

minutes021193
BOARD MINUTES FOR 02/11/93

FEBRUARY 11, 1993

PURSUANT TO A RECESS FROM THE FEBRUARY 2, 1993 MEETING, THE BOARD OF COMMISSIONERS, IN AND FOR WASHINGTON COUNTY, MET ON THE ABOVE DATE AT 6:00 P. M. AT THE WASHINGTON COUNTY ADMINISTRATIVE BUILDING, 201 WEST CYPRESS AVENUE, CHIPLEY, FLORIDA WITH COMMISSIONERS CARTER, CORBIN, BROCK, TAYLOR AND MORRIS PRESENT. ATTORNEY HOWELL AND CLERK EARNESTINE MILLER WERE ALSO IN ATTENDANCE.

CHAIRMAN CORBIN CALLED THE MEETING TO ORDER.

ATTORNEYS CARSON AND TURNER FROM THE FIRM OF CARSON AND LINN WERE PRESENT TO REPRESENT THE WASHINGTON COUNTY BOARD OF COMMISSIONERS IN THE UNION NEGOTIATIONS. ATTORNEY CARSON BRIEFED THE BOARD ON HOW THE IMPASSE RESOLUTION BETWEEN THE COUNTY AND THE UNION WOULD GO. MR. WALLACE BRANNON, ATTORNEY FOR THE UNION, WOULD TALK FIRST THEN MS. TURNER WOULD RESPOND. MR. CARSON SAID THERE WERE THREE ISSUES:

1. WAGES
2. GROUP INSURANCE
3. OUT OF CLASSIFICATION PAY

MR. BRANNON SPOKE ON THE FIRST ISSUE OF WAGE INCREASES SAYING THE EMPLOYEES WERE REQUESTING \$.50 PER HOUR RETROACTIVE TO OCTOBER 1, 1992 WITH THE UNION AGREEING TO THIS REQUEST. MR. BRANNON HAD A SCHEDULE OF WAGES FROM HOLMES COUNTY, GULF COUNTY, CALHOUN COUNTY AND JACKSON COUNTY FOR COMPARABLES. MR. BRANNON STATED THE EMPLOYEES DID NOT FEEL THEIR REQUEST WAS UNREASONABLE AS IT WOULD BRING THEIR WAGES CLOSE TO WHAT THE OTHER COUNTIES PAY. MR. BRANNON COMPARED THE WASHINGTON COUNTY ROAD AND BRIDGE BUDGET WITH THE BUDGETS FROM HOLMES, GULF, CALHOUN AND JACKSON COUNTIES.

MR. BRANNON SPOKE ON THE SECOND ISSUE WHICH WAS HEALTH INSURANCE. HE PRESENTED A SCHEDULE OF COMPARABLES WITH HOLMES, GULF, CALHOUN AND JACKSON COUNTIES AMOUNTS THEY PAY FOR THEIR EMPLOYEE LIFE AND HEALTH INSURANCE. HE ADVISED GULF COUNTY, CALHOUN COUNTY AND JACKSON COUNTY PAYS 100% OF THEIR EMPLOYEE INSURANCE WITH HOLMES COUNTY NOT PAYING FOR ANY INSURANCE FOR THEIR EMPLOYEES. MR. BRANNON STATED THERE WERE ONLY THREE EMPLOYEES THAT WERE PARTICIPATING IN WASHINGTON COUNTY'S INSURANCE PROGRAM NOW. MR. BRANNON SAID A \$.50 PER HOUR WAGE INCREASE WOULD ONLY ADD \$35,360.00 COST TO THE COUNTY.

MS. LUCY TURNER SPOKE ON THE ISSUE OF WAGES AND HEALTH INSURANCE TOGETHER. MS. TURNER STATED THE INSURANCE IS A COST ITEM THAT IS HARD TO CONTROL BECAUSE OF INCREASED PREMIUMS AND LOST PARTICIPATION. SHE SAID THERE WERE THREE ISSUES TO CONSIDER:

1. THERE IS NO WAY FOR WASHINGTON COUNTY TO PAY 100% INSURANCE COST.
2. IT WOULD MAKE MORE SENSE TO USE THE MONEY TO GIVE A RAISE SINCE THE COUNTY CANNOT PAY 100% OF THE HEALTH INSURANCE. THE EMPLOYEES SAY THEY CAN'T AFFORD THE COUNTY INSURANCE.
3. THE STATE AND FEDERAL GOVERNMENT KEEP TALKING LIKE THEY ARE GOING TO MAKE SOME SORT OF CHANGES IN HEALTH INSURANCE PROGRAMS AND IT WOULD BE BEST TO WAIT AND SEE WHAT THEY ARE GOING TO DO. MS. TURNER RECOMMENDS THAT THE COUNTY PAY \$88.12 CAP ON

THE INSURANCE AND PUT THE MONEY IN WAGE INCREASES. MS. TURNER SPEAKS ON WAGES RECOMMENDING A WAGE INCREASE OF \$.32 PER HOUR. THIS IS EQUIVALENT TO A 5% INCREASE.

MS. TURNER SAYS COMPARING COUNTY PROGRAMS IS LIKE COMPARING APPLES TO ORANGES. EACH COUNTY SHOULD PROVIDE THE SERVICES THEY CAN AFFORD.

ON OUT OF CLASSIFICATION PAY, MS. TURNER STATED THERE WAS A CLAUSE IN THE CONTRACT THAT ALLOWS TO PAY IN A DIFFERENT CLASSIFICATION AT A HIGHER RATE OF PAY AFTER FOUR HOURS OF CONTINUOUS WORK. ATTORNEY TURNER RECOMMENDS THAT THIS BE OMITTED SAYING IT WILL BE HARD FOR THE SUPERVISOR TO KEEP THE HOURS STRAIGHT.

MR. BRANNON SPOKE ON THE OUT OF CLASSIFICATION PAY SAYING, "MS. TURNER THINKS THIS IS A BOOKKEEPING PROBLEM." MR. BRANNON STATED THIS WAS BEING DONE NOW AND HE KNOWS OF NO PROBLEMS. WHEN AN EMPLOYEE WORKS MORE THAN FOUR HOURS IN A HIGHER CLASSIFICATION, PAY HIM FOR HIS TIME.

MR. BRANNON SAID HOLMES AND WASHINGTON COUNTY ARE THE ONLY TWO COUNTIES THAT CAN'T PAY BETTER WAGES AND HEALTH INSURANCE. HE STATED THIS COUNTY'S MONEY COMES FROM THE SAME PLACE AS THE OTHER COUNTIES. HE ASKED THE COUNTY TO SHOW HIM WHY THEY CAN'T PAY COMPAR- ABLE WAGES.

CHAIRMAN CORBIN TOLD MR. BRANNON THAT WHEN A MAN IS MOVED TO ANOTHER POSITION, IT IS SO HE CAN WORK THAT INSTEAD OF BEING SENT HOME. IT IS TO HELP THE MEN MAKE A FULL WEEK.

MR. BRANNON STATED LET THE MEN USE THIS TIME TO USE THE EQUIP- MENT FOR TRAINING SO THAT THEY CAN BE MOVED UP TO A BETTER JOB WHEN AN OPENING IS AVAILABLE.

CHAIRMAN CORBIN STATED HE THOUGHT BRANNON SAID PAY AFTER FOUR HOURS AND ASKED BRANNON IF HE WAS SAYING PAY THEM TO TRAIN AT A HIGHER RATE. BRANNON STATED NO, NOT WHILE THEY ARE TRAINING.

COMMISSIONER TAYLOR SAID IF THE COUNTY PAYS THEM WHEN THEY MOVE UP TO A HIGHER POSITION, DO WE DECREASE WHEN THEY MOVE DOWN TO A LOWER POSITION. MR. BRANNON RESPONDED THE MEN COME TO WORK EXPECTING TO MAKE AT LEAST THEIR REGULAR RATE OF PAY AND THEY DID NOT NEED TO BE DECREASED BECAUSE THEY HAD NOT HAD A RAISE IN SEVERAL YEARS.

COMMISSIONER CARTER SAID THE COUNTY HAD OFFERED THEM A 3% PAY RAISE AND THEY REFUSED IT.

