

BOARD MINUTES FOR 03/22/07

MARCH 22, 2007

THE BOARD OF COUNTY COMMISSIONERS, IN AND FOR WASHINGTON COUNTY, MET ON THE ABOVE DATE AT 9:00 A.M. AT THE WASHINGTON COUNTY ANNEX BOARD MEETING ROOM, 1331 SOUTH BOULEVARD, CHIPLEY, FLORIDA WITH COMMISSIONERS STRICKLAND, FINCH, SAPP, HOLMAN AND PATE PRESENT. ADMINISTRATOR HERBERT AND DEPUTY CLERK CARTER WERE ALSO IN ATTENDANCE.

CHAIRMAN SAPP STATED THE PURPOSE OF THE MEETING WAS TO HAVE A WORKSHOP ON THE JOB CLASSIFICATIONS AND SALARY SCHEDULES FOR COUNTY EMPLOYEES.

ADMINISTRATOR HERBERT REPORTED THE REASON THEY HAD REQUESTED THE WORKSHOP TODAY WAS TO REVIEW THE PAY CLASSIFICATION SYSTEM. MR. JIM TOWN WAS APPOINTED AS A HEARING OFFICER ON FORMER COUNTY GRIEVANCES AND AS PART OF HIS RECOMMENDATIONS, HE RECOMMENDED MORE OF A BIG PICTURE FIX FOR THE COUNTY'S PAY CLASSIFICATION. IN THE LAST COUPLE OF WEEKS, HERBERT SAID HE AND HEATHER FINCH, HUMAN RESOURCE OFFICER, HAD BEEN MEETING WITH JIM, REVIEWING AND WORKING ON HIS RECOMMENDATIONS. THEY HAVE SOME PROPOSALS AND RECOMMENDATIONS TO BRING BEFORE THE BOARD TODAY. THE AREAS THEY FOCUSED ON WAS LOOKING AT EACH JOB AND THE FUNCTION OF THE JOB, GROUPING THE JOBS TOGETHER INTO A CLASSIFICATION, LOOK AT FUNCTIONAL AREAS IN THE COUNTY, GROUP THE JOBS INTO A FUNCTIONAL AREA AND DEVELOP A NEW ORGANIZATIONAL CHART. ALONG WITH THE FUNCTIONAL AREAS, HERBERT SAID THEY WERE ALSO VERY CONCERNED WITH THE SPAN OF CONTROL WITH THE SUPERVISORS ON THE ORGANIZATIONAL CHARTS. HE SAID THEY WOULD BE INTRODUCING AN ORGANIZATIONAL CHART LATER ON AND ALSO INCLUDED IN THAT IS POSITIONS THAT DON'T CURRENTLY EXIST; BUT, POSITIONS THEY FEEL ARE GOING TO BE NEEDED AS THE COUNTY GROWS. HE SAID THOSE HAVE ALSO BEEN IDENTIFIED ON THE CHART.

HERBERT EXPLAINED THEY THEN DEVELOPED A PAY SCHEDULE FOR EACH POSITION, PUT ANY NEW POSITIONS IN IT AND CARRIED IT OUT TO A 35 YEAR CAREER. THEY TRIED TO FIT THE CURRENT EMPLOYEES AND WHAT THEY ARE CURRENTLY MAKING ON TO THE SALARY SCHEDULE. HEATHER HAS PUT TOGETHER SOME HANDOUTS FOR THE COMMISSIONERS AND HAS A PRESENTATION TO MAKE TO THE BOARD. WHEN SHE IS FINISHED WITH THE PRESENTATION, THEY CAN COME BACK AND MAKE SOME RECOMMENDATIONS AND TALK ABOUT THE METHODOLOGY ON HOW THEY DEVELOPED SOME THINGS ON THE PAY SCHEDULE.

COMMISSIONER FINCH ASKED IF ADMINISTRATOR HERBERT HAD INVITED THE DEPARTMENT HEADS TO BE PRESENT TODAY. ADMINISTRATOR HERBERT ADVISED HE HAD NOT. HOWEVER, THE ONES THEY HAD TALKED ABOUT AT THE LAST MEETING, THE GRANTS DEPARTMENT AND THE COMPUTER DEPARTMENT, THEY ARE GOING TO TALK ABOUT THEIR DUTIES AND RESPONSIBILITIES AFTER THEY GO THROUGH THE PAY CLASSIFICATION PRESENTATION.

COMMISSIONER SAPP SAID IF THE EMPLOYEES THAT WERE PRESENT WERE ON THEIR LEAVE TIME, THEY ARE WELCOME TO STAY; BUT, IF THEY ARE ON COUNTY TIME, THEY NEED TO BE CALLED IN WHEN THE TIME IS SCHEDULED FOR THAT PROGRAM. IT MAY BE AN HOUR OR TWO BEFORE THEY GET INTO THAT PART OF DISCUSSION. ADMINISTRATOR HERBERT ADVISED THE EMPLOYEES PRESENT, IF THEY WERE NOT ON LEAVE, THEY WOULD BE CALLED WHEN THE BOARD COMES TO THAT PORTION OF THE PROGRAM.

HEATHER PROVIDED THE HANDOUTS TO THE BOARD WHICH INCLUDED THE PROPOSED PAY CLASSIFICATION SCHEDULE AND A PROPOSED PROGRESSIVE GOVERNMENTAL STRUCTURE OF WASHINGTON COUNTY. SHE READ PART OF THE HANDOUT TO EXPLAIN WHAT IT WAS: THIS PROJECT IS AT THE DIRECTION OF THE BOARD OF COUNTY COMMISSIONERS AND THE IDEALS AND ILLUSTRATIONS ARE INCLUDED AS SUGGESTIONS, POSSIBLE SOLUTIONS TO ASSIST WITH CREATING A MORE CONSISTENT CLASSIFICATION AND PAY SYSTEM. THE PRESENTATION IS INTENDED TO CREATE DISCUSSION LEADING TO A MORE EFFICIENT LEVEL OF GOVERNMENT. THESE SUGGESTIONS OF IMPROVEMENTS ARE SUBJECT TO BOARD APPROVAL.

SHE REFERRED TO PAGE 2 IN THE HANDOUT WAS A CONTENT SECTION TO GIVE A HIGHLIGHT OF WHAT THEY WOULD BE DISCUSSING; SHE WILL BE SHOWING THE CURRENT PAY

GRADE CLASSIFICATION SCHEDULES FOR THE GENERAL FUND AND TRANSPORTATION FUND, GO THROUGH RESEARCH THEY DID AND THEN SHOW A REVISED 2006-2007 PAY GRADE CLASSIFICATION SCHEDULE FOR GENERAL FUND AND TRANSPORTATION FUND. SHE SAID THE BOARD DIDN'T HAVE A COPY OF A NEW JOB DESCRIPTION DESIGN IN THEIR HANDOUT; BUT, THE PRESENTATION WOULD ADDRESS WHAT THEY ARE LOOKING TOWARD DOING WITH JOB DESCRIPTIONS.

SHE SAID SHE WOULD SHOW THE CURRENT ORGANIZATIONAL CHART FOR THE COUNTY, THE LOCAL COUNTY ORGANIZATIONAL CHART EXAMPLES FROM OTHER COUNTIES AND THE PROPOSED PROGRESSIVE GOVERNMENTAL STRUCTURE OF WASHINGTON COUNTY.

AFTER THE PRESENTATION, ADMINISTRATOR HERBERT IS GOING TO GO OVER SOME INDIVIDUAL HOURLY RATE ADJUSTMENTS THAT ARE NEEDED TO BETTER ALIGN QUITE A FEW PEOPLE INTO THE SALARY SCHEDULE, EXCEPTION PAY SCHEDULES AND ADMINISTRATIVE STEP ADJUSTMENTS THEY WOULD LIKE TO PROPOSE.

SHE SHOWED ILLUSTRATIONS OF HOW POSITIONS ARE CURRENTLY IN LINE IN THE GENERAL SCHEDULE AND THE TRANSPORTATION SCHEDULE. SHE REFERRED TO THERE BEING QUITE A FEW EXTREMELY DIFFERENT JOB CLASSIFICATIONS GROUPED TOGETHER, INMATE SUPERVISORS, PEOPLE WHO WORK IN THE LIBRARY, ETC. IN THE G-3 CLASSIFICATION, THE RECYCLING SUPERVISOR, PARK AND RECREATION DIRECTOR, ADMINISTRATIVE SECRETARY, LIBRARY BRANCH MANAGER, ETC. IN THE G-4 CLASSIFICATION, THE LIBRARY DIRECTOR. SHE CONTINUED ADDRESSING THE CURRENT CLASSIFICATION SCHEDULE AND THE POSITIONS UNDER EACH ONE.

