



COLUMBIA COUNTY BOARD OF COUNTY COMMISSIONERS AGENDA ITEM REQUEST FORM

The Board of County Commissioners meets the 1st and 3rd Thursday of each month in the Columbia County School Board Administrative Complex Auditorium, 372 West Duval Street, Lake City, Florida 32055. The first meeting of every month is at 9:30AM while the second meeting of every month takes place at 5:30PM. All agenda items are due in the Board's office one week prior to the meeting date.

Today's Date: 1/9/2024 Meeting Date: 1/18/2024

Department: BCC Administration

1. Nature and purpose of agenda item:

The First Responder bonus from the State of Florida applied to all First Responders employed on June.16, 2023. The County issued bonus applied to County employees employed as of September 30, 2023. The Resolution excluded all firefighters as the County believed they received the State first responder bonus. However, the County has three firefighters that began employment on July 19, 2023 and did not receive either the State or County bonus. Each would have received a prorated bonus of \$500.

2. Recommended Motion/Action:

Amend Resolution 2023R-72 to state "Fire Rescue employees employed prior to June 17, 2023 receiving State Bonus checks are not eligible to receive the County bonus.

3. Fiscal impact on current budget.

This item has no effect on the current budget.

**COLUMBIA COUNTY, FLORIDA RESOLUTION NO.
2024R-01**

**RESOLUTION OF THE BOARD OF COUNTY
COMMISSIONERS OF COLUMBIA COUNTY,
FLORIDA AMENDING RESOLUTION 2023R-72
AUTHORIZING A BONUS TO BE PAID TO EMPLOYEES
AND PROVIDING GUIDELINES**

WHEREAS, the State of Florida has issued a First Responder bonus to all first responders employed in the State on June 19, 2023; and

WHEREAS, On December 21, 2023, the Board of County Commissioners adopted Resolution 2023R-72 which provided a bonus to current County employees who did not receive a first responder bonus from the State and who were in good standing and employed on or before September 30, 2023; and

WHEREAS, Resolution 2023R-72 explicitly excluded Fire and Rescue employees with the sole exception of the one civilian staff member with the understanding that the Fire Fighters were classified as First Responders and received a bonus from the State; and

WHEREAS, three firefighters were hired on July 19, 2023, after the State qualifying date and before the County qualifying date; they did not receive a first responder bonus from the State; and would have been eligible for a prorated bonus from the County; and

WHEREAS, The County Manager recommends the County provide a prorated bonus to these three firefighters;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF COLUMBIA COUNTY, FLORIDA, that it hereby approves a \$500.00 bonus to Jonathan Dowdy, Gregory Goolsby, and Kevin Pitman.

PASSED AND ADOPTED at a regular meeting of the Board of County Commissioners of Columbia County, Florida on this 18th day of January

ATTEST:

Board of County Commissioners

James M. Swisher Jr.
Clerk of Courts

Ronald Williams, Chairman

From: [James Swisher](#)
To: [Kari Guy](#); [David Kraus](#)
Cc: [Jeff Crawford](#); [Kevin Kirby](#); [Lisa Roberts](#); [Ben Scott](#)
Subject: RE: State Bonus Checks
Date: Tuesday, January 9, 2024 12:36:27 PM
Attachments: [image001.png](#)

David and Kari-

First, I fully support the three listed individuals below receiving the prorated bonus. As Comptroller, I believe that the best course of action will be to add this request to the next board agenda, as an amendment to Resolution 2023R-72. This is because section 6 of the resolution states, "Fire Rescue employees are not eligible to receive the bonus". During the 12/21 meeting, CM Kraus added the "one change" to include the Fire/Recuse civilian employee to the list. There was then further discussion amongst the commission and I believe the intent was for everyone that did not receive a state bonus to be eligible for the county bonus. In an audit world, we have to go by what is on paper and I believe this quick fix will bring clarity and finality to the issue. Otherwise, you may have other departments making a similar case for payment to employees.

Please let me know if you'd like to discuss further.

-Jay

James M. Swisher, Jr.

