

**BOARD OF COUNTY COMMISSIONERS • COLUMBIA COUNTY**

July 27, 2015

**M E M O**

TO: Lisa Roberts

FR: Todd Manning *TMM*

RE: Incident July 24<sup>th</sup> 2015

As requested, please see my comments attached concerning the incident on July 24<sup>th</sup> 2015. If you have any questions or concerns, please let me know.

On Friday July 24<sup>th</sup> 2015 approximately 11:17am I received a call on my cell phone from Ben Scott inquiring if I was in my office. I informed him that I was at the 911 center working on a network issue.

He informed me that he was currently meeting with Art Butler, Kevin Kirby and Ray Hill to discuss issues concerning a conversation Art Butler and I had on July 23<sup>rd</sup>, 2015 and asked if I could call the BCC conference room phone to join the meeting.

I joined the meeting via telephone and Ben explained the purpose of the meeting was to resolve the issues and that Art made statements that I approached him concerning Ray and that I wasn't being truthful and asked me to elaborate. I told Ben that on the afternoon of July 23<sup>rd</sup> while working on networking equipment in the BCC server room Art Butler asked me if I could get Ray to do any work for me. I told Art that *"I never had a problem with Ray, he's done everything I've ever asked him to do"*.

Art complained for several minutes about how Ray wouldn't do anything for him and that it was a hassle to get any work done. I said *"Ray was under lot of pressure to enforce county purchasing policy"*. I mostly ignored the conversation since I had to concentrate on my work. Art kept complaining and said he didn't know what he did in his office all day.

Art said *"Do you know what Ray did in his office all day?"* Frustrated, I said *"I don't know Art, probably surfs fishing videos on you tube all day"*. At this time Art interrupted me and made a comment that I didn't tell the whole story and that I wasn't being truthful. I said *"Art I was concentrating on my work and not our conversation and that's what I remember saying."*

I heard Art whisper *"That's not the truth, he's not telling the truth."* I said *"Art don't sit there and tell them that I approached you and inquired about Ray because that's not the truth, you started the conversation"* Art Said *"well, whatever OK"* Kevin Kirby explained the conversation and events as it was explained to him by Art earlier in the morning.

After Kevin Kirby finished his statement, Ben asked why Ray and Art had issues with each other. Ray Hill said *"I can tell you why, it's because I don't trust you Art"* Ray explained this was because of a roofing project they had worked on. At this point arguing over the roofing contact started between Art and Ray.

Art and Ray started getting louder and the argument turned heated. I heard Ray tell Art he was a bald face liar and Art started yelling at Ray that he was *"A human piece of shit and a fucking piece of shit"*.

Loud scuffling started and I heard Kevin and Ben asking Art to stop and to calm down. I don't recall the comment but Ray made another statement and the scuffling started again, it sounded like fighting. I heard Ben and Kevin pleading with Art to stop while struggling with Art and Ray to separate them. The fight last a minute or so before Art said *"OK I'm done"*.

I heard Ray say *"My glasses are broke"* *"I can't find my glasses"* Ben asked Ray to leave the conference room and Ray said *"I can't see to leave"* After Ray left the room Ben and Art continued to talk about what had just happened. Everyone in the room sounded out of breath from a struggle. Ben complained that he got kicked in the back of the head.

Ben said *"Art why would you attack Ray? You just got yourself terminated"* Art said *"You're firing me?"* Ben said *"Art, you can't attack another employee and you kicked me in the back of the head"* Art said *"I don't give a fuck"* *"I didn't hit him"* *"He attacked me by calling me a liar"*.

Ben said *"We need to cool off, Art you need to go home for the rest of day, just go home"*. Art said *"I can't go home, I got too much work to do"* Ben said *"Todd are you still on the phone?"* I said *"Yes"* Ben said *"OK we are ending this meeting"* I said *"OK"* and I hung up the phone.