COMMISSIONER FINCH ASKED WHO MADE THE DECISION TO GROUP THESE POSITIONS TOGETHER UNDER THE CURRENT CLASSIFICATION; HE ASKED IF THIS WAS GROUPED TOGETHER BY THE CONSULTANT AND WAS IT BASED ON JUST THE RANGE OF PAY.

ADMINISTRATOR HERBERT ADVISED PART OF THE CONSULTANT'S SCOPE OF WORK WAS TO UPDATE THE JOB DESCRIPTIONS AND HE ASKED THE CONSULTANT TO CLASSIFY THOSE JOBS AND THIS IS THE END RESULT.

IN THE G-3 CLASSIFICATION, COMMISSIONER FINCH REFERRED TO AN ADMINISTRATIVE SECRETARY, GRANTS COORDINATOR AND BUILDING INSPECTOR SOUNDS LIKE A WIDE VARIETY OF DUTIES FOR A CERTAIN CLASSIFICATION. HE SAID IT SEEMED LIKE THIS WAS DONE TO TRY AND GROUP A SALARY RANGE TOGETHER OR SOMETHING; HE CAN'T IMAGINE HOW THOSE POSITIONS AND CLASSIFICATIONS CORRELATE TOGETHER.

ADMINISTRATOR HERBERT SAID THAT WAS WHERE A LOT OF THE FOCUS WAS FOR HIM, MR. TOWN AND HEATHER WHEN WORKING ON THE CLASSIFICATIONS; ACTUALLY TRYING TO ALIGN A MANAGER, MANAGER TITLE, ADMINISTRATOR, COORDINATOR, SUPERVISOR ON DOWN SO THE TITLES WERE IN ALIGNMENT ALSO. HE REITERATED THIS WAS THE AREA WHERE THEY HAD THE MOST CONCENTRATION IN THEIR WORK.

COMMISSIONER SAPP REFERRED TO THE MINIMUM/MAXIMUM SALARY RANGE OF \$13.72 TO \$24.50 FOR THE G-3 CLASSIFICATION; THE BUILDING INSPECTOR IS NOT GOING TO FIT. HEATHER ADVISED SAPP THAT PAY CLASSIFICATION WAS FOR THE BUILDING INSPECTOR AND NOT THE BUILDING OFFICIAL.

COMMISSIONER PATE SAID HE HAD A PROBLEM WHEN TALKING ABOUT COORDINATORS, MANAGERS, SUPERVISORS. TECHNICALLY, THAT MAY BE RIGHT; BUT, IN REALITY THAT IS NOT NECESSARILY THE SAME THING.

HERBERT ADDRESSED THE COMMITTEE'S RECOMMENDATION WOULD INVOLVE CHANGING TITLES SO THEY CAN TRY TO ALIGN THEM AS TITLES WHERE THEY THINK THEY WILL FIT.

COMMISSIONER FINCH WAS ADVISED THIS PAY GRADE CLASSIFICATION IS WHAT THE COUNTY CURRENTLY HAS AND NOT WHAT IS GOING TO BE PROPOSED.

HEATHER WENT OVER THE CURRENT PUBLIC WORKS PAY GRADE CLASSIFICATION CODES; THEY WERE PW DEPENDING ON, AS YOU GO UP, HOW THEY ARE GROUPED TOGETHER.

COMMISSIONER HOLMAN ASKED WHO FELL UNDER THE HEAVY EQUIPMENT 1 CLASSIFICATION CURRENTLY. HEATHER SAID CURRENTLY WITH THE LAST PAY CLASS REVISION, IT WAS ANYONE UNDER FIVE YEARS; IT DIDN'T MATTER WHAT THEY DID. ADMINISTRATOR HERBERT ADVISED ANYBODY WITH LESS THAN FIVE YEARS OPERATING A PIECE OF EQUIPMENT WAS A HEAVY EQUIPMENT I; ONCE THEY PASSED FIVE YEARS, THEY WENT TO HEAVY EQUIPMENT II.

COMMISSIONER PATE QUESTIONED IF THE SALARY GOES UP, THEY WOULD CHANGE THE CLASSIFICATION, CONTINUE TO DO THE SAME JOB FOR 35 YEARS; BUT, THEY WOULD BE MOVING UP IN RANK.

ADMINISTRATOR HERBERT ADVISED THEY WOULD MOVE UP ONE PAY GRADE CLASSIFICATION. COMMISSIONER FINCH REMINDED PATE, THIS IS NOT WHAT IS BEING PROPOSED; BUT, WHAT THE COUNTY CURRENTLY USES.

HEATHER WENT OVER WHAT THE COMMITTEE IS RECOMMENDING ON JOB CLASSIFICATIONS AND SALARY RANGES; THEY ARE ALL IDENTIFIED AS SEPARATE FUNCTIONS CURRENTLY GROUPED AS ONE. THEY ARE ALSO RECOMMENDING NEW CLASSIFICATIONS TO HELP DEFINE LEVELS OF SKILLS, RESPONSIBILITY, EDUCATION AND SUPERVISION; STEP INCREASES BASED ON LONGEVITY TO PROMOTE RETENTION, REWARD CAREER COMMITMENT AND ONE TIME ADJUSTMENTS TO ALIGN JOB FUNCTIONS WITH THE RECOMMENDED PAY SCALE.

HEATHER SAID ANYONE COULD LOOK AT THE CHART TO SEE WHAT THEY WOULD MAKE AFTER THE COST OF LIVING INCREASES OVER THE YEARS; THEY CAN LOOK AT A CAREER PATH.

HEATHER ADVISED OF SOME OF THE RESEARCH THEY DID:

A. USED INFORMATION FROM BAY, ESCAMBIA AND WALTON COUNTY TO TRY AND MAKE WASHINGTON COUNTY COMPARABLE TO OTHERS TO BE COMPETITIVE AND KEEP THE LOCAL RESIDENTS IN WASHINGTON COUNTY. THEY USED THEIRS FOR THEIR RESEARCH IN REDESIGNING WASHINGTON COUNTY'S PROGRESSIVE GOVERNMENTAL STRUCTURE. IN THE SALARIES, THEY USED THESE COUNTIES AS AN EXAMPLE TO SEE WHAT THEIR LONGEVITY STEPS WERE AND HOW THEY STEPPED PEOPLE OUT BASED ON THEIR RESPONSIBILITIES AND JOB.

B. THEY USED THE U.S. OFFICE OF PERSONNEL MANAGEMENT AND THE U.S. DEPARTMENT OF LABOR WITH THE CONSUMER PRICING INDEX TRYING TO GET A PERCENTAGE TO WORK WITH SO THEY KNEW WHAT NATIONALLY THE GOVERNMENT EXPECTS.

SHE ADDRESSED WHAT HER, ADMINISTRATOR HERBERT AND MR. TOWN WERE PROPOSING FOR THE GENERAL PAY GRADE CLASSIFICATION SCHEDULE. THEY HAVE EXPANDED THE NUMBER OF LEVELS THE COUNTY HAS; THEY HAVE GONE FROM 8 TO 15 TO TRY AND FIT A FEW MORE LEVELS IN BETWEEN TO GIVE MORE ROOM FOR GROWTH. THEY HAVE RETITLED SEVERAL AREAS IN A CLASSIFICATION COLUMN. THEY HAVE ALIGNED POSITIONS BASED ON SEVERAL CRITERIA SUCH AS SUPERVISION, NUMBER OF PEOPLE THEY SUPERVISE, EDUCATION, EXPERIENCE, ETC. SHE ADDRESSED THE PAY RANGE THEY CREATED WITH LONGEVITY INCREASES. THEY CREATED THIS KIND OF INCENTIVE TO TRY AND KEEP PEOPLE IN THE COUNTY; RIGHT NOW EMPLOYEES GET A \$.25 PER HOUR INCREASE EVERY FIVE YEARS ON THEIR ANNIVERSARY DATE. THEY ARE PROPOSING EMPLOYEES GET A 1.5% LONGEVITY INCREASE EVERY THREE YEARS.

HEATHER SAID HER OPINION WAS LONGEVITY NEEDS TO BE REWARDED EQUALLY. IF ALL EMPLOYEES HAVE GOOD WORK ETHICS, JUST BECAUSE SHE SHOWS UP EVERYDAY DOESN'T MEAN SHE SHOULD BE REWARDED MORE THAN SOMEONE WHO MIGHT BE CLASSIFIED BELOW HER.

