

## Jared Blanton

---

**From:** Jared Blanton  
**Sent:** Thursday, March 18, 2021 10:39 AM  
**To:** annebrownlevy; susan haines  
**Subject:** RE: Recruitment and Retention Incentive Agreement

Thank you. A nuclear bomb is coming in a few minutes. We're drawing a line in the sand about how much we will allow the union to dictate *how* we do our job.

Jared Blanton, MBA, CPA  
Finance Officer  
Levy Clerk & Comptroller Danny J. Shipp  
355 S. Court Street  
Bronson, FL 32621  
(352) 486-5266 ext. 1225

---

**From:** annebrownlevy <annebrownlevy@bellsouth.net>  
**Sent:** Thursday, March 18, 2021 10:37 AM  
**To:** Jared Blanton <blanton-jared@levyclerk.com>; susan haines <levylegalsph@bellsouth.net>  
**Subject:** Fw: Recruitment and Retention Incentive Agreement

Susan, please link to appropriate file. Jared, I copied you because I thought you should be in this loop.

-Anne

----- Forwarded Message -----

**From:** Jacqueline Martin <[martin-jacqueline@levycounty.org](mailto:martin-jacqueline@levycounty.org)>  
**To:** Wayne Helsby <[whelsby@anblaw.com](mailto:whelsby@anblaw.com)>  
**Cc:** Wilbur Dean <[dean-wilbur@levycounty.org](mailto:dean-wilbur@levycounty.org)>; 'annebrownlevy' <[annebrownlevy@bellsouth.net](mailto:annebrownlevy@bellsouth.net)>; Mitch Harrell <[mharrell@levydps.com](mailto:mharrell@levydps.com)>  
**Sent:** Thursday, March 18, 2021, 10:01:01 AM EDT  
**Subject:** RE: Recruitment and Retention Incentive Agreement

Wayne,

Please see attached email from Katy and an opinion by Jared. We had a few employees receive Recruitment and Retention Incentive Pay with their payroll check today. The attached email is the latest communication with Katy.

It was the intent of the Board that Incentive check would be separate. What are your thoughts?

## Jacqueline Martin

Human Resource Manager

Levy County Commission

(352)486-5219

(352)486-5167 fax

[martin-jacqueline@levycounty.org](mailto:martin-jacqueline@levycounty.org)

The information in this email transmission may be considered privileged and confidential. If you are not the intended recipient, not the employee or agent responsible for delivering it to the intended recipient, you are hereby notified that any dissemination or copying of this transmission (including any attachments) is strictly prohibited. If you have received this email in error, please notify the sender by email reply.

---

**From:** Wayne Helsby <[WHelsby@anblaw.com](mailto:WHelsby@anblaw.com)>

**Sent:** Friday, December 4, 2020 7:56 AM

**To:** Wilbur Dean <[dean-wilbur@levycounty.org](mailto:dean-wilbur@levycounty.org)>; Anne Brown <[annebrownlevy@bellsouth.net](mailto:annebrownlevy@bellsouth.net)>; 'Alesha Rinaudo' <[Aarnold@levydps.com](mailto:Aarnold@levydps.com)>; 'Mitch Harrell' <[mharrell@levydps.com](mailto:mharrell@levydps.com)>

**Cc:** Jacqueline Martin <[martin-jacqueline@levycounty.org](mailto:martin-jacqueline@levycounty.org)>; 'Susan Haines' <[levylegalsph@bellsouth.net](mailto:levylegalsph@bellsouth.net)>

**Subject:** Re: Recruitment and Retention Incentive Agreement

Anne. I was involved in drafting these agreements, so they are good with me, including the changes you made. I have read the email threads about how to accomplish execution of the agreements, etc. and I am good with whatever process works for you all.

Let me know if you need any more input from me. Thanks!

Get [Outlook for iOS](#)

---

**From:** Wilbur Dean <[dean-wilbur@levycounty.org](mailto:dean-wilbur@levycounty.org)>

**Sent:** Thursday, December 3, 2020 7:15:37 PM

**To:** Anne Brown <[annebrownlevy@bellsouth.net](mailto:annebrownlevy@bellsouth.net)>; 'Alesha Rinaudo' <[Aarnold@levydps.com](mailto:Aarnold@levydps.com)>; 'Mitch Harrell' <[mharrell@levydps.com](mailto:mharrell@levydps.com)>

**Cc:** Wayne Helsby <[WHelsby@anblaw.com](mailto:WHelsby@anblaw.com)>; Jacqueline Martin <[martin-jacqueline@levycounty.org](mailto:martin-jacqueline@levycounty.org)>; 'Susan Haines' <[levylegalsph@bellsouth.net](mailto:levylegalsph@bellsouth.net)>

**Subject:** RE: Recruitment and Retention Incentive Agreement

Yes it was discussed at length.

