

BOARD MINUTES FOR 08/09/05

AUGUST 9, 2005

THE BOARD OF COUNTY COMMISSIONERS, IN AND FOR WASHINGTON COUNTY, MET ON THE ABOVE DATE AT 8:00 A.M. AT THE WASHINGTON COUNTY ANNEX, BOARD MEETING ROOM, 1331 SOUTH BLVD, CHIPLEY, FLORIDA WITH COMMISSIONERS SAPP, FINCH, CORBIN, COPE AND STRICKLAND PRESENT. ATTORNEY HOLLEY, ADMINISTRATOR HERBERT AND DEPUTY CLERK CARTER WERE ALSO IN ATTENDANCE.

CHAIRMAN FINCH CALLED THE RECESSED MEETING TO ORDER WITH COMMISSIONER SAPP OFFERING PRAYER. CHAIRMAN FINCH LED IN THE PLEDGE OF ALLEGIANCE TO THE FLAG.

ATTORNEY HOLLEY REQUESTED THE BOARD HOLD AN EXECUTIVE SESSION TO DISCUSS LITIGATION STRATEGY AND EXPENSES RELATING TO THE NORTHERN TRUST LAWSUIT; HE ADVISED A COURT REPORTER WOULD BE NEEDED. HE REPORTED THE BOARD WOULD CONVENE IN PUBLIC SESSION, RECESS AND GO INTO EXECUTIVE SESSION AND THEN RECONVENE IN PUBLIC SESSION. CHAIRMAN FINCH SET THE EXECUTIVE SESSION FOR AUGUST 16TH AT 8:00 A.M.

COMMISSIONER CORBIN ADDRESSED A LETTER RECEIVED FROM ATTORNEY HOLLEY, RELATING TO THE JOHN HALL ISSUE, ON THE BOARD NOT BEING ABLE TO WIN A SUIT AGAINST HALL; THE BOARD WILL ALSO HAVE TO PAY HALL'S ATTORNEY FEES IF THEY CHOOSE TO TAKE IT TO TRIAL AND LOSE. HE REFERRED TO THERE BEING A NUMBER OF THINGS THAT WERE DONE IN OTHER DISTRICTS THAT DIDN'T COME BEFORE THE BOARD AND AFTER THE BLUE LAKE BUILDING, IT WAS AGREED EVERYTHING WOULD COME BEFORE THE BOARD. HOWEVER, CORBIN SAID HE WAS CONVINCED THERE IS NO WAY THE BOARD COULD WIN A SUIT AGAINST HALL AND DOESN'T WANT TO COST WASHINGTON COUNTY ANYTHING IF HE CAN HELP IT; HE REFERRED TO THE COUNTY ALREADY LOSING ENOUGH ON HALL'S ROAD PROJECT WITHOUT HAVING TO PAY ADDITIONAL ATTORNEY FEES. COMMISSIONER CORBIN OFFERED A MOTION TO DROP THE JOHN HALL ISSUE WHERE IT IS AT AND THE BOARD BENEFIT FROM WHAT WAS LEARNED WITH HALL. HE CONTINUED SAYING THE BOARD WAS SORT OF DOING WHAT THEY WANTED TO BACK THEN AND THEY WERE NOT CONTROLLING THE BOARD LIKE THEY ARE NOW.

CHAIRMAN FINCH DISAGREED WITH CORBIN'S REMARKS ABOUT THE BOARD DOING WHAT THEY WANTED TO BACK THEN AND REFERRED TO THE BOARD HAVING AGREED AFTER THE BLUE LAKE ISSUE, EVERYTHING WOULD BE BROUGHT BEFORE THE BOARD.

COMMISSIONER COPE SECONDED COMMISSIONER CORBIN'S MOTION. THE MOTION CARRIED ON A ROLL CALL VOTE WITH COMMISSIONER CORBIN, SAPP AND COPE VOTING IN FAVOR OF THE MOTION AND COMMISSIONER FINCH AND STRICKLAND OPPOSING.

ADMINISTRATOR HERBERT UPDATED THE BOARD ON THE GENERAL FUND/ TRANSPORTATION FUND BUDGET AND THANKED THE BUDGET COMMITTEE AND THE BOARD FINANCE OFFICE FOR THEIR ASSISTANCE. HE REPORTED THE PROPOSED GENERAL FUND BUDGET OF \$9,567,793 IS BALANCED WITH A CONTINGENCY OF \$271,307.00/ THE PROPOSED TRANSPORTATION BUDGET OF \$2,969,281 AND SHOP BUDGET OF \$229,726 WAS BALANCED AT \$3,199,007 WITH A ZERO CONTINGENCY.

HE ADDRESSED THE AGENDA ITEMS THE BOARD WOULD BE LOOKING AT INCLUDED THE MSBU BUDGET, HEALTH INSURANCE AND ANY OTHER INSURANCES WITH ALLAN CLARK, TDC BUDGET WITH TED EVERITT, THE BUDGET COMMITTEE HIGHLIGHTS OF SOME OF THE DEPARTMENT BUDGETS, ROGER HAGAN TO PROVIDE A PUBLIC WORKS REPORT, DATES TO BE SET FOR PUBLIC HEARINGS ON THE FY 2005-2006 BUDGET AND OTHER BUSINESS WHICH MAY NEED TO BE TAKEN CARE OF. HE ADDRESSED THE NEED TO HAVE ONE MORE WORKSHOP TO REVIEW THE AGENCY BUDGETS AND INVITE THE AGENCIES TO SPEAK ON WHAT SERVICES THEY PROVIDE WITH THE FUNDING RECEIVED FROM THE COUNTY.

DISCUSSION WAS HELD ON THE ROAD MATERIALS BUDGET IN TRANSPORTATION AND THE COMMISSIONERS ALREADY BEING WITHOUT FUNDING IN THIS LINE ITEM THIS YEAR WITH TWO MONTHS REMAINING.

COMMISSIONER CORBIN ADDRESSED SOME MATERIALS HE WAS NEEDING AND WHEN IT WAS SUGGESTED HE USE HIS FUTURE ROAD PAVING MONIES, HE ADVISED THESE FUNDS WERE ALREADY OBLIGATED. DISCUSSION CONTINUED WITH COMMISSIONER CORBIN OFFERING A MOTION, SECONDED BY COMMISSIONER COPE AND CARRIED TO INCREASE EACH COMMISSIONER'S MATERIALS BUDGET BY \$5,000 FOR FY 2004-2005 WITH IT BEING TAKEN OUT OF LAND SALES MONIES.

DEPUTY CLERK CARTER MADE THE BOARD AWARE, IN ORDER TO INCREASE THE TRANSPORTATION FUND BOTTOM LINE, IT WOULD REQUIRE A PUBLIC HEARING TO A BUDGET SUPPLEMENT WHICH WOULD HAVE TO BE ADVERTISED AND IT SHOULD BE DONE PRIOR TO THE FUNDING BEING SPENT; HOWEVER, THIS WILL BE TAKEN CARE OF PRIOR TO THE END OF THE YEAR.

WHEN QUESTIONED ON WHAT EACH COMMISSIONER WOULD HAVE LEFT IN THE DISTRICT MONIES FOR FUTURE ROAD PAVING IN THE FY 2005-2006 BUDGET, DEPUTY CLERK CARTER ADVISED ONLY THE AMOUNT THEY HAD REMAINING AT THE END OF THE FY 2004-2005 WOULD BE CARRIED FORWARD.

COMMISSIONER CORBIN OFFERED A MOTION, SECONDED BY COMMISSIONER COPE AND CARRIED TO AUTHORIZE CHAIRMAN FINCH TO TALK WITH EDWARD PRESCOTT, FLORIDA DEPARTMENT OF TRANSPORTATION, AND REQUEST THEY PROVIDE THE COUNTY WITH ANY MILLED ASPHALT THEY MAY HAVE AVAILABLE.

ADMINISTRATOR HERBERT INFORMED THE BOARD THEY HAD THE OPPORTUNITY TO CONTEST THE CONSTITUTIONAL OFFICERS BUDGET; IF THEY ARE WANTING TO CONTEST THE PROPERTY APPRAISER'S BUDGET THEY WILL HAVE TO DO SO PRIOR TO AUGUST 15TH. CHAIRMAN CORBIN ADVISED THE BOARD HAD ALWAYS CONTESTED THE PROPERTY APPRAISER'S BUDGET IN ORDER TO BE ABLE TO COME BACK AND FUND WHATEVER THEY CAN AFFORD TO.

DISCUSSION WAS HELD ON THE PROPERTY APPRAISER'S BUDGET AND THE SHERIFF'S BUDGET HAVING A 14% TO 15% INCREASE IN THE FY 2005-2006 PROPOSED BUDGET.

COMMISSIONER CORBIN WITHDREW HIS STATEMENT ABOUT THE BOARD HAVING ALWAYS CONTESTED THE PROPERTY APPRAISER'S BUDGET DUE TO DEPUTY CLERK CARTER ADVISING THIS HAS NOT ALWAYS BEEN DONE; HOWEVER, CORBIN SAID THE FIRST TWENTY YEARS HE WAS ON THE BOARD, THEY DID CONTEST IT DUE TO BEING ABLE TO COME BACK AND GIVE IT TO THE APPRAISER BUT COULDN'T TAKE IT AWAY UNLESS THEY DID IT PRIOR TO A CERTAIN DATE.

LINDA WALLER INFORMED THE BOARD THE FL-DOT WOULD BE HOLDING A MEETING ON GROWTH MANAGEMENT ON THE 9TH AND 12TH OF AUGUST FROM 10 A.M. UNTIL 12 NOON.

ROGER HAGAN ASKED IF THE COMMISSIONER'S DISTRICT MONIES COULD BE COMBINED AND BE PUT ON ONE LINE ITEM; DEPUTY CLERK CARTER ADVISED THE MONIES COULDN'T BE COMBINED.

GLEN ZANETIC ADDRESSED THE BOARD ON THE MSBU BUDGET REPORTING THE AVERAGE SELLING PRICE OF LOTS IN SUNNY HILLS IS \$30,000; DELTONA IS SELLING AT \$40,000. WHEN THE MSBU BEGAN, ZANETIC POINTED OUT SUNNY HILLS WAS WORTH \$53,000,000 AND TODAY IS WORTH \$530,000,000; THE BOARD SHOULD BE ABLE TO INCREASE REVENUE IN THE FUTURE WHILE DECREASING THE MILLAGE RATE. HE SAID MSBU'S GOAL WITHIN THE NEXT THREE TO FIVE YEARS IS TO INCREASE THE PROPERTY VALUES UP TO \$45,000 AND GET ABOUT 1500 NEW HOMES; THIS WOULD BRING THE VALUE OF SUNNY HILLS UP TO \$1.3 BILLION.

ZANETIC WENT OVER MSBU'S BUDGET REQUEST AND ADVISED THEY HAD INCREASED THEIR REQUEST FROM THE COUNTY TO \$125,000 FOR FY 2005-2006 AND REPORTED ON SOME OF THEIR PLANS:

- A. FINISH OUT PAVING OF SUNNY HILLS WHICH WOULD GIVE THEM A MINIMUM OF 14,000 PARCELS
- B. SECURITY IS BIG ISSUE FOR FY 2005-2006; THEY ARE GOING TO CLOSE SUNNY HILLS TO HUNTING WHICH IS ALREADY NOT ALLOWED AND FOUR WHEELERS WILL NOT BE ALLOWED
- C. SIGNS ARE GOING UP IN SUNNY HILLS
- D. IMPROVE THE PARKS; FRDAP GRANT FOR WILDER PARK IMPROVEMENTS, IMPROVEMENTS WILL BE MADE TO BOAT LAKE

THE BOARD WAS MADE AWARE THE \$125,000 REQUESTED BY MSBU FROM THE COUNTY IS INCLUDED IN THE MSBU BUDGET BUT IS NOT IN THE PROPOSED COUNTY BUDGET THEY CURRENTLY HAVE.

IN REVIEWING THE BUDGET INFORMATION PROVIDED BY ZANETIC, DISCUSSION WAS HELD ON THE ACTUAL REQUEST FROM MSBU FROM THE COUNTY WAS \$347,000 WITH \$150,000 BEING FRDAP FUNDS FOR WILDER PARK, \$40,000 FOR SIGNS, \$30,000 FOR THE COMMUNITY CENTER AND \$125,000 FOR ROAD MAINTENANCE AND OTHER EXPENSES AND \$2,000 FROM FACILITY RENTALS.

DISCUSSION WAS HELD ON ZANETIC PROPOSING TO PUT THE COUNTY EMPLOYEES PRESENTLY WORKING WITH MSBU UNDER MSBU WITH MODIFIED JOB DESCRIPTIONS GIVING THEM MORE RESPONSIBILITY AND A DIFFERENT PAY SCALE. ZANETIC ADDRESSED ONE EMPLOYEE WILL BE ASSIGNED TO PARKS AND ONE WILL BE ASSIGNED TO ROADS WITH MSBU TOTALLY FUNDING BOTH POSITIONS IN THE FY 2005-2006 FISCAL YEAR.

CHAIRMAN FINCH EXPRESSED HIS CONCERNS WITH ZANETIC'S PROPOSAL ON PUTTING THE TWO COUNTY EMPLOYEES UNDER MSBU; WOULD THE BOARD JUST BE CHANGING THEIR JOB DESCRIPTIONS, HOW WOULD THIS AFFECT OTHER EMPLOYEES WHO ARE IN CHARGE OF INMATE CREWS AND WOULD THE BOARD BE SETTING A PRECEDENCE. HE REFERRED TO MSBU HAVING THE FUNDING TO GIVE THESE TWO EMPLOYEES A HIGHER SALARY BUT THE COUNTY MAY NOT BE ABLE TO HANDLE GIVING THEIR INMATE SUPERVISORS A HIGHER SALARY; HOWEVER, HE DIDN'T WANT TO HURT THE TWO EMPLOYEES WORKING WITH MSBU IF THEY HAVE THE OPPORTUNITY FOR ADVANCEMENT BUT WANTS TO LOOK AT THE FUTURE.

HERBERT ADVISED THAT MSBU WOULD BE TOTALLY FUNDING THESE TWO POSITIONS IN THE FY 2005-2006 BUDGET YEAR; THE COUNTY WILL NOT HAVE TO FUND HALF A POSITION. CHAIRMAN FINCH ADDRESSED MSBU HAVING GOTTEN ONE OF HIS CREWS WHEN THEY STARTED BUT IT WAS UNDERSTOOD IF HE NEEDED THE CREW FOR EMERGENCY PURPOSES, HE COULD USE IT. HOWEVER, IF THE BOARD IS GOING TO APPROVE OF ZANETIC'S BUDGET REQUEST AND ALLOW THE EMPLOYEES TO BE UNDER MSBU, THEY WILL NEED TO LOOK AT FUNDING ANOTHER INMATE CREW FOR DISTRICT V.

COMMISSIONER FINCH, FOR INFORMATION PURPOSES, REPORTED HE HAD TALKED WITH SOMEONE WHO WAS MAKING DEALS WITH DELTONA; AS THEY DEVELOP LOTS, THEY WILL BE PUTTING HOUSES ON THEM AND AS THEY SELL, THEY WILL SHARE THE REVENUE OFF THE LOT ITSELF. ALSO WITHIN TWO YEARS, THE INDIVIDUAL HAD SAID THEY WILL BE BUILDING 100 HOMES PER MONTH IN SUNNY HILLS WITHIN TWO YEARS.

DISCUSSION WAS HELD ON THE LOTS AVAILABLE FOR THE COUNTY TO SELL IN SUNNY HILLS. ZANETIC ADVISED THERE WERE APPROXIMATELY 200 PARCELS AVAILABLE TO SELL AND AGREED TO GIVE THE BOARD INFORMATION AFTER THE MEETING WITH THE BUILDERS WHO WERE BUILDING IN SUNNY HILLS. THE BOARD'S CONSENSUS WAS FOR ZANETIC TO REPORT BACK TO THE BOARD AT THEIR AUGUST 25TH MEETING WITH THE BOARD MAKING A DECISION ON LAND SALES AT THAT TIME.

DISCUSSION WAS HELD ON THERE BEING 157 MILES OF PAVED ROADS WITH 23 MORE MILES BEING ADDED THAT ARE BEING MAINTAINED IN SUNNY HILLS AND THE COMPARISON OF MSBU'S BUDGET WITH THE COUNTY'S ROAD AND BRIDGE BUDGET.

COMMISSIONER CORBIN ADDRESSED THE ONLY WAY THE BOARD COULD FUND THE MSBU BUDGET REQUEST FROM THE COUNTY WOULD BE FROM THE LAND SALES. ZANETIC ADVISED THE BOARD DIDN'T NEED TO TAKE ACTION ON HIS BUDGET REQUEST TODAY; HE WOULD BE BACK AT THE AUGUST 25TH MEETING TO TRY AND PUT A BUDGET IN PLACE WITH HIM PROVIDING ADDITIONAL INFORMATION IN ORDER FOR THE BOARD TO ADOPT A RESOLUTION FOR THE MSBU ASSESSMENTS TO CONTINUE TO BE COLLECTED.

COMMISSIONER COPE ADDRESSED THE LAND SALES MONIES NOT BEING REOCCURRING MONIES AND SUGGESTED TAKING SOME OF THESE MONIES TO PUT TOWARD SOME OF THE COUNTY LOANS.

COMMISSIONER SAPP, COPE AND CORBIN AGREED THEY WERE NOT INTERESTED IN THE BOARD GIVING BACK HALF THE MONIES TO DEVELOPERS PURCHASING THE PARCELS IN SUNNY HILLS. ZANETIC ADDRESSED ADVERTISING WHERE THE LAND SOLD WILL REVERT BACK TO THE COUNTY IF A HOME IS NOT BUILT ON THE PROPERTY WITHIN TWO YEARS RATHER THAN GIVING BACK HALF THE MONIES TO THE PURCHASER.

COMMISSIONER SAPP SAID THERE WAS SOME INTEREST IN INDIVIDUALS WANTING TO PURCHASE SOME OF THE PARCELS INSTEAD OF SELLING THEM 50 AT A TIME WHERE ONLY BIG CORPORATIONS COULD BUY THEM; IT IS NOT RIGHT TO THE PUBLIC TO NOT BE ABLE TO BUY INDIVIDUAL LOTS WITH THE COUNTY SELLING THEM REGARDLESS OF THE OUTCOME.

CHAIRMAN FINCH EXPLAINED IF THE BID WAS PUT OUT FOR 50 LOTS, AN INDIVIDUAL COULD PUT A RIDICULOUS PRICE ON 49 LOTS AND BID ON THE LOT THEY WERE INTERESTED IN; THE HIGH BIDDER ON THE INDIVIDUAL LOT WOULD GET IT.

ZANETIC ADDRESSED THE BOARD NEEDING TO BE PROTECTIVE OF PARCELS IN UNIT ONE AND TWO AS THIS IS WHERE THEY ARE GOING TO NEED HOMES; UNIT FIVE, SEVEN AND TEN PARCELS COULD BE PUT OUT FOR BID ON INDIVIDUAL BASIS. COMMISSIONER FINCH AGREED WITH COMMISSIONER SAPP AND REFERRED TO HIM HAVING HAD INDIVIDUALS ASK ABOUT BEING ABLE TO BID ON INDIVIDUAL PARCELS.

ZANETIC AGREED TO BRING BACK JOB DESCRIPTIONS FOR THE TWO COUNTY EMPLOYEES HE IS REQUESTING BE PUT UNDER MSBU. CHAIRMAN FINCH ASKED THE BOARD TO CONSIDER ZANETIC'S REQUEST AS THEY WILL BE CREATING TWO NEW POSITIONS; HE REALIZES HOW THE FUNDING IS AND IT BEING IN PLACE BUT THEY ARE GOING TO BE DIFFERENT FROM ANYTHING ELSE THE COUNTY PRESENTLY HAS. HE ALSO REITERATED IF THE BOARD GOES FORWARD WITH APPROVING OF ZANETIC'S REQUEST, HE WILL NEED AN INMATE CREW FOR DISTRICT V.

CHAIRMAN FINCH CALLED FOR A FIVE MINUTE RECESS.

PURSUANT TO A RECESS, REPRESENTATIVE BROWN AND SENATOR PEADEN MADE A CHECK PRESENTATION OF \$150,000 FOR WILDER PARK; CHAIRMAN FINCH ACCEPTED THE CHECK ON BEHALF OF THE BOARD.

REPRESENTATIVE BROWN AND SENATOR PEADEN THEN MADE A CHECK PRESENTATION OF \$200,000 FOR THE CHIPLEY GOLF PARK; MAYOR LINDA CAIN AND COUNCILPERSONS MARION LEE AND PRICE WILSON ACCEPTED THE THE CHECK ON BEHALF OF THE CITY.

REPRESENTATIVE BROWN INFORMED THE BOARD THERE MAY BE AN OPPORTUNITY FOR FUNDS FOR BOAT RAMP IMPROVEMENTS IN THE UPCOMING YEAR; HE REQUESTED THE BOARD DO AN INVENTORY OF WHAT BOAT RAMPS THEY HAVE ON THE RIVER.

