on to be a supervisor of major projects with as many as 40 or 50 people working on a job (including subcontractors). Mr. Edenfield stated as a project manager with CW Roberts he lines up sub-contractors for a project, creates two (2) week schedules for projects and helps the foreman and superintendents create their daily schedules. Commissioner Bailey asked Mr. Edenfield about his experience formulating reports. Mr. Edenfield stated he prepares a daily job analysis, a weekly report, and month end estimates for DOT for any projects he oversees. Commissioner Bailey asked if Mr. Edenfield has any mechanical ability as far as diagnosing equipment malfunctions. Mr. Edenfield stated he has always worked on his own vehicles, and has worked around semis and dump trucks as well. Mr. Edenfield stated he has

experience with knowing what to look for as far as vehicle maintenance and is efficient with trouble shooting. Mr. Edenfield stated the new equipment is harder to trouble shoot since everything is computerized. Commissioner Bailey asked what notice Mr. Edenfield would need to give his employer in the event he is selected as the new Road Department superintendent. Mr. Edenfield stated CW Roberts is aware he has applied for the position and his boss is already on notice so he would be able to start as soon as possible. Commissioner McDougald asked if Mr. Edenfield has worked with any computer programs such as equipment maintenance schedules, depreciation, and trade in value based on hours of operation. Mr. Edenfield stated there is some software available he has used for equipment; usually a maintenance sheet and safety check is used daily for equipment. This information is easily entered into an Excel spreadsheet to track maintenance and issues with equipment. Commissioner McDougald asked if Mr. Edenfield thought there would be a benefit to setting up a system on the computer for the Road Department to track maintenance and other aspects of operation. Mr. Edenfield stated he does think there would be an advantage of setting up a system on the computer, especially to track maintenance and money spent on different pieces of equipment throughout the year. Commissioner McDougald asked what class license Mr. Edenfield has. Mr. Edenfield stated he has a class A license with no points. Commissioner Bailey asked if Mr. Edenfield has any experience with Maximus Fleet Maintenance or any other store bought maintenance programs. Mr. Edenfield stated he has worked some with Fleet Maintenance, and the system is pretty simple to use. Chairman Wise asked what Mr. Edenfield would do if he were the Road Superintendent and observed a contractor not abiding by the contract specifications on a particular project. Mr. Edenfield stated he would talk to the contractor in a polite manner and ask them to correct the situation, and then report back to the Board. Chairman Wise asked Mr. Edenfield what he would do if approached by a Director of Operations at a job site wanting to change the engineering of a project. Mr. Edenfield stated he would not allow any changes not brought to him in writing.

Chairman Wise called Mr. Robert Long (**applicant for Road Superintendent position**) to the podium. Commissioner Bailey asked Mr. Long to explain his work experience on road maintenance, dirt, lime rock, and asphalt. Mr. Long stated he worked with Dixie Grading and Paving in Pensacola after high school and worked up to foreman about three (3) years after starting work. He then moved to another company where he was the asphalt foreman for seven (7) or eight (8) years. He was promoted to superintendent in charge of 150 employees, 25 trucks, and asphalt and grading crews. Mr. Long stated he then moved on to work for another company for 30 years where he was in charge of 160 employees. Mr. Long stated he retired, but went back to work in Tallahassee off and on for three (3) years doing work with the State where he received a letter of recommendation for a job well done from the Secretary of State on a road project he supervised. Mr. Long stated he has worked with rock, asphalt, and clay; he has done a little bit of everything. Commissioner Bailey asked Mr. Long to explain road construction from raw land to the finished product. Mr. Long explained the process of how he would build a road from start to finish for the Board. Commissioner Bailey asked Mr. Long to explain his supervisory experience. Mr. Long stated he has been a supervisor for many years, and knows how to make schedules. Mr. Long stated he gets to know his employees and makes schedules based on where each employee is best suited for upcoming jobs. Mr. Long stated he is tough, and expects his employees to complete their jobs efficiently and in a timely manner. Commissioner Bailey asked Mr. Long about his experience formulating reports. Mr. Long stated with the companies he has worked for, he would review the foreman's daily time sheets and compare them to the job schedule every morning, and then