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: Anne Brown <[annebrownlevy@bellsouth.net](mailto:annebrownlevy@bellsouth.net)>

Date: 12/3/20 5:10 PM (GMT-05:00)

To: 'Alesha Rinaudo' <[Aarnold@levydps.com](mailto:Aarnold@levydps.com)>, Wilbur Dean <[dean-wilbur@levycounty.org](mailto:dean-wilbur@levycounty.org)>, 'Mitch Harrell' <[mharrell@levydps.com](mailto:mharrell@levydps.com)>

Cc: 'Wayne Helsby' <[WHelsby@anblaw.com](mailto:WHelsby@anblaw.com)>, Jacqueline Martin <[martin-jacqueline@levycounty.org](mailto:martin-jacqueline@levycounty.org)>, 'Susan Haines' <[levylegalsph@bellsouth.net](mailto:levylegalsph@bellsouth.net)>

Subject: RE: Recruitment and Retention Incentive Agreement

As long as the term is one that everyone understands (and it sounds like it is), we can leave it as a P2. Were there any other comments on the other changes that I proposed? Are they ok with you all?

Also, I got a response from Wayne that he is out till next week - did he get a chance to have input on these agreements before you sent them to me?

It also sounds like the resolution approving the agreement forms and granting authority to Mitch is the way everyone wants to go. Do you have a target BCC meeting for the MOU and approval of the final agreement forms? I know that the union may have comments or changes they may want to see to the agreement forms, so we are likely not at a point where we have finals of those, but I could get started on a resolution in anticipation that we will end up with final versions soon.

Just let me know. Thanks,  
-Anne

Anne Bast Brown

Levy County Attorney  
612 East Hathaway Avenue  
Bronson, FL 32621  
(352) 486-3389  
(352) 486-3393 (fax)  
[annebrownlevy@bellsouth.net](mailto:annebrownlevy@bellsouth.net)

Under Florida law, email addresses are public records. Your e-mail communications may therefore be subject to public disclosure. If you do not want your email address released in response to a public records request, do not send electronic mail to this entity. Instead, you may contact this office by phone. The information contained in this email may be privileged and confidential information intended only for the entity to which it is addressed. If you are not the intended recipient, you are hereby notified that any use, dissemination, distribution, copying or taking action in reliance upon this email is strictly prohibited. If you have received this email in error, please immediately notify the sender and delete this email entirely.

-----Original Message-----

From: Alesha Rinaudo [<mailto:Aarnold@levydps.com>]  
Sent: Thursday, December 03, 2020 4:06 PM  
To: Anne Brown; 'Wilbur Dean'; Mitch Harrell  
Cc: 'Wayne Helsby'; 'Jacqueline Martin'; 'Susan Haines'  
Subject: RE: Recruitment and Retention Incentive Agreement

We could use "Cleared Paramedic" rather than P2; a P2 is simply a cleared medic. We use the term P1 for a transitional Paramedic who has their state license but hasn't yet been cleared by the MD.

Just my input for what it's worth - I think having the BOCC approve the forms and getting authorization for someone else to sign them (Wilbur or Chief) would be the route to go!

Thanks for getting this back to us so quickly!

Alesha Rinaudo  
Assistant to the Director  
Levy County Department of Public Safety  
PO Box 448

Bronson FL 32621-0448  
O: 352-486-5209  
F: 352-486-5401  
[aarnold@levydps.com](mailto:aarnold@levydps.com)

-----Original Message-----

From: Anne Brown <[annebrownlevy@bellsouth.net](mailto:annebrownlevy@bellsouth.net)>  
Sent: Thursday, December 3, 2020 4:02 PM  
To: Alesha Rinaudo <[Aarnold@levydps.com](mailto:Aarnold@levydps.com)>; 'Wilbur Dean'  
<[dean-wilbur@levycounty.org](mailto:dean-wilbur@levycounty.org)>; Mitch Harrell <[mharrell@levydps.com](mailto:mharrell@levydps.com)>  
Cc: 'Wayne Helsby' <[WHelsby@anblaw.com](mailto:WHelsby@anblaw.com)>; 'Jacqueline Martin'  
<[martin-jacqueline@levycounty.org](mailto:martin-jacqueline@levycounty.org)>; 'Susan Haines'  
<[levylegalsph@bellsouth.net](mailto:levylegalsph@bellsouth.net)>  
Subject: RE: Recruitment and Retention Incentive Agreement

One other question that I have on these agreements, which includes an offer for streamlining the process for approval of these agreements in the future. When we have final versions of these EMT and PM agreements, you can have the BCC approve the form agreements and authorize the Chair or the County Coordinator (or any County employee) to sign the final agreements with the individual employees, provided there are only formal (and not substantive) changes to the final agreements. That way, you won't have to take each individual agreement to the BCC for approval.

If you want to go that route, I will be happy to prepare a resolution approving the form agreements and authorizing whoever you propose as the person to sign the agreements on behalf of the BCC. Then, you can just take the resolution to the BCC once with the MOU. The form agreements would need an additional change to the signature line for the County in that they should reflect the title of whoever you want to have the BCC authorize to sign these.

Wilbur and Mitch, please let me know if you want to use this process and, if so, who you would propose to be the person/title for the BCC to grant authority to sign the agreements.