COMMISSIONER CORBIN, ON BEHALF OF THE BOARD, THANKED BROWN AND PEADEN FOR THEIR SUPPORT ON THE SCRAP PROGRAM AND COMMUNITY GRANT PROGRAMS.

ALLAN CLARK, COUNTY INSURANCE AGENT, ADDRESSED THE BOARD ON BLUE CROSS BLUE SHIELD HEALTH INSURANCE RENEWAL PREMIUMS FOR 2005-2006 INCREASING 6.5% COMPARED TO 22% TO 25% INCREASE IN THE LAST TWO YEARS. DUE TO THE BOARD BUDGETING FOR A 15% INCREASE AND THE RATES BEING MUCH LOWER, CLARK SAID THEY HAD CHOSEN NOT TO LOOK AT ALTERNATIVE PLANS AT CHEAPER RATES WITH LESS ATTRACTIVE PLANS FOR A HIGHER CO-PAY, HIGHER CO-INSURANCE AND HIGHER DEDUCTIBLES. HOWEVER, THERE IS AN ISSUE WITH FAMILY RATES BEING VERY HIGH DUE TO THERE BEING NO PARTICIPATION IN THE FAMILY DIVISION AND UNTIL THERE IS PARTICIPATION, THIS RATE WANT BE ABLE TO COME DOWN WHERE IT IS AFFORDABLE. HE HAD SUGGESTED TO DEPUTY CLERK CARTER TO TAKE SOME OF THE OVERAGE BUDGETED AND OFFER TO PAY A PERCENTAGE OF THE DEPENDENT COVERAGE SO THEY COULD GET PARTICIPATION IN THOSE LINES; IF THEY GET GOOD EXPERIENCE IN THOSE LINES, THE COUNTY MAY BE ABLE TO GET A GOOD RATE IN THE YEARS TO FOLLOW. HE FELT LIKE THE ONLY WAY THERE WOULD EVER BE PARTICIPATION IN THE DEPENDENT COVERAGES WOULD BE FOR THE COUNTY TO CONTRIBUTE TOWARD THE DEPENDENT COST.

CLARK REPORTED THE BOARD HAD A FOUR TIER PLAN; EMPLOYEE, EMPLOYEE SPOUSE, EMPLOYEE/CHILDREN AND EMPLOYEE FAMILY. DEPUTY CLERK CARTER INFORMED THE BOARD OF THE COST, IF THEY PARTICIPATED BY PAYING 50% OF THE TOTAL PREMIUM FOR THE FAMILY COVERAGE AND 75% OF THE EMPLOYEE/SPOUSE AND EMPLOYEE/CHILDREN AND IF ALL EMPLOYEES WHO WERE ELIGIBLE FOR THIS COVERAGE PARTICIPATED, WOULD TOTAL \$553,022.40 MORE. SHE ADVISED THE COST PER EMPLOYEE FOR EMPLOYEE/SPOUSE WOULD BE \$262.20 AND EMPLOYEE/CHILDREN WOULD BE \$203.22 SHOULD THE BOARD CONTRIBUTE 75% OF THE PREMIUM.

CLARK GAVE THE BOARD EXAMPLES OF INSURANCE RATES FOR OTHER AGENCIES:

- A. BAY COUNTY SCHOOL BOARD HAS OVER 6,000 MEMBERS; THEY PAY 75% EMPLOYEE COVERAGE, 0% DEPENDENT RATE AND THEIR FAMILY

- RATE IS \$1,100 PER MONTH
- B. BAY COUNTY PAYS 75% OF THE EMPLOYEE AND DEPENDENT RATE; THEIR RATE IS \$912 FOR FAMILY COVERAGE
 - C. CITY OF FT. WALTON BEACH PAYS 75% OF THE EMPLOYEE AND DEPENDENT RATES; THEIR RATE IS IN THE \$750 RANGE FOR FAMILY AND \$290 TO \$300 RATE FOR THE EMPLOYEE.
 - E. SANTA ROSA RATES ARE \$850 FOR FAMILY COVERAGE AND \$310 FOR EMPLOYEE COVERAGE; THE COUNTY PAYS 94% OF THE EMPLOYEE COVERAGE AND 65% OF THE FAMILY COVERAGE
 - F. HOLMES COUNTY SCHOOL BOARD PAYS 75% OF THE EMPLOYEE AND 0% OF FAMILY COVERAGE

CLARK REFERRED TO VERY FEW OF THE SMALLER COUNTIES PAY 100% OF THE EMPLOYEE COVERAGE/WASHINGTON COUNTY PAYS THE ENTIRE EMPLOYEE PREMIUM EXCEPT \$3.00 PER MONTH. CHAIRMAN FINCH ADDRESSED THE NEED TO GIVE THE EMPLOYEES SOME TYPE OF COUNTY FAMILY PLAN THEY COULD AFFORD TO PARTICIPATE IN. CLARK ADVISED THE BOARD WOULD BE UNABLE TO FIND A FAMILY PLAN, EVEN IF THEY PAY 50% OF THE PLAN THIS YEAR, FOR LESS THAN \$700 A MONTH.

COMMISSIONER SAPP REPORTED HE HAD CHECKED ON HEALTH INSURANCE FOR HIS WIFE AND DAUGHTER, AS HE IS COVERED UNDER THE COUNTY PLAN, WITH A 75% CO-PAY OF THE FIRST \$3,000 WITH \$1,000 DEDUCTIBLE AND THE COST WAS \$206 PER MONTH WHICH IS FAR BELOW WHAT CLARK IS SPEAKING OF; ALSO, THE EMPLOYEE WOULD HAVE SOME TYPE OF INSURANCE COVERAGE THEY COULD LIVE WITH VERSUS SOME IF THEY HAD A CATASTROPHIC EVENT, THEY COULDN'T.

CLARK ADDRESSED WAYS THE HEALTH INSURANCE PREMIUMS COULD BE CUT; HIGHER DEDUCTIBLE, HIGHER CO-PAY, DECREASE THE DRUG CARD, ETC. COMMISSIONER SAPP ADDRESSED THE COVERAGE ON HIS WIFE AND DAUGHTER HAD A PRESCRIPTION CARD.

CLARK EXPLAINED THERE WAS A BLUE OPTION PLAN THAT WOULD ALLOW A VARIETY OF OPTIONS FOR THE EMPLOYEES; HOWEVER, IF THE BOARD DID THIS, THERE WOULD BE PHONE CALLS FROM THE EMPLOYEES BECAUSE THEY WON'T UNDERSTAND WHY THEIR PLAN PAYS DIFFERENTLY THAN ANOTHER EMPLOYEE'S PLAN. CLARK SAID THE ONLY OPTION HE WOULD RECOMMEND WOULD BE TO TAKE SOME ADJUSTMENTS WITH BLUE CROSS AND BLUE SHIELD IF THEY WANT TO GO WITH ONE OF THEIR DIFFERENT PLANS AND ADDRESSED THERE BEING A LOT OF FACTORS INVOLVED WITH A FAMILY PLAN.

DISCUSSION WAS HELD ON THE NEED FOR AN OPTION ON FAMILY RATES THE COUNTY EMPLOYEES COULD LIVE WITH AND AFFORD. CLARK ADDRESSED EMPLOYEES GOING UNDER MEDICAL UNDERWRITING COULD GO OUT AND PURCHASE INSURANCE AT A CHEAPER RATE; HOWEVER, THE COUNTY IS A LARGE GROUP THAT DOESN'T GO THROUGH MEDICAL UNDERWRITING AND ANY EMPLOYEE IN THE COUNTY IN OPEN ENROLLMENT, REGARDLESS OF WHAT ILLNESS THEY MAY HAVE, IS ELIGIBLE TO PARTICIPATE IN THE GROUP PLAN.

COMMISSIONER COPE SAID HE WOULD LIKE TO SEE THE EMPLOYEES WITH INSURANCE; HOWEVER, HE DOESN'T SEE WHERE THEY COULD AFFORD FAMILY COVERAGE AND DOESN'T SEE WHERE THE COUNTY CAN AFFORD TOPAY THE FULL PREMIUM.

CLARK SAID HE HAD A MATRIX THAT HAD TEN COUNTY SCHOOL BOARDS THAT BORDER WITHIN 50 MILES OF WASHINGTON COUNTY AND THERE IS NOT A RATE FOR FAMILY COVERAGE LESS THAN \$750 PER MONTH.

COMMISSIONER STRICKLAND QUESTIONED WHY CLARK WAS USING SCHOOL BOARDS IN HIS COMPARISON OF HEALTH INSURANCE RATES RATHER THAN USING NEIGHBORING COUNTY RATES. CLARK ADVISED, GENERALLY SPEAKING, THERE IS A BETTER RISK WITH A SCHOOL BOARD BUT ADDRESSED THE BAY COUNTY EMPLOYEE FAMILY RATE WAS \$912; OKALOOSA COUNTY \$792; WALTON COUNTY \$869; ESCAMBIA COUNTY HAS AN HMO PLAN AND THEIR RATES RANGE FROM \$918 FOR A STANDARD PLAN AND \$888 FOR THE HMO. CLARK ADVISED HE WAS WILLING TO GO BACK TO BLUE CROSS AND BLUE SHIELD AND DO WHATEVER THE BOARD WOULD LIKE.

TONY GRIPPA, COUNTY COMMISSIONER IN LEON COUNTY, WAS PRESENT AT THE REQUEST OF COMMISSIONER FINCH. GRIPPA ALSO RUNS THE PUBLIC ENTITY DIVISION FOR BROWN AND BROWN, THE LARGEST INSURANCE BROKER IN THE STATE OF FLORIDA; THEY INSURE 200

MUNICIPALITIES AND COUNTIES AND THE FAC HAS JUST CHOSEN THEM TO MOVE FORWARD ON WORKERS COMPEN- SATION.

GRIPPA ADDRESSED WHEN DEALING WITH HEALTH INSURANCE YOU HAVE TO COMPARE APPLES TO APPLES AND IT DOESN'T MATTER ABOUT WHAT OTHER SCHOOL BOARDS DO OR OTHER COUNTIES DO; IT HAS TO DO WITH HOW MANY COUNTY EMPLOYEES THERE ARE, WHAT THE COUNTY'S EXPERIENCE IS, HOW MANY PROVIDERS THEY HAVE AND LOOK AT LIKE TYPE COUNTIES. HE AGREED THE PARTICIPATION ISSUE CLARK ADDRESSED WAS VERY IMPORTANT.

IN LEON COUNTY, GRIPPA ADVISED THEY COVERED 50% OF THE FAMILY COVERAGE FOR AN EMPLOYEE AND 92% OF THE EMPLOYEE COVERAGE; THEIR RATES ARE AROUND \$700 FOR FAMILY COVERAGE AND THEY HAVE A CAPITAL HEALTH PLAN. HE ADDRESSED THEM HAVING FOUR BLUE CROSS OPTIONS THEY WILL BE OFFERING THEIR EMPLOYEES; THE COUNTY WILL PAY "X" AMOUNT TOWARD THE COVERAGE WITH IT BEING UP TO THE EMPLOYEE WHICH PLAN THEY WANT. HE SUGGESTED, AND REFERENCED HIM HAVING A PERSONAL INTEREST IN THIS, THAT BROWN AND BROWN WOULD LIKE TO REPRESENT THE COUNTY NOT ONLY IN THE HEALTH INSURANCE SIDE BUT THE PROPERTY AND CASUALTY SIDE ALSO. HE ADVISED THEY HAD LOOKED AT THE COUNTY'S RATES FOR PROPERTY AND CASUALTY INSURANCE AND FEEL THE MINIMUM SAVINGS THEY COULD OFFER THE COUNTY WOULD BE \$50,000 FROM WHAT THEIR CURRENT RATES ARE.

HE ADDRESSED MOST COUNTIES BID OUT THEIR INSURANCES EVERY CERTAIN AMOUNT OF YEARS, CHOOSE A BROKER, LET PEOPLE BRING IN COMPETITIVE QUOTES AND CHOOSE ON PRICE AND PRICING TERMS.

HE ASKED THE BOARD FOR THE OPPORTUNITY TO COMPETE ON THE COUNTY PROPERTY AND CASUALTY INSURANCE AND HEALTH INSURANCE; IF THEY SAY NO, GRIPPA ADVISED THAT WOULD BE OKAY AND THEY WOULD COME BACK NEXT YEAR. HE ADDRESSED EVERYBODY'S PENCIL WOULD GET SHARPENED SHOULD THE BOARD DECIDE TO BID OUT THEIR INSURANCES AND THE EMPLOYEES AND PEOPLE IN THE COUNTY WOULD BENEFIT FROM THE \$50,000 TO \$65,000 THEY FEEL THEY COULD SAVE THE COUNTY ON THEIR PROPERTY AND CASUALTY INSURANCE.

CHAIRMAN FINCH ASKED THE BOARD IF THERE WAS ANYTHING WRONG WITH GRIPPA PROVIDING THE BOARD WITH RATES FOR THE PROPERTY AND CASUALTY INSURANCE AND HEALTH INSURANCE FOR THE COUNTY. CLARK ADVISED IF THE BOARD WAS GOING TO ALLOW GRIPPA TO PROVIDE RATES, THEY WOULD NEED TO ADVERTISE FOR PROPOSALS. CHAIRMAN FINCH ADVISED HE WAS ONLY ASKING THE BOARD WHAT THEY WANTED TO DO.

DISCUSSION WAS HELD AMONG THE BOARD ON THE NEED TO MAKE SURE THEY ARE COMPARING APPLES TO APPLES AND GET A GOOD QUALITY OF INSURANCE RATHER THAN LOOKING AT CHEAPER RATES.

CLARK ADVISED HE HAS NEVER BID FACT LIABILITY INSURANCE OUT DUE TO THEM HAVING DONE A TREMENDOUS AMOUNT OF SERVICE FOR THE COUNTY AND REFERRED TO THEM STANDING BEHIND THE COUNTY WHEN THEY WERE IN COURT FREQUENTLY WITH LAWSUITS. HE ADVISED IF THEY WANTED TO LET GRIPPA BID IT OUT; HE IS NOT GOING TO BID AGAINST FACT AND REFERRED TO ADDITIONAL SERVICES THEY HAD PROVIDED TO THE COUNTY SUCH AS RISK MANAGEMENT AND CONFERENCES THEY HOLD.

CLARK ADDRESSED HIM HAVING HANDLED THE COUNTY'S INSURANCE FOR TWENTY YEARS AND HAS BID IT OUT AND REFERRED TO THE PROBLEMS THE COUNTY HAS HAD WITH PREVIOUS PROVIDERS SUCH AS HUMANA, ANCHOR, ETC.

GRIPPA ADDRESSED THE CURRENT COUNTY AGENT WRITES THRU BROWN AND BROWN'S PROGRAM ON THE COUNTY'S WORKERS COMP; THE COUNTY IS ALREADY USING THEIR MARKET AND BROWN IS BROWN IS PROPOSING IS THE PRICING, WHICH THEY FEEL IS A LOT LESS FOR BETTER COVERAGE IN THE SAME MARKET THEIR LOCAL AGENT IS USING FOR WORKERS COMP. EVEN IF THE LOCAL AGENT'S RATES ARE HIGHER AND THE BOARD DECIDES THEY STILL WANT TO GO WITH THE LOCAL AGENT DUE TO THEM BEING MORE COMFORTABLE; THIS WILL BE OKAY BUT AT LEAST THE BOARD WILL BE MAKING THE DECISION.

GRIPPA EXPLAINED THERE WERE TWO THINGS ABOUT THE FLORIDA ASSOCIATION OF COUNTY TRUST: THE COUNTY PAYS A PREMIUM FOR COVERAGE; THE FAC ENDORSES CLARK BUT THEY ARE ALSO ENDORSING BROWN AND BROWN'S WORKERS COMP PRODUCT. HE CONTINUED SAYING THEY WERE A SEPARATE TRUST AND NON-AFFILIATED OTHER THAN THE ENDORSEMENT; HOWEVER, THE KEY THING ABOUT THE FACT THAT SCARED HIM AND WHY LEON

COUNTY PULLED OUT IS IF THEY ENSURE THE CITY OF MIAMI AND THEY HAVE A HUGE CLAIM, THE PEOPLE HERE WILL HAVE TO PAY FOR IT AS IT IS A POOLING ARRANGEMENT. HOWEVER, THE POOL THE COUNTY IS IN FOR THEIR WORKERS COMP THE COUNTY AGENT PUT THEM IN IS PROBABLY THE PREMIER PRODUCT; THE COUNTY IS ONLY RESPONSIBLE FOR WHAT THEY DO IN THE COUNTY AND CAN'T BE RESPONSIBLE FOR WHAT GOES ON IN MIAMI.

GRIPPA ALSO ADDRESSED THEM ONLY USING "A" RATED COMPANIES WHEN QUOTING HEALTH INSURANCE.

COMMISSIONER STRICKLAND OFFERED A MOTION, SECONDED BY COMMISSIONER SAPP AND CARRIED TO PUT THE COUNTY HEALTH AND PROPERTY AND CASUALTY INSURANCE OUT FOR BID.

DISCUSSION WAS HELD ON THE TIMEFRAME FOR BIDS TO BE RECEIVED. DUE TO THE FACT LIABILITY POLICY BEING EFFECTIVE THROUGH OCTOBER 1, 2005, THE BOARD'S CONSENSUS WAS FOR BIDS TO BE ACCEPTED UNTIL 4:00 P.M. ON SEPTEMBER 1, 2005.

TED EVERITT, TOURIST DEVELOPMENT COUNCIL, ADDRESSED THE BOARD ON THE NEED FOR A SECRETARY AT THE BLUE LAKE WELCOME CENTER AND POINTED OUT SEVERAL OPTIONS FOR THE BOARD TO CONSIDER:

- A. THE TDC HAD \$10,000 THEY WOULD CONTRIBUTE TOWARD ADMINISTRATION WHICH IS MORE THAN THEY SHOULD BE UNDER THE CURRENT TDC PLAN; ONLY 10% SHOULD BE BUDGETED; HOWEVER, IT WILL BE DIFFICULT TO FIND ANYONE TO FILL THIS POSITION FOR \$4,200 PER YEAR. HE REQUESTED THE BOARD MATCH THE TDC'S \$10,000 AND STAFF THE POSITION FULL TIME AT THE WELCOME CENTER. HE POINTED OUT TDC DID NOT GENERATE ENOUGH WORK TO STAFF THE POSITION FULL TIME OR EVEN FOUR HOURS A DAY FIVE DAYS A WEEK AND SUGGESTED, IF THE COUNTY CONTRIBUTES THE MATCHING MONIES, TO PUT SOMEONE TO WORK FULL TIME AT THE BLUE LAKE WELCOME CENTER AND LET THEM DO OTHER CLERICAL DUTIES.
- B. DO AWAY WITH THE POSITION AT THE WELCOME CENTER ALTOGETHER AND FORWARD THE CALLS TO THE COUNTY ADMINISTRATIVE OFFICE, SEND HIM A SECRETARY WHEN HE NEEDS MINUTES DONE AND DO WITH THE WELCOME CENTER WHAT THEY WOULD LIKE TO.

EVERITT SUGGESTED HAVING SOMEONE AT THE WELCOME CENTER FULL TIME, RENT OUT THE FACILITY, DON'T WAIVE FEES AND USE THE RENTAL MONIES TO HELP FUND THE POSITION.

CHAIRMAN FINCH ADDRESSED THERE HAD BEEN DISCUSSION ON THE NEED FOR ADDITIONAL CLERICAL HELP AT THE COUNTY ANNEX AND THIS MIGHT BE AN OPPORTUNITY FOR THE BOARD TO HIRE SOMEONE AND LET THEM DO THEIR WORK FROM THE WELCOME CENTER.

COMMISSIONER CORBIN AGREED HE WOULD LIKE TO SEE THE FACILITY OPEN EIGHT HOURS A DAY. DISCUSSION WAS HELD WITH CHAIRMAN FINCH ADVISING TED, THE BOARD COULDN'T GIVE HIM AN ANSWER AT THIS TIME BUT POSSIBLY BEFORE THE END OF THE DAY, THEY WILL BE ABLE TO MAKE A DECISION ON COMBINING THIS POSITION WITH OTHER DUTIES.

CHAIRMAN FINCH ADDRESSED THE NEED TO MARKET PRODUCTS IN ORDER TO BE SUCCESSFUL; HE SUGGESTED A NEWSLETTER BE PUBLISHED IN THE COUNTY ON WHAT IS GOING ON IN WASHINGTON COUNTY AND A COMPUTER SET UP WITH A ROLLING SCREEN SHOWING ALL THE PARKS IN WASHINGTON COUNTY, ETC.