fill out a master sheet for the project manager to file. Mr. Long stated materials and supplies reports went through the asphalt plant manager and the project managers, the superintendent did not have anything to do with the materials and supplies reports. Mr. Long stated his job was to make sure materials for projects were not damaged before being used on a job. Commissioner Bailey asked Mr. Long about his experience in diagnosing mechanical problems. Mr. Long stated anyone who runs equipment should know when something is not working right, but he does not know how to diagnose what may be causing a malfunction. At his previous jobs, the manufacturer of the equipment would be called out to diagnose and monitor any problems with equipment. Commissioner McDougald asked if Mr. Long has any experience with computerized reports. Mr. Long stated most of his reports were handwritten. Commissioner McDougald asked what class driver license Mr. Long holds. Mr. Long stated he has a Class E driver license. Commissioner McDougald asked Mr. Long about his ability to formulate amounts of asphalt and rock needed for a job, and determining ditch elevations. Mr. Long explained for the Board how he would formulate and plan for asphalt, rock, and ditches. Commissioner Jones stated there will be no foreman with the Road Department, the superintendent is over all the projects. Commissioner Jones asked Mr. Long what he would do if while on a job he notices a hydraulic leak on a piece of equipment. Mr. Long stated he would stop the operator and assess the hydraulic line. If the leak is bad Mr. Long stated he would shut the job down, and if a minor leak he would wrap the line to get through the day. Chairman Wise asked Mr. Long what he would do if he were the Road Superintendent and observed a contractor not abiding by the contract specifications on a particular project. Mr. Long stated he would address the contractor and let him know what is required, and if the problem is not corrected he would address the Board before shutting the contractor down. Chairman Wise asked Mr. Long what he would do if approached by a Director of Operations at a job site wanting to change the engineering of a project. Mr. Long stated if the change is minor, a benefit to the county at no additional cost, he would allow the change. If the change is major, he would address the Board before any changes were made.

Chairman Wise called Mr. Woodrow "Lee" Shelton (**applicant for Road Superintendent position**) to the podium. Commissioner Bailey asked Mr. Shelton to explain his work experience on road maintenance, dirt, lime rock, and asphalt. Mr. Shelton stated he worked with GAC for two and a half years, Jim Crowder Excavation for two and a half years, and then started work at his current employment with Anderson Colombia. Mr. Shelton stated he has done a little of everything in road construction, except bridge and crane work. Mr. Shelton stated he never turns down an opportunity to learn something new and prides himself in learning everything he can about new things. Commissioner Bailey asked Mr. Shelton to explain road construction from raw land to the finished product. Mr. Shelton explained to the Board the process he would use to build a new road. Commissioner Bailey asked Mr. Shelton to explain his supervisory experience. Mr. Shelton stated his first position as a foreman was with Jim Crowder Excavation after six (6) months of employment, and when he moved on to Anderson Columbia he was placed as a foreman soon after and oversees generally up to ten (10) workers. Mr. Shelton stated his supervisory experience has been hands on at the job site working with people. Commissioner Bailey asked Mr. Shelton about his experience formulating reports. Mr. Shelton stated he has a tablet he works on with Anderson Columbia, and any daily logs, materials received, safety sheets, accident reports, and any other reports are done through the tablet which updates to the main office in Lake City. Commissioner Bailey asked Mr. Shelton about his experience in diagnosing mechanical problems. Mr. Shelton stated he has been around tractors and other equipment his whole life, and knows how to spot

when something is not working correctly or needs replacing. Mr. Shelton stated he can do some general maintenance himself, but is not a mechanic. Commissioner Bailey asked what notice Mr. Shelton would need to give his employer in the event he is selected as the new Road Department Superintendent. Mr. Shelton stated he would like to give his employer two (2) weeks' notice out of respect. Commissioner McDougald asked Mr. Shelton what class driver license he holds. Mr. Shelton stated he has a class B license. Commissioner McDougald asked Mr. Shelton if he could set up a computer program at the Road Department to monitor the different aspects of operation. Mr. Shelton stated he probably could not set one up himself, but he does have the skills to learn any computer program which may be downloaded. Commissioner McDougald asked what the formula is for figuring a six (6) inch depth of lime rock for a road 25 feet wide and half a mile long. Mr. Shelton went through the calculation he would use with the Board and gave the Board an answer of 10,890 tons, which would be 545 dump truck loads. There was discussion about Mr. Shelton's answer differing from Mr. Edenfield's answer. Mr. Shelton stated he figured asphalt not lime rock. Chairman Wise asked Mr. Shelton what he would do if he were the Road Superintendent and observed a contractor not abiding by the contract specifications on a particular project. Mr. Shelton stated he would notify the contractor they were not following the contract and see if they are willing to correct the problem, and if the problem is not corrected he would notify the Board and further action could be taken. Mr. Shelton stated he would do whatever the Board authorizes him to do. Chairman Wise asked Mr. Shelton what he would do if approached by a Director of Operations at a job site wanting to change the engineering of a project. Mr. Shelton stated with his experience being on the Board, any changes would need to go through the Board for approval.