-Anne

Anne Bast Brown  
Levy County Attorney

612 East Hathaway Avenue  
Bronson, FL 32621  
(352) 486-3389  
(352) 486-3393 (fax)  
[annebrownlevy@bellsouth.net](mailto:annebrownlevy@bellsouth.net)

Under Florida law, email addresses are public records. Your e-mail communications may therefore be subject to public disclosure. If you do not want your email address released in response to a public records request, do not send electronic mail to this entity. Instead, you may contact this office by phone. The information contained in this email may be privileged and confidential information intended only for the entity to which it is addressed. If you are not the intended recipient, you are hereby notified that any use, dissemination, distribution, copying or taking action in reliance upon this email is strictly prohibited. If you have received this email in error, please immediately notify the sender and delete this email entirely.

-----Original Message-----

From: Alesha Rinaudo [<mailto:Aarnold@levydps.com>]  
Sent: Wednesday, December 02, 2020 11:46 AM  
To: Anne Bast Brown ([annebrownlevy@bellsouth.net](mailto:annebrownlevy@bellsouth.net)); Susan Haines ([levylegalsph@bellsouth.net](mailto:levylegalsph@bellsouth.net))  
Cc: Wayne Helsby; Wilbur Dean; Jacqueline Martin ([martin-jacqueline@levycounty.org](mailto:martin-jacqueline@levycounty.org)); Mitch Harrell  
Subject: Recruitment and Retention Incentive Agreement

Anne,

Please see attached MOU and Employee Agreements for the Recruitment and Retention Incentive for your review. The Union advised they would be meeting on or around 12/10/20 and we would like to have this to them before that date.

Let us know your thoughts and if you have any questions.

Thank you,

Alesha Rinaudo  
Assistant to the Director

Levy County Department of Public Safety  
PO Box 448  
Bronson FL 32621-0448  
O: 352-486-5209  
F: 352-486-5401  
aarnold@levydps.com<<mailto:aarnold@levydps.com>>

Alicia Tretheway

Procurement Coordinator/ADA Coordinator

Levy County Board of County Commission

310 School Street

P.O. Box 310

Bronson, Florida 32621

Cell: 352-441-0964

Phone: 352-486-5218, Ext 2

Fax: 352-486-5167

Connect with Levy County:



Under Florida law, email addresses are public records. Your e-mail communications may therefore be subject to public disclosure. If you do not want your email address released in response to a public records request, do not send electronic mail to this entity. Instead, you may contact this office by phone. The information contained in this email may be privileged and confidential information intended only for the entity to which it is addressed. If you are not the intended recipient, you are hereby notified that any use, dissemination, distribution, copying or taking action in reliance upon this email is strictly prohibited. If you have received this email in error, please immediately notify the sender and delete this email entirely.

**From:** Katy Graves [<mailto:kgraves2528@yahoo.com>]

**Sent:** Wednesday, March 17, 2021 3:08 PM

**To:** Mitch Harrell <[mharrell@levydps.com](mailto:mharrell@levydps.com)>; Wilbur Dean <[dean-wilbur@levycounty.org](mailto:dean-wilbur@levycounty.org)>; LevyBOCC <[levybocc@levycounty.org](mailto:levybocc@levycounty.org)>; Levy County Commission District 1 <[district1@levycounty.org](mailto:district1@levycounty.org)>; Levy County Commission District 2 <[district2@levycounty.org](mailto:district2@levycounty.org)>; Levy County Commission District 3 <[district3@levycounty.org](mailto:district3@levycounty.org)>; Levy County Commission District 4 <[district4@levycounty.org](mailto:district4@levycounty.org)>; Levy County Commission District 5 <[district5@levycounty.org](mailto:district5@levycounty.org)>

**Subject:** Recruitment and Retention Incentive

To Whom It May Concern,

It was brought to my attention today the the Levy County finance department is refusing to issue separate checks for the incentive pay as per our signed Recruitment and Retention Incentive MOU. It was voted/agreed upon by my membership and the county that this money would be issued on a separate check aside the regular paychecks. The MOU states "a lump sum check, minus all normal withholdings." This money being issued on a separate check was discussed numerous times in meetings between the IAFF Local 4069, LCDPS Director Harrell and County Coordinator Dean. In the event, the county is refusing to uphold their end of the Recruitment and Retention Incentive contract and its agreed upon terms, the contract shall be considered null and void.

Katy Graves

President

International Association of Firefighters

Levy County Local 4069

P.O. Box 489

Bronson, FL 32621

[kgraves2528@yahoo.com](mailto:kgraves2528@yahoo.com)

Phone 352-535-5394

---

**From:** Jared Blanton <[blanton-jared@levyclerk.com](mailto:blanton-jared@levyclerk.com)>

**Sent:** Wednesday, March 17, 2021 5:10 PM

**To:** Wilbur Dean <[dean-wilbur@levycounty.org](mailto:dean-wilbur@levycounty.org)>

**Subject:** Actually

The more I read this and consider these terms, the more I think it's actually a violation of the contract as written to segregate the payments. Lump Sum means aggregate. Separate means segregate. They're antonyms.

Jared Blanton, MBA, CPA

Finance Officer

Levy Clerk & Comptroller Danny J. Shipp

355 S. Court Street

Bronson, FL 32621

(352) 486-5266 ext. 1225