

LAKELAND AREA MASS TRANSIT DISTRICT  
BOARD OF DIRECTORS EMERGENCY MEETING MINUTES  
MARCH 17, 2011

Directors:

City of Lakeland Commissioner Don Selvage (Chairman)  
Polk County Commissioner Bob English (Vice Chairman)  
City of Lakeland Commissioner Glenn Higgins (Secretary)  
City of Lakeland Mayor Gow Fields  
Polk County Commissioner Sam Johnson

Attorney: Ben Darby  
Executive Assistant: Aimee DeMasi

Call to Order

8:31 a.m. by Chairman Selvage

Roll Call

Present

Commissioner English  
Mayor Fields  
Commissioner Higgins  
Commissioner Johnson  
Commissioner Selvage

The governing body of the Lakeland Area Mass Transit District held an emergency meeting for the purpose of considering matters relating to the Executive Director, it having been determined that a bona fide emergency situation existed.

1. Discussion and action with regard to Executive Director, Daniel L. Ours.

Chairman Don Selvage asked the governing body to consider two (2) documents with regard to concerns relating to the Executive Director. These documents were (1) correspondence dated February 24, 2011 from Angela E. Outten to Ben H. Darby, Esquire, a copy of which is attached hereto as Exhibit "A", and (2) correspondence dated February 28, 2011 from Danny Ours to Ben H. Darby, Esquire, a copy of which is attached hereto as Exhibit "B". Danny Ours, the Executive Director, then read a prepared statement.

The governing body had an extensive discussion with regard to the two (2) documents referred to in the next preceding paragraph and the statement presented by Mr. Ours. The discussion included concerns relating to the Executive Director, the condition of the District, the responsibilities of the Executive Director, and proposed solutions to solve the problems at the District.

After the extensive discussion, Mayor Gow Fields made a motion to terminate the Executive Director's (Daniel L. Ours) Employment Agreement for cause based on Angela Outten's correspondence dated February 24, 2011, Danny Ours' correspondence dated February 28, 2011, and the testimony presented by Mr. Ours at the meeting, the termination to be effective as of March 17, 2011. The motion was seconded by Commissioner Sam Johnson. After the motion was seconded, and prior to any vote on the motion, counsel for the District asked Mr. Ours whether any additional time was necessary for him to prepare an additional response to the allegations made against him. Mr. Ours indicated that additional time was not necessary and that he had presented his entire response. A roll call vote was then had as follows:

Commissioner English	Yes
Mayor Fields	Yes
Commissioner Higgins	Yes
Commissioner Johnson	Yes
Commissioner Selvage	Yes

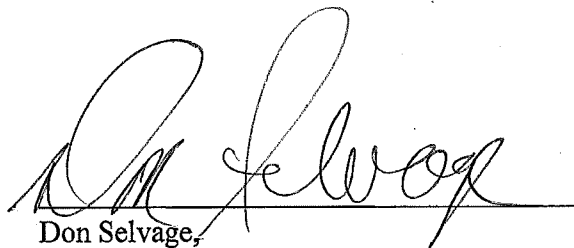
The motion carried unanimously by roll call vote.

2. Discussion and action with regard to Interim Executive Director. Mr. Darby then stated that the governing body needed to consider the appointment of an interim executive director. After discussion, Mayor Gow Fields made a motion to appoint Ms. Dean Kirkland – McMillan as Interim Executive Director. The motion was seconded by Commissioner Sam Johnson and carried unanimously.

3. Discussion and action with regard to management services company and selection of permanent Executive Director. A discussion was then had with regard to the employment of a permanent executive director. After discussion, which included the possibility of entering into a temporary agreement with a management services company, Mayor Gow Fields made a motion to direct Ben Darby to bring alternatives for the governing body to act on at the April 11, 2011 meeting with regard to entering into a contract with a management services company and with regard to the employment of a new permanent Executive Director. The motion was seconded by Chairman Sam Johnson and carried unanimously.

The meeting was adjourned at 9:40 a.m.

Approved this 11<sup>th</sup> day of April, 2011.

  
Don Selvage,  
Chairman