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BOARD MINUTES FOR 06/19/92

JUNE 19, 1992

PURSUANT TO A RECESS FROM THE JUNE 18, 1992 MEETING, THE BOARD OF COUNTY COMMISSIONERS, IN AND FOR WASHINGTON COUNTY, MET ON THE ABOVE DATE AT 10:00 A. M. AT THE WASHINGTON COUNTY ADMINISTRATIVE BUILDING, 201 WEST CYPRESS AVENUE, CHIPLEY, FLORIDA, WITH COMMISSIONERS CORBIN, TAYLOR AND TRACY PRESENT. ATTORNEY HOLLEY, CLERK EARNESTINE MILLER AND DEPUTY CLERK DIANNE CARTER WERE ALSO IN ATTENDANCE.

CHAIRMAN CORBIN CALLED THE MEETING TO ORDER WITH PRAYER BEING OFFERED BY ADMINISTRATOR HAGAN.

THE PURPOSE OF THE RECESSED MEETING WAS TO CONDUCT A HEARING TO RESOLVE IMPASSE ON THE IUOE COLLECTIVE BARGAINING NEGOTIATIONS.

MR. LEONARD CARSON AND MS. LUCILLE TURNER OF CARSON, LINN & ADKINS, WHO REPRESENTS WASHINGTON COUNTY BOARD OF COMMISSIONERS, AND MR. WALLACE BRANNON REPRESENTING THE UNION WERE PRESENT. MR. CARSON MADE SOME OPENING REMARKS TO EXPLAIN THE PROCESS TO RESOLVE IMPASSE ON UNION NEGOTIATIONS. HE EXPLAINED THE PARTIES HAD BEEN ATTEMPTING TO NEGOTIATE A CONTRACT BUT WERE UNABLE TO REACH A COMPLETE AGREEMENT ON THREE ISSUES WHICH ARE:

1. WAGES
2. HEALTH INSURANCE

3. SICK LEAVE THEREFORE, THE PUBLIC EMPLOYEE RELATIONS COMMISSION APPOINTED A SPECIAL MASTER TO MEET WITH THE PARTIES AND RECOMMEND A SETTLEMENT OF THE DISPUTED ITEMS. THE SPECIAL MASTER'S RECOMMENDATION HAD ALREADY BEEN PROVIDED TO THE COMMISSION. MR. CARSON EXPLAINED THIS MEETING WAS FOR THE COMMISSION TO REVIEW THE SPECIAL MASTER'S RECOMMENDATION, AND TO GIVE THE UNION AND THE COUNTY ADMINISTRATOR AN OPPORTUNITY TO EXPLAIN THEIR POSITION WITH RESPECT TO THE REJECTED RECOMMENDATION OF THE SPECIAL MASTER AND THEN RESOLVE IMPASSE. HE EXPLAINED MR. WALLACE BRANNON REPRESENTING THE UNION WOULD SPEAK TO THE COMMISSION FIRST, THEN MS. LUCILLE TURNER REPRESENTING THE WASHINGTON COUNTY BOARD OF COMMISSIONERS WOULD SPEAK, AND THEN MR. BRANNON WOULD HAVE THE FINAL OPPORTUNITY TO SPEAK TO THE COMMISSION.

MR. WALLACE BRANNON STATED ALL THE UNION WAS ASKING THE BOARD TO DO IN REFERENCE TO WAGES WAS TO GIVE THEIR EMPLOYEES A REASONABLE, RESPECTABLE INCOME TO MAINTAIN THEIR FAMILIES. HE QUOTED THE DIFFERENT SALARY AMOUNTS FOR DIFFERENT POSITIONS FROM SEVERAL SURROUNDING COUNTIES IN COMPARISON WITH WASHINGTON COUNTY. HE ALSO STATED THE COST INDEX WAS UP 7% FOR THIS YEAR WITH THE EMPLOYEE GOING IN THE HOLE EVERY YEAR. THE UNION'S PROPOSAL WAS FOR THE BOARD TO IMPLEMENT A STEP PAY PLAN WHICH WOULD PROVIDE FOR A 5% INCREASE BETWEEN EACH STEP; LONGEVITY PAY AND A 5% ACROSS THE BOARD PAY INCREASE FOR EXISTING EMPLOYEES.