COMMISSIONER BROCK SPOKE AND SAID THE COUNTY OFFERED A 3% RAISE AND ANOTHER 5% WOULD MAKE THE COMPARISON WITH OTHER COUNTIES LOOK LOTS BETTER.

COMMISSIONER MORRIS AGREED EMPLOYEES HAVE NOT ACCEPTED SOME OF THE RAISES. MORRIS ALSO STATED OTHER COUNTIES HAVE GIVEN 11% OVER THREE YEARS, AND IF THIS HAD BEEN BACKED OFF, IT WOULD BE MORE COM- PARABLE WITH WASHINGTON COUNTY.

COMMISSIONER MORRIS ALSO THINKS IT WOULD BE DEGRADING FOR AN EMPLOYEE TO MOVE DOWN TO A LESSER PAY WAGE, BUT IF THE COUNTY IS GOING TO PAY UP THEN THEY NEED TO DECREASE DOWN.

ATTORNEY CARSON SAID IT IS TIME TO VOTE ON THE ISSUES. HE STATED THE COUNTY OFFERS \$.32 PER HOUR INCREASE AND THE UNION ASK FOR \$.50 PER HOUR INCREASE RETRO-ACTIVE TO 10-1-92. HOW DOES THE BOARD WISH TO VOTE. COMMISSIONER MORRIS OFFERED A MOTION, SECONDED BY COMMISSIONER TAYLOR AND CARRIED TO OFFER THE UNION \$.32 PER HOUR RAISE.

THE COUNTY PROPOSED THE RAISE BE EFFECTIVE AT RATIFICATION, WITH THE UNION PROPOSING TO MAKE IT RETROACTIVE TO 10-1-92. COM- MISSIONER TAYLOR OFFERED A MOTION, SECONDED BY COMMISSIONER CARTER AND CARRIED TO MAKE THE \$.32 PER HOUR RAISE EFFECTIVE AT RATIFICATION.

THE COUNTY OFFERS TO RETAIN \$88.12 GROUP INSURANCE ON EACH EMPLOYEE. THE UNION IS ASKING THE COUNTY TO PAY 100% COST OF THE INSURANCE. COMMISSIONER MORRIS OFFERED A MOTION, SECONDED BY COMMISSIONER BROCK AND CARRIED TO RETAIN \$88.12 FOR HEALTH INSURANCE PER EMPLOYEE.

THE COUNTY OFFERS TO DELETE THE OUT OF CLASSIFICATION PAY AND THE UNION ASKS TO LEAVE OUT OF CLASSIFICATION PAY LANGUAGE IN THE CONTRACT. COMMISSIONER BROCK OFFERED A MOTION, SECONDED BY COM- MISSIONER CARTER AND CARRIED TO LEAVE THE OUT OF CLASSIFICATION PAY LANGUAGE IN THE CONTRACT.

MR. CARSON ADVISED THIS ACTION WILL BE PUT IN CONTRACT FORM AND GIVEN TO MR. BRANNON TO BE RATIFIED OR NOT.

COMMISSIONERS BROCK AND CARTER TOLD THE EMPLOYEES THEY WOULD LIKE TO DO MORE, BUT THEY CAN'T RIGHT NOW. THEY SAID THEY WILL BE LOOKING FOR BETTER INSURANCE BENEFITS.

THE EMPLOYEES ASKED TO SPEAK. MR. DWAYNE PIPPIN SAID HE WOULD LIKE TO PLEA FOR A COST OF LIVING RAISE-A PLEA TO THE BOARD TO DO SOMETHING FOR THE EMPLOYEES. HE SAID HE REALIZED THAT THEY HAD NOT ACCEPTED SOME RAISES, BUT THERE WERE REASONS. HE SAID THE EMPLOYEES WOULD LIKE SOME HELP.

JOHN CARTER ASKED IF THE COUNTY CANNOT HELP THE EMPLOYEES, THEN WHY DID THEY PAY OVER \$32,000 FROM JANUARY TO SEPTEMBER 1992 TO ATTORNEYS TO REPRESENT THEM. IT WAS EXPLAINED THEY NEEDED AN ATTORNEY WITH EXPERTISE IN UNION CONTRACTS.