SHE EXPLAINED HOW THE CHART COULD HELP EMPLOYEES AND REFERRED TO A G-5 CLASSIFICATION WOULD START OUT AT \$13.40; THIS AMOUNT WOULD BE MULTIPLIED BY 1.5% EVERY THREE YEARS AND IF IT GOES OUT TO STEP J, WHICH IS THE 35 YEAR MARK, THEY WOULD MAKE \$15.78. SHE SAID EVERY YEAR DURING THE BUDGET PROCESS, THE BUDGET COMMITTEE WILL LOOK AT THE COST OF LIVING PERCENTAGE AND WHAT THE PROJECTION IS FOR NEXT YEAR. THEY WILL PRESENT TO THE BOARD A PERCENTAGE THE ENTIRE CHART SHOULD BE MOVED UP BASED ON THE COST OF LIVING; EMPLOYEES WILL GET THEIR LONGEVITY INCREASES EVERY THREE YEARS AND THEN EVERY YEAR ON OCTOBER 1ST, THEY WILL ASK THE BOARD TO APPROVE A STEP PERCENTAGE BASED ON THE COST OF LIVING. THEREFORE, THE GENERAL PAY GRADE CLASSIFICATION SCHEDULE WILL PROGRESSIVELY CHANGE.

COMMISSIONER FINCH ASKED IF THIS WAS JUST FOR BOARD OF COUNTY COMMISSIONERS AND WOULD THE CONSTITUTIONAL OFFICERS, EVEN THOUGH EVERYBODY HAS BEEN TRYING TO DO THE SAME THING, STILL HAVE THE OPTION TO DO WHAT THEY WANT TO.

ADMINISTRATOR HERBERT ADVISED THEY WOULD HAVE THE OPTION TO DO WHAT THEY WANT TO AS FAR AS SALARIES. HE SAID THEY ACTUALLY HAD THE SUPERVISOR OF ELECTIONS EMPLOYEES ON THE CHART; BUT, DECIDED THEY NEEDED TO TAKE THEM OFF THE

CHART BECAUSE THEY HADN'T TALKED TO CAROL GRIFFIN ABOUT IT. AS OF RIGHT NOW, HE SAID IT WAS JUST BOARD OF COUNTY COMMISSIONERS EMPLOYEES.

HEATHER READ THE NOTE THAT WAS ON THE GENERAL PAY GRADE CLASSIFICATION SCHEDULE WHICH SAID: YEARS STAY WITH EMPLOYEE; SALARY AMOUNTS STAY WITH CLASSIFICATION. SHE GAVE AN EXAMPLE OF WHATEVER AN EMPLOYEE DOES, IF THEY MAKE \$10 AN HOUR AND BID FOR A JOB THAT MAKES \$5 AN HOUR, THEY WILL MAKE \$5 AN HOUR BECAUSE THEY WILL BE GOING TO A LESSER RESPONSIBILITY JOB. SHE SAID SHE WOULDN'T EXPECT TO MAKE WHAT SHE IS MAKING NOW WITH THE RESPONSIBILITIES SHE HAS NOW IF SHE APPLIED FOR A LOWER RESPONSIBILITY JOB. SHE DID PROPOSE EMPLOYEES GET TO KEEP THEIR YEARS IF THEY WENT TO A DIFFERENT POSITION.

COMMISSIONER FINCH QUESTIONED IF SOMEONE COULD BRING THEIR PRIOR YEARS EXPERIENCE WITH ANOTHER AGENCY IF THEY APPLIED FOR A POSITION WITH THE COUNTY. HEATHER AND ADMINISTRATOR HERBERT ADVISED THE PERSON WOULD HAVE TO START AT THE BOTTOM OF THE PAY GRADE CLASSIFICATION SCHEDULE. HERBERT SAID IN YEARS PAST WHEN THEY TRIED TO DO SOMETHING LIKE THIS, IT CREATED A LOT OF PROBLEMS.

HEATHER SAID IT WAS REALLY HARD TO VERIFY THAT KIND OF SITUATION; YOU CAN GET A SUPERVISOR IN THE PRIVATE INDUSTRY THAT MAY LIE AND THAT IS NOT FAIR. THE SUPERVISOR MAY NOT REALLY LIKE THE EMPLOYEE OR THEY MAY REALLY LIKE THE EMPLOYEE AND LIE ABOUT THE NUMBER OF YEARS THEY HAD WORKED AND THE TYPE OF EMPLOYEE THEY WERE.

COMMISSIONER FINCH QUESTIONED IF EVERYTHING THAT WAS ON THE PAY GRADE CLASSIFICATION SCHEDULE WOULD BE THE AMOUNT A PERSON WOULD MAKE THE DAY THEY SIGNED ON WITH THE COUNTY AND HAS NOTHING TO DO WITH ANY PREVIOUS EXPERIENCE.

COMMISSIONER SAPP EXPLAINED THE PREVIOUS EXPERIENCE A PERSON HAS WOULD COME IN ON THE POSITION THEY ARE APPLYING FOR WHETHER THEY CAN LAND THE JOB OR NOT. IF THEY LAND A JOB AT THAT SAME CLASSIFICATION, PREVIOUS EXPERIENCE WOULDN'T MATTER ON THEIR PAY RAISES; THEY WOULD START OUT AT THE CLASSIFICATION ONE YEAR PAY AND MOVE FORWARD FROM THERE.

COMMISSIONER FINCH REFERRED TO THE COUNTY HAVING DONE THIS IN THE PAST; HE AGREED PERSONS DIDN'T NEED TO START OFF WITH A HIGHER YEAR WISE.

KATHY FOSTER QUESTIONED IF SOMEONE LEFT THE COUNTY'S EMPLOYMENT AFTER FIVE YEARS, IS GONE FOR A COUPLE OF YEARS AND COMES BACK, DOES HE COME BACK WITH A FIVE YEAR HISTORY. ADMINISTRATOR HERBERT ADVISED THE EMPLOYEE WOULD START OUT AT THE BEGINNING PAY GRADE CLASSIFICATION; BUT, IF THE COUNTY CONTINUES WITH THE FLORIDA RETIREMENT SYSTEM, THEY WOULD HAVE THOSE FIVE YEARS TRACKED FORWARD.

HEATHER ADDRESSED INFRASTRUCTURE MANAGEMENT IS THE PROPOSED NAME THEY WOULD LIKE TO RENAME PUBLIC WORKS TO MAKE THEM UP TO DATE WITH OTHER COUNTIES. SHE SAID THIS WAS THE SAME CONCEPT AS BEFORE; THEY ARE ALIGNING FUNCTIONS WITH RATES OF PAY. THEY HAVE SOME TITLE CHANGES THEY ARE WANTING TO PROPOSE TO ALIGN PEOPLE BETTER FUNCTIONALLY. SHE SAID THIS ONE IS A WORK IN PROGRESS; THERE ARE A LOT OF ISSUES LIKE THE HEAVY I AND HEAVY II OPERATOR. SHE HAS BEEN STUDYING A LOT AND IS PLANNING ON DOING A LOT OF RESEARCH ON THESE TWO CLASSIFICATIONS TO TRY AND GROUP THEM BETTER BASED ON THE SKILLS A PERSON HAS.

HERBERT SAID ANOTHER THING THEY TALKED ABOUT A LOT WITH THE INFRASTRUCTURE MANAGEMENT IS GETTING AWAY FROM THE FIVE MAINTENANCE DISTRICTS AND HAVE ONE COUNTY WIDE MAINTENANCE PROGRAM. HE TALKED WITH CLIFF AND THIS AFTERNOON, HE IS HOPING TO HAVE HIS PAVED AND UNPAVED ROAD MATRIX PREPARED. HE SAID THEY WERE WAITING ON GUIDANCE FROM THE BOARD IF THEY WANTED TO GO IN THAT DIRECTION WITH THE COUNTY WIDE MAINTENANCE PROGRAM AS THIS WILL MAKE A DIFFERENCE IN HOW THEY WANT TO DO THE ALIGNMENTS FOR PUBLIC WORKS. HE SAID THEY HAVE DONE SOME WORK ON IT; BUT, HE THINKS IT IS STILL A WORK IN PROGRESS.

COMMISSIONER FINCH SAID HE WAS 100% IN FAVOR OF HAVING A COUNTY WIDE MAINTENANCE PROGRAM; THE ONLY PROBLEM IS THE BOARD WILL HAVE TO WORK WITHIN THEMSELVES AND REALIZE THERE ARE THINGS THAT HAVE TO BE DONE. HE REFERRED TO HIM HAVING BEEN ON THE BOARD WHEN IT WAS TRIED ONE TIME BEFORE; IT TAKES SOME WORK AND IT IS NOT AS EASY AS JUST SAYING IT. HE STATED ALL COMMISSIONERS WOULD HAVE TO WORK TOGETHER TO MAKE IT WORK; BUT, IT NEEDS TO HAPPEN. HE SAID THEY

DON'T NEED TO CUT OFF A WORK IN PROGRESS IN ONE DISTRICT AND GO TO ANOTHER DISTRICT IF IT IS SOMETHING THAT NEEDS TO BE COMPLETED.