Columbia County Clerk of Court & Comptroller
173 NE Hernando Avenue, Lake City, FL 32055
p: (386) 758-1041 e: jswisher@columbiaclerk.com
w: <https://www.columbiaclerk.com/>
"E Pluribus Unum"

From: Kari Guy <kguy@columbiacountyfla.com>
Sent: Monday, January 8, 2024 4:32 PM
To: Amber Culver <aculver@columbiacountyfla.com>; Ben Scott <ben_scott@columbiacountyfla.com>
Cc: Kari Guy <kguy@columbiacountyfla.com>
Subject: State Bonus Checks

Hi Ben and Amber

I've included the email chain so you can see the approvals for the three individuals listed below to receive the bonus paid by the County. Though I am aware they are not necessary, I will submit NOPA's in SharePoint so that I'm following the already established process. I know this is after the 2023 calendar year, so I hope this request does not cause any issues.

If so, please let me know.

All three hired on 7/19/2023
Jonathan Dowdy \$500.00
Gregory Goolsby \$500.00
Kevin Pitman \$500.00



Kari Guy
Human Resources Officer

Columbia County Board of Commissioners
P.O. Box 1529
Lake City, FL 32056-1529
Direct: 386.758.3344

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From: David Kraus <david_kraus@columbiacountyfla.com>
Sent: Monday, January 8, 2024 3:31 PM
To: Jeff Crawford <jeff_crawford@columbiacountyfla.com>; Kevin Kirby <kevin_kirby@columbiacountyfla.com>; Kari Guy <kguy@columbiacountyfla.com>
Cc: Lisa Roberts <lisa_roberts@columbiacountyfla.com>
Subject: RE: State Bonus Checks

Approved for the three employees

From: Jeff Crawford <jeff_crawford@columbiacountyfla.com>
Sent: Monday, January 8, 2024 2:25 PM
To: Kevin Kirby <kevin_kirby@columbiacountyfla.com>; Kari Guy <kguy@columbiacountyfla.com>
Cc: Lisa Roberts <lisa_roberts@columbiacountyfla.com>; David Kraus <david_kraus@columbiacountyfla.com>
Subject: RE: State Bonus Checks

Thank you very much.

From: Kevin Kirby <kevin_kirby@columbiacountyfla.com>
Sent: Monday, January 8, 2024 2:22 PM
To: Kari Guy <kguy@columbiacountyfla.com>; Jeff Crawford

<jeff_crawford@columbiacountyfla.com>

Cc: Lisa Roberts <lisa_roberts@columbiacountyfla.com>; David Kraus
<david_kraus@columbiacountyfla.com>

Subject: RE: State Bonus Checks

Approved.

From: Kari Guy

Sent: Monday, January 8, 2024 2:13 PM

To: Kevin Kirby <kevin_kirby@columbiacountyfla.com>; Jeff Crawford
<jeff_crawford@columbiacountyfla.com>

Cc: Lisa Roberts <lisa_roberts@columbiacountyfla.com>; David Kraus
<david_kraus@columbiacountyfla.com>

Subject: RE: State Bonus Checks

You're welcome.

Do I have approval to move forward?
All have a hire date of 07/19/2023

Jonathan Dowdy	\$500.00
Gregory Goolsby	\$500.00
Kevin Pitman	\$500.00

Thank you,



Kari Guy

Human Resources Officer

Columbia County Board of Commissioners

P.O. Box 1529

Lake City, FL 32056-1529

Direct: 386.758.3344

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From: Kevin Kirby <kevin_kirby@columbiacountyfla.com>

Sent: Monday, January 8, 2024 1:59 PM

To: Kari Guy <kguy@columbiacountyfla.com>; Jeff Crawford
<jeff_crawford@columbiacountyfla.com>

Cc: Lisa Roberts <lisa_roberts@columbiacountyfla.com>; David Kraus
<david_kraus@columbiacountyfla.com>

Subject: RE: State Bonus Checks

Yesmaam-thank you for the clarification.

From: Kari Guy

Sent: Monday, January 8, 2024 9:48 AM

To: Kevin Kirby <kevin_kirby@columbiacountyfla.com>; Jeff Crawford <jeff_crawford@columbiacountyfla.com>

Cc: Lisa Roberts <lisa_roberts@columbiacountyfla.com>; David Kraus <david_kraus@columbiacountyfla.com>

Subject: RE: State Bonus Checks

Kevin

If you are referring to the "good standing" requirements in the County policy in conjunction with the resolution requirements, the individuals would be considered eligible for a prorated bonus.