Chairman Wise called Mr. Michael Stone (**applicant for Road Superintendent position**) to the podium. Commissioner Bailey asked Mr. Stone to explain his work experience on road maintenance, dirt, lime rock, and asphalt. Mr. Stone stated he started road work with GAC when he was 23 years old. He learned how to read plans, shoot grades, and run equipment. Within one year of work he became a foreman and worked there for six and a half years. Mr. Stone stated he ran a bulldozer for Tommy Chestnut for four (4) years in Panama City after leaving GAC, worked with Glen Terrell Warren for about five (5) months, and now is employed building power lines. Commissioner Bailey asked Mr. Stone to describe construction of a new road. Mr. Stone explained to the Board the process he would go through to construct a new road. Commissioner Bailey asked Mr. Stone to explain his supervisory experience. Mr. Stone stated has been a foreman overseeing four (4) or (5) workers previously, and has hands on job site experience. Commissioner Bailey asked Mr. Stone about his experience formulating reports. Mr. Stone stated the only reports he has done are time sheets and daily report sheets. Commissioner Bailey asked Mr. Stone about his experience in diagnosing mechanical problems. Mr. Stone stated he is not a mechanic, but he has learned some maintenance skills from watching and helping work on dozers when he worked for Tommy Chestnut. Mr. Stone stated he has built motors for racecars and worked on transmissions as well. Mr. Stone stated he knows how to do preventative maintenance and check equipment for any visible malfunctions. Commissioner Bailey asked what notice Mr. Stone would need to give his employer in the event he is selected as the new Road Department Superintendent. Mr. Stone stated he would like to give his employer two (2) weeks' notice. Commissioner McDougald asked Mr. Stone what class driver license he holds. Mr. Stone stated he has a class A driver license. Commissioner Jones stated the Road Superintendent will have to be able to prioritize. Commissioner Jones stated some requests for work are emailed, and some Commissioners go out to the Road Department and personally request work in their district. Commissioner Jones asked what Mr. Stone would do if he were

out working a job in one district, and another Commissioner came to him and wanted a job done in his district. Mr. Stone stated he would perform the jobs in the order he receives them, unless something in a district was a hazard to public safety and then the Commissioner's request to correct the hazard would take priority. Mr. Stone stated if two (2) hazard related jobs were requested he would try to split up and send a group to both. Commissioner Jones asked if Mr. Stone would communicate with the Commissioners and let them know if he had to leave a job in one district for a more pressing issue in another district. Mr. Stone stated communication is key, and he would certainly stay in contact with the Board members. Chairman Wise asked Mr. Stone what he would do if he were the Road Superintendent and observed a contractor not abiding by the contract specifications on a particular project. Mr. Stone stated he would address the contractor and ask them to correct the mistake, and inform the Board about the situation. Chairman Wise asked Mr. Stone what he would do if approached by a Director of Operations at a job site wanting to change the engineering of a project. Mr. Stone stated he would not change anything unless he had the changes in writing. Commissioner Jones stated many road projects are related to grants. Commissioner Jones asked if Mr. Stone would be an active participant in the meetings with items related to the Road Department. Mr. Stone stated he would want to be involved in meetings and stay updated on information about road projects.

Commissioner McDougald stated in doing his own personal interviews with the candidates, and looking at the criteria of the applications and ranking the applicants, he believes Mr. Edenfield is best suited for the Road Superintendent position.

Chairman Wise stated as far as ranking the applications, he would like for each Commissioner to rank each applicant at the bottom of their copy of the applications with one (1) being the best and (4) four being the least; Commissioner Bailey commented the scores will be tallied and the applicant with the lowest score would be the applicant selected for the position and Chairman Wise agreed. Commissioner Jones stated he is not prepared to make his decision at this time, but if outvoted he would go with the applicant the other Board members choose.

Commissioner Bailey stated he cannot vote for his brother in law, Mr. Long, but believes he is the most qualified for the position. Commissioner Bailey stated his next choices would be Mr. Edenfield or Mr. Shelton.

Commissioner McDougald stated the Board needs to make a decision at the Regular meeting on which applicant they would like to hire since Mr. Atkins has agreed to stay on with the Road Department until they hire a replacement.

There was further discussion about hiring one of the applicants.

There being no further business the meeting adjourned at 5:15 p.m., CT.

Danny Ray Wise
DANNY RAY WISE, CHAIRMAN

ATTEST:

Garla A. Hand
GARLA A. HAND, CLERK