COMMISSIONER HOLMAN SAID THERE WERE FIVE BOARD MEMBERS THAT REPRESENTS THE WHOLE COUNTY; THEREFORE, THEY NEED TO WORK TOGETHER. WHAT GOES ON IN ONE AREA, THEY NEED TO BE INVOLVED IN IT; IF THEY START A PROJECT, THEY NEED TO COMPLETE THAT JOB. HE SAID HE KNEW FOR A FACT WHEN THEY HAVE A PROJECT STARTED AND PULL OFF IT FOR SEVERAL WEEKS AND GET TWO OR THREE RAINS, WHAT THEY HAVE STARTED, THEY HAVE TO GO BACK AND REDO. HE GAVE HIS APPROVAL FOR A COUNTY WIDE MAINTENANCE PROGRAM.

COMMISSIONER SAPP SAID THE COUNTY WIDE MAINTENANCE PROGRAM WAS EVEN MORESO IMPORTANT NOW THAT THEY ARE STARTING THE ROAD BUILDING CREW. THERE IS GOING TO BE ONLY ONE ROAD BUILDING CREW FOR FIVE DISTRICTS; HE DIDN'T THINK THERE HAD BEEN ANY KIND OF CONFLICT OR PROBLEMS WITH CREWS MOVING TO ANOTHER JOB. HE REFERRED TO TIMES WHERE HIS CREW HAS BEEN NEEDED ELSEWHERE AND HE HAS HAD TO ASK TO BORROW OTHER CREWS AT TIMES. SO FAR THERE HAS BEEN RECEPTION FROM BOTH ENDS ON LETTING CREWS GO WHERE THEY ARE NEEDED. HE THINKS IT WILL WORK WITH THE BOARD OF COMMISSIONERS THAT WILL HELP AND LET THE COUNTY BE RUN FROM A COUNTY GOVERNMENT'S STAND POINT WITH ADMINISTRATION HERBERT TO HEAD. WHAT DALLAS, ROBERT AND THE NEW ROAD BUILDING CREW SUPERVISOR NEEDS, THEY WORK TOGETHER, GET MORE THINGS ACCOMPLISHED AND SAVE MOVING TIME.

COMMISSIONER PATE SAID HE THOUGHT THE COUNTY WIDE MAINTENANCE PROGRAM WOULD WORK AS LONG AS THE COMMISSIONERS WORK TOGETHER IN SHARING CREWS TO GET A PROJECT COMPLETED.

HEATHER SAID IN ORDER TO MAKE THE CLASSIFICATIONS WORK PROPERLY, IT IS NECESSARY THE JOB DESCRIPTIONS BE CORRECTLY WRITTEN TO SHOW THE MAIN OBJECTIVES OF THE JOB. THERE ARE ESSENTIAL AND NON ESSENTIAL FUNCTIONS THAT REQUIRE JOB QUALIFICATIONS SUCH AS SKILL LEVEL, EXPERIENCE, EDUCATION, MANAGEMENT RESPONSIBILITY AND SUPERVISION REQUIREMENTS. THE NEW DESCRIPTIONS WILL HELP TO PROVIDE A BASIS FOR ANNUAL PERFORMANCE EVALUATIONS. MANY COUNTY EMPLOYEES HAVE BEEN VERY HELPFUL WITH THIS; SHE HAS BEEN WORKING ON JOB DESCRIPTIONS SINCE SHE GOT HERE. SHE SAID THEY KNEW WHAT THEIR JOB DESCRIPTION WAS NOW SO THEY DID RESEARCH WITH OTHER COUNTIES TO SEE WHAT THEIR POSITION DOES IN THAT COUNTY.

HEATHER GAVE AN EXAMPLE OF HER LAST PET PROJECT WHICH SHE IS NOT DONE WITH; HEAVY EQUIPMENT OPERATOR III JOB TITLE CAME FROM THE NEW ROAD CREW. HE WANTED THAT PERSON TO BE ESSENTIALLY A FLOATER. THE JOB DESCRIPTION SAYS BASICALLY THIS PERSON WOULD BE ABLE TO DO ALMOST EVERYTHING. IT IS VERY IMPORTANT FOR THE NEW ROAD CREW SUPERVISOR TO BE ABLE TO PULL THEM OFF OF WHATEVER THEY ARE DOING, PUT THEM ON SOMETHING ELSE AND BE CONFIDENT THE PERSON CAN DO IT. THE PERSON WOULD BE AT A HIGHER LEVEL BECAUSE OF HIS SKILLS; HE CAN OPERATE FIVE TO SIX DIFFERENT PIECES OF MACHINERY PROFICIENTLY. SHE SAID SHE IS WORKING NOW WITH THE UNIVERSITY OF FLORIDA AND HAS BEEN TRYING TO WORK WITH THE COUNTY'S INSURANCE TO SEE IF THEY HAVE SKILLS TEST TO DETERMINE WHETHER OR NOT A PERSON CAN OPERATE A PIECE OF EQUIPMENT PROFICIENTLY. THEY COULD THEN HOPEFULLY RE-CLASSIFY THESE PERSONS BASED ON WHAT THEIR SKILL LEVEL IS. WITH THE PERFORMANCE EVALUATION AT THE END OF THE YEAR, IF A PERSON'S JOB DESCRIPTION SAYS A PERSON OUGHT TO BE ABLE TO DO CERTAIN THINGS A CERTAIN WAY BASED OFF THE STUDIES, THERE WILL BE SOMETHING TO SHOW IF THE PERSON CAN OR CAN'T. IN THE EVALUATION, IF A PERSON CAN'T DO IT WELL, THERE MAY BE COUNSELLING OR SUGGESTIONS FOR IMPROVEMENTS.

COMMISSIONER FINCH QUESTIONED IF THEY WOULD HAVE SOMEONE WHO WAS A HEAVY EQUIPMENT II THAT COULD SAY THEY COULD OPERATE ALL THE EQUIPMENT REQUIRED FOR A HEAVY EQUIPMENT III AND WANT TO BE UPGRADED TO THE HEAVY EQUIPMENT III CLASSIFICATION.

HEATHER SAID THERE WOULD BE A SET NUMBER OF POSITIONS THAT ARE APPROVED FOR THE HEAVY EQUIPMENT III CLASSIFICATIONS; EMPLOYEES MAY BE ABLE TO DO THAT AT THIS TIME AND THAT IS WONDERFUL. WHEN ONE OF THE HEAVY EQUIPMENT III PERSONS LEAVE, THE EMPLOYEE WHO FEELS THEY QUALIFY SHOULD APPLY FOR THE POSITION. SHE

SAID THEY ARE TRYING TO CREATE TYPES OF POSITIONS THAT ALLOW FOR GROWTH AND FOR PROMOTION WITHIN.

COMMISSIONER FINCH ASKED, WITH THE POSITIONS FOR THE ROAD BUILD- ING CREW, IF THE ROAD BUILDING CREW SUPERVISOR WAS GOING TO TEST THEM FOR THEIR SKILLS BEFORE THEY ARE HIRED. HEATHER ADVISED THE SUPER- VISOR WOULD TEST THE APPLICANTS.

ADMINISTRATOR HERBERT SAID IF HE UNDERSTANDS IT RIGHT, THEY INTERVIEW THE APPLICANTS FIRST IN A REGULAR INTERVIEW AND THEN TAKE THEM OUT TO A PIECE OF EQUIPMENT TO SEE IF THEY CAN OPERATE IT.

HEATHER SAID SHE WAS CONDUCTING SOME INTERVIEWS WITH PEOPLE THAT QUIT THEIR JOBS; THEY NEED TO GO OUT AND SHOW THEY CAN OPERATE THAT PIECE OF EQUIPMENT. SHE SAID THEY WOULD NEED TO CONTACT A PAST EMPLOYER AND NOT THEIR PRESENT ONE, UNLESS THE PERSON HAS GIVEN THEM PERMISSION TO DO SO, CONTACT REFERENCES AND SHE HAS A SET OF QUESTIONS SHE ASK THEM.

COMMISSIONER SAPP ADDRESSED PERSONS HAVING A PROBATIONARY PERIOD; IF THEY SAY THEY CAN DO SOMETHING AND THEY CAN'T, THEY CAN BE TERMINATED.

HEATHER AGREED AND SAID THE JOB DESCRIPTIONS WILL HELP WITH THIS; THE PERSON WAS SHOWN A JOB DESCRIPTION AND THEY KNEW WHEN THEY APPLIED WHAT WAS EXPECTED OF THEM. AT THE END OF THE SIX MONTHS OR DURING THE MIDDLE OF THE SIX MONTHS WHEN THEY HAVE A COUNSELLING SESSION, THEY COULD POINT OUT TO THE EMPLOYEE THEY ARE NOT MEETING THE STANDARDS OF THE JOB DESCRIPTION AND AT THE END OF SIX MONTHS, IF THEY STILL CAN'T MEET THE STANDARDS, THEY WILL HAVE NO CHOICE BUT TO LET THEM GO.