MR. BRANNON STATED IN REFERENCE TO THE INSURANCE ISSUE HE HAD CHECKED WITH SEVERAL SURROUNDING COUNTIES AND THEY PAID 100% OF THE EMPLOYEE HEALTH INSURANCE WITH THE EXCEPTION OF WASHINGTON & HOLMES COUNTIES. THE UNION'S PROPOSAL WAS FOR THE COMMISSION TO PAY FOR THE EMPLOYEE'S GROUP HEALTH INSURANCE (SINGLE POLICY), A \$10,000 LIFE INSURANCE POLICY FOR EMPLOYEES, AND TO GIVE THE EMPLOYEE'S OPTIONAL GROUP INSURANCE, TO BE PAID FOR BY THE EMPLOYEE IF HE DESIRES TO PARTICIPATE IN THE PLAN. IN THE ALTERNATIVE, THE UNION PROPOSES THAT THE EMPLOYER PAY EMPLOYEES AN EXTRA \$88.12 PER MONTH IN LIEU OF PROVIDING THE INSURANCE.

ON THE SICK LEAVE ISSUE, MR. BRANNON STATED THE UNION DIDN'T FEEL THE EMPLOYEE SHOULD HAVE TO OBTAIN A MEDICAL CERTIFICATE SIGNED BY A PHYSICIAN SELECTED BY THE EMPLOYER.

MS. LUCILLE TURNER THEN ADDRESSED THE BOARD AND ADVISED THEM THE SPECIAL MASTER GOT TO HEAR ALL INFORMATION ON BOTH SIDES OF THE ISSUES AND AGREED WITH THE EMPLOYER ON THE WAGE ISSUE SAYING THERE WAS NOT ANY MONEY TO PAY ANY INCREASES. SHE RECOMMENDED TO THE BOARD THEY ADOPT THE SPECIAL MASTER'S RECOMMENDATION.

MS. LUCILLE TURNER ADDRESSED THE BOARD ON THE HEALTH INSURANCE ISSUE ADVISING THEM THE SPECIAL MASTER REJECTED THE UNION'S REQUEST THAT CASH BE PAID OUT IN LIEU OF PROVIDING THE INSURANCE. THE SPECIAL MASTER ALSO AGREED THE EMPLOYER SHOULD CAP THE AMOUNT PAID ON EACH EMPLOYEE'S INSURANCE AT \$88.12. MS. TURNER RECOMMENDED THE BOARD ADOPT THE SPECIAL MASTER'S RECOMMENDATIONS.

MS. LUCILLE TURNER ADDRESSED THE BOARD ON THE SICK LEAVE ISSUE ADVISING THEM THE SPECIAL MASTER MADE NO RECOMMENDATION ON THIS ISSUE AS THEY THOUGHT THIS ISSUE

HAD BEEN RESOLVED. MS. TURNER RECOMMENDED THE BOARD ACCEPT THE NEW LANGUAGE OF THE EMPLOYER'S PROPOSAL ON SICK LEAVE WHEREBY THE EMPLOYEE WOULD HAVE TO OBTAIN A MEDICAL CERTIFICATE SIGNED BY A PHYSICIAN SELECTED BY THE EMPLOYER, WITH THIS NEW LANGUAGE BECOMING A PART OF THE CONTRACT CONTINGENT UPON THE UNION RATIFYING THE CONTRACT.

MR. BRANNON THEN ADDRESSED THE BOARD ON EACH OF THE ISSUES INVOLVED AGAIN.

MR. LEONARD CARSON THEN ADVISED THE BOARD THEY NEEDED TO VOTE ON EACH ISSUE INDIVIDUALLY.