EVERITT REPORTED, IF THE BOARD WOULD ALLOW PARK AND RECREATION TO JOIN FLORIDA USA, TDC COULD PARTNER WITH THE PARKS DEPARTMENT AND APPLY FOR UP TO \$10,000 IN GRANTS UNDER THE ECOHERITAGE CULTURAL TOURISM GRANT WHICH COULD BE USED FOR THE COMPUTER SET UP; THE MEMBERSHIP FEE COST \$125. HE ADVISED IT WAS A MATCHING GRANT AND TDC COULD PUT IN \$2,500, PARKS AND RECREATION COULD PUT IN \$2,500 AND THE GRANT WOULD FUND \$5,000.

COMMISSIONER CORBIN REQUESTED EVERITT GET WITH ADMINISTRATOR HERBERT ON WHAT THE BOARD WOULD BE GETTING FOR THE \$125 MEMBERSHIP FEE. EVERITT AGREED TO PROVIDE AN APPLICATION PACKAGE TO THE ADMINISTRATOR.

DISCUSSION WAS HELD ON PROVIDING CD'S AT THE WELCOME CENTER ON WASHINGTON COUNTY, ETC. AND THE NEED TO HIRE SOMEONE WITH GOOD COMPUTER SKILLS IF THE POSITION IS FILLED. COMMISSIONER CORBIN REQUESTED EVERITT BE IN ON THE INTERVIEWING SHOULD THE BOARD DECIDE TO FILL THE SECRETARIAL POSITION AT THE WELCOME CENTER.

EVERITT ADVISED, SHOULD THE BOARD DECIDE TO MERGE FUNDING, HE WOULD NEED TO COME BACK TO THE BOARD AND REDO THE TDC ORDINANCE TO INCREASE THE FUNDING FOR ADMINISTRATION PURPOSES TO REFLECT THE TRUE VALUE. HOWEVER, THIS WON'T BE NECESSARY UNTIL A DECISION IS MADE WHETHER TO FUND THE POSITION OR NOT.

THE BOARD EXPRESSED THEIR APPRECIATION TO TED FOR THE JOB HE HAS DONE WITH TDC. TED ADDRESSED THE NEED, AS GROWTH EXPANDS IN THE COUNTY, TO MARKET THE COUNTY'S NATURAL RESOURCES. HE SUGGESTED THE BOARD LOOK AT THE DIFFERENCES IN THE SUWANNE WATER MANAGEMENT DISTRICT AND THE NORTHWEST FLORIDA WATER MANAGEMENT DISTRICT.

KIM CARLTON, RESIDENT OF WAGES POND, AND NEIGHBORS MARGARET COX, PAT HUTTO AND JAMES HOLMAN, WERE PRESENT TO VOICE THEIR CONCERN ABOUT THE DEVELOPMENT OF WAGES POND. SHE UPDATED THE BOARD ON THE FLORIDA ARCHAEOLOGICAL SOCIETY HAVING COME OUT AND SPENT THE DAY AND WENT OVER THE OLD CEMETERY; ED KEPNER, BIOLOGIST WHO DID THE SURVEY FOR NORTHWEST FLORIDA WATER MANAGEMENT, CAME ON AUGUST 7TH AND ADVISED THEY HAVE AN ENDANGERED SPECIES THERE.

SHE ADDRESSED THEIR CONCERN ABOUT PEOPLE WANTING TO BUILD OUT THERE AS IT IS ALL WETLANDS AND THE WHOLE AREA FLOODS; SHE NAMED SEVERAL ENDANGERED SPECIES THAT WERE ON THE PROPERTY. SHE REQUESTED SHE BE ABLE TO MAKE A PRESENTATION AT A FUTURE BOARD MEETING SO SHE COULD BRING PICTURES AND OTHER INFORMATION ON THE ENDANGERED SPECIES.

CHAIRMAN FINCH ADVISED CARLTON SHE COULD COME AND MAKE A PRESENTATION AT ANY MEETING. HE POINTED OUT THE STATE WAS GOING TO REGULATE WHAT IS GOING ON AT WAGES POND AND WILL HAVE TO PUT ANY RESTRICTIONS ON THE DEVELOPMENT THAT IS NECESSARY.

CARLTON ADDRESSED THEY WERE TOLD THE DECISION WOULD BE AT THE LOCAL LEVEL. CHAIRMAN FINCH ADVISED CARLTON THE BOARD WOULD NEED TO HAVE SOMETHING TO SUBSTANTIATE ANY ISSUES SHE WAS ADDRESSING; CARLTON SAID SHE COULD HAVE THE SURVEY FROM ED KEPNER AND PICTURES AVAILABLE AT THE NEXT BOARD MEETING. CHAIRMAN FINCH REQUESTED SHE CONTACT THE COUNTY ADMINISTRATOR TO BE PLACED ON THE AGENDA.

CHAIRMAN FINCH AND COMMISSIONER CORBIN ADVISED CARLTON SHE WOULD NEED TO GET WITH THE STATE AND FL DEP, ETC. WITH HER CONCERNS AS THE BOARD CAN'T CONTROL THIS.

LINDA WALLER, PLANNING OFFICER, INFORMED CARLTON JUST BECAUSE THE BOARD SUBMITTED THE LAND USE CHANGE TO THE STATE DOESN'T MEAN THE DEVELOPER CAN PROCEED WITH THE DEVELOPMENT; THE LAND USE CHANGE HAS TO BE REVIEWED AND APPROVED BY THE STATE. THIS WILL STILL NOT BE APPROVAL FOR THE DEVELOPMENT; THE DEVELOPER WILL STILL HAVE TO SUBMIT AN ENVIRONMENTAL IMPACT REPORT, PLAT, PROPOSALS, CONSTRUCTION PLANS, ETC. BEFORE IT IS EVER GOTTEN ON THE BOOKS FOR A SUBDIVISION.

ADMINISTRATOR HERBERT WENT OVER THE PROPOSED BUDGETS FOR THE COUNTY DEPARTMENTS FOR FY 2005-2006:

- A. EMPLOYEE RAISES AT 3% OR .60/HR
- B. OPERATIONAL BUDGET INCREASED BY 2%
- C. GASB BUDGET SEPARATED OUT OF LEGISLATIVE BUDGET INTO ITS OWN DEPARTMENT
- D. LIBRARY TRANSFER INCREASED FROM \$144,461 TO \$171,771 FOR ONE NEW POSITION/TO BE DISCUSSED BY LINDA NORTON
- E. DEBT SERVICE FOR WCI PROPERTY PAID OFF
- F. PICTOMETRY-RENEW AT 10% OR REFLY COUNTY? NEED GUIDANCE
- F. OVERALL DECREASE BY 13.6%
- G. TOTAL GENERAL FUND BUDGET \$2,208,645.

2. BUILDING MAINTENANCE BUDGET:
 - A. EMPLOYEE RAISES \$.60/HR
 - B. CONTRACTURAL SERVICES REDUCED FOR TODD ABBOTT'S CLEANING CONTRACT
 - C. OPERATIONAL BUDGET 2% INCREASE
 - D. OVERALL BUDGET INCREASED BY 2.7%
 - E. CONTINGENCY LINE ITEM ADDED AND SMALL TOOLS LINE ITEM ADDED AT \$5,000 EACH
 - F. TOTAL BUDGET \$420,229.

DISCUSSION HELD ON THE NEW PRINTOUT SHOWING A DECREASE OF 4.3%; IT IS LESS THAN THE 2004-2005 BUDGET.
3. COMPREHENSIVE PLANNING
 - A. EMPLOYEE RAISES \$.60/HR
 - B. OPERATIONAL BUDGET 2% INCREASE
 - C. TOTAL INCREASE 2%
 4. ADDITIONAL PHONE LINE WAS REQUESTED
 5. ADDITIONAL EMPLOYEE FOR FOR CODE ENFORCEMENT OFFICER WAS REQUESTED
 6. LETTERS REQUESTING ADDITIONAL SALARY INCREASES FROM LINDA WALLER AND CONNIE ANDERSON; HE HAS ASKED LINDA TO BE PRESENT TO DISCUSS THE CODE ENFORCEMENT OFFICER AND HER BODGET

CHAIRMAN FINCH ASKED IF THE SALARY INCREASES REQUESTED WERE ABOVE THE SALARY INCREASE TO BE GIVEN THE 1ST OF OCTOBER WITH HERBERT ADVIS- ING THEY WERE.

WALLER UPDATED THE BOARD ON CONNIE ANDERSON'S LEVEL OF RESPONSI- BILITY AND HERS HAS INCREASED DRAMATICALLY OVER THE LAST TWO YEARS; THEY BOTH WORK HARD EIGHT HOURS A DAY AND DON'T SEE ANY LET UP. WITH THE LEVEL AND DEGREE OF RESPONSIBILITY THE PLANNING OFFICE HAS, WALLER REQUESTED THE BOARD LOOK AT THE SALARY STRUCTURE AT THIS TIME.

WALLER ADDRESSED THE REQUEST FOR THE CODE ENFORCEMENT OFFICIAL CAME FROM OUTSIDE; IT DIDN'T COME FROM HER OFFICE ALTHOUGH IT WOULD BE AN ADVANTAGE TO HER.

WALLER WAS REQUESTING \$1.00 AN HOUR SALARY INCREASE FOR HER AND \$.75 AN HOUR INCREASE FOR CONNIE ANDERSON. DISCUSSION WAS HELD WITH WALLER ADDRESSING HER HAVING RECEIVED NO COMPENSATION WHEN SHE TOOK OVER SUPERVISION OF THE BUILDING DEPARTMENT FOR TWO YEARS. SHE ALSO REFERRED TO THE GROWTH IN THE COUNTY AND THE SUNNY HILLS PROPERTY SALES BEING A TREMENDOUS AMOUNT OF WORKLOAD ON THE PLANNING OFFICE.

DISCUSSION WAS HELD ON THE COMBINING OF THE BUILDING DEPARTMENT AND THE PLANNING/ZONING DEPARTMENT WITH FUNDING TO COME FROM BUILDING PERMIT FEES.

WALLER UPDATED THE BOARD ON THEIR HAVING TO LOOK SOON AT REVISIONS TO THE COMPREHENSIVE PLAN WITH THE GROWTH IN THE COUNTY.

THE BOARD'S CONSENSUS WAS FOR ADMINISTRATOR HERBERT TO RESEARCH TO SEE IF THE BOARD CAN LEGALLY COMBINE THE BUILDING/PLANNING AND ZONING DEPARTMENT AND FUND IT OUT OF BUILDING PERMIT FEES.

4. COMPUTER DEPARTMENT BUDGET:
 1. EMPLOYEE RAISES \$.60/HR
 2. OPERATIONAL BUDGET 2% INCREASE
 3. OVERALL BUDGET DECREASE BY .7%
 4. NOTHING WAS BUDGETED UNDER MACHINERY AND EQUIPMENT AT THIS TIME FOR ANY UPGRADES, ADDITIONAL COMPUTERS, ETC.
5. GASB BUDGET:
 1. FIRST YEAR SEPARATED IN OWN BUDGET
 2. EMPLOYEE RAISE \$.60/HR
 3. TOTAL BUDGET \$35,584

4. \$750 WILL BE FOR COMMUNICATION

5. \$5,000 WILL BE FOR SUPPLIES FOR LAP TOP COMPUTERS

DISCUSSION WAS HELD ON THE NEED TO LOOK AT HAVING CERTAIN PURCHASING PROCEDURES FOR OFFICE SUPPLIES, ETC. RATHER THAN EACH DEPARTMENT PURCHASING THEIR SUPPLIES FROM DIFFERENT VENDORS IN ORDER TO TRY AND MAKE SURE THE COUNTY IS GETTING THE BEST PRICE.

ADMINISTRATOR HERBERT ADDRESSED MOST OF THE COUNTY DEPARTMENTS GET THEIR OFFICE SUPPLIES FROM FLORIDA MICROFILM; A REPRESENTATIVE COMES AROUND ONCE A WEEK TO ALL THE OFFICES.

COMMISSIONER STRICKLAND REFERRED TO ROGER HAGAN BEING A GOOD PERSON TO LOOK INTO DIFFERENT OPTIONS IN PURCHASING TO MAKE SURE THE COUNTY IS GETTING THE BEST BUY ON SUPPLIES THEY PURCHASE, INCLUDING ROCKS, TIRES, ETC. AT PUBLIC WORKS. CHAIRMAN FINCH ADVISED THE BOARD WOULD TALK TO ROGER ABOUT THIS WHEN THEY BEGIN WORKING ON THE PUBLIC WORKS BUDGET.

6. PARK AND RECREATION BUDGET:

1. EMPLOYEE RAISES \$.60/HR

2. OPERATIONAL BUDGET INCREASE BY 2%

3. OVERALL BUDGET DECREASED BY 48% DUE TO FUNDING INMATE CREWS UNDER THE TRANSPORTATION BUDGET

4. PORTALETTS WERE TAKEN OUT OF THE PARKS AND RECREATION BUDGET AND FUNDED UNDER THE RECREATIONAL FACILITIES BUDGET

5. ST. JOSEPH PARK LINE ITEM WAS DELETED

6. TOTAL RECREATIONAL FACILITIES BUDGET \$44,000

DISCUSSION WAS HELD ON WHY THE INMATES WERE MOVED UNDER TRANSPORTATION. ADMINISTRATOR HERBERT ADVISED IN THE PAST THE MONIES HAVE BEEN TRANSFERRED FROM TRANSPORTATION TO THE PARK AND RECREATION BUDGET; THE BUDGET COMMITTEE HAD DECIDED TO STILL HAVE THE INMATES FUNDED UNDER THE TRANSPORTATION BUDGET AND STILL BE SUPERVISED BY DAVID CORBIN. DEPUTY CLERK CARTER ADVISED THE INMATE CREWS ARE BEING PAID FROM THE SAME MONIES BUT BY PAYING THEM DIRECTLY UNDER TRANSPORTATION, THEY ARE BEING ACCOUNTED FOR IN ROAD AND BRIDGE RATHER THAN THE MONIES HAVING TO BE TRANSFERRED TO GENERAL FUND.

COMMISSIONER CORBIN OFFERED A MOTION, SECONDED BY COMMISSIONER STRICKLAND FOR DISCUSSION TO TRANSFER THE FUNDING OF INMATE CREWS FROM TRANSPORTATION AND PUT IT IN PARK AND RECREATION WHERE IT IS BEING SPENT.

DISCUSSION WAS HELD ON THIS ACTION WOULD HOPEFULLY BETTER CLARIFY TO DAVID HE IS STILL OVER THE INMATE CREWS AS THE MONIES WILL BE UNDER HIS BUDGET RATHER THAN PUBLIC WORKS AND HE WILL BE ACCOUNTABLE FOR THE FUNDS.

AS A MEMBER OF THE BUDGET COMMITTEE, HAGAN ADDRESSED ONE OF THE REASONS THE BOARD SHOULD LEAVE IT UNDER TRANSPORTATION WOULD BE IT WOULD BE PUTTING ALL THE MONIES THAT BELONGS TO THE DEPARTMENTS THEY ARE GENERATED FOR OR EARMARKED FOR TO THAT DEPARTMENT; IT HAS NOTHING TO DO WITH SUPERVISION OR THE CREWS STILL BELONGING TO DAVID. HOWEVER, IT DOES GIVE THE BOARD A TRUE PICTURE OF THE REVENUES AND EXPENDITURES AND SAYS TRANSPORTATION HAS FUNDED 48% OF THE PARK AND RECREATION BUDGET. BY LEAVING THE FUNDING UNDER TRANSPORTATION AND NOT TRANSFERRING IT TO PARK AND RECREATION, IT PUTS THE MONEY BACK FOR ACCOUNTING PURPOSES.

DISCUSSION WAS HELD ON THE NEED FOR MONIES TO BE SPENT LEGITIMATELY AND FUNDING SOME OF THE INMATES UNDER THE GENERAL FUND. COMMISSIONER CORBIN ADDRESSED THE STATE CORRECTION OFFICERS CREWS COULD WORK STRICTLY FOR THE PARKS AND THE PAID INMATE SUPERVISORS COULD BE USED TO WORK IN TRANSPORTATION.

COMMISSIONER CORBIN CALLED FOR THE QUESTION ON THE MOTION. HAGAN SAID AS A DEPARTMENT SUPERVISOR, HE PROBABLY WOULD PREFER THE MONIES TO BE MOVED TO THE GENERAL FUND TO SAVE PUBLIC WORKS FROM DOING THE INTERNAL ACCOUNTABILITY OF THE LINE ITEMS SET UP FOR INMATE CREWS UNDER DAVID'S SUPERVISION.

COMMISSIONER CORBIN CALLED FOR THE QUESTION ON THE MOTION AGAIN.

COMMISSIONER COPE ADDRESSED IT NOT BEING THE FUNDING THAT HAS BEEN THE CONTROVERSY BUT THE SUPERVISION OF THE INMATES AND THAT IS WHAT NEEDS TO BE CLARIFIED; IF THIS CAN BE CLARIFIED, DAVID WON'T WORRY ABOUT IT. CHAIRMAN FINCH REFERRED TO THE ISSUE HAVING GONE BACK TO WHEN ED MINER WAS PUBLIC WORKS DIRECTOR; THERE IS GOING TO BE A MIXTURE AND TRANSPORTATION FUNDS ARE GOING TO BE USED FOR THINGS OTHER THAN TRANSPORTATION. ROGER COULD DO LIKE MINER AND SUBMIT A LIST OF THESE NON-TRANSPORTATION RELATED ITEMS AND REQUEST REIMBURSEMENT FOR THOSE ITEMS. FINCH AGREED THIS ACTION WOULDN'T RESOLVE ANYTHING; THE ONLY THING THAT COULD TAKE CARE OF THE PROBLEM WOULD BE TO HAVE A DIFFERENT FUNDING SOURCE FOR DAVIDS' CREWS AND ROAD AND BRIDGE CREWS. HOWEVER, HE WANTED EVERYONE TO UNDERSTAND HIS STATEMENTS ARE NO REFLECTION ON ROGER OR DAVID AS THEY ARE BOTH DOING A GOOD JOB BUT WANTED IT CLARIFIED IF THERE IS CLARIFICATION NEEDED, NOW WOULD BE A GOOD TIME TO DO IT.

COMMISSIONER CORBIN CALLED FOR THE MOTION AGAIN. THE MOTION TO PUT THE INMATE CREW FUNDING BACK UNDER PARK AND RECREATION FAILED WITH COMMISSIONER SAPP, STRICKLAND AND COPE OPPOSING.

ROGER ASKED THE CHAIRMAN TO PLEASE EXPLAIN THAT HE NOR ANY MEMBER OF THE BOARD HAS HAD A CONVERSATION WITH HIM SINCE JUNE DUE TO HIM AND DAVID WORKING TOGETHER.

DISCUSSION CONTINUED ON SOME INMATE CREWS WORKING UNDER ROAD AND BRIDGE AND SOME WORKING UNDER DAVID. COMMISSIONER STRICKLAND REPORTED THERE WOULD BE 25 STATE INMATES HOUSED AT THE COUNTY JAIL FOR THE COUNTY TO USE.

CHAIRMAN FINCH ASKED ROGER TO MEET WITH DAVID TO SEE IF A WORKABLE SOLUTION FOR ROGER TO GET THE CREWS NEEDED FOR ROAD AND BRIDGE AND DAVID GET WHAT HE NEEDED FOR PARKS; IF SOME FLOATING CREWS ARE NEEDED, TRY TO COME UP WITH FUNDING FROM A LEGITIMATE FUNDING SOURCE DEPENDING ON WHERE THE CREWS WILL BE WORKING.

COMMISSIONER CORBIN REITERATED THE STATE INMATE CREWS COULD DO STRICTLY PARK WORK AND THE COUNTY EMPLOYEE SUPERVISOR CREWS COULD DO ROAD AND BRIDGE WORK; HOWEVER, IT IS CURRENTLY BEING CO-MINGLED AND IT IS PROBABLY BETTER LIKE IT IS NOW.

CHAIRMAN FINCH REITERATED THE COUNTY DIDN'T NEED TO UTILIZE TRANSPORTATION MONIES ILLEGALLY AND IN SOME INSTANCES, IT IS BEING USED FOR SOMETHING BESIDES TRANSPORTATION WORK.

ROGER REQUESTED ADMINISTRATOR HERBERT AND COMMISSIONER STRICKLAND MEET WITH HE AND DAVID WHEN THE INMATE CREWS ARE DISCUSSED.

7. VETERAN'S SERVICE BUDGET:
 1. EMPLOYEE RAISE \$.60/HR
 2. OPERATIONAL BUDGET 2% INCREASE
 3. OVERALL BUDGET INCREASE OF 4.2%
 4. \$43,327 TOTAL BUDGET

CHAIRMAN FINCH COMMENTED AMY SIMMONS WAS DOING A GOOD JOB AS VETERANS SERVICE OFFICER AND HE HAS HAD POSITIVE COMMENTS FROM PEOPLE SHE HAS WORKED WITH.