COMMISSIONER PATE SAID REALIZING THE COUNTY WOULDN'T HAVE TO GIVE ANY REASON WHY THEY LET THE EMPLOYEE GO, IF THEY ARE NOT DOING THEIR JOB, THAT IS TO BE EXPECTED. HE AGREED THEY DIDN'T NEED TO KEEP PEOPLE ON IF THEIR EXPERIENCE CAN'T GET IT TOGETHER IN SIX MONTHS BECAUSE THERE IS SOMETHING WRONG SOMEWHERE.

HEATHER SAID SHE WOULD LIKE TO RECOMMEND TO THE SUPERVISORS DURING THE MIDDLE OF THE PROBATION PERIOD, THEY ASSESS THE EMPLOYEE AND LET THEM KNOW HOW THEY ARE DOING SO IT WON'T BE A SHOCK AT THE END OF SIX MONTHS IF THEY HAVE TO BE LET GO. SHE ADDRESSED THE NEED TO GIVE THE EMPLOYEES A CHANCE DUE TO THE COUNTY INVESTING MONEY IN THAT PERSON; THE COUNTY PAYS FOR THEIR PHYSICAL, THEIR DRUG SCREENING, THE TIME INTERVIEWING THE PERSON, ETC.

COMMISSIONER FINCH SAID, EVEN IF A PERSON HAS ALL THE SKILLS AND IS ABLE TO OPERATE IN A SKILLFUL MANNER, THEY MAY NOT BE PERFORM- ING AS A SUPERVISOR FEELS THEY SHOULD BE. DURING THE MIDDLE OF THE SIX MONTH PROBATIONARY PERIOD WOULD BE A GOOD TIME FOR THE SUPERVISOR TO DISCUSS WITH THE EMPLOYEE HOW HE IS PERFORMING.

COMMISSIONER STRICKLAND QUESTIONED WHAT IF AN EMPLOYEE IS HIRED, YOU TELL THE SUPERVISOR WHAT THE EMPLOYEE IS DOING BAD AND THE SUPERVISOR SAYS THE EMPLOYEE IS A GOOD OLD FELLOW, HE IS AN OLD MAN, HE NEEDS A JOB. HE ASKED WHAT COULD YOU DO WITH THE EMPLOYEE.

COMMISSIONER STRICKLAND ADDRESSED PROBLEMS HE WAS HAVING WITH ONE OF THE EMPLOYEES OPERATING A GRADER IN HIS DISTRICT. WHEN HE TELLS THE SUPERVISORS, THEY SAY THEY WILL TALK WITH THE EMPLOYEE. HE SAID HE AND HARCUS HAS SWITCHED THE TWO GRADER OPERATORS FROM DISTRICT ONE AND DISTRICT THREE SO BOTH OF THEM CAN BE TRAINING; THEY BOTH NEED SOME TRAINING. ONE OF THEM THAT CAME UP IN DISTRICT ONE HAS BEEN THERE AND IS NOT GETTING ANY BETTER. HE REITERATED WHAT THE PROBLEMS WERE WITH THE GRADER OPERATOR.

HEATHER SAID THE SUPERVISORS NEED TO BE COUNSELLING THE EMPLOYEE AND ADDRESSED THERE BEING A COUNTY POLICY ON NEGLECTING THE JOB AND NOT DOING THE JOB THE EMPLOYEE WAS HIRED TO DO. SHE SAID THERE WAS A WHOLE LIST OF OFFENSES THEY CAN PLUG IN JUST ABOUT ANYTHING THEY WANT TO FIT IN THE BOARD POLICY; THERE ARE CONSEQUENCES FOR THIS. HOWEVER, SHE WOULD NEED THE SUPERVISORS TO CLEARLY DOCUMENT THE PROBLEMS. SHE ADDRESSED THE DIFFERENT THINGS THAT COULD HAPPEN TO AN EMPLOYEE WHO IS NOT PERFORMING THE WAY THEY SHOULD; THEY COULD BE SUSPENDED UP TO FIVE DAYS. SHE SAID THIS NEEDS TO BE TOLD TO THE EMPLOYEE AT THAT TIME;

THIS IS BOARD POLICY AND IF YOU DON'T IMPROVE, YOU ARE GOING TO HAVE TO GO TO THE HOUSE FOR FIVE DAYS UNPAID. SHE REITERATED DOCUMENTATION IS ABSOLUTELY THE KEY; THEY CAN'T GET RID OF ANYONE WITHOUT IT. SHE STATED IT WAS NOT THE COUNTY'S FAULT THAT SOMEONE IS A GOOD OLD BOY AND NEEDS A JOB; THEY ARE PAID TO DO THE ROADS NICE. EMPLOYEES ARE PAID TO DO A GOOD JOB AND NOT TO DO A SO, SO JOB; THEY SHOULDN'T GET A BONUS BECAUSE THEY DO A GOOD JOB BECAUSE THAT IS YOUR JOB.

COMMISSIONER STRICKLAND ADDRESSED WHEN HE WORKED AT PUBLIC WORKS, THERE WERE GOOD DAYS AND BAD DAYS; SOMETIMES WHEN YOU GET ON A GRADER, EVERYTHING YOU TOUCH GOES BAD. HE SAID YOU HAVE TO GO BACK AND FIX THE PROBLEMS; THE EMPLOYEE HE HAS BEEN SPEAKING OF DIDN'T GO BACK AND FIX THE PROBLEMS HE CREATED.

COMMISSIONER PATE SAID THE MAIN THING IS IF THE COUNTY HAS THIS POLICY IN PLACE, IT BEHOOVES THE SUPERVISORS TO DOCUMENT THE PROBLEMS, AND IF THEY DON'T STRAIGHTEN UP, THEY NEED TO HAVE PEOPLE OUT THERE DOING THE JOB AND DOING IT GOOD. HE ADDRESSED THERE BEING A BIG DIFFERENCE IN SUPERVISORS, COORDINATORS AND MANAGERS.

COMMISSIONER HOLMAN REFERRED TO A COMMENT HE HAD MADE AT THE LAST BOARD MEETING THAT THE SUPERVISORS SHOULD BE ABLE TO DISCIPLINE THEIR EMPLOYEES AND THE BOARD SHOULD STAY OUT OF IT. HE SAID IN THE PAST, THIS HAS BEEN THE PROBLEM; THE SUPERVISORS CAN'T DO THEIR JOB WITHOUT ONE OF THE COMMISSIONERS IN THE PAST INTERFERING. THEY CALLED SOME PERSONAL RELATIONSHIP, FRIENDS, ETC; THE TWO ROAD AND BRIDGE SUPERVISORS NEED TO BE ABLE TO DO THEIR JOB. WHEN EMPLOYEES ARE GIVING THEM PROBLEMS, THE SUPERVISOR SHOULD BE ABLE TO TAKE DISCIPLINARY ACTION WITHOUT ANY INTERFERENCE FROM THE BOARD. IF THE SUPERVISOR CAN'T DO IT, THEY NEED TO GO TO THE COUNTY ADMINISTRATOR. ALL THE DEPARTMENTS UNDER THE ADMINISTRATOR SHOULD BE ACCOUNTABLE TO HIM; IF THERE IS A PROBLEM WITHIN THAT, THE ADMINISTRATOR SHOULD STEP UP AND SAY THIS IS THE WAY IT IS GOING TO BE. IF THE EMPLOYEE DOESN'T LIKE WHAT THEY ARE TOLD TO DO, ETC., THEY CAN BE RECLASSIFIED.

COMMISSIONER FINCH SAID HE THOUGHT WHAT COMMISSIONER STRICKLAND WAS SAYING PREVIOUSLY WAS THE SUPERVISOR KNOWS THERE IS A PROBLEM; BUT, DOESN'T DO ANYTHING ABOUT IT. HE SAID IT SOUNDED LIKE THIS NEEDED TO STEP UP A NOTCH.

HEATHER STATED ALL OF THIS NEEDS TO BE DOCUMENTED AND TURNED OVER TO THE ADMINISTRATOR; DOCUMENT THE DATES THINGS HAPPEN AND THEN THEY WILL HAVE IT ON FILE IF ANY OF THE COMMISSIONERS COME TO HER AND ASK WHY A CERTAIN DECISION WAS MADE, THEY CAN SHOW THEM.

COMMISSIONER SAPP SAID THE BOARD NEEDS TO GO TO ADMINISTRATOR HERBERT IF THEY ARE HAVING A CONTINUOUS PROBLEM WITH SOMETHING; HE CAN THEN CALL THE SUPERVISORS.

