

**COMMISSIONER MEETING  
SPECIAL SESSION  
July 31, 2025  
8:00 AM**

ATTENDANCE:

COMMISSIONERS:	Rick Woodall, President Tom Helmer, Vice President Andy Beck
ATTORNEY:	Jim Ensley
AUDITOR'S OFFICE	Kristina Berish, Auditor Brittney Boyd, Payroll Specialist
AUDIENCE:	3 Individuals

The Putnam County Board of Commissioners met on July 31, 2025, at 8:00 AM for a special meeting. The meeting was held at the Putnam County courthouse.

**COUNTY POLICY HANDBOOK – FMLA**

Ensley stated he along with the Auditor and staff have been reviewing the county policy and researching the FMLA law. This came about due to happenings at the highway department. He also spoke with Anthony Taylor at EMS.

Assistant Director Robyn Hughes stated the highway department has suddenly experienced an influx of employees filing for or requesting FMLA paperwork. There have been three submitted in the last thirty days and rumor has it more are coming. They all want intermittent FMLA.

Hughes went on to go in more detail the three FMLA applications and what has transpired since submitted. Ensley said under the current county policy these three met the requirements to receive FMLA. What has happened since approved is for further discussion outside of this special meeting.

Due to the recent number of applicants, it has caused us to review our current policy and see what changes possibly need to be made, if possible. We must adhere to FMLA law. We can also lay out in the policy a check list of requirements. One being the county can require a second opinion, at the county's expense. If it comes back differently than the doctor's opinion submitted with the FMLA paperwork, a third opinion would need to be obtained. The third opinion would be the one that would be reviewed for approval or denial of the FMLA. This third opinion would also be at the county's expense. Another thing the county could start requiring, if allowable, is every 30 days a recertification.

Ensley has advertised for August 11<sup>th</sup> an ordinance for a policy change, just to cover the basis. Ensley will do further research along with the Auditor's office to see if the discussed requirements are allowable. If they are, get proposed changes to the board prior to the August 11<sup>th</sup> meeting for review.

**HEALTH DEPARTMENT - APPRAISALS**

Ensley said all the appraisals are not in from the companies hired to look at the “north” and “south” buildings as potential place to purchase for the health department. He was not sure they would be received prior to the August 6<sup>th</sup> scheduled meeting. Woodall said to cancel the joint August 6<sup>th</sup> executive meeting. And cancel the Commissioners for needing to have the August 6<sup>th</sup> special meeting.

**ADJOURN**

Beck made the motion to adjourn. Helmer seconded. The motion passed unanimously.

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**Rick Woodall, President**

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**Tom Helmer, Vice President**

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**Andy Beck**

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**Attest: Auditor's Office  
Kristina Berish**