8. AG CENTER BUDGET:
 1. TWO COUNTY EMPLOYEES-RAISES \$.60 PER HOUR
 2. UNIVERSITY OF FLORIDA EMPLOYEES SHARED BY COUNTY-RAISES PRO-RATED AT \$.18 PER HOUR
 3. BUDGET INCREASED BY \$20,500 FOR LEASE PURCHASE OF VEHICLE
 4. TOTAL BUDGET IS \$122,770/\$112,070 IS TRANSFERRED FROM THE GENERAL FUND

DISCUSSION WAS HELD ON THE COUNTY NO LONGER BEING ABLE TO PURCHASE USED FL-DOT VEHICLES LOCALLY; THEY WOULD HAVE TO GO TO AN AUCTION IN TAMPA TO BID ON THE VEHICLES. ADMINISTRATOR HERBERT ADDRESSED HIM HAVING TALKED WITH EDWARD PRESCOTT OF FL-DOT ON THIS CHANGE AND HE WAS UNAWARE OF THE COUNTIES BEING UNABLE TO PURCHASE THE VEHICLES LOCALLY; HE WAS GOING TO CHECK ON THIS CHANGE AND GET BACK WITH ADMINISTRATOR HERBERT BUT HASN'T TO DATE.

DEPUTY CLERK CARTER ADVISED THE LEASE PURCHASE VEHICLE WAS NOT INCLUDED IN THE PROPOSED BUDGET REQUEST FOR ANDY. DISCUSSION WAS HELD ON THE SALARY LINE ITEM THAT HAS GENERATED MONIES DUE TO NOT HAVING A 4-H AGENT. COMMISSIONER CORBIN OFFERED A MOTION, SECONDED BY COMMISSIONER COPE AND CARRIED TO ALLOW ANDY TO PURCHASE A VEHICLE FOR THE AG CENTER IF HE CAN PURCHASE WITHIN THE BUDGET HE HAS PRESENTED FOR NEXT YEAR.

9. PUBLIC LIBRARIES:

1. EMPLOYEE RAISES \$.60/HR
2. REQUEST FOR ADDITIONAL EMPLOYEE
3. OVERALL BUDGET INCREASED 6.5%
4. TOTAL BUDGET \$194,196 WITH \$142,258 TRANSFERRED FROM GENERAL FUND

LINDA NORTON ADDRESSED THE BOARD ON HER BUDGET REQUEST, INCLUDING A CHANGE IN PERSONNEL CLASSIFICATION BECAUSE EVERYONE IS CURRENTLY LISTED AS BRANCH MANAGERS AND THEY AREN'T AND THEY ARE CLASSIFIED AS CLERICAL ONE. NORTON EXPLAINED WITH THE NEW JOB DESCRIPTIONS AND PERSONNEL CLASSIFICATION, THERE WOULDN'T BE AN EXTRA INCREASE IN SALARY TO THE BOARD BECAUSE OF THE NUMBER OF YEARS THE EMPLOYEES HAVE ALREADY BEEN WORKING.

NORTON ADVISED THE ADDITIONAL POSITION REQUESTED WOULD BE FOR A BRANCH MANAGER FOR THE CHIPLEY LIBRARY. SHE ALSO EXPLAINED THE STATE AID GRANT SHOULD BE MORE THAN THE \$50,000 CURRENTLY BUDGETED FOR FY 2005-2006 DUE TO THE AMOUNT THE COUNTY HAS CONTRIBUTED TO THE LIBRARY BUDGET THE LAST TWO YEARS.

NORTON ADVISED THE GATES PEOPLE WERE COMING IN WITH EXTRA MONIES FOR UPGRADED COMPUTERS; THEY ARE WANTING THE LIBRARY TO HAVE SERVERS AND SHE IS GOING TO TRAINING FOR THIS IN ORLANDO.

WHEN QUESTIONED ON WHAT THE CITY OF CHIPLEY CONTRIBUTED TOWARD THE LIBRARY, NORTON ADDRESSED THEM PROVIDING WATER, SEWER AND GARBAGE SERVICE BUT NOT FOR ONGOING OPERATION COSTS; NONE OF THE CITIES CONTRIBUTED TOWARD THE OPERATING COSTS. SHE ALSO REPORTED WITH THE NEW INTERLOCAL AGREEMENT, THE COUNTY IS NOW RESPONSIBLE FOR ALL MINOR REPAIRS. IT WAS POINTED OUT THAT WAUSAU PROVIDES UTILITIES FOR THE LIBRARY BRANCH LOCATED AT THEIR TOWN HALL.

DISCUSSION WAS HELD ON THE POSITION NORTON WAS REQUESTING. NORTON SAID SHE WAS REQUESTING A G5 POSITION AT \$8.73 AN HOUR WHICH WOULD COST \$26,391 WITH BENEFITS; THEY HAVE TO KNOW MANAGEMENT AND COMPUTERS.

NORTON PROVIDED THE BOARD WITH A STATISTICS REPORT ON THE ACTIVITIES AT THE LIBRARY AND THE PATRONS WHO HAVE VISITED THE LIBRARY.

DISCUSSION WAS HELD ON USING VOLUNTEER HELP WITH THE LIBRARY. NORTON ADVISED THE BOARD THEY CAN'T USE VOLUNTEER HELP BECAUSE THEY WOULD BE DEALING WITH CONFIDENTIAL INFORMATION; VOLUNTEERS ARE ALSO NOT MANAGEMENT AND SHE IS LOOKING FOR SOMEONE AT THE TOP LEVEL.

COMMISSIONER CORBIN AND COPE AGREED THE POSITION WAS NEEDED WITH COMMISSIONER CORBIN RECOMMENDING FUNDING IT OUT OF CONTINGENCY; COMMISSIONER COPE POINTED OUT CONTINGENCY IS NOT A REOCCURRING REVENUE. THE BOARD'S CONSENSUS WAS IT WAS A JUSTIFIED NEED AND WOULD LOOK AT TRYING TO FIND THE FUNDING.

CHAIRMAN FINCH CALLED FOR A BREAK. 10. ANIMAL CONTROL BUDGET:

- A. EMPLOYEE RAISES \$.60/HR
- B. COMMISSIONER COPE, DAVID CORBIN, JOSH RUDD AND ADMINISTRATOR HERBERT MET WITH DR. ANDERSON AND LET HIM KNOW THE BOARD HAD APPROVED CONTRACTING WITH HIM EFFECTIVE OCTOBER 1ST FOR ANIMAL CONTROL SERVICES. THE FEE FOR DR. ANDERSON WOULD BE \$42,000 PER YEAR BASED ON 120 ANIMALS PER MONTH; DR. ANDERSON WOULD CHARGE \$37.72 FOR ALL ANIMALS OVER THE 120 PER MONTH AVERAGE AT THE END OF THE YEAR.
- C. TOTAL BUDGET IS \$100,000; COUNTY WILL PAY \$70,000 WITH MUNICIPALITIES PAYING \$30,000

DISCUSSION WAS HELD ON THE NEED TO EDUCATE THE MUNICIPALITIES ON GETTING SOMEONE TO CATCH THE ANIMALS PRIOR TO THE ANIMAL CONTROL OFFICER COMING TO PICK THEM UP; THIS WOULD PREVENT THE ANIMAL CONTROL OFFICER FROM HAVING TO MAKE SEVERAL TRIPS TO TRY AND LOCATE THE ANIMAL.

DISCUSSION WAS HELD WITH THE BOARD AGREEING CLARIFICATION NEEDS TO BE PROVIDED TO THE MUNICIPALITIES THE ANIMAL CONTROL OFFICER WILL NOT PICK UP A LITTER OF PUPPIES OR KITTENS; THEY WILL ONLY PICK UP NUISANCE ANIMALS.

11. BUILDING DEPARTMENT:

- A. EMPLOYEE RAISES \$.60/HR
- B. REQUEST FOR ADDITIONAL EMPLOYEE
- C. DEPARTMENT FULLY FUNDED THROUGH PERMIT FEES
- D. \$173,450 IS TOTAL BUDGET

WILLIE VAUGHN, BUILDING INSPECTOR, ADDRESSED THE BOARD ON A LETTER HE HAD SENT TO ADMINISTRATOR HERBERT ON THE NEED FOR AN ADDITIONAL EMPLOYEE; HE READ THE LETTER TO THE BOARD.

VAUGHN ADDRESSED THEIR REQUEST WAS FOR A CLERICAL ENTRY LEVEL POSITION TO BE FUNDED TOTALLY BY THE BUILDING DEPARTMENT; \$7.00 PER HOUR SALARY FOR THE POSITION.

COMMISSIONER SAPP OFFERED A MOTION, SECONDED BY COMMISSIONER STRICKLAND AND CARRIED TO ALLOW THE BUILDING DEPARTMENT TO HIRE AN ENTRY LEVEL CLERICAL EMPLOYEE.

VAUGHN THEN ADDRESSED THERE BEING A LOT OF MONEY COMING INTO THE BUILDING DEPARTMENT. HE ASKED THE BOARD TO CONSIDER HAVING BUILDING MAINTENANCE PUT UP A WALL WITH A PASS THROUGH FOR THE PAPER- WORK; THE PERSONNEL IN THE BUILDING DEPARTMENT WOULD THEN BE SEPARATED FROM THE PUBLIC. CHAIRMAN FINCH REFERRED TO THE BUILDING DEPARTMENT NOT HANDLING NEAR THE MONIES THE TAX COLLECTOR'S OFFICE DOES AND ADDRESSED HIM HAVING A PROBLEM WITH VAUGHN'S REQUEST. HE ASKED THE BOARD TO CONSIDER THE REQUEST BEFORE ACTING ON IT DUE TO THEM NOT WANTING THE PUBLIC TO THINK THEY ARE COMING TO A JAILHOUSE.

CHAIRMAN FINCH RECESSED THE MEETING UNTIL 1:00 P.M.

PURSUANT TO A RECESS, ADMINISTRATOR HERBERT REPORTED ON THE REMAINING PROPOSED BUDGETS: 12. 911 BUDGET:

- A. EMPLOYEE RAISES \$.60/HR
- B. \$79,986 TOTAL BUDGET REQUEST
- C. \$63,000 IS GENERATED BY 911 FEES/TRANSFER FROM GENERAL FUND IS \$36,486
- D. OVERALL 911 BUDGET DECREASED BY 1.9%

13. RECYCLING BUDGET:

- A. EMPLOYEE RAISES \$.60/HR
- B. JAMES PETERSON WANTS ADDITIONAL RAISE OVER \$.60/HR
- C. RECYCLING GRANT FUNDS TOTAL BUDGET FUNDED AT \$191,176
- D. THE BOARD HAS ALREADY APPROVED OF HIRING AN EXTRA POSITION FOR RECYCLING
- E. RECYCLING CENTER GENERATES FUNDS BY SELL OF ALUMINUM CANS, WHITE GOODS, ETC.

DISCUSSION WAS HELD ON PETERSON INDICATING MORE MONIES COULD BE GENERATED WITH THE NEW POSITION BY SEPARATING OUT THE RECYCABLES INTO DIFFERENT BINS.

13. GRANTS ADMINISTRATION:

- A. EMPLOYEE RAISES \$.60/HR
- B. \$74,815 TOTAL BUDGET
- C. 44.3% INCREASE IN BUDGET DUE TO ADDING EMPLOYEE
- D. ADMINISTRATION FEES FROM GRANTS FUNDS THE DEPARTMENT; HOME AGAIN GRANT FUNDS, SHIP GRANT FUNDS AND CDBG GRANT FUNDS

DEPUTY CLERK CARTER GAVE THE BOARD MEMBERS THEIR MILEAGE SHEETS TO KEEP UP WITH THEIR MILEAGE FOR 30 DAYS.

14. EMERGENCY MANAGEMENT ENHANCEMENT GRANT:
 - A. EMPLOYEE RAISES \$.60/HR
 - B. OPERATIONAL BUDGET WITHIN 2% INCREASE
 - C. OVERALL BUDGET INCREASED BY 11.4% DUE TO SALARY ADJUSTMENTS IN JUNE 2005 FOR NEW JOB DESCRIPTIONS APPROVED BY THE BOARD

ROGER HAGAN, EOC DIRECTOR, INFORMED THE BOARD HE WILL BE AREA GOVERNOR FOR AREA ONE AND AS SUCH WILL SET ON THE LEGISLATIVE COMMITTEE WITH FEMPA. HE ADDRESSED THERE BEING A PROPOSAL FOR AN INCREASE OF FUNDING COMING FROM THE STATE TO EMERGENCY MANAGEMENT AND PROPOSED LEGISLATION TO ALLOW EMPA TO HAVE A CASH CARRY FORWARD; THE CARRY FORWARD MAY BE TIED TO CAPITAL IMPROVEMENTS. IF IT IS TIED TO CAPITAL IMPROVEMENTS, HAGAN REFERRED TO THIS ALLOWING THE COUNTY TO GENERATE AND ACCUMULATE MONIES TO RENOVATE, BUILD, MAKE ADDITIONS TO, UPGRADES TO, ETC.; A LONG RANGE GOAL FOR THE COUNTY WOULD BE A STAND ALONE EOC.

HAGAN ALSO ADDRESSED PART OF THE CASH CARRY FORWARD MONIES FROM THE COUNTY FUNDING FOR EMPA WILL BE USED TO SECURE THE SECOND HALF OF THE TRUCK PAYMENT THROUGH FORD MOTOR CREDIT COMPANY.

HAGAN REQUESTED THE BOARD FORMALLY APPROVE FOR LYNN WHITE, EMERGENCY MANAGEMENT, AND DEBBIE RILEY, PUBLIC WORKS, TO SIGN PURCHASE ORDERS ON THE LEVEL OF WHAT THE PRESENT COUNTY POLICY IS WITH HIM HAVING TO SIGN OFF ON THE INVOICES.

DISCUSSION WAS HELD WITH COMMISSIONER CORBIN OFFERING A MOTION, SECONDED BY COMMISSIONER COPE AND CARRIED TO ALLOW DEBBIE RILEY TO SIGN THE ROAD AND BRIDGE DEPARTMENT PURCHASE ORDERS WITH ROGER HAVING THE OFFICIAL SIGN OFF ON THE INVOICES.

COMMISSIONER COPE OFFERED A MOTION, SECONDED BY COMMISSIONER STRICKLAND AND CARRIED TO ALLOW LYNN WHITE TO SIGN PURCHASE ORDERS FOR EMERGENCY MANAGEMENT WITH ROGER HAGAN HAVING OFFICIAL SIGN OFF ON INVOICES.

HAGAN UPDATED THE BOARD ON THE COUNTY STILL BEING IN IVAN RECOVERY IN EMERGENCY MANAGEMENT; WADE BROWN NOW HAS PERMANENT HOUSING AND LOUISE VEREEN NOW HAS A NEW ROOF.

CHAIRMAN FINCH ASKED WHAT PEOPLE WERE TO DO WHO SUFFERED DAMAGE FROM HURRICANE DENNIS; HAGAN ADVISED THEY COULD CALL TELLER REGISTRATION OR THE COUNTY EOC OFFICE. HE REFERRED TO A CASE IN COMMISSIONER STRICKLAND'S DISTRICT WHERE EOC MAY GET INVOLVED WITH LETTER WRITING.

ADMINISTRATOR HERBERT UPDATED THE BOARD ON THE TRANSPORTATION/ PUBLIC WORKS PROPOSED BUDGET FOR FY 2005-2006:

- A. EMPLOYEE RAISES \$.60/HR
- B. INVENTORY/CLERICAL POSITION REQUESTED
- C. BUDGET COMMITTEE DISCUSSION HELD ON EMPLOYEE JOB CLASSIFICATIONS, EQUIPMENT SALES AND PURCHASE OF NEW EQUIPMENT; BOARD WAS PROVIDED LIST OF EACH PIECE OF EQUIPMENT AT PUBLIC WORKS
- D. BUDGET INCREASED BY 2.5%
- E. SHOP BUDGET INCREASED BY 1.4%

ROGER INFORMED THE BOARD THE 2.5% BUDGET INCREASE WAS DONE TO STAY WITHIN THE GUIDELINES OFFERED; HE WAS NOT SURE IT WAS A BUDGET THAT WILL DO WHAT THE BOARD IS WANTING TO BE DONE. THE PROPOSED BUDGET IS ALSO KEEPING WITHIN THE REVENUES PROJECTED; THE REVENUE PROJECTION INCLUDES CASH CARRY FORWARD BASED ON THE ACTIVITY GOING ON WITH FEMA AND POSSIBLY DENNIS.

HE UPDATED THE BOARD ON SOME OF THE AREAS THE PROPOSED BUDGET WOULDN'T COVER IF THEY PROVIDE THE SERVICES NEEDED:

- A. PIPES, SIGNS, UTILITIES, SHOP, MATERIAL AND COMPUTERS
- B. SIX BRIDGES HAVE BEEN INSPECTED AND HAVE FINDINGS AGAINST THEM
- C. MATERIALS BUDGET IS ONLY BUDGETED AT 100,000; BACK NOW WHERE THE BOARD WAS AT EIGHT TO TEN YEARS AGO

HE ADDRESSED THINGS HE THOUGHT THE BOARD OUGHT TO CONSIDER TO IMPROVE THEIR TRANSPORTATION BUDGET:

- A. ENHANCE THEIR REVENUES OR LIMIT THE SERVICES THEY PROVIDE OFF THE RIGHT OF WAY OR TO NON-TRANSPORTATION ENTITIES AND CATEGORIES
- B. DEVELOP A THREE TO FIVE YEAR PLAN, PRIORITIZE BY DISTRICT OR COUNTY WIDE THAT WOULD GIVE DIRECTION ON SPENDING MONEY
- C. PROVIDE A POLICY FOR PUBLIC WORKS TO FOLLOW ON SPENDING MONIES

HE REPORTED ON THE NUMBER OF POSITIONS ADDED IN DIFFERENT COUNTY DEPARTMENTS AND POINTED OUT THE NUMBER OF EMPLOYEES HAVEN'T INCREASED AT PUBLIC WORKS OVER THE LAST EIGHT YEARS, RECOGNIZING THEY HAD HIRED SOME TEMPORARY EMPLOYEES DURING THE HEIGHT OF FEMA. AT THE PRESENT TIME, ROGER ADVISED THERE WERE 45 PRODUCTION EMPLOYEES AT PUBLIC WORKS.

HE EXPLAINED MORE FUNDING WAS NEEDED FOR MORE EMPLOYEES AND SPECIALIZED CREWS; IF THE COUNTY CAN'T FUND MORE EMPLOYEES, THE BOARD WOULD NEED TO CUT BACK A COUPLE OF EMPLOYEES FROM EACH CREW, CREATE SOME SPECIALIZED AREAS OR CURTAIL SERVICES. IF NOT, HAGAN ADDRESSED THEY WOULD JUST RUN THE EMPLOYEES INTO THE GROUND AND BURN THEM UP.

HE REFERRED TO SOME REVENUES IN TRANSPORTATION THAT COULD BE MOVED TO THE GENERAL FUND; HOWEVER, AS THEY MOVE THEM OVER TO THE GENERAL FUND, THERE WOULD BE ANOTHER SHRINKING OF THE TRANSPORTATION BUDGET.

WITH NO INCREASE IN EMPLOYEES OVER THE PAST EIGHT YEARS, HAGAN ADDRESSED THE BOARD HAVING TAKEN ON HUNDREDS OF MILES OF ROADS IN SUBDIVISIONS, UNPAVED ROADS, ETC. AND REFERRED TO HIM HAVING HEARD AN ATTORNEY AT THE LAST BOARD MEETING HAD AN OPINION THE COUNTY HAS A REOCCURRING RESPONSIBILITY ON THE ROADS IN CRYSTAL VILLAGE DUE TO THEM HAVING GRADED SOME OF THE ROADS.

HE REFERRED TO THE COUNTY HAVING A CEMENT MIXER BUT NO ONE TO OPERATE IT; WHEN THEY START USING THE CEMENT MIXER, THEY WOULD HAVE TO SHUT DOWN THE BUSH CUTTER AND THE CHIPPER. HE ADDRESSED THE NEED EVERYTIME THERE IS A PROGRAM, PROJECT OR SOMETHING OUTSIDE OF MAINTENANCE, A BUDGET IS ATTACHED TO IT; ROAD AND BRIDGE HASN'T GROWN PROPORTIONATE TO THE GROWTH AND DEMANDS THAT ARE BEING MADE ON THE DEPARTMENT.

HE ADDRESSED MOST OF THE EQUIPMENT AT ROAD AND BRIDGE IS EITHER OUT OF WARRANTY OR GOING TO BE OUT OF WARRANTY; THE BOARD NEEDS TO DETERMINE IF THEY WANT TO HAVE A POLICY TO SET ASIDE MONIES TO HAVE THEIR EQUIPMENT SENT OUT TO BE REPAIRED OR SEND THE MECHANICS TO SCHOOL TO LEARN TO KEEP UP WITH THE TRAINING NECESSARY TO WORK ON LARGE DIESEL ENGINES, ETC. AND REFERRED TO EVERYTHING BEING COMPUTERIZED. HE FELT THE BOARD WAS GOING TO HAVE TO PURCHASE SOME DIAGNOSTIC EQUIPMENT AT PUBLIC WORKS OR SEND THE EQUIPMENT OUT TO GET REPAIRED.