COMMISSIONER TRACY OFFERED A MOTION, SECONDED BY COMMISSIONER TAYLOR AND CARRIED TO ACCEPT THE SPECIAL MASTER'S RECOMMENDATION ON WAGES. THE QUESTION WAS ASKED IF THE EMPLOYEES PRESENT COULD SPEAK OR ASK QUESTIONS ON THE ISSUES. MR. CARSON STATED HE WAS OPPOSED TO THE UNION MEMBERS SPEAKING THEMSELVES AS EACH PARTY HAD A DESIGNATED REPRESENTATIVE.

COMMISSIONER TAYLOR OFFERED A MOTION, SECONDED BY COMMISSIONER TRACY AND CARRIED TO ACCEPT THE SPECIAL MASTER'S RECOMMENDATION ON HEALTH INSURANCE.

AFTER DISCUSSION ON THE SICK LEAVE ISSUE, IT WAS AGREED ON TO CHANGE THE LANGUAGE IN SECTION 4A, PAGE 9 OF THE COUNTY ADMINI-STRATOR'S RECOMMENDATIONS FOR RESOLVING DISPUTED IMPASSE ITEMS TO READ: THE EMPLOYER WILL REQUIRE A MEDICAL CERTIFICATE SIGNED BY A LICENSED PHYSICIAN APPROVED BY THE EMPLOYER TO SUBSTANTIATE A SICK LEAVE REQUEST FOR SICK LEAVE. COMMISSIONER TAYLOR OFFERED A MOTION, SECONDED BY COMMISSIONER TRACY AND CARRIED TO APPROVE OF EMPLOYER'S PROPOSAL ON SICK LEAVE EXCEPT TO CHANGE SELECTED TO APPROVED IN SECTION 4A, PAGE 9 ON ISSUE THREE-SICK LEAVE, CONTINGENT UPON RATIFICATION OF THE CONTRACT BY THE UNION.

MR. CARSON ADVISED THE BOARD THIS CONCLUDED THE BUSINESS PORTION OF THE COMMISSION. HE STATED THEY WOULD PUT TOGETHER A CONTRACT WHICH WOULD INCLUDE THE THREE ISSUES VOTED ON BY THE COMMISSION AS WELL AS ALL THE OTHER TENTATIVE AGREEMENTS WHICH WERE ARRIVED AT DURING UNION AND COUNTY NEGOTIATIONS AND IT WILL BE SUBMITTED TO MR. BRANNON TO GIVE TO THE BARGAINING UNIT. IF THE UNION RATIFIES THE CONTRACT, IT WILL BE BROUGHT BEFORE THE BOARD FOR THEIR RATIFICATION AND THIS WILL CONCLUDE THE PROCESS AND THE CONTRACT WOULD GOVERN THROUGH SEPTEMBER 30, 1992. IF THE UNION DOES NOT RATIFY THE CONTRACT, THEN NONE OF THE TENTATIVE AGREEMENTS WOULD APPLY AND THE THREE ISSUES VOTED ON TODAY WOULD BECOME EFFECTIVE AS OF THIS DATE.

ADMINISTRATOR HAGAN ADVISED THE BOARD THE PLANNING COMMISSION WOULD LIKE FOR THE BOARD TO RECESS THEIR MEETING TODAY UNTIL JULY 2, 1992 AT 5:30 P. M. AND MEET IN JOINT SESSION WITH THEM.

COMMISSIONER TRACY OFFERED A MOTION, SECONDED BY COMMISSIONER TAYLOR AND CARRIED TO AUTHORIZE ADMINISTRATOR HAGAN TO CONTACT THE VO-TECH SCHOOL TO DO SOME WORK IN COMMISSIONER CORBIN'S DISTRICT.

THE MEETING WAS RECESSED UNTIL 5:30 P. M. ON JULY 2, 1992. ATTEST:

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CLERK

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CHAIRMAN ATTEST:

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DEPUTY CLERK  
\*END OF MINUTES\* FOR 06/19/92