FRANK CORSO RAISED HIS HAND TO SPEAK. CHAIRMAN CORBIN TOLD HIM THIS WAS THE EMPLOYEES TIME TO SPEAK TO THE BOARD AND HE WOULD RECOG- NIZE HIM LATER.

MR. BRANNON WAS ASKED WHAT THE UNION DUES WOULD BE FOR THE COUNTY EMPLOYEES. BRANNON SAID THE EMPLOYEES HAD NOT PAID ANYTHING YET BUT IT USUALLY RUNS APPROXIMATELY \$12 TO \$14 A MONTH PER EMPLOYEE.

GARY HEWETT STOOD AND SAID IT HAS BEEN SAID WE DO NOT GET SENT HOME BUT THAT HE HAD BEEN. HE WAS ASKED WHEN AND HE RESPONDED WHEN IT RAINED. THE CHAIRMAN SAID IF

IT RAINED AND THEY COULDN'T DO ANYTHING ELSE, YES SEND THEM HOME. OTHERWISE, THAT MIGHT NEED TO BE LOOKED AT.

WAYNE ADKINS ASKED HAD IT BEEN TOLD TO THE BOARD THAT THEY COULD NOT GO ON THE JOB AND TALK TO EMPLOYEES. THE CHAIRMAN SAID THEY COULD TALK TO THE EMPLOYEES, BUT NOT ABOUT THE UNION CONTRACT.

MR. CARSON ADVISED THE BOARD THEY CANNOT NEGOTIATE WITH THE EMPLOYEES. THE BOARD MUST WORK THROUGH THEIR LABOR REPRESENTATIVE JUST AS THE EMPLOYEES SHOULD WORK THROUGH THEIR UNION NEGOTIATOR; OTHERWISE THE BOARD WILL BE IN VIOLATION.

WALLACE BRANNON SAID THAT IS A NEGOTIATION TACTIC. HE STATED THE BOARD CAN TALK TO EMPLOYEES AS LONG AS YOU DO NOT THREATEN THEM TO VOTE AGAINST THE UNION.

THE BOARDS FEELINGS WERE THEY HOPED EMPLOYEES WOULD TALK TO COMMISSIONERS. IF YOU ASK SOMETHING AND WE CANNOT ANSWER, WE WILL TELL YOU WE CANNOT COMMENT.

CHAIRMAN CORBIN RECOGNIZED FRANK CORSO AT THE END OF UNION DISCUSSION, BUT CORSO DID NOT HAVE A COMMENT.

PURSUANT TO A RECESS, THE CHAIRMAN CALLED THE MEETING TO ORDER. MS. CELIA WARD PRESENTED A LETTER FROM THE HOSPITAL AUDITORS REQUESTING CONFIRMATION THAT THE COUNTY IS TO PAY \$200,000.00 OVER A FOUR YEAR PERIOD FOR A LAWSUIT SETTLEMENT WITH NATIONAL HEALTHCARE, INC. COMMISSIONER MORRIS WOULD LIKE TO HOLD ON THE LETTER TO CHECK AND SEE IF THE HOSPITAL CAN PAY THIS AMOUNT TO NHI AND BE RE-IMBURSED BY THE BOARD. COMMISSIONER BROCK OFFERED A MOTION, SECONDED BY COMMISSIONER MORRIS AND CARRIED TO LET MS. CELIA WARD CHECK ON WHETHER IT WOULD BE POSSIBLE FOR THE HOSPITAL TO PAY THIS BILL EACH YEAR TO NHI AND THE COUNTY RE-IMBURSE THE HOSPITAL AND NOTIFY THE CHAIRMAN OF HER DECISION.

JULIAN WEBB, GRANTSMAN, ADDRESSED THE BOARD SAYING HE THOUGHT THEY COULD USE THE EXISTING RIGHT OF WAY ON THE ST. MARY'S ROAD. COMMISSIONER CARTER STATED THIS WAS NOT TRUE, THAT SOME OF THE RIGHT OF WAY HAS GOT TO BE BOUGHT. MR. WEBB SAID HE MIGHT GET IT DONATED BUT HE WOULD HAVE TO HAVE IT VALUED BY A REALTOR BEFORE IT CAN BE DONATED TO THE COUNTY. MR. WEBB SAID IT WILL DELAY THE CONTRACT SOME.