COMMISSIONER CORBIN WANTED THE BOARD TO BE AWARE THERE IS NO MONIES SET ASIDE IN THE PUBLIC WORKS BUDGET FOR THE POOL CREW TO BE USED TO FILL IN WHEN EMPLOYEES ARE OUT.

ROGER CONTINUED REPORTING ON THE TRANSPORTATION BUDGET INFORMING THE BOARD ROAD AND BRIDGE ARE NOT MIRACLE WORKERS AND UNLESS FUNDING IS AVAILABLE TO DO WHAT THE BOARD REQUESTS, THEY CAN'T PROVIDE THE SERVICES. HE REFERRED TO THE ONLY PLACE SOME OF THE COMMISSIONERS HAVE OF A SUBSTANTIAL AMOUNT WAS IN THEIR FUTURE ROAD PAVING MONIES; UNLESS THEY DECIDE TO POOL ALL THESE MONIES AND PUT ON A MATERIALS, BRIDGE OR DIAGNOSTIC WORK LINE ITEM, THESE SERVICES CAN'T BE PROVIDED.

COMMISSIONER CORBIN SAID THE POOLING OF THE FUTURE ROAD PAVING MONIES WOULD AFFECT HIM THE MOST AND HE WAS NOT IN FAVOR OF DOING IT; HAGAN EXPLAINED HE WAS NOT SUGGESTING THAT BE DONE. HE TOLD THE BOARD IF THEY CONTINUE LIKE THEY ARE NOW, A DIRE BUDGET PROJECTION TWO YEARS FROM NOW, ACTIONS MAY HAVE TO BE TAKEN TO REDUCE THE TRANSPORTATION BUDGET.

COMMISSIONER COPE ADDRESSED THE BOARD WAS AWARE OF ALL ROGER HAD SAID; THEY ALL WANT ALL THE THINGS ROGER HAS SAID WAS NEEDED BUT THE MONIES ARE NOT IN THE

TRANSPORTATION BUDGET. HE QUESTIONED IF THE BOARD WAS GOING TO TAKE MONIES FROM THE GENERAL FUND TO PUT IN TRANSPORTATION DUE TO THE AD VALOREM TAX INCREASE THEY RECEIVED THIS YEAR AND ALSO ADDRESSED THE LAND SALE MONIES.

DISCUSSION WAS HELD WITH ROGER EXPLAINING IT USE TO BE IF AD VALOREM TAXES WERE USED IN TRANSPORTATION, THEY WOULD HAVE TO BE SHARED WITH THE CITIES. HOWEVER, THE BOARD MAY WANT TO LOOK AT USING OTHER UNOBLIGATED GENERAL FUND MONIES AND PUT THEM IN THE TRANSPORTATION BUDGET.

COMMISSIONER CORBIN ASKED ROGER TO REPORT ON ALFORD ROAD AND CORBIN ROAD AS HE HAD REQUESTED HE GO AND RIDE THESE ROADS. ROGER REPORTED HE AND DALLAS CARTER HAD RODE THE ROADS; BEGINNING ON ORANGE HILL HIGHWAY AND GOING EAST ON ALFORD ROAD, THE SHOULDERS ARE BEGIN- NING TO SEPARATE BADLY. HE ALSO ADDRESSED THERE BEING TWO PLACES ON THE ROAD PATCHING WOULD NOT BE ABLE TO FIX AND WITHIN TWO YEARS BASE WOULD PROBABLY BE GONE ON THE ROAD. HE WOULDN'T RECOMMEND RESURFACING THE ROAD UNLESS IT COULD BE WIDENED.

ROGER REPORTED ON THE SHOULDERS ON CORBIN ROAD BEING BAD AND THERE WAS ABOUT 500' OF BAD SPOTS IN THE ROAD. COMMISSIONER CORBIN ADDRESSED LOGGING TRUCKS TEARING UP CORBIN ROAD.

ROGER REPORTED THERE WERE A LOT OF BAD ROADS IN THE COUNTY; IT WOULD TAKE A DEPARTMENT THE SIZE OF ROAD AND BRIDGE JUST TO KEEP UP WITH THE MAINTENANCE OF THE ROADS AS THERE IS ABOUT 700 MILES OF DIRT ROAD AND 200 MILES OF PAVED ROADS. HE REFERRED TO THE PLANNING AND ZONING DEPARTMENT BEING ONE OF THE MOST VALUABLE ASSETS THE COUNTY HAS AND ASKED THE BOARD NOT TO VARY FROM THOSE STANDARDS; WHEN SUBDIVISIONS ARE BEING BUILT AND ROADS ARE BEING PUT IN, THE BOARD SHOULD MAKE SURE THE DEVELOPER UPFRONT PROVIDES AN ENGINEERING DESIGN TO TAKE CARE OF THE DRAINAGE ISSUES FOR THE DEVELOPMENT. HE REFERRED TO THE ROCHE ROAD PROJECT ALREADY BEING WASHED OUT.

COMMISSIONER COPE AGREED A FUNDING SOURCE HAS TO BE ACCOMPLISHED AS THEY ALL KNOW WHAT NEEDS TO BE DONE. ROGER ADDRESSED ROAD AND BRIDGE WOULD BE UNDERSTANDING OF THE POSITION THE BOARD IS IN; HOWEVER, THEY WANT THE BOARD TO BE UNDERSTANDING OF THE POSITION ROAD AND BRIDGE IS IN WHEN THEY SEND THEM OUT TO EXECUTE EVERYTHING THEY ARE WANTING DONE.

DISCUSSION WAS HELD ON REVENUE SOURCES SUCH AS MSBU, IMPACT FEES, ETC. ADMINISTRATOR HERBERT UPDATED THE BOARD ON HIM MEETING WITH SMALL COUNTY TECHNICAL ASSISTANCE ON FRIDAY TO DISCUSS IMPACT FEES.

ROGER THEN WENT OVER THE SHOP BUDGET WHICH TOTALLED \$229,000. HE THEN QUESTIONED WHAT THE BOARD WAS EXPECTING FROM THE SHOP AS FAR AS EQUIPMENT REPAIRS; PARTS FOR CATERPILLARS AND MACK TRUCKS ARE NOT CHEAP AND GAS PRICES ARE INCREASING.

CHAIRMAN FINCH ADDRESSED THE NEED FOR THE BOARD TO REALISTICALLY LOOK AT HOW THEY ARE GOING TO HANDLE THE SHOP. HE REPORTED ON HAVING TALKED TO EDDIE RILEY, SHOP FOREMAN, AND THEY DON'T HAVE THE EDUCATION, BACKGROUND OR EQUIPMENT TO REPAIR SOME OF THE EQUIPMENT. WITH THE EQUIPMENT AT PUBLIC WORKS COMING OUT FROM UNDER WARRANTY, HE ACKNOWLEDGED THE BOARD WOULD HAVE TO EITHER LET THE SHOP WORK ON IT OR SEND IT OUT TO BE FIXED.

DISCUSSION WAS HELD ON THE NEED TO PURCHASE EQUIPMENT AND THE NEED FOR AN EXCAVATOR WITH TRACKS; THERE WAS SEVERAL OF THESE EXCAVATORS AT THE AUCTION TO BE HELD IN CHIPLEY THE BOARD MAY WANT TO LOOK AT. COMMISSIONER CORBIN ADDRESSED, WITH THE PURCHASE OF AN EXCAVATOR WITH TRACKS, THEY COULD CURE THEIR BARROW PIT PROBLEMS.

COMMISSIONER COPE REPORTED ON THERE BEING A LOT OF DIRT THAT IS TAKEN TO INDIVIDUALS RATHER THAN IT BEING TAKEN BACK TO THE PIT; A LOT OF THIS MATERIAL ON THE ROADS COULD BE REUSED.

DISCUSSION WAS HELD ON DRAINAGE ISSUES WHERE LOADS AND LOADS OF DIRT WERE HAULED TO ROADS THAT JUST WASHED AWAY AND THE NEED FOR THE COUNTY TO STAY ON A PROJECT LONG ENOUGH TO FIX IT RIGHT BY BUILDING THE ROAD UP, PUTTING IN ENOUGH PIPES, ETC. ROGER ADDRESSED THE COUNTY NEEDING A GOOD ENGINEERING DEPARTMENT TO HELP RESOLVE SOME OF THE DRAINAGE ISSUES PERMANENTLY.

COMMISSIONER CORBIN QUESTIONED ROGER WHAT THE PROBLEM WAS IN THE SHOP DUE TO BUDDY NELSON AND JOHN PATRICK, BOTH MECHANICS, WANTING THE BACKHOE AND DUMPTRUCK DRIVER JOBS. HE THEN ADVISED NELSON AND PATRICK HAD BOTH TOLD HIM THEY WANTED OUT OF THE SHOP BECAUSE THEY DIDN'T LIKE THEIR SUPERVISOR. COMMISSIONER STRICKLAND SAID THEY HAD TOLD HIM THE SAME THING.

CHAIRMAN FINCH ADDRESSED HE AND ROGER HAVING TALKED TO BUDDY AND JOHN AND TOLD THEM THEY HAD THE OPTION TO APPLY FOR THE BACKHOE AND DUMPTRUCK DRIVER POSITIONS IF THEY WANTED TO MOVE. IF THERE IS A PROBLEM WITH THE SUPERVISOR, FINCH SAID IT NEEDED TO BE ADDRESSED.

COMMISSIONER STRICKLAND REFERRED TO A CONVERSATION HE HAD WITH EDDIE RILEY, SHOP SUPERVISOR, WHEN BUDDY NELSON WAS OUT OF WORK; RILEY HAD TOLD HIM HE COULDN'T DO AS MUCH AS HE COULD TWENTY YEARS. STRICKLAND SAID RILEY DID WHAT HE COULD WHEN BUDDY WAS OUT; HOWEVER, HE COULD ONLY DO SO MUCH.

CHAIRMAN FINCH ADDRESSED EDDIE NOT HAVING THE SKILLS TO DO A LOT OF THINGS; POSSIBLY, THE BOARD HASN'T GIVEN HIM THE OPPORTUNITY TO GET THE SKILLS NEEDED.

COMMISSIONER CORBIN REFERRED TO JOHN PATRICK KNOWING HOW TO DO JUST ABOUT ANYTHING IN THE SHOP AND HE WAS A QUALIFIED SHOP MECHANIC.

ROGER ADDRESSED PATRICK NOT WANTING TO BE IN THE SHOP TO BEGIN WITH AND HAD ADVISED HIM YESTERDAY, HIS ATTITUDE WAS NOT WHERE HE WANTED TO REMAIN IN THE SHOP. BUDDY WAS BURNED OUT IN THE SHOP AND IF HE DOESN'T GET THE VACANCY OF A DUMPTRUCK DRIVER, ROGER SAID HE POSSIBLY WOULD LOOK AT GETTING A JOB DRIVING A SCHOOL BUS, ETC. TO MAKE THE YEAR HE NEEDED IN ORDER TO RETIRE.

DISCUSSION WAS HELD ON BUDDY NEVER COMPLAINING ABOUT ANYTHING AS LONG AS HE HAS WORKED WITH THE COUNTY; FINCH AND HAGAN BOTH SAID THAT BUDDY WAS COMPLIMENTARY OF EDDIE. IT WAS ALSO DISCUSSED IF EDDIE COULDN'T DO THE JOB AS SHOP FOREMAN, WOULD HE BE WILLING TO MOVE TO ANOTHER POSITION.

CHAIRMAN FINCH ADVISED EDDIE WOULD LIKE TO STAY WHERE HE IS; HOWEVER, HE DIDN'T RULE OUT THE POSSIBILITY OF DOING SOMETHING ELSE AT PUBLIC WORKS. FINCH REFERRED TO IT BEING DETRIMENTAL TO EDDIE'S EGO IF HE WAS TAKEN OUT OF THE MANAGEMENT POSITION AND PUTTING HIM DRIVING A TRUCK; IF THERE WAS A JOB THAT COULD BE CREATED TO ENHANCE THE SHOP AND USE HIS ABILITIES IN THAT AREA WOULD BE GOOD. HE ADDRESSED ROGER HAVING AN IDEA THE COUNTY COULD BE MONEY AHEAD IF THEY HAD SOMEONE DO AN EVALUATION ON THE EQUIPMENT AT PUBLIC WORKS ON A ROUTINE BASIS, WRITE UP A REPORT AND PASS THIS INFORMATION ON TO THE MECHANICS.

COMMISSIONER COPE ADDRESSED THE IMPORTANCE OF MAKING SURE THE EQUIPMENT AT PUBLIC WORKS IS SAFE FOR THE EMPLOYEES TO UTILIZE. HAGAN ADDRESSED THE POSITION HE HAS REQUESTED FOR A CLERICAL/INVENTORY OFFICER; AFTER BEING PROVIDED AN INVENTORY OF THE EQUIPMENT, EDDIE COULD DO A COMPLETE EVALUATION TWICE A YEAR ON THE EQUIPMENT AND GIVE HIS REPORT TO THE MECHANICS TO DO THE ROUTINE MAINTENANCE ON IT.

HAGAN DISCUSSED THE GAS PUMPS AT PUBLIC WORKS HAS THE ABILITY OF NOT LETTING SOMEONE FUEL UP IF THEIR EQUIPMENT IS OVERDUE FOR A SERVICE JOB; HOWEVER, THE ABILITY TO DO THIS HAS BEEN DISCONNECTED.

DISCUSSION WAS HELD ON THE BRAKES ON THE LOWBOY TRAILER HAVING BEEN CHANGED TWICE WITHIN A YEAR AND A HIGHER QUALITY OF BRAKE SHOES WOULD PROBABLY MAKE THEM LAST LONGER.

DISCUSSION WAS HELD ON THE ROADS THE COUNTY HAS BUILT AND DUE TO THE COUNTY CONCENTRATING ON BUILDING ROADS, THE MAINTENANCE HAS NOT BEEN DONE. ROGER SAID ROBERT HAS TOLD GRADERS IN COMMISSIONER SAPP'S AREA TO SLOW DOWN WHEN GRADING, CROWN THE ROADS AND START SOME KIND OF DITCH ON THE SIDE; THE COMMISSIONERS NEED TO LET PUBLIC WORKS KNOW IF THEY WANT DITCHES OR MILES IN THEIR AREA.

COMMISSIONER FINCH SAID HE WANTED ANY DITCHES THAT COULD BE CUT TO BE DONE WHEN GRADING IN HIS DISTRICT. COMMISSIONER CORBIN SAID WITH ROUTINE MAINTENANCE, HE WOULD BE WILLING FOR DITCHES TO BE CUT IN HIS GRADING AREA; HOWEVER, IF HE HAS A BAD ROAD, HE WANTS IT FIXED WHERE PEOPLE CAN GET TO THEIR HOMES.

ED PELLETIER ADVISED THE PROBLEM IS THE GRADERS ARE ROLLING THE CLAY INTO THE DITCHES AND PLUGGING THEM UP.

COMMISSIONER COPE INFORMED THE BOARD HE AND ROGER HAD WENT ON SEVERAL ROADS IN JACKSON COUNTY AND COULDN'T FIND WHERE ANY DIRT HAD BEEN PUT ON THEM AND THEY ARE IN PRETTY DECENT SHAPE; HOWEVER, THEY DID HAVE DITCHES. DISCUSSION WAS HELD IF THE COUNTY HAD THE FUNDING TO PURCHASE A GOOD MIXER, HAUL CLAY, SPREAD IT AND MIX WITH SAND, BUILD THE ROAD UP WITH A CROWN, IT WOULD PAY FOR ITSELF IN ROUTINE MAINTENANCE IN A YEAR OR TWO.

COMMISSIONER CORBIN SAID THE MOTORGRADER OPERATOR COULD MIX THE SAND AND CLAY WHILE HE IS WAITING FOR THE NEXT DUMPTRUCK TO BRING ANOTHER LOAD OF DIRT FOR THE ROAD.

THE BOARD HAD DISCUSSION ON A LOT OF IDEAS; HOWEVER, IT STILL CAME DOWN TO FUNDING NOT BEING AVAILABLE. COMMISSIONER SAPP REFERRED TO THE BOARD USING AD VALOREM TAXES TO PAY FOR THE RECREATION FOR THE MUNICIPALITIES RATHER THAN THE LAND SALE MONIES AND USE THE LAND SALE MONIES IN THE TRANSPORTATION BUDGET.

HAGAN SAID HE WOULD LIKE TO SEE A TRACT RECORD OF TWO TO THREE YEARS ON GOOD AD VALOREM TAX INCREASES TO BE A REALITY BEFORE MAKING PLANS BASED ON THE INCREASES.

CHAIRMAN FINCH ADDRESSED THE NEED TO REALLOCATE SOME FUNDS INTO TRANSPORTATION IF THERE IS A FUNDING SOURCE TO DO IT. DISCUSSION WAS HELD ON USING AD VALOREM TAX INCREASES AND LAND SALE MONIES TO HELP WITH THE TRANSPORTATION BUDGET.

HAGAN POINTED OUT REASONS THE BOARD MAY NOT WANT TO LOWER THEIR MILLAGE AT THIS TIME:

- A. IT AT MAXED MILLAGE, THE COUNTY QUALIFIES FOR GRANT FUNDING
- B. THE COUNTY IS IN A HOLE NOW; THE COUNTY NEEDS TO FILL THE HOLE UP BEFORE LOWERING THEIR AD VALOREM TAXES

COMMISSIONER CORBIN OFFERED A MOTION, SECONDED BY COMMISSIONER STRICKLAND TO AUTHORIZE COMMISSIONER SAPP TO GO TO THE AUCTION SALE, EVALUATE A TRACK TYPE EXCAVATOR AND IF HE CAN PURCHASE ONE THAT IS FEASIBLE TO BUY, PURCHASE IT OUT OF LAND SALES MONIES. DEPUTY CLERK CARTER INFORMED THE BOARD OF DEBT SERVICE MONIES THAT WAS AVAILABLE FOR THEM TO USE. DISCUSSION WAS HELD WITH THE BOARD AGREEING TO AUTHORIZE COMMISSIONER SAPP TO PURCHASE TWO EXCAVATORS AND PAY FOR THEM OUT OF DEBT SERVICE.

HAGAN REQUESTED THE BOARD GO BACK AND DISCUSS THE LEVEL OF MECHANIC SERVICE THEY ARE LOOKING FOR AT THE SHOP. CHAIRMAN FINCH QUESTIONED THE BOARD IF THEY WANTED TO LOOK AT PAYING MORE FOR A HIGHER LEVEL OF MECHANICS IN THE SHOP AND PURCHASE THE RIGHT KIND OF EQUIPMENT FOR THEM TO USE OR MAINTAIN THE SAME LEVEL OF SERVICE THEY HAVE BEEN RECEIVING.

DISCUSSION WAS HELD ON THE SHOP DOING BRAKE WORK, TIRE CHANGING, ROUTINE MAINTENANCE OF EQUIPMENT AND SEND OUT WORK ON TRANSMISSIONS, ENGINES, FUEL PUMP REPLACEMENT, ETC.

DISCUSSION WAS HELD ON THE EQUIPMENT OPERATORS NEEDING TO AIR UP THEIR OWN TIRES, CHANGE OUT THEIR TAIL LIGHTS, ETC. RATHER THAN HAVING THE SHOP MECHANICS DO IT.

HAGAN ADDRESSED THE STARTING SALARY FOR A MECHANIC IS \$8.99; HOWEVER, MECHANICS CAN GO ELSEWHERE AND MAKE MORE MONEY. COMMISSIONER CORBIN SAID IF THE BOARD IS GOING TO START MECHANICS AT A HIGHER RATE OF PAY, THEY COULDN'T FIND ANYONE ANY BETTER QUALIFIED THAN JOHN PATRICK AND FEELS PATRICK WOULD TAKE IT IF THE MONEY WAS RIGHT.

ROGER AND COMMISSIONER FINCH BOTH REITERATED THEY HAD OFFERED HIM TITLE CHANGES, OTHER RESPONSIBILITIES, ETC. BUT PATRICK HAD ADVISED THEM HE WAS NOT SALVAGEABLE REGARDLESS OF PAY. COMMISSIONER CORBIN AND STRICKLAND REITERATED, WHEN QUESTIONED WHAT THE PROBLEM WAS, THE PROBLEM WAS EDDIE.

HAGAN ADDRESSED IT APPEARS, IN THE PAST THERE HAVE BEEN TWO DEPARTMENTS AT PUBLIC WORKS; A FIELD DEPARTMENT AND SHOP DEPARTMENT. THESE DEPARTMENTS, PER

HAGAN, DIDN'T COME INTO THE SAME ROOM IN THE MORNINGS AS HE WAS TOLD; HOWEVER, THIS IS NOT HAPPENING NOW.

CHAIRMAN FINCH REFERRED TO A CONSULTANT STUDY DOING AN EVALUATION AT PUBLIC WORKS AND ALL OF THIS WAS NOTED THAT THE SHOP AND FIELD SUPERVISORS WERE AT ODDS AND DISAGREEMENTS.