Kari Guy

Human Resources Officer

Columbia County Board of Commissioners

P.O. Box 1529

Lake City, FL 32056-1529

Direct: 386.758.3344

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From: Kevin Kirby <kevin_kirby@columbiacountyfla.com>

Sent: Monday, January 8, 2024 9:10 AM

To: Jeff Crawford <jeff_crawford@columbiacountyfla.com>; Kari Guy <kguy@columbiacountyfla.com>

Cc: Lisa Roberts <lisa_roberts@columbiacountyfla.com>; David Kraus <david_kraus@columbiacountyfla.com>

Subject: RE: State Bonus Checks

Jeff-Do these men meet the County policy?

From: Jeff Crawford

Sent: Friday, January 5, 2024 7:09 AM

To: Kari Guy <kguy@columbiacountyfla.com>

Cc: Lisa Roberts <lisa_roberts@columbiacountyfla.com>; David Kraus <david_kraus@columbiacountyfla.com>; Kevin Kirby <kevin_kirby@columbiacountyfla.com>

Subject: FW: State Bonus Checks

Good morning,

When the state gave out bonus checks they were dependent on the person working during a certain

time. We have 3 firemen that did not receive a state bonus check. FF Dowdy, FF Goolsby and FF Pitman. Since they did not get a bonus from the state, I am requesting that they are included in the bonus checks from the county. Thanks.

From: Sandra Davis <sadavis@columbiacountyfla.com>
Sent: Wednesday, January 3, 2024 2:19 PM
To: Jeff Crawford <jeff_crawford@columbiacountyfla.com>
Subject: RE: State Bonus Checks

Dowdy – 7/19/23
Goolsby – 7/19/23
Pitman – 7/19/23
Hendrix – 8/9/23- Received from Baker

From: Jeff Crawford <jeff_crawford@columbiacountyfla.com>
Sent: Wednesday, January 3, 2024 2:01 PM
To: Sandra Davis <sadavis@columbiacountyfla.com>
Subject: RE: State Bonus Checks

What is the start date for these guys

From: Sandra Davis <sadavis@columbiacountyfla.com>
Sent: Wednesday, January 3, 2024 1:19 PM
To: Jeff Crawford <jeff_crawford@columbiacountyfla.com>; Lance Hill <lhill@columbiacountyfla.com>
Subject: FW: State Bonus Checks

I've updated the list with personnel not showing on the list. Their names are on the right. Dowdy, Goolsby, Hendrix, Pitman. I don't know if Hendrix received his from Baker.

*Thank you,
Sandra Davis
Office Manager
Columbia County Fire Rescue
509 SW Bascom Norris Dr.
Lake City, FL 32025
P: 386-754-7057
F: 386-754-7064*

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From: Kari Guy <kguy@columbiacountyfla.com>
Sent: Wednesday, January 3, 2024 12:21 PM
To: Sandra Davis <sadavis@columbiacountyfla.com>
Cc: Jeff Crawford <jeff_crawford@columbiacountyfla.com>
Subject: RE: State Bonus Checks

Please see attached.
Let me know if you need anything additional or have any questions.
Kari



Kari Guy
Human Resources Officer

Columbia County Board of Commissioners
P.O. Box 1529
Lake City, FL 32056-1529
Direct: 386.758.3344

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From: Sandra Davis <sadavis@columbiacountyfla.com>
Sent: Wednesday, January 3, 2024 9:38 AM
To: Kari Guy <kguy@columbiacountyfla.com>
Cc: Jeff Crawford <jeff_crawford@columbiacountyfla.com>
Subject: State Bonus Checks

Kari,
Chief Crawford has requested a complete list of personnel that were issued State Bonus checks. Please let me know if you have any questions.

*Thank you,
Sandra Davis
Office Manager
Columbia County Fire Rescue
509 SW Bascom Norris Dr.
Lake City, FL 32025
P: 386-754-7057
F: 386-754-7064*

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