COMMISSIONER BROCK ASKED MR. WEBB WHY VERNON HAD GOTTEN A CDBG GRANT AND WAS ALMOST THROUGH AND ABOUT READY TO APPLY FOR ANOTHER GRANT. WHY COULDN'T THE COUNTY GET MORE THAN ONE A YEAR. MR. WEBB SAID VERNON BIDDED THEIRS "GENERIC", AND THE DEPARTMENT OF COMMUNITY AFFAIRS DOES NOT LIKE THIS. MR. WEBB STATED HOWEVER IT APPARENTLY WORKS AND IF THE BOARD DOESN'T OBJECT, HE WOULD LIKE TO TRY THIS. THE BOARD ASKED MR. WEBB HOW THEY COULD SPEED UP THE BID PROCESS. MR. WEBB SAID HE WOULD DO MULTI-BIDDING (5 TO 7 HOUSES AT A TIME) AND SPEED UP GRANTS.

FRANK CORSO WAS RECOGNIZED AND ASKED WHAT WAS GOING TO BE DONE ON HIS PROBLEM PRESENTED TO THE BOARD AT THE LAST MEETING. COMMISSIONER CARTER SAID HE HAD LOOKED AT IT, BUT THERE WERE SO MANY OTHER PLACES THAT NEEDED WORK MUCH WORSE BECAUSE OF RAINS THAT CORSO'S WILL HAVE TO WAIT UNTIL THE WORK LOAD IS LESS. CORSO SAID HE COULD GET INTO HIS PLACE; HOWEVER, HE WAS CONCERNED ABOUT THE OIL SLICK. COMMISSIONER CARTER SAID HE WAS NOT SURE CORSO HAD AN OIL SLICK PROBLEM BUT HE WOULD CHECK IT OUT AND GET TO HIS PROBLEM AS SOON AS HE COULD.

COMMISSIONER MORRIS SAID A MAN HAD BEEN DOING SOME PAINTING AND PLASTERING AT THE COURTHOUSE WHILE ON THE COMMUNITY SERVICE WORK PROGRAM. MORRIS STATED THE MAN'S TIME WAS UP AND WOULD LIKE FOR THE COUNTY TO HIRE HIM ON COUNTY PAYROLL TO FINISH THE COURTHOUSE JOB. (TWO TO THREE WEEKS UP TO SIX WEEKS)

COMMISSIONER MORRIS OFFERED A MOTION, SECONDED BY COMMISSIONER CARTER AND CARRIED TO HIRE GERALD LADD TO FINISH THE PAINTING AND PLASTERING AT THE COURTHOUSE AS TEMPORARY HELP.

COMMISSIONER MORRIS OFFERED A MOTION, SECONDED BY COMMISSIONER BROCK AND CARRIED TO PAY GERALD LADD \$5.50 AN HOUR RETROACTIVE TO FEBRUARY 1, 1993.

ATTORNEY HOWELL ADVISED THE BOARD A SHOW CAUSE HEARING ON THE TRACO SUIT IS SCHEDULED FOR MARCH 11, 1993.

CLERK EARNESTINE MILLER REQUESTED THE BOARD APPROVE A COMMON FORM FOR OPENING UP BANK ACCOUNTS AT SOUTHTRUST BANK IN ORDER FOR THE ACCOUNTS TO BE OPENED WITHOUT HAVING TO WAIT FOR BOARD ACTION TO ADOPT A RESOLUTION TO OPEN UP NEW ACCOUNTS. COMMISSIONER TAYLOR OFFERED A MOTION, SECONDED BY COMMISSIONER CARTER AND CARRIED TO APPROVE OF A COMMON FORM TO BE USED TO OPEN UP NEW ACCOUNTS FOR THE BOARD AT SOUTHTRUST BANK.

COMMISSIONER BROCK ASKED THE BOARD TO BE THINKING ABOUT HOW TO FUND RECREATION FOR RURAL AREAS.

COMMISSIONER BROCK OFFERED A MOTION, SECONDED BY COMMISSIONER MORRIS AND CARRIED TO ADJOURN. ATTEST: _____

CLERK
ATTEST: _____
DEPUTY CLERK
END OF MINUTES FOR 02/11/93

CHAIRMAN