HAGAN ADDRESSED THERE BEING TWO SIDES TO THE STORY; THE MECHANICS SIDE OF THE STORY AND EDDIE'S SIDE OF THE STORY; DUE TO EDDIE, BUDDY AND JOHN PATRICK NOT BEING PRESENT, THE BOARD MAY NOT WANT TO CONTINUE TO DISCUSS IT.

COMMISSIONER CORBIN RECOMMENDED THE BOARD LISTEN TO THE LIASON AT PUBLIC WORKS, COMMISSIONER STRICKLAND, AND GO WITH WHAT HE TELLS THEM. COMMISSIONER STRICKLAND STATED WHEN ROGER TOOK OVER THE PUBLIC SAFETY DIRECTOR AT PUBLIC WORKS, HE TOOK OVER THE RESPONSIBILITY.

COMMISSIONER COPE ADDRESSED ROGER HAVING BEEN PUT AT PUBLIC WORKS TO TRY AND MAKE THINGS BETTER AND QUESTIONED WHAT HAS HAPPENED. ROGER SAID THE ISSUE OF SEPARATE DEPARTMENTS AT PUBLIC WORKS HAS BEEN GOING ON FOR A LONG TIME; HE SAID HE HAD HEARD THINGS HAD GOTTEN WORSE IN THE LAST TWO MONTHS BUT IT WAS NOT DUE TO ANYTHING HE OR THEY HAVE DONE.

COMMISSIONER CORBIN REPORTED THAT THREE FOURTHS OF THE EMPLOYEES AT PUBLIC WORKS DON'T LIKE ROGER AND DON'T WANT HIM DOWN THERE; ROGER TOLD CORBIN THAT SAME THREE FOURTHS PROBABLY DON'T LIKE HIM.

COMMISSIONER STRICKLAND AND COMMISSIONER COPE REITERATED WHAT COMMISSIONER CORBIN HAD SAID. COMMISSIONER FINCH SAID HE HAD NOT TALKED WITH ANYONE BUT BUDDY NELSON HAS ACKNOWLEDGED ROGER WAS PUT DOWN THERE FOR ALL THE RIGHT REASONS; HOWEVER, HE WOULDN'T BE ABLE TO DO ANYTHING UNTIL HE GETS SUPPORT FROM EVERYBODY.

COMMISSIONER STRICKLAND SAID HE WOULD LIKE TO PUT ROGER OVER DOING ALL THE THINGS HE HAD TALKED ABOUT TODAY ABOUT THE BUDGET AND TRY AND FIND DEALS ON ROCKS, ASPHALT, ETC. AND LET ROBERT AND DALLAS GO BACK TO RUNNING THE ROAD DEPARTMENT.

COMMISSIONER COPE AGREED THERE WAS A PLACE FOR ROGER IN DEALING WITH PROPERTY OWNERS AND THE BUDGET MATTERS; HE AGREED ROBERT AND DALLAS SHOULD HAVE SUPERVISION OVER THE EMPLOYEES IN MAKING SURE THE WORK GETS DONE WITH ROGER POSSIBLY ASSISTING THEM IN THE SCHEDULING PART OF IT.

HAGAN SAID HE WAS NOT DOING THOSE THINGS THAT COMMISSIONER STRICKLAND MENTIONED; ROBERT AND DALLAS GIVES THE INSTRUCTIONS EVERY MORNING. HE SAID HE WAS NOT SCHEDULING EMPLOYEES OR ASSIGNING WORK AND AS FAR AS BUDGET, DEBBIE RILEY KNOWS THE BUDGET AS GOOD AS HE DOES. HE CONTINUED SAYING DALLAS AND ROBERT ASSIGNS EVERY WORK ORDER AND SCHEDULING OF ALL EMPLOYEES AND EQUIPMENT; HE GOES WITH THEM WHEN THEY INVITE HIM TO GO LOOK AT A PROBLEM.

HAGAN SAID IF PEOPLE DON'T LIKE HIM FOR A REASON, HE WANTS TO TRY AND CHANGE WHAT HE IS DOING THEY DON'T LIKE; HOWEVER, IF THEY DON'T LIKE HIM JUST BECAUSE HE IS DOWN THERE, THEY DIDN'T LIKE THE FACT THAT ROBERT AND DALLAS WAS DOWN THERE. HE QUESTIONED IF THEY WERE DOING SUCH A GOOD JOB NOW, WHAT WAS IT THEY WEREN'T DOING THREE MONTHS AGO THEY WAS UNHAPPY WITH THEM THEN. HE REFERRED TO SOME OF THE EMPLOYEES BEING UNHAPPY WITH A LOT OF THE PREVIOUS LEADERS AT PUBLIC WORKS.

HE QUESTIONED IF THE BOARD HAD SENT HIM TO PUBLIC WORKS TO MAKE EMPLOYEES HAPPY OR TO CHANGE PRODUCTION AND MAKE PLANS, ETC. HE REFERRED TO THERE BEING A LACK OF COMMUNICATION AND ADDRESSED IN MAY WHEN THE BOARD ASK HIM TO GO TO PUBLIC WORKS THE FIRST OF JUNE, HE ASKED FOR A LIST FROM THE BOARD ON WHAT THEIR PERCEPTION WAS FOR PUBLIC WORKS. AS OF THIS DATE, HAGAN SAID NONE OF THE BOARD MEMBERS HAD PROVIDED HIM A LIST; TWO WEEKS AGO THE BOARD MET AND ACCORDING TO ADMINISTRATOR HERBERT'S REPORT, THEY WERE ALL TO GET WITH HIM BETWEEN THEN AND TODAY AND NONE OF THEM HAVE AGAIN EXCEPT COMMISSIONER COPE. HE ASKED THE BOARD WHAT THEY WOULD LIKE FOR HIM TO LOOK FOR AND WHAT IT IS THEY WOULD LIKE FOR HIM TO CHANGE THE DIRECTION OF.

COMMISSIONER STRICKLAND REITERATED ROGER WOULD BE GOOD IN GOING OVER THE BUDGET FOR THE ROAD DEPARTMENT, SEARCHING FOR CHEAPEST PRICES FOR EQUIPMENT, ROCK AND ASPHALT, ETC., WORKING ON ROAD EASEMENTS. WHEN QUESTIONED BY ROGER WHAT THE EMPLOYEES WERE UNHAPPY ABOUT, COMMISSIONER CORBIN SAID THEY DIDN'T LIKE ROGER WATCHING WHILE THEY CLOCK IN AND OUT; THEY ARE ALLOWED TO CLOCK IN FIVE MINUTES BEFORE AND CLOCK OUT FIVE MINUTES AFTER AND FEEL ROGER IS DOWN THERE TO WATCH THEM. CORBIN ALSO ADDRESSED A COUNTY EMPLOYEE COMING TO HIS HOUSE ON A DUMPTRUCK STATING THEY WOULDN'T GET ANY PRODUCTION OUT OF THE ROAD AND BRIDGE DEPARTMENT AS LONG AS ROGER IS DOWN THERE.

ROGER EXPLAINED HE WAS SELDOM THERE WHEN EMPLOYEES CLOCK OUT. HE WAS ASKED TO EXPLAIN WHAT GOOD THE TIME CLOCK WAS; HE ADVISED IT WAS FOR BACKUP DOCUMENTATION AS THEY ARE PAID BY THE TIMESHEETS. HE REFERRED TO ANY EMPLOYEES WHO LEAVE DISGRUNTLED COULD HAVE THE TIME CLOCK RECORDS PULLED AND SHOW WHERE THEY CLOCKED IN EARLY OR LATE AND THE COUNTY WOULD HAVE TO GO BACK AND PAY THEM OVERTIME.

ROGER SAID HE DIDN'T HAVE A PROBLEM CLOCKING IN ON A TIMECLOCK. CHAIRMAN FINCH SAID THE TIME CLOCK GAVE AN ELEMENT OF DISTRUST DUE TO THERE BEING SOME DEPARTMENTS WHO DON'T USE A TIMECLOCK. ROGER ASKED HOW THE EMPLOYEES COULD BE ACCOUNTED FOR WITHOUT THE TIME CLOCK AS THERE WERE 45 EMPLOYEES; DEBBIE WOULD NEVER KNOW IF THE EMPLOYEE WAS THERE OR NOT IF THE EMPLOYEES JUST CAME IN AND TURNED IN A TIME- SHEET. CHAIRMAN FINCH ADVISED THAT WAS NOT DEBBIE'S JOB.

ROGER ADVISED PUBLIC WORKS WAS AN EXTENSION OF WHATEVER THE BOARD'S POLICY AND PHILOSOPHY IS; THEY DON'T SET POLICY BUT TRY TO CARRY IT OUT.

ROGER SAID EMPLOYEES HAVE NOT BEEN TOLD TO STAY ON A JOB SITE UNTIL A CERTAIN TIME; NONE OF THIS HAS CHANGED. DISCUSSION WAS HELD ON EMPLOYEES WAITING TEN MINUTES OR SO BEFORE LEAVING A JOB SITE SO THEY WOULDN'T GET BACK TO THE YARD AHEAD OF TIME. DISCUSSION WAS HELD ON EMPLOYEES NEEDING TO GO BACK TO THE YARD TO GAS UP THEIR TRUCKS, AIR UP THEIR TIRES, FILL OUT THEIR TIME SHEETS, ETC. AND THIS BEING BETTER THAN SITTING SIDE OF THE ROAD WAITING TO COME BACK TO THE YARD.

COMMISSIONER CORBIN OFFERED A MOTION, SECONDED BY COMMISSIONER COPE TO REMOVE THE TIME CLOCK AT PUBLIC WORKS FOR A PERIOD OF SIX MONTHS; IF IT IS SATISFACTORY TO LEAVE IT OUT, THEY LEAVE IT OUT AND IF NOT THEY PUT IT BACK. COMMISSIONER SAPP OPPOSED.

DISCUSSION CONTINUED ON THE TIME CLOCK AND NOT WANTING TO TREAT THE EMPLOYEES AT PUBLIC WORKS ANY DIFFERENTLY THAN THE EMPLOYEES AT THE COUNTY ANNEX; ALL EMPLOYEES NEED TO BE TREATED ALIKE.

ROGER ASKED FOR DIRECTION ON HOW TO HANDLE THE SHOP. DISCUSSION WAS HELD WITH THE BOARD'S CONSENSUS FOR THE SHOP TO DO BRAKE WORK, TIRE CHANGING AND ROUTINE MAINTENANCE AS COMMISSIONER SAPP HAD ADDRESSED PREVIOUSLY WITH ENGINE, TRANSMISSION WORK, ETC. TO BE SENT OUT.

ROGER SUGGESTED, IF A LOT OF REPAIRS ARE GOING TO BE SENT OUT, THE BOARD MAY NOT NEED THE EXTRA POSITION IN THE SHOP OR REPLACE BOTH THE MECHANICS.

ROGER ASKED FOR DIRECTION ON WHETHER EMPLOYEES WHO HAVE CARDS, WHETHER THEY ARE WORKING INMATES OR NOT, NEED TO RENEW THEIR CARDS AND DOES ALL EMPLOYEES NEED TO GET A CARD TO SUPERVISE INMATES. COMMISSIONER CORBIN SAID HE PERSONALLY FELT EVERYONE HAVING A WORKING RELATIONSHIP WITH AN INMATE SHOULD GET A CARD WITH COMMISSIONER COPE AGREEING.

CHAIRMAN FINCH CALLED FOR A FIVE MINUTE BREAK.

PURSUANT TO A RECESS, CHAIRMAN FINCH SUGGESTED LETTING THE SUPERVISORS AT PUBLIC WORKS DO DAY TO DAY, FACE TO FACE, HAVE MEETINGS AND RUN THE SHOW AT PUBLIC WORKS; IF THE COMMISSIONERS WANT TO TALK DIRECTLY WITH ROBERT AND DALLAS MORE SO OR ALONG WITH TALKING WITH ROGER, TRY THIS WITH ROGER DOING THE PUBLIC CONTRO- VERSIES, BUDGETARY PROBLEMS, ASSIST PETE WITH SOME OF THE CONTRO- VERSIAL ISSUES, ETC. AND LEAVE ROGER WHERE HE IS AT FOR THE TIME BEING. HE ALSO SUGGESTED NOT LETTING ROGER BE AS INVOLVED WITH AS MUCH INTER-REACTIONS WITH THE

EMPLOYEES AS HE HAS BEEN LED TO BELIEVE AND HE WAS THINKING WHAT HE WAS PUT DOWN THERE FOR.

COMMISSIONER COPE ADDRESSED ROGER SPENDING A LOT OF TIME AT PUBLIC WORKS AND QUESTIONED HIM IF HE COULD DO A LOT OF THE WORK HE DOES AT PUBLIC WORKS FROM HIS EOC OFFICE. ROGER AGREED HE COULD. HE THEN TOLD COMMISSIONER CORBIN HE HOPED HE DIDN'T OFFEND HIM WITH A REMARK HE HAD MADE EARLIER ABOUT EMPLOYEES NOT LIKING HIM AS THAT WAS KIND OF A GEST. COMMISSIONER CORBIN ADVISED ROGER HE WAS NOT OFFENDED.

ROGER ADDRESSED THE EMPLOYEES POSSIBLY DON'T LIKE THE PERCEPTION OF WHY HE IS THERE RATHER THAN NOT LIKING HIM. HE REFERRED TO THE MAY MEETING, COMMISSIONER FINCH FIRST PROPOSED A CONCEPT, WAS GOING TO APPOINT A COMMITTEE AND THE COMMITTEE WAS GOING TO COME BACK IN THIRTY DAYS ON SOME THINGS A PERSON COULD DO THAT HE HAD TALKED TO HIM ABOUT IN THE THREE OR FOUR DAYS OR WEEK PRIOR TO THE MEETING AND ASKED COULD HE HELP HIM PUT TOGETHER SOMETHING LIKE THAT FIRST; IF IT DEVELOPED, WOULD HE TAKE ON THAT ROLL IF HE WAS ASKED TO BY THE BOARD.

IN THE MAY MEETING, ROGER HEARD THE BOARD SAY THE MORALE WAS NOT GOOD AT PUBLIC WORKS, PRODUCTION WAS NOT GOOD, ETC. ABSENT A JOB DESCRIPTION, HEARING THAT MEETING AND LISTENING TO THE TAPE AGAIN OF THE MEETING, HE PROBABLY WENT TO PUBLIC WORKS THINKING THE BOARD WANT- ED HIM TO MAKE OBSERVATIONS, MAKE RECOMMENDATIONS WHEN THE TIME COMES AND POSSIBLY TAKE CORRECTIVE ACTIONS.

ROGER ADDRESSED HIM HAVING COME BEFORE THE BOARD ON THE 30TH TO MEET WITH THEM; THIS MEETING NEVER MATERIALIZED DUE TO THERE BEING A MISUNDERSTANDING OVER INMATE SUPERVISION AND THIS WAS CLEARED UP ON HIS PART. HE REFERRED TO HIM HAVING PROVIDED A COPY OF HIS REPORT ON PUBLIC WORKS TO THE BOARD AND TRUSTED THEY HAD READ IT. ABSENT BETTER DIRECTION, HE QUESTIONED WHY HE WAS THERE OR WHY THE BOARD WOULD SEND ANYONE ELSE IN A POSITION THAT WOULD BE PERCEIVED OF HAVING ANY KIND OF AUTHORITY. HE QUESTIONED IF THE BOARD DIDN'T KNOW WHAT THEY WANTED CHANGED OR UNHAPPY WITH AT PUBLIC WORKS, THERE IS NO WAY THIS EXPERIMENT CAN WORK NO MATTER WHO IS THERE.

ON CHANGES MADE AT PUBLIC WORKS SINCE HE HAS WENT THERE, ROGER ADVISED PEOPLE NO LONGER CLOCK IN AT 5:00 A.M. AS EMPLOYEES ARE PAID FROM 6:00 A.M. TO 4:30 P.M.; THE TIME CLOCK IS A TRACKING TOOL AND A ROLL CALL FOR THE EMPLOYEES.

ROGER SAID HE HAD ALSO REQUESTED EMPLOYEES TURN IN THEIR LEAVE REQUESTS ONE WEEK IN ADVANCE FOR PLANNING PURPOSES; HE BEGAN SIGNING ALL ATTENDANCE RECORDS DUE TO THE BOARD'S PREVIOUS CONCERN ON ABSENTEEISM. HE REFERRED TO THE PRE-TRIP RECORD THAT WAS SUPPOSE TO BE FILLED OUT BY EMPLOYEES OPERATING EQUIPMENT WAS BEING CHECKED OFF AS BEING DONE BUT EMPLOYEES WERE CALLING IN SHORTLY AFTER THEY LEFT THE YARD WITH PROBLEMS; HE THOUGHT THE BOARD WAS UNHAPPY WITH THIS KIND OF ACTION. HE, EDDIE, DALLAS AND ROBERT STOOD ON THE PORCH THE NEXT WEEK AND SAW EMPLOYEES DOING THEIR PRE-TRIP RECORD CHECK AGAIN.

ROGER SAID HE HAD SPENT VERY LITTLE TIME IN THE SHOP BECAUSE WHATEVER THE BOARD'S CONCEPT WAS, SEVERAL OF THEM HAD WANTED HIM TO GET RIGHT OF WAY, CHECK PLATS, DITCHES, CULVERTS, ETC. IN DIFFERENT PARTS OF THE COUNTY. NOT ONLY DID HE NOT KNOW WHY HE WAS AT PUBLIC WORKS, BUT ON ANY GIVEN DAY THE BOARD HAD DIFFERENT PERCEPTIONS OF WHY HE WAS THERE; WAS HE THERE TO SUPERVISE A DEPARTMENT, SUPERVISE THE SUPERVISORS OR WHATEVER REASON.

HE AGREED HE HAS BUILT RELATIONSHIPS WITH PEOPLE AND ARE ABLE TO TALK WITH THEM; HE IS NOT ALWAYS SUCCESSFUL IN GETTING RIGHT OF WAY OR THE COMPROMISE NEEDED. IF HE IS NOT GOING TO BE A SUPER- VISOR AT PUBLIC WORKS, HE REQUESTED THE BOARD GIVE ROBERT AND DALLAS A CLEAR UNDERSTANDING OF WHAT THEY EXPECT THEM TO DO.

HE ADDRESSED OTHER CHANGES HE HAD MADE; ROBERT AND DALLAS ARE NOW SIGNING ALL TIME SHEETS; HE IS APPROVING ALL REQUEST TO DAVID CORBIN FOR INMATES AND EXPLAINED THE REASON WAS DUE TO THE MISUNDER- STANDING DAVID WAS BEING OVERLOADED, TOO MANY THINGS WERE BEING FAXED IN, THINGS WERE BEING FAXED IN ROAD AND BRIDGE WOULD BE DOING WITH CREWS THEY HAVE. ROGER EXPLAINED HE WANTED TO

MAKE SURE THE CREWS PUBLIC WORKS HAD WERE OBLIGATED, WHAT WAS OVER WAS EXCESS AND HE WOULD APPROVE THE REQUESTS TO DAVID. HE DIDN'T WANT DAVID TO BE ABLE TO SAY HE WAS BEING OVERWHELMED WITH REQUESTS AND THEY WERE FRIVOLOUS REQUESTS; HIM APPROVING ALL REQUESTS SENT TO DAVID FOR INMATES HAS WORKED OUT WELL.

ROGER THEN ADDRESSED EMPLOYEES HAVING TOLD HIM THEY WERE GLAD HE WAS AT PUBLIC WORKS AND THEY HOPED THE BOARD WOULD LET IT WORK AND GIVE HIM SUPPORT; APPARENTLY, SOME OF THOSE SAME EMPLOYEES ARE TELLING SOME OF THE BOARD SOMETHING DIFFERENT. HE REFERRED TO THERE BEING A CERTAIN AMOUNT OF THREAT OR INTIMIDATION COUNTY EMPLOYEES HAS OVER AND OVER EVERY DAY; THEY WON'T TO BE ABLE TO CHANGE THIS AND BE PART OF THE BOARD'S TEAM AND PLAY IN THE SAME GAME THEY ARE PLAYING IN.

ROGER TOLD OF ONE EMPLOYEE WHO HAD TALKED WITH COMMISSIONER COPE WHO HAD A DIFFERENT OPINION ON TWO DIFFERENT DAYS ON HOW HE FELT ABOUT ROGER. HE REFERRED TO HAVING GIVEN THE BOARD A REPORT ON PUBLIC WORKS; BEFORE IT CAME TO THE BOARD, ALL THE SUPERVISORY TEAM SAT DOWN AND READ IT TOGETHER AND AGREED IT WAS ACCURATE, FAIR AND COMPLETE. HE AGREED TO DO WHATEVER THE BOARD WANTS HIM TO DO BUT FEELS IT IS NOT THAT THE EMPLOYEES DON'T LIKE HIM BUT DON'T LIKE THE UNCERTAINTY, THE CHANGE AND THE CLOUD OF MYSTERY THAT STILL SURROUNDS WHAT HAS HAPPENED IN THE LAST 60 DAYS.