COMMISSIONER SAPP SAID IF IT SHOULD GO TO A COUNTYWIDE DISTRICT, IT IS MORE IMPORTANT FOR THE COUNTY ADMINISTRATOR TO HANDLE ALL THESE COMPLAINTS. IF THE BOARD MEMBERS HAS A PROBLEM, THEY SHOULD CALL ADMINISTRATOR HERBERT INSTEAD OF THE SUPERVISORS. HE REFERRED TO THERE BEING PROBLEMS AT TIMES WHERE THE SUPERVISOR CAN'T FIX A COMPLAINT AND IT HAS TO BE A COMMISSIONER TO FIX IT; HE SAID THE COMMISSIONER WAS RESPONSIBLE FOR THEIR DISTRICT AND THEY WOULD HAVE TO SEE ABOUT IT OF COURSE. HOWEVER, THE GENERAL PROBLEMS, COMPLAINTS, ETC. LIKE COMMISSIONER STRICKLAND WAS TALKING ABOUT, SHOULD BE FUNNELED THROUGH THE ADMINISTRATOR. BY DOING THIS, THE ADMINISTRATOR WILL KNOW ALL THESE THINGS THAT TAKE PLACE AND IT CAN BE DEALT WITH MORE PROPERLY.

HEATHER SAID IT WORKS IN REVERSE TO; PEOPLE UNDER SUPERVISORS NEED TO REMEMBER THE CHAIN OF COMMAND. SHE SAID THE BOARD WAS HERE TO SET POLICY AND ENFORCE POLICY; THEY ARE NOT THERE TO HANDLE EVERY PIDDLY LITTLE THING. SHE SAID IT MAY NOT BE PIDDLY TO AN EMPLOYEE; BUT, THEY NEED TO TAKE IT TO THEIR SUPERVISOR. SHE REFERRED TO HER ALREADY HAVING PEOPLE THAT CAME TO HER OFFICE AND SAID THEY HAVE ALREADY DISCUSSED THIS WITH THEIR SUPERVISOR AND IT WAS DONE WITH THEIR MANAGER AND THEY WOULD LIKE SOME ADVICE. HEATHER EXPLAINS TO THEM THEY HAVE TO ABIDE BY COUNTY POLICY AND SHOWS IT TO THEM. SHE SAID THE CHAIN OF

COMMAND NEEDS TO BE ADHERED TO; ESPECIALLY, PEOPLE WHO CALL UP A COMMISSIONER AND COMPLAIN ABOUT SO AND SO. SHE SAID THAT IS NOT APPROPRIATE; THEY NEED TO GO TO THEIR SUPERVISOR BECAUSE IT CREATES A BIG, BIG MESS EVERYTIME WHEN THE PERSON GOES TO A COMMISSIONER.

COMMISSIONER HOLMAN QUESTIONED IF ADMINISTRATOR HERBERT HADN'T SAID THERE WAS GOING TO BE A TRAINING EXERCISE COMING UP SHORTLY FOR ALL THE COUNTY EMPLOYEES AGAIN ON WHAT THEY CAN AND CAN'T DO.

ADMINISTRATOR HERBERT SAID HE THOUGHT THE ANNUAL TRAINING WAS GOING TO BE HELD ON APRIL 12TH; FACT REPRESENTATIVES WILL MEET AT PUBLIC WORKS AND AT THE COUNTY ANNEX ON EMPLOYEE ISSUES.

COMMISSIONER FINCH AGREED WITH WHAT COMMISSIONER HOLMAN HAD SAID ABOUT THE CHAIN OF COMMAND; HOWEVER, ALL EMPLOYEES ARE CONSTITUENTS OF THE BOARD MEMBERS. YOU CAN'T JUST RUN THEM OFF IF THEY WANT TO COME BY YOUR HOUSE AND WANT TO TALK. THE BOARD MEMBERS HAVE TO UNDERSTAND THE EMPLOYEES HAVE RIGHTS AS WELL AS ANY OTHER CITIZEN OF WASHINGTON COUNTY; THERE IS A FINE LINE THERE. HE AGREED A COMMISSIONER DOESN'T NEED TO MAKE DECISIONS IN THEIR FRONT YARD; BUT, THE EMPLOYEES HAVE RIGHTS AND THE COMMISSIONERS NEED TO RESPECT THAT. EMPLOYEES ARE CITIZENS AND CONSTITUENTS AND SHOULD BE ABLE TO TALK TO THEIR COMMISSIONERS.

COMMISSIONER SAPP SAID AS A CITIZEN THEY SHOULD BE ABLE TO TALK TO THEIR COMMISSIONERS; BUT, AS AN EMPLOYEE, THEY REALLY SHOULD GO THROUGH THE CHAIN OF COMMAND.

COMMISSIONER FINCH QUESTIONED COMMISSIONER SAPP, IF AN EMPLOYEE DROVE UP IN HIS FRONT YARD AND TOLD HIM THEY WOULDN'T GETTING THINGS GOING ON, IF HE WAS GOING TO RUN HIM OFF. HE UNDERSTANDS WHAT JERRY IS SAYING ABOUT THE CHAIN OF COMMAND WOULD BE TO TALK TO THE ADMINISTRATOR. IS THAT GOING TO BE THE FINAL ANSWER.

HEATHER SAID A COMMISSIONER SHOULD ASK THE EMPLOYEE IF THEY HAD DISCUSSED THEIR COMPLAINT WITH THE NEXT PERSON IN LINE, HAVE YOU DISCUSSED IT WITH ADMINISTRATOR HERBERT. THE COMMISSIONERS NEED TO FIND OUT IF THEY HAVE OR NOT; IF THE EMPLOYEE HASN'T, THE COMMISSIONER NEEDS TO INFORM THEM OF THE CHAIN OF COMMAND.

COMMISSIONER SAPP SAID THAT IS WHERE IT SHOULD STOP ALL THE CONFLICT THAT HAS BEEN GOING ON IN THE PAST AND FOR THE FUTURE, AS THE COUNTY GROWS, THEY COULD GET A STOCKPILE. IF IT KEEPS GOING LIKE IT HAS IN THE PAST, THEY NEED TO CHANGE TO THE NEW FORMAT. WHETHER THEY ARE A COUNTY WORKER OR NOT, THEY ARE STILL THE COMMISSIONERS' CONSTITUENTS AND THE COMMISSIONERS NEED TO TREAT THEM AS INDIVIDUAL CITIZENS AS BUSINESS PROBLEMS; BUT, AS A WORKER, AN EMPLOYEE PROBLEM, THEY NEED TO BE REFERRED TO THE CHAIN OF COMMAND VERSUS A COMMISSIONER ADDRESSING THEIR ISSUE.

COMMISSIONER FINCH SAID THE SAME THING HAPPENS BECAUSE WASHINGTON COUNTY IS A RURAL COUNTY AND MOST PEOPLE IN HIS DISTRICT AND ALL OVER THE COUNTY KNOW HIM AND THE REST OF THE COMMISSIONERS. RATHER THAN THEM CALLING PETE, WHO THEY DON'T KNOW, THEY WILL CALL THE COMMISSIONER AND REQUEST A LOAD OF DIRT BECAUSE THEIR DRIVEWAY IS WASHED OUT. HE SAID HE WOULD HAVE TO ADVISE THEM THEY WOULD HAVE TO CALL ADMINISTRATOR HERBERT AND HE HAS DONE SOME OF THAT. HE SAID IF YOU DO THIS, A COMMISSIONER CAN GO AHEAD AND MARK THAT VOTE OFF. HE SAID IT WAS NOT AS SIMPLE SOMETIMES AS IT SEEMS TO BE; IT OUGHT TO BE AND AS THEY GROW AND BECOME A BIGGER COUNTY, THERE IS NOT GOING TO BE AS MANY PEOPLE THAT KNOW RONNIE FINCH. HE REFERRED TO SOMEONE HAVING TOLD HIM THERE WAS GOING TO BE 7,000 HOMES COME IN AND PEOPLE ARE GOING TO COME IN FROM AUSTRALIA; THEY PROBABLY AREN'T GOING TO CARE WHO RONNIE FINCH IS AND WILL PROBABLY CALL THE ADMINISTRATOR. HOWEVER, UNTIL THEN, THE COMMISSIONERS ARE GOING TO HAVE TO DEAL WITH SOME OF THESE CASES AND IT IS NOT GOING TO BE AS SIMPLE AS IT MIGHT BE.

COMMISSIONER HOLMAN SAID HE HAS HAD PEOPLE CALL HIM ASKING IF HE COULD HELP SOMEONE GET A JOB. HE TOLD THEM HE WAS NOT GOING TO INTERFERE; IF THEY WANT TO PUT HIS NAME DOWN AS A REFERENCE THAT WOULD BE FINE. HE SAID IT WOULD BE UP TO DALLAS, ROBERT, PETE AND HEATHER AS TO WHO GETS HIRED AND WHO DON'T GET HIRED



BECAUSE HE IS NOT GOING TO INTERFERE WITH THAT PROCESS. HE REFERRED TO HIM HAVING TOLD FOUR OR FIVE PERSONS WHO HAD ASKED HIM TO HELP GET THEM A JOB WITH THE COUNTY THERE WAS A PROCESS TO GO THROUGH. HE TOLD THEM HE WAS NOT BEING RUDE; BUT, HE WASN'T GOING TO TELL PETE, HEATHER OR DALLAS WHO TO HIRE AND WHO NOT TO HIRE.

COMMISSIONER SAPP ADDRESSED THERE BEING FIVE PEOPLE ON THE SCREENING PROCESS. ADMINISTRATOR HERBERT SAID THEY NORMALLY HAVE THREE PEOPLE ON THE INTERVIEWING; THE DEPARTMENT HEAD, HEATHER AND HIMSELF. HE SAID IT DEPENDED ON WHERE THE OPENING IS.

COMMISSIONER STRICKLAND SAID IF THE POSITION IS AN INMATE CREW SUPERVISOR, SOMEONE FROM THE PRISON HAS TO SIT IN ON THE INTERVIEWING PROCESS.

HEATHER ADVISED THE INTERVIEWING COMMITTEE LAYS OUT THE JOB DESCRIPTION WITH THE APPLICATION THEY ARE LOOKING AT AND DETERMINE IF THEY MEET THE QUALIFICATIONS FOR THE JOB. SHE SAID A PROBLEM THEY HAVE IS WITH PEOPLE PUTTING "ANY" ON THEIR APPLICATION; SHE ENCOURAGED PEOPLE NOT TO DO THAT. SHE EXPLAINED THAT REPRESENTS A PERSON. SHE SAID PEOPLE COULD USE FIVE SHEETS OF PAPER AND PUT DOWN PIDDLY STUFF; HOWEVER, THEY NEED TO GEAR THEIR APPLICATION FOR WHAT THEY ACTUALLY WANT BECAUSE THAT IS ALL THE COMMITTEE HAS TO REPRESENT THE PERSON.

SHE GAVE AN EXAMPLE BECAUSE SOMEONE PUT DOWN THEY WORKED AT WALMART THAT ON THE SIDE THEY ARE A WONDERFUL GRADER OPERATOR. THE EMPLOYEE NEEDS TO INCLUDE THOSE SKILLS; THIS IS A PROBLEM SHE HOPES TO DO SOMETHING WITH IN THE FUTURE. SHE SAID THE COMMITTEE HAS A SCORING SYSTEM. SHE ALSO SAID SHE DIDN'T HAVE A PROBLEM WITH ANY OF THE COMMISSIONERS COMING TO HER SAYING SOMEONE TALKED TO THEM AND THEY SEEM TO KNOW WHAT THEY ARE DOING. SHE REITERATED THE COMMITTEE HAS A SCORING SYSTEM AND WHOMEVER SCORES THE HIGHEST GETS THE JOB BASED ON THEIR QUALIFICATIONS.

COMMISSIONER PATE SAID HE WHOLEHEARTEDLY ENDORSES WHAT THE BOARD IS DOING TODAY; WHATEVER COMES OUT HERE, THE FIVE COMMISSIONERS WILL HAVE TO COMMIT THEMSELVES TO MAKE IT WORK. THE EMPLOYEES FROM TOP TO BOTTOM HAVE GOT TO BE COMMITTED TO MAKE ANYTHING THE BOARD PASSES WORK.

COMMISSIONER HOLMAN SAID THEY CAN'T HAVE SOME CAUSING TROUBLE AND EVERYBODY PAYING FOR IT.

COMMISSIONER PATE SAYS ONCE EVERYTHING SETTLES DOWN, HE THINKS EVERYBODY INVOLVED IS GOING TO BE, MAYBE NOT THE HAPPIEST PEOPLE; BUT, THEY ARE GOING TO FEEL BETTER AND LIKE THEIR JOBS BETTER.

COMMISSIONER FINCH SAID IT WAS NICE TO HAVE THE INFORMATION PACKET HEATHER HAD PROVIDED. IF A PERSON CAME TO WASHINGTON COUNTY AND DIDN'T KNOW ANYTHING, THEY COULD LOOK AT THE PACKET, KNOW WHAT THEIR SALARY WILL BE FOR THE POSITION THEY ARE APPLYING FOR AND WILL KNOW WHAT THEY WILL BE MAKING AFTER SO MANY YEARS. HE SAID THEY HAVE NEVER HAD ANYTHING LIKE THIS BEFORE.

DEPUTY CLERK CARTER ADVISED THIS INFORMATION WAS AVAILABLE AT ONE TIME; BUT, THE BOARD BLEW IT. DEPUTY CLERK CARTER ADVISED SHE HAD ONE ON FILE IN HER OFFICE. COMMISSIONER FINCH SAID IT MAY HAVE BEEN ON FILE; BUT, IT NEVER MADE IT TO HIM.

CHAIRMAN SAPP CALLED FOR A TEN MINUTE RECESS.

PURSUANT TO A RECESS, HEATHER CONTINUED WITH HER PRESENTATION WITH THE CURRENT ORGANIZATIONAL CHART; IT HADN'T BEEN UPDATED SINCE 2001. THEY BELIEVE IT SHOULD BE UPDATED WITH EACH BUDGET CYCLE; WHAT THEY ARE PROPOSING WILL INCLUDE SOME POSITIONS THAT DON'T EXIST YET AND MAY NEVER EXIST. AS THEY PLAN FOR THE FUTURE, THEY MAY WANT TO HAVE THESE POSITIONS.

THEY FEEL THE CURRENT ORGANIZATIONAL CHART DOESN'T ALIGN FUNCTIONALLY; EVERYBODY IS JUST OUT THERE, ON DIFFERENT LINES AND DON'T RELATE TO EACH OTHER AS FAR AS WHAT THEIR FUNCTIONS ARE. SHE ADDRESSED THE VIOLATION OF THE CENTRAL SPAN OF CONTROL WHICH STATES MOST STANDARDS CAN NOT DEAL EFFECTIVELY WITH MORE THAN SIX TO EIGHT DIRECT APPOINTED SUBORDINATES. SHE SAID THIS COME FROM AN EARLY 1900 STUDY THAT GE DID CALLED THE FINDING FUND STUDY; SHE REPORTED THERE

WERE FIFTEEN SUBORDINATES RIGHT TO THE ADMINISTRATIVE ASSISTANT WHICH IS CURRENTLY PETE AS ADMINISTRATOR.

SHE SHOWED SOME EXAMPLES OF OTHER COUNTIES THE COMMITTEE USED FOR THEIR RESEARCH; BAY COUNTY AND WALTON COUNTY. SHE SAID THE COMMITTEE DIDN'T FEEL BAY COUNTY'S WAS TOTALLY FUNCTIONALLY ALIGNED; THE SPAN OF CONTROL WITH THE COUNTY MANAGER IS GOOD AS HE HAS FOUR DOWN THE MIDDLE AND TWO ASSISTANT COUNTY MANAGERS THAT REPORT TO HIM. SHE SAID THE COMMITTEE DIDN'T FEEL IT WAS REALLY CONSISTENT WITH WHAT THEY WOULD LIKE TO SEE FOR WASHINGTON COUNTY AS THEY GROW.

THE COMMITTEE LIKED WALTON COUNTY'S CONCEPTUAL ALIGNMENT; AGAIN, THERE WERE SOME THINGS THEY WANTED TO DO A LITTLE DIFFERENTLY. THE SPAN OF CONTROL IS VIOLATED WITH THE ASSISTANT COUNTY MANAGER. SHE SAID THE COMMITTEE DID LIKE HOW THEIR FUNCTIONAL ALIGNMENTS ARE. SHE REFERRED TO WALTON COUNTY'S CHART SHOWING A PLANNING AND DEVELOPMENT COMMISSION, WHICH THE COMMITTEE IS PROPOSING TO CALL GROWTH MANAGEMENT AND UNDERNEATH THAT HEADING ARE THINGS THAT PERTAIN TO THE GROWTH OF THE COUNTY; PLANNING, CODE ENFORCEMENT, BUILDING DEPARTMENT, AND THINGS THAT FUNCTIONALLY ALIGN WITH EACH OTHER. UNDER THEIR HUMAN RESOURCE DIVISION, WALTON COUNTY HAS RISK MANAGEMENT, EMPLOYEE BENEFITS, TRAINING, ETC. LISTED. WALTON COUNTY HAS EVERYTHING ALIGNED AS TO WHAT EACH FUNCTION IS.