COMMISSIONER CORBIN WANTED TO COMMENT HE HAS NO COMPLAINTS WITH THE WORK HE HAS ASKED ROGER TO DO AND FEELS HE HAS SOMETHING TO CONTRIBUTE TO THE COUNTY. HE ADDRESSED THE GOOD JOB ROGER HAS DONE IN EMERGENCY MANAGEMENT; HE HAS NEVER HEARD ANYTHING AGAINST ROGER IN EMERGENCY MANAGEMENT.

COMMISSIONER CORBIN SAID HE FELT IF ROGER WAS GIVEN THE DUTY OF BEING THE PURCHASING AGENT ALONG WITH HIS EMERGENCY MANAGEMENT DUTIES, HE COULD DO A BETTER JOB WITH EMERGENCY MANAGEMENT AND DO A WONDERFUL JOB AS A PURCHASING AGENT AND COULD CONTRIBUTE A LOT TO THE COUNTY. CORBIN ALSO ADDRESSED HE WAS NOT TALKING ABOUT CUTTING ROGER'S PAY AS THERE WOULD BE NO CHANGE IN SALARY IF HE WERE TO TAKE THE PURCHASING AGENT'S POSITION SHOULD THE BOARD DECIDE THIS IS WHAT THEY WANT HIM TO DO. CORBIN SAID HE WAS TALKING ABOUT ROGER PURCHASING TIRES, ASPHALT, ROCK, ETC. FOR THE COUNTY.

COMMISSIONER SAPP REPORTED HE DIDN'T SEE WHERE ROGER WAS DOING ANYTHING BUT WHAT THE BOARD HAD ASKED HIM TO ALREADY DO; MAYBE OVER IN SOME AREAS AND ROGER MAY JUST NEED TO BACKOFF ON THE STRINGENCY OF WHAT HE IS DOING, MOVE A LITTLE SLOWER AND TAKE A LONGER PERIOD OF TIME TO GET THE JOB TO THE EFFICIENCY LEVEL IT SHOULD BE OPERATING AT AND ALLOW HIM TO CONTINUE WITH THE JOB. SAPP SAID THE BOARD STILL NEEDED A HEAD OVER THE TWO DISTRICTS; IF NOT, THEY HAVE A COUNTY WITH TWO DIFFERENT DEPARTMENTS GOING THEIR OWN WAY. HE ADDRESSED THE NEED FOR CONSISTENCY IN THE DEPARTMENTS AND FEELS ROGER IS THE IDEAL PERSON TO ACCOMPLISH THIS; POSSIBLY HE HAS GONE A LITTLE OVERBOARD ON SOME OF THE AREAS TRYING TO TIGHTEN UP TOO MUCH TOO QUICK. HE REFERRED TO PEOPLE TALKING AMONGST THEMSELVES AND GET TO THE POINT WHERE A SMALL THING IS HELD TO A LARGE MOUNTAIN; IT IS NOTHING MORE THAN A DISGRUNTLED WITH ONE ANOTHER AND THIS CAN BE FOUND NO MATTER WHERE YOU GO. HE FEELS LIKE WITH A PERIOD OF TIME, IF ROGER WOULD BACK OFF ON THE STRINGENCY OF THINGS, HE COULD STILL MANAGE PUBLIC WORKS AND BUILD TRUST AND RELATIONSHIPS THROUGH THE NEXT YEAR TO CREATE A BETTER ENVIRONMENT FOR THE COUNTY. HE ADDRESSED IF THE BOARD ALLOWED A GROUP OF PEOPLE IN THE COUNTY TO DISGRUNTLE THE SITUATION, IT IS SAYING THE BOARD DOESN'T KNOW WHAT THEY ARE DOING AS A BOARD; THE BOARD VOTED IN CONFIDENCE THIS WOULD WORK AND FELT THE BOARD SHOULD STAND BEHIND IT.

WHEN QUESTIONED IF COMMISSIONER SAPP WAS SUGGESTING ROGER SUPERVISE THE TWO SUPERVISORS AT PUBLIC WORKS OR THE ENTIRE ROAD AND BRIDGE DEPARTMENT, COMMISSIONER SAPP SAID HIS UNDERSTANDING WAS THE BOARD'S PREVIOUS DIRECTION WAS TO SUPERVISE THE ENTIRE ROAD AND BRIDGE DEPARTMENT.

DISCUSSION WAS HELD ON ROGER WORKING HIS IDEAS THROUGH THE SUPERVISORS AT ROAD AND BRIDGE AND LET THE SUPERVISORS PUT IT INTO PLACE AND NOT HAVE A STRAIGHT RELATIONSHIP WITH THE EMPLOYEES. ROGER SAID THE SUPERVISORS WILL NEVER

ASSUME THAT ROLL BECAUSE THEY WOULD PROJECT HIM AS BEING OVER THEM; THIS IS EXACTLY THE RIGHT DIRECTION BUT YOU TAKE EMPLOYEES COMING THRU A HISTORY OF YEARS AND YEARS OF DIFFERENT ADMINISTRATION, DIFFERENT DIRECTIONS AND DIFFERENT POLICIES AND THEY ALL FAIL WITH 60 TO 90 DAYS, THEY BECOME GUN SHY.

ROGER SAID HE MAY NOT NEED TO BE AT PUBLIC WORKS AT 6:00 A.M. OR WHEN THE EMPLOYEES KNOCK OFF; THESE ARE AREAS THEY CAN WORK ON. HE AGREED HE COULD WORK ON RIGHTS OF WAY; HOWEVER, THERE IS STILL GOING TO HAVE TO BE SOMETHING CLEAR TO LET THE SUPERVISORS KNOW THEY ARE TRUSTED TO RUN THE DAY TO DAY OPERATIONS AT PUBLIC WORKS.

CHAIRMAN FINCH ADDRESSED HIS LIFE HAS BEEN BETTER FOR THE LAST 60 DAYS SINCE ROGER HAS BEEN AT PUBLIC WORKS; HE HASN'T HEARD WHAT THE EMPLOYEES PROBLEMS ARE AND FEELS THERE IS A MAJOR NEED FOR THE POSITION AND GIVEN TIME IT WILL BE PROVEN IT WOULD BE A GOOD IDEA.

COMMISSIONER COPE SAID HE HAD HEARD THERE WAS A PROBLEM AT PUBLIC WORKS BUT DIDN'T KNOW WHAT IT WAS BEFORE, WHAT IT WAS THEN AND WHAT IT IS NOW; THIS IS WHY HE HAD WANTED ROGER TO GO TO PUBLIC WORKS TO DETERMINE WHAT THE PROBLEM WAS. ROGER SAID THE PROBLEM WAS EMPLOYEES GOING TO COMMISSIONERS AND THE COMMISSIONERS NOT TELLING THE EMPLOYEES IF THEY HAVE A PROBLEM, THEY NEED TO FOLLOW POLICY AND WHEN THEY GO THROUGH DALLAS, ROBERT, ROGER AND ADMINISTRATOR HERBERT, IF THEY STILL HAVE A PROBLEM, THEY WILL HEAR THEM AT A COUNTY COMMISSION MEETING.

COMMISSIONER CORBIN REQUESTED THE LIASON AT PUBLIC WORKS, COMMISSIONER STRICKLAND, ADDRESS THE BOARD ON THE PROBLEMS. CHAIRMAN FINCH SAID THE BOARD AS A WHOLE HAS INTEREST IN PUBLIC WORKS AND HE VALUES WHAT COMMISSIONER STRICKLAND HAS TO SAY AS THE EMPLOYEES PROBABLY LOOK TO HIM FOR LEADERSHIP AND PUT HIM THERE TO DO THINGS. HOWEVER, THE BOARD HAS A RESPONSIBILITY TO BE GOOD STEWARDS OF THE COUNTY MONEY. HE ALSO STATED HE WANTED THE EMPLOYEES' LIVES TO BE AS GOOD AS IT POSSIBLY COULD BE AND FOR THEM TO MAKE AS MUCH MONEY AS THEY CAN; HOWEVER, THERE ARE RESTRAINTS, GUIDELINES, POLICY AND PROCEDURES THEY NEED TO ABIDE BY.

COMMISSIONER COPE REFERRED TO COMMISSIONER STRICKLAND HAVING AN ADVANTAGE OVER THE REST OF THE BOARD DUE TO HIM HAVING WORKED AT PUBLIC WORKS AND KNOWS WHAT THE PROBLEMS ARE. ROGER ASKED STRICKLAND IF THE PROBLEM WAS AT PUBLIC WORKS PRIOR TO HIM GOING DOWN THERE.

COMMISSIONER STRICKLAND ADDRESSED EVER SINCE HE TOOK OFFICE AND THEY PUT HIM OVER THE ROAD AND BRIDGE DEPARTMENT, HE CAME BACK AND TOLD THEM WHAT THEY NEEDED TO DO; HE MADE A MOTION AT TWO SEPARATE MEETINGS AND NOBODY WOULD BACK HIM. HE ADDRESSED HIM WORKING AT PUBLIC WORKS FOR NINE YEARS; THERE WAS A PROBLEM WITH A SUPERVISOR, THE GUY IN THE SHOP AND WITH THE LADY IN THE OFFICE; UNTIL THEY TAKE CARE OF THESE THREE ISSUES, THE ROAD DEPARTMENT WON'T BE LIKE IT SHOULD. HE STATED DEBBIE RILEY WAS GOOD IN THE OFFICE AND THE BUDGET; THE WAY SHE DOES THINGS MAY BE DIFFERENT. EDDIE RILEY ON THE RADIO TREATS THE EMPLOYEES LIKE A DOG THE WAY HE TALKS TO THEM; IF SOMETHING TEARS UP, EDDIE BLAMES THE EMPLOYEE. ROBERT HARCUS HAS HIS PET PEAVES AND THERE IS ALWAYS A TURMOIL BACK AND FORTH. STRICKLAND SAID HE HAD SPENT A LOT OF TIME WITH ROBERT THE LAST TWO MONTHS AND FEELS HE IS TRYING TO CHANGE AND DO DIFFERENTLY THAN HE HAS DONE IN THE PAST. HE REFERRED TO ROGER HAVING BEEN AT PUBLIC WORKS BEFORE; IT DIDN'T WORK THEN AND IT IS NOT GOING TO WORK NOW.

ROGER ADVISED HE HAD NEVER BEEN IN ANY POSITION AT THE ROAD DEPARTMENT BEFORE; COMMISSIONER CORBIN ADDRESSED ROGER TOOK A BIG HAND IN THE ROAD AND BRIDGE DEPARTMENT WHEN HE WAS ADMINISTRATOR.

COMMISSIONER STRICKLAND SAID WITH ALL DUE RESPECT TO ROGER, HE IS NOT THE MAN THEY NEED AT PUBLIC WORKS. CORBIN SAID THAT WAS WHAT COST ROGER HIS JOB AS ADMINISTRATOR.

CHAIRMAN FINCH ADDRESSED IT APPEARED IF ROGER OR ANYONE ELSE WENT TO ROAD AND BRIDGE AND DID NOTHING, THE BOARD WOULD BE SATISFIED. IF PEOPLE DON'T TAKE A STAND OR HAVE AN OPINION, THIS IS NO WAY TO MANAGE OR HAVE LEADERSHIP AND

QUESTIONED WHY THE BOARD WOULD PUT SOMEONE IN A POSITION. HE REFERRED TO ED MINER BEING IN THE POSITION AT PUBLIC WORKS; HE WAS A PEOPLE PERSON AND PEOPLE LIKED HIM BUT THINGS WERE DONE THAT WERE COUNTER PRODUCTIVE AND THINGS WERE NOT DONE IN A TIMELY MANNER. HE ADDRESSED THE MORALE BEING EXTREMELY LOW AT PUBLIC WORKS THEN; ED WENT ON HIS WAY AND PROBABLY COULD HAVE SURVIVED IF HE HAD JUST BACKED OFF AND NOT DONE ANYTHING.

ROGER SAID HE WAS NOT OFFENDED BY ANYTHING SAID TODAY BUT ASKED COMMISSIONER CORBIN TO ELABORATE ON HIS STATEMENT ABOUT HIS INVOLVE- MENT IN PUBLIC WORKS BEING WHAT COST HIM HIS JOB AS ADMINISTRATOR. BECAUSE HE WAS DOING POLICIES THE BOARD PASSED, THE BOARD HAS POLICIES OR THEY DON'T AND IS SORRY THAT IS WHAT HAPPENED; HE THOUGHT HE WAS FOLLOWING THE DIRECTION OF THE BOARD. COMMISSIONER CORBIN SAID ROGER MAY HAVE BEEN FOLLOWING THE DIRECTION OF SOME OF THE BOARD BUT IF HE REMEMBERED, IT WAS A 3-2 VOTE THAT CHANGED HIM FROM ADMINISTRA- TOR TO CIVIL DEFENSE DIRECTOR; IT DIDN'T CUT HIS SALARY, ETC. CHAIR- MAN FINCH CEASED TALK ON THAT MATTER.

CHAIRMAN FINCH REFERRED TO COMMISSIONER STRICKLAND BEING DIS- SATISFIED WITH HAGAN AND HE IS HAPPY WITH HIM AND SOME OF THE COMMISSIONERS ARE IN BETWEEN. HE REITERATED HE DIDN'T KNOW HOW ANYTHING COULD BE ACCOMPLISHED AND EVERYBODY BE SATISFIED THIS QUICK; IF IT DOESN'T WORK AFTER SIX MONTHS, THEN THE BOARD WOULD NEED TO LOOK AT SOMETHING ELSE AND FEELS ROGER WOULD TOO IF HE SAW EVERYONE WAS DISGRUNTLED AND DISSATISFIED NO MATTER WHAT DIRECTION HE WENT IN. HE DOESN'T UNDERSTAND WHY THE BOARD WOULD BE WILLING TO QUIT THIS QUICKLY.

COMMISSIONER COPE SAID IT WAS PROBABLY A SITUATION WHERE THE BOARD MOVED INTO IT WITHOUT GIVING IT MUCH THOUGHT; THEY WENT INTO IT TOO QUICK AND STARTED CHANGING SALARIES. HE REFERRED TO NOTHING GOOD MAY NOT HAVE COME OUT OF THE ROAD AND BRIDGE SITUATION BUT LYNN WHITE IS DOING A GOOD JOB IN THE EMERGENCY MANAGEMENT DEPARTMENT. HE AGREED THERE WAS A PLACE AT ROAD AND BRIDGE FOR ROGER AS HE DEALS WELL WITH THE PUBLIC, MAYBE NOT WITH THE EMPLOYEES, AND KNOWS THE PROCEDURE TO GO THROUGH, PEOPLE TO CALL, ETC. TO GET SOMETHING DONE. HE ADDRESSED HIM HAVING TOLD ROGER HE DIDN'T FEEL HIS PLACE WAS IN DIRECT SUPERVISION OF THE EMPLOYEES; THE EMPLOYEES SHOULD REPORT TO THEIR IMMEDIATE SUPERVISOR, THE SUPERVISORS REPORTS TO ROGER AND ROGER REPORTS TO THE ADMINISTRATOR AND THE ADMINISTRATOR REPORTS TO THE BOARD.

ROGER SAID HE THINKS THIS IS HOW IT IS BEING DONE BUT PERHAPS SOME OF THE BOARD DON'T AND POSSIBLY SOME OF THE EMPLOYEES DON'T; WITH A LITTLE BIT OF CLARIFICATION, HE FEELS EVERYTHING WILL BE ALRIGHT. HE ADDRESSED HIM NOT PITCHING TO STAY OR MOVE BUT IS PITCHING FOR GOOD PRESS, PR FOR THE BOARD, GOOD PRODUCTION, ETC. AND IS NOT TRYING TO RUN THE ROAD DEPARTMENT.

COMMISSIONER COPE QUESTIONED IF THERE WAS A NEED FOR THREE SUPERVISORS TO SEE IF EMPLOYEES ARE AT WORK ON TIME. ROGER SAID WHETHER OR NOT HE HAS HAD A REAL FAIR CHANCE WITHIN THE TIME HE HAS BEEN AT PUBLIC WORKS TO DO ANYTHING MAY BE A QUESTION HE MAY HAVE.

COMMISSIONER COPE QUESTIONED ROGER IF THE RELATIONSHIP BETWEEN HE AND THE EMPLOYEES ARE BETTER THAN THEY WERE A WEEK AGO; ROGER SAID HE THOUGHT IT WAS WITH SOME AND IT TAKES TIME TO BUILD A RELATIONSHIP AND REFERRED TO HIM BEING ANOTHER OUTSIDER SENT BY THE BOARD.

KATHY FOSTER ADDRESSED THE BOARD AS A TAXPAYER SAYING MORE CLOSE SUPERVISION COULD BE USED AT PUBLIC WORKS; IF ROBERT AND DALLAS HAVE BEEN IN CHARGE THIS LONG AND THEY HAVEN'T DONE ANY BETTER THAN THEY HAVE DONE, THEY MAY NEED A SUPERVISOR OVER THEM AND SOMEONE IN THERE. FOSTER SAID IT APPEARS NOW THE EMPLOYEES ARE RUNNING THE DEPARTMENT WITHOUT SUPERVISION AND THIS IS UNFORTUNATE FOR THE BOARD BECAUSE IT MAKES THE BOARD LOOK BAD TO HAVE LET THIS HAPPEN.

COMMISSIONER CORBIN DISAGREED WITH FOSTER'S STATEMENT ABOUT ROBERT AND DALLAS AS THEY HAVE DONE A GOOD JOB; FOSTER DISAGREED AND REFERRED TO THE ROADS AND OTHER THINGS WOULD BE BETTER. CORBIN ADDRESSED IF THERE WAS MORE MANPOWER AND EQUIPMENT, THEY COULD DO A BETTER JOB.

CHAIRMAN FINCH ADDRESSED HIM NOT HAVING A PROBLEM WITH DALLAS AND ROBERT; THE ONLY THING DALLAS DIDN'T HAVE WAS AN HEIR OF CONFIDENCE AND THE BOARD DIDN'T SEND HIM TO ANY MANAGEMENT SCHOOLING. HE REFERRED TO DALLAS BEING A PEOPLE PERSON; HE HAS AN HEIR OF LEADERSHIP ABOUT HIM BUT DOESN'T HAVE THE MANAGEMENT SKILLS NEEDED. HE TOOK THE SUPERVISORY POSITION AND HAS DONE A GOOD JOB. HE INFORMED ROGER HE SHOULD MANAGE THE SUPERVISORS AND LET THEM MANAGE THE EMPLOYEES UNTIL THE SUPERVISORS FEEL CONFIDENT AND THE EMPLOYEES FEEL CONFIDENT TO MOVE OUT OF THIS INTO SOMETHING ELSE.

ROGER MADE A PROPOSAL TO THE BOARD IN THE ABSENCE OF A JOB DESCRIPTION OR CLARIFICATION:

- A. HE WON'T REPORT TO THE ROAD AND BRIDGE DEPARTMENT ON A DAILY BASIS TO INSINUATE HE IS THERE IN THE ROLE OF AUTHORITY THAT INTIMIDATES THE MEN
- B. HE WILL WORK OUT OF THE EOC OFFICE
- C. HE WOULD BE AVAILABLE TO HELP ROBERT, DALLAS, DEBBIE AND SUSAN TO MEET WITH IRATE PEOPLE; WHEN DALLAS AND ROBERT CAN'T SATISFY PEOPLE AND THEY NEED SOMEBODY TO HELP WITH A PROJECT, LOOK AT A REQUEST, ETC. HE WOULD BE AVAILABLE.
- D. HE WOULD BE AVAILABLE TO HELP THE BOARD, WHETHER THEY NEED RIGHT OF WAY, SOMEONE TO MEET THE PUBLIC, ETC.
- E. HE WOULD STAY IN TOUCH WITH DEBBIE ON BUDGET MATTERS
- F. HE WILL STAY CONVERSANT WITH WHAT IS GOING ON AT PUBLIC WORKS
- G. HE WILL BE IN CHAIN OF GREIVANCE WHEN AN EMPLOYEE GOES TO ROBERT AND DALLAS AND THEN THEY NEED TO GO TO THE DEPARTMENT HEAD BEFORE GOING TO THE ADMINISTRATOR
- H. HE WILL GO BACK TO KEEPING 7:00 TO 4:30 OFFICE HOURS OR HOURS THE BOARD DETERMINES
- I. HE WILL GO TO ROAD AND BRIDGE ON OCCASION
- J. HE WILL GO WITH THE COMMISSIONERS TO LOOK AT PROJECTS
- K. HE, WITH ADMINISTRATOR HERBERT'S APPROVAL, WILL TRY TO HELP THE BOARD TO ESTABLISH A PURCHASING DEPARTMENT, HUMAN RELATIONS OFFICE, PUBLIC RELATIONS DEPARTMENT.

ROGER REQUESTED IF THE BOARD ACCEPTS HIS PROPOSAL, HE BE REMOVED FROM BEING AN EXEMPT EMPLOYEE AND BE ELIGIBLE FOR OVERTIME AND COMP TIME. CHAIRMAN FINCH SAID HE WOULD AGREE WITH EVERYTHING ROGER HAS SAID EXCEPT HE WOULD EXPECT HIM TO STILL BE AN EXEMPT EMPLOYEE.

DEPUTY CLERK CARTER WAS ASKED TO READ ROGER'S PROPOSAL.

COMMISSIONER CORBIN OFFERED A MOTION, SECONDED BY COMMISSIONER STRICKLAND TO ACCEPT ROGER'S PROPOSAL WITH THE EXCEPTION HE WOULD REMAIN AN EXEMPT EMPLOYEE AND WOULD NOT BE ELIGIBLE FOR OVERTIME OR COMP TIME.

ROGER SAID HE WOULD LIKE TO STILL BE ALLOWED TO MAKE OVERTIME ON FEMA PROJECTS; THE BOARD AGREED THERE WOULD BE NO PROBLEM WITH THIS.

CHAIRMAN FINCH SUGGESTED IF ROGER RECOGNIZES SOMETHING IN ROAD AND BRIDGE THAT HE FEELS SOME TYPE OF ADJUSTMENT COULD BE MADE THAT WOULD BE MORE PRODUCTIVE, HE CALL COMMISSIONER STRICKLAND AND DISCUSS IT BEFORE MENTIONING IT TO ANYONE ELSE.

ROGER RECOMMENDED HE DISCUSS IDEAS WITH ROBERT AND DALLAS FIRST AND IF THE THREE OF THEM FEEL IT IS SOMETHING NEEDED, THEN GO TO COMMISSIONER STRICKLAND; HE FEELS THIS WOULD TAKE THE PRESSURE OFF OF COMMISSIONER STRICKLAND.

ROGER ALSO POINTED OUT IF THEY ACCEPT HIS PROPOSAL, IF THERE IS A PROBLEM IN THE SHOP OR PROBLEM WITH THE SUPERVISORS, THERE WON'T BE A DIRECT SUPERVISOR ANYMORE AND THE PROBLEM WILL HAVE TO BE DEALT WITH AT THE ADMINISTRATIVE DEPARTMENT.

COMMISSIONER CORBIN SAID HE FELT THE BIGGEST PROBLEM AT PUBLIC WORKS WAS THE SHOP. CHAIRMAN FINCH ADDRESSED THE BOARD WAS AT A POINT THEY COULD CLEAN THE SHOP UP.

ROGER ASKED THAT HIM BEING ALLOWED TO MAKE OVERTIME ON FEMA PROJECTS BE PART OF THE MOTION WITH THE BOARD CONSENTING AS LONG AS THERE ARE MONIES DESIGNATED FOR THAT PURPOSE.

ED PELLETIER ADDRESSED THE BOARD ADVISING THEY WERE MAKING A BIG MISTAKE BY REMOVING ROGER AND NOT LETTING HIM RUN THE ROAD AND BRIDGE DEPARTMENT FOR AT LEAST SIX MONTHS; SOMEBODY NEEDS TO TAKE CHARGE OF THE DEPARTMENT AS NO ONE CAN SATISFY ALL THE EMPLOYEES.

COMMISSIONER CORBIN CALLED FOR THE QUESTION ON THE MOTION. THE MOTION CARRIED UNANIMOUSLY.

ROGER ADDRESSED THE BOARD MAY HAVE TO COME BACK AND CLARIFY IF THEY SEE HIM MAKE A MISTAKE AS TO WHAT HE SAID OR WHAT THEY UNDERSTOOD HIM TO SAY.

ROGER ASKED ABOUT THE BOARD HAVING INSTRUCTED HIM EARLIER ON COORDINATING THE FUNDING OF THE INMATE CREWS FOR PARK AND RECREATION VERSUS THOSE FOR THE TRANSPORTATION FUND AND WAS SOMEONE ELSE GOING TO DO THIS NOW. THE BOARD ADVISED ROGER THEY HAD PASSED THIS MORNING TO LEAVE THE FUNDING FOR THE INMATE CREWS UNDER TRANSPORTATION AS IS. CHAIRMAN FINCH SAID HE HAD TOLD ROGER, DAVID AND PETE AND COMMISSIONER STRICKLAND TO TRY AND WORK ON A WORKABLE SOLUTION WITH SCHEDULING OF THE INMATES. DUE TO ROGER'S DUTIES BEING CHANGED, COMMISSIONER CORBIN SUGGESTED PETE AND DONNIE WORK OUT A SOLUTION.

COMMISSIONER COPE ADDRESSED THIS SITUATION HAD PRETTY WELL BEEN WORKED OUT THE PAST FEW WEEKS; HAGAN REMINDED THEM HE WOULDN'T BE AT PUBLIC WORKS APPROVING THE INMATE REQUESTS ANYMORE SO IF THEY START HEARING THE BOX IS FILLED UP WITH FRIVOLOUS REQUEST FROM PUBLIC WORKS, DAVID WON'T HAVE ANYONE TO GO TO UNLESS HE GOES TO ADMINISTRATOR HERBERT.

COMMISSIONER COPE QUESTIONED WHO WOULD BE STUFFING THE BOXES WITH INMATE REQUESTS TO DAVID AND ADVISED IT WOULD BE THE TWO SUPERVISORS AT PUBLIC WORKS AND ROGER SHOULD BE ABLE TO HANDLE THIS. ROGER REMINDED THEM THEIR ACTION DIDN'T PUT HIM OVER THE TWO SUPERVISORS AT ROAD AND BRIDGE. ROGER SAID THE TWO SUPERVISORS AT PUBLIC WORKS WERE CAPABLE OF SENDING ACCURATE REQUESTS TO THE PARK AND RECREATION DEPARTMENT FOR WORK TO BE DONE ON THE ROAD; IF THEY AND DAVID WILL CONTINUE TO DO WHAT IS BEING DONE NOW, THERE SHOULDN'T BE A PROBLEM. IF DAVID HAS A PROBLEM, ROGER SAID HE COULD THEN COME TO HIM IF THIS IS ALRIGHT WITH THE BOARD.

COMMISSIONER CORBIN ADVISED HE WANTED TO TRY FOLLOWING THE GUIDELINES THE MOTION COVERED WITH ROGER'S PROPOSAL TO SEE IF IT WORKS; IF NOT, THE BOARD CAN AMEND IT AT A LATER MEETING.

CHAIRMAN FINCH SAID HE THOUGHT THE TWO SUPERVISORS NEED A SUPERVISOR; COMMISSIONER CORBIN STATED THEY HAD THE BOARD OF COUNTY COMMISSIONERS WITH FINCH SAYING THEY DIDN'T NEED TO COME TO THE COUNTY COMMISSIONERS. COMMISSIONER CORBIN SAID THE SUPERVISORS COULD GO TO THE LIASON OVER ROAD AND BRIDGE AND THE LIASON COULD BRING ISSUES BEFORE THE BOARD.

CHAIRMAN FINCH ADDRESSED THE BOARD SHOULD BE SETTING POLICY AND PROCEDURES AND NOT RUNNING ROAD AND BRIDGE; THE SUPERVISORS SHOULDN'T BE CALLING COMMISSIONERS TO DIRECT THINGS. COMMISSIONER CORBIN ADVISED HE HAD NEVER DIRECTED DALLAS DAY TO DAY WHAT TO DO; WHEN HE HAS A REQUEST AND SEES SOMETHING THAT NEEDS TO BE DONE, HE TELLS HIM HE WANTS IT DONE.

CHAIRMAN FINCH REITERATED THE BOARD SHOULDN'T DESTROY A MANAGEMENT OPERATION THEY HAVE STARTED JUST BECAUSE SOME PEOPLE DON'T LIKE IT.

COMMISSIONER SAPP OFFERED A MOTION TO RETAIN ROGER AS THE SUPERVISOR OVER THE TWO SUPERVISORS AT PUBLIC WORKS AND NOT MICROMANAGE AND LET THE SUPERVISORS MANAGE THE DEPARTMENT ON A DAY TO DAY BASIS.

CHAIRMAN FINCH SAID HAGAN IS NOT GOING TO SUPERVISE THE SUPERVISORS UNLESS THEY ASK HIM FOR HIS HELP AND HE CAN HELP THEM MANAGE SOMETHING AND IF THERE IS A POSITION THEY WANT ROGER TO INTERVENE WITH THE BOARD.

COMMISSIONER SAPP ADDRESSED HIS MOTION WAS FOR ROGER TO BE OVER THE TWO SUPERVISORS AND IN A CHAIN OF COMMAND OVER THEM; IF HE IS NOT OVER THEM, HE IS NOT THEIR SUPERVISOR.

COMMISSIONER COPE SECONDED THE MOTION AND IT CARRIED WITH COMMISSIONER CORBIN OPPOSED.

DEPUTY CLERK CARTER ADDRESSED THE NEED FOR THE BOARD TO TAKE ACTION ON THE PROPERTY APPRAISER'S BUDGET DUE TO THEM HAVING TO NOTIFY THE DEPARTMENT OF REVENUE PRIOR TO AUGUST 15TH IF THEY DON'T AGREE WITH HIS BUDGET. COMMISSIONER COPE OFFERED A MOTION, SECONDED BY COMMISSIONER SAPP AND CARRIED TO APPROVE OF THE PROPERTY APPRAISER'S BUDGET.

ADMINISTRATOR HERBERT ADDRESSED A POLICY CHANGE FEMA WAS REQUESTING ON THE COUNTY'S OVERTIME POLICY IN SECTION 12: OVERTIME WORK FOR DECLARED DISASTER WILL BE PAID AT ONE AND A HALF TIMES EQUAL THE EMPLOYEES HOURLY RATE FOR ALL ELIGIBLE EMPLOYEES. COMMISSIONER CORBIN OFFERED A MOTION, SECONDED BY COMMISSIONER COPE AND CARRIED TO APPROVE THE CHANGE TO THE OVERTIME POLICY AS READ BY ADMINISTRATOR HERBERT.

ADMINISTRATOR HERBERT REQUESTED AN ADDITION BE MADE TO THE POLICY ON THE AUTHORIZED USE OF SICK LEAVE: TIME OFF DUE TO ILLNESS OF A MEMBER OF THE EMPLOYEE'S IMMEDIATE FAMILY MAY BE CHARGED TO SICK LEAVE AND SEE DEFINITION OF IMMEDIATE FAMILY IN SECTION II.

DISCUSSION WAS HELD ON THE DEFINITION OF AN IMMEDIATE FAMILY. ROGER RECOMMENDED THE POLICY SHOULD SAY DEPENDENT CHILDREN. COMMISSIONER CORBIN REFERRED TO THE DEFINITION OF THE IMMEDIATE FAMILY BEING BROAD AND RECOMMENDED TABLING ACTION ON THE POLICY CHANGE UNTIL THE NEXT MEETING.

ADMINISTRATOR HERBERT READ THE DEFINITION OF THE IMMEDIATE FAMILY AND ADVISED IT WAS THE STATE STATUTE DEFINITION. THE BOARD AGREED TO GET WITH ADMINISTRATOR HERBERT INDIVIDUALLY ON THEIR FEELINGS FOR WHAT THE DEFINITION OF IMMEDIATE FAMILY SHOULD CONSIST OF WITH PETE BRINGING THE POLICY CHANGE BACK UP AT THE NEXT BOARD MEETING.

ADMINISTRATOR HERBERT THEN REQUESTED THE BOARD SCHEDULE THEIR PUBLIC HEARINGS ON THE ADOPTION OF THE FINAL BUDGET FOR FY 2005-2006; THE FIRST PUBLIC HEARING WILL BE SCHEDULED ON SEPTEMBER 13, 2005 AT 5:05 P.M. AND THE FINAL HEARING WILL BE SCHEDULED ON SEPTEMBER 27, 2005 AT 5:05 P.M. COMMISSIONER COPE OFFERED A MOTION, SECONDED BY COMMISSIONER CORBIN AND CARRIED TO APPROVE OF THE SEPTEMBER 13TH AND 27TH DATES FOR THE TWO PUBLIC HEARINGS FOR THE FY 2005-2006 PROPOSED BUDGET.

ROGER AND DEBBIE RECOMMENDED THE USAGE OF THE TIME CLOCK BE STOPPED EFFECTIVE MONDAY, AUGUST 15TH; DEBBIE COULD PUT UP A NOTICE AT PUBLIC WORKS INFORMING THE EMPLOYEES THE TIME CLOCK WOULD BE GONE ON THE 15TH. DISCUSSION WAS HELD ON THE EMPLOYEES SIGNING THEIR TIME SHEET AND THE SUPERVISORS AT PUBLIC WORKS THEN SIGNS OFF OF IT.

DISCUSSION CONTINUED ON THE TIME CLOCK BEING USED TO KEEP UP WITH THE EMPLOYEES TIME AND THE EMPLOYEES NOW WOULD HAVE TO KEEP UP WITH THEIR TIME AND FILL OUT THEIR OWN TIME SHEETS.

COMMISSIONER COPE UPDATED THE BOARD ON THE WATERMELON FESTIVAL OFFERING TO GIVE THE BOARD \$5,000 TOWARD THE PURCHASE OF THE PROPERTY ADJOINING THE AG CENTER THEY HAD PREVIOUSLY TRIED TO PURCHASE. THE BOARD'S CONSENSUS WAS FOR COMMISSIONER COPE TO CHECK WITH THE PROPERTY OWNER ON THE PRICE AND BRING INFORMATION BACK TO THE BOARD.

COMMISSIONER COPE UPDATED THE BOARD ON THE SPEED LIMIT ON A SHORT DISTANCE ON NEARING HILLS ROAD BEING POSTED AT 35MPH; THERE HAVE BEEN A LOT OF COMPLAINTS AND THE LAW HAS RESPONDED TO SOME SPEEDERS. CHRIS LAWSON, SIGN MAN, HAS SPOKE TO HIM ABOUT CHANGING THE SPEED LIMIT TO 25 MPH. COMMISSIONER COPE ASKED IF THE BOARD WOULD AGREE FOR ROGER TO LOOK AT THE ROAD, DETERMINE THE SPEED LIMIT NEEDED AND GET BACK WITH HIM; THE BOARD CONSENTED FOR ROGER TO WORK WITH COMMISSIONER COPE ON THE SPEED LIMIT.

COMMISSIONER COPE UPDATED THE BOARD ON FL-DOT HAVING ADVISED HIM THE MILLED ASPHALT ON HIGHWAY 273, CAMPBELLTON HIGHWAY, WOULD GO BACK TO FL-DOT AND THIS WOULD START AUGUST 2007; HOWEVER, HE HAS RECEIVED A LETTER AND THIS DATE MAY BE MOVED UP TO AUGUST 2006. ALTHOUGH THE BOARD HAS SENT A LETTER TO EDWARD

PRESCOTT OF FL-DOT, COPE FELT IT MAY DO SOME GOOD FOR CHAIRMAN FINCH TO TALK WITH PRESCOTT ABOUT THE COUNTY GETTING THE MILLED ASPHALT OFF THE PROJECT.

COMMISSIONER STRICKLAND UPDATED THE BOARD ON A PORTION OF HIGHWAY 280 FROM MARY JANES STORE BACK TO HINSON CROSSROADS WHEN THE COUNTY WIDENED THE ROAD, THE BASE WAS BAD AND THERE WAS A DIP IN THE ROAD CAUSING IT TO HOLD WATER. COMMISSIONER COPE ADDRESSED THE COUNTY TRYING TO WORK THIS OUT WITH THE CONTRACTOR, GRANGER ASPHALT, BUT THEY ARE NO LONGER IN BUSINESS.

ADMINISTRATOR HERBERT ADVISED THE MATTER HAD BEEN TURNED OVER TO ATTORNEY HOLLEY TO TRY AND PURSUE GRANGER'S BOND; HOWEVER, IF THEY ARE OUT OF BUSINESS, HE DOESN'T KNOW IF ANYTHING CAN BE DONE.

COMMISSIONER STRICKLAND UPDATED THE BOARD ON DOUG KERSEY NO LONGER WORKING FOR THE COUNTY AND HE WOULD LIKE TO HIRE SOMEONE ELSE TO PUT BACK IN DISTRICT I. COMMISSIONER CORBIN OFFERED A MOTION, SECONDED BY COMMISSIONER COPE AND CARRIED TO HIRE SOMEONE IN DOUG KERSEY'S PLACE.

COMMISSIONER SAPP UPDATED THE BOARD ON A LOT OF SAND BEING PILED UP ON MALLORY ROAD AND HE HAS ASKED ADMINISTRATOR HERBERT TO PETITION THE STATE TO PROVIDE ENOUGH MILLED ASPHALT TO KEEP THE SAND FROM FILLING THE DITCHES UP AND CREATING DITCHES AGAIN; FIX IT WHERE IT WOULDN'T BE CREATING A PROBLEM WHEN RAINS AND STORMS SET IN AND BLOCK THE HIGHWAY. SAPP ADDRESSED IT CAUSING DAMAGE TO THE STATE ROAD RIGHT OF WAY EVERYTIME IT COMES A BIG FLOOD AND THIS IS WHY HE REQUESTED ADMINISTRATOR HERBERT TO CONTACT THE STATE FOR ASSISTANCE.

ADMINISTRATOR HERBERT ADDRESSED HEARING THAT SISTER BLACKMON WAS GOING TO BE DOING PAVING IN THE MALLORY ROAD AREA; HE HAS A CALL INTO HER BUT HASN'T HEARD BACK FROM HER.

COMMISSIONER CORBIN WANTED IT IN THE RECORD THE COUNTY HAS REAL BAD ROAD CONDITIONS ON CORBIN ROAD AND ALFORD ROAD AND NEED TO DO SOMETHING AS SOON AS POSSIBLE TO CORRECT THEM.

COMMISSIONER FINCH REFERRED TO A JACKSON COUNTY COMMISSIONER NOT BELIEVING WASHINGTON COUNTY ONLY HAS ONE MEETING A MONTH AND SUGGESTED THE BOARD CONSIDER HAVING TWO MEETINGS A MONTH WITH ONE OF THEM BEING HELD LATER IN THE AFTERNOON.

ROGER ASKED IF ADMINISTRATOR HERBERT WILL NOW WORK WITH ROBERT AND DALLAS ON THE INTERVIEWS AND REPLACE VACANCIES IN THE RANKS AT PUBLIC WORKS. COMMISSIONER CORBIN VOICED HIS OPINION THAT WORKED WELL WHEN THE SUPERVISORS AND THE ADMINISTRATOR DID THE INTERVIEWING. HOWEVER, HE SUGGESTED IT BE INCLUDED IN ROGER'S DUTIES, IF A COMMISSIONER ASKS ROGER TO DO SOMETHING, HE WOULD DO IT. CHAIRMAN FINCH SAID HE WAS SURE ROGER WOULD DO HIS JOB WITH COMMISSIONER CORBIN SAYING HE WAS SURE HE WOULD BUT IT WASN'T IN HIS PROPOSAL.

DEPUTY CLERK CARTER UPDATED THE BOARD ON THE \$5,000 THE BOARD HAD COMMITTED TO GIVE THE TOWN OF WAUSAU WAS NOT INCLUDED IN THE PROPOSED BUDGET AND QUESTIONED IF THE BOARD WANTED THIS TO BE TAKEN OUT OF THE CONTINGENCY FUND OR TAKE IT OUT OF THE FIRE FEES.

COMMISSIONER CORBIN OFFERED A MOTION, SECONDED BY COMMISSIONER SAPP AND CARRIED TO TAKE THE \$5,000 OUT OF CONTINGENCY FOR THE TOWN OF WAUSAU.

CHAIRMAN FINCH ADDRESSED THE BOARD HAD NEVER GIVEN ROGER AN ANSWER ON THE JOB INTERVIEWS AND ASKED IF THE BOARD WANTED TO COMMENT ON IT. ADMINISTRATOR HERBERT FELT LIKE THIS COULD BE WORKED OUT WITH WHOMEVER IS AVAILABLE. ROGER SAID HE DIDN'T ASK TOO MANY QUESTIONS OF APPLICANTS THAT WERE RELATED TO QUALIFICATIONS, ETC.; HIS ROLE MOSTLY WAS GIVING AN EXPLANATION OF BENEFITS, ETC.

COMMISSIONER COPE QUESTIONED IF THE BOARD WOULD CONTINUE WITH WORK ORDERS AS THEY HAVE BEEN DOING; THE BOARD'S CONSENSUS WAS TO CONTINUE WITH CALLING IN WORK ORDERS TO PUBLIC WORKS FOR PROJECTS THEY WANT DONE.

COMMISSIONER CORBIN OFFERED A MOTION, SECONDED BY COMMISSIONER SAPP AND CARRIED TO ADJOURN UNTIL UNTIL AUGUST 25TH. ATTEST:_____

DEPUTY CLERK

CHAIRMAN

END OF MINUTES FOR 08/09/05