SHE WENT OVER THE PROPOSED PROGRESSIVE GOVERNMENTAL STRUCTURE OF WASHINGTON COUNTY THAT HAD BEEN PROVIDED TO THE BOARD. SHE READ THE PRESENTATION ON THE GOVERNMENTAL STRUCTURE: HAVING CONSIDERED THE APPROACHES BY OTHER COUNTIES AND GOVERNMENTAL ENTITIES, THE COMMITTEE SELECTED A FUNCTIONAL ALIGNMENT FOR FUTURE PLANNING PURPOSES. SHE SAID THIS WAS A PLANNING DOCUMENT; THEY WANT TO MAKE THIS UNDERSTOOD THIS IS NOT BINDING BUT IS SOMETHING THEY WOULD LIKE TO SEE IN THE FUTURE AND IT CAN CHANGE AS NEEDED IN THE BUDGET PROCESS EVERY YEAR. SHE EXPLAINED WHAT THE CHART SHOWED MAY OR MAY NOT EXACTLY REPRESENT WHAT THE COUNTY WILL BE CONFIGURED LIKE IN THREE TO FIVE YEARS; BUT, THEY NEEDED A BASE LINE IN ORDER TO CONFIGURE THE JOBS AND CLASSIFICATIONS FOR THE PAY PLAN.

SHE WENT OVER THE GOVERNMENTAL STRUCTURE CHART AND REITERATED IT JUST BETTER ALIGNS TITLES. SHE EXPLAINED THE POSITIONS THAT WERE ON THE CHART THAT WERE EMPTY POSITIONS; THE POSITIONS MAY NEVER EXIST BUT THERE MAY BE A NEED FOR THEM IN THE FUTURE. THE COMMITTEE GROUPED THINGS TOGETHER THEY FELT WERE RELATED FUNCTIONS. SHE GAVE AN EXAMPLE ON PUBLIC SERVICES; THE LIBRARY SERVES THE PUBLIC. THE VETERANS SERVICE OFFICE ASSIST VETERANS, MEMBERS OF THE PUBLIC AND SOME COUNTY EMPLOYEES, THE RECYCLING CENTER, RECREATION, ETC. SHE SAID THE SOLID BLOCKS ON THE CHART ARE POSITIONS THAT ARE CURRENTLY OCCUPIED.

COMMISSIONER FINCH REFERRED TO GROWTH MANAGEMENT SAYING PLANNING; UNDER PLANNING, AS A FULL COUNTY ORGANIZATIONAL CHART, THERE WILL BE TWO OR THREE SECRETARIES AND SAID NONE OF THAT IS REFLECTED ON THE ORGANIZATIONAL CHART.

HEATHER, FOR AN EXAMPLE, USED INFRASTRUCTURE MANAGEMENT ON THE CHART; UNDER THERE, THEY HAD A COUNTY ENGINEER, WHICH IS CONTRACTED RIGHT NOW AND THREE OR FOUR SUPERVISORS. SHE SAID EACH OF THOSE SUPERVISORS IN A DEACON CHART OF INFRASTRUCTURE MANAGEMENT, THEY WOULD SEE ALL THE DIFFERENT PEOPLE AND HOW THEY REPORT, HOW IT'S ALIGNED. THE POSITIONS UNDER THE MAINTENANCE SHOP SUPERVISOR WOULD BE SHOWN. SHE SAID EACH OF THESE INDIVIDUAL DEPARTMENTS WOULD HAVE THEIR OWN ALIGNMENT.

COMMISSIONER FINCH ASKED IF HE COULD LOOK AT THE COLORS ON THE ORGANIZATIONAL CHART AND DETERMINE THAT PLANNING IS A G6 TO A G10. HEATHER SAID "YES". SHE EMPHASIZED THEY ONLY DID THIS CHART FOR PLANNING PURPOSES AND THEY COULD HAVE THIS ON THE INTERNET FOR PEOPLE TO USE. SHE EXPLAINED SHE WAS GRATEFUL TO THOSE COUNTIES WHO HAVE WONDERFUL WEB SITES SHE COULD USE AS RESEARCH. SHE SAID THE COLORS ARE KIND OF PLUGGED IN THE WAY THEY WERE DONE ON THE SALARY CHART. SHE SAID G4 TO G10 REPRESENTS PEOPLE WITH CERTAIN SUPERVISION AND CERTAIN RESPONSIBILITIES; THEY MAY NEED CERTIFICATION TO DO THEIR POSITIONS; THEIR POSITION MAY REQUIRE A DEGREE.

COMMISSIONER FINCH QUESTIONED IF THE SECRETARIES, CLERICAL AT THE AG CENTER THAT WORKS WITH ANDY ANDREASON, ALL COME UNDER THE SAME PAY SCHEDULE AS THE REST OF THE COUNTY EMPLOYEES.

ADMINISTRATOR HERBERT ADVISED THE TWO SECRETARIES AT THE AG CENTER ARE COUNTY EMPLOYEES; ANDY, THE 4-H DIRECTOR, THE HORTICULTURE POSITION AND JUDITH CORBUS ARE FUNDED PRIMARILY BY THE UNIVERSITY OF FLORIDA. HE THINKS THE COUNTY PAYS 30% TOWARD THEIR SALARY. THESE POSITIONS ARE SHOWN ON THE COUNTY CHART; BUT, THEY ARE REALLY NOT ENTIRELY COUNTY EMPLOYEES OTHER THAN THE TWO SECRETARIES.

COMMISSIONER FINCH ASKED HOW THE COUNTY HANDLES A PARTIAL PLEDGE TO THEIR SALARY. HERBERT ADVISED THE COMMITTEE GOT TO THOSE FOUR NAMES YESTERDAY AND THAT IS WHERE THEY STOPPED; HE SAID IN THE PAST THEY HAVE PRORATED THEIR SALARY INCREASES. IN THE PAST, IF THE BOARD GAVE A 3% RAISE, THEY PUT 3% ON THE AMOUNT THEY PAY THE PARTIALLY FUNDED POSITIONS AT THE AG CENTER.

COMMISSIONER SAPP SAID ON THE PROPOSED GOVERNMENTAL CHART STRUCTURE, HE WAS NOT IN AGREEMENT AS WHAT IS LAID OUT AND FEELS IT IS OUT OF PROPORTION. HE SAID MAYBE THEY COULD DO A CHART FOR STAGES OF PROCEDURE. HE SAID THE COUNTY MANAGER IS WHERE HE IS AT; BUT, QUESTIONED SHOULDN'T THERE BE AN ASSISTANT COUNTY MANAGER SOMETIME UNDERNEATH THE COUNTY MANAGER. THERE SHOULD BE CERTAIN RESPONSIBILITIES THE ASSISTANT COUNTY MANGER WOULD OVERSEE AND BE THE DIRECTOR OVER. HE SAID THERE SHOULD BE COUNTY MANAGER, DEPUTY COUNTY MANAGER AND ACROSS THERE SHOULD BE PUBLIC SERVICES DEPARTMENT WHERE THERE IS A DEPENDENT DISTRICT AT SOME POINT IN THE FUTURE. HE REFERRED TO HUMAN RESOURCES BEING JUST UNDER COUNTY MANAGER ON THE CHART AS A CHAIN OF COMMAND OR WHAT THIS REPRESENTS. HE SAID IT LOOKED LIKE THESE DEPARTMENTS WOULD BE UNDER THE SAME LINE UP; PARK SERVICES, MANAGEMENT SERVICES, GROWTH MANAGEMENT, HUMAN RESOURCES, PUBLIC SAFETY, INFRASTRUCTURE MANAGEMENT ALL SHOULD BASICALLY BE ON THE SAME LINE HE WOULD THINK AND SUBTITLED UNDERNEATH THOSE. THE COUNTY MANAGER AND ASSISTANT COUNTY MANAGER, SHOULD THERE BE ONE, A DEPENDENT DISTRICT; HE THINKS THE DEPENDENT DISTRICT SHOULD BE STRAIGHT FROM THE COUNTY MANAGER, ETC. ALONG THOSE LINES.

COMMISSIONER SAPP ADDRESSED THE FUTURE GROWTH, WHICH THE BOARD DOESN'T UNDERSTAND AND DOESN'T KNOW WHAT IS GOING TO HAPPEN YET; THE PLANNING DEPARTMENT IS A PRETTY MAJOR ROLE, THE BUILDING DEPARTMENT.

COMMISSIONER FINCH SAID ALL OF THAT IS GROWTH MANAGEMENT; IT OUGHT TO BE A DEPARTMENT AND WITHIN THAT DEPARTMENT THERE SHOULD BE SUBORDINATES. HE SAID WHEN LOOKING AT OTHER BIG COUNTIES, THERE IS A GROWTH MANAGEMENT DEPARTMENT WHICH IS SOMEONE THAT HAS A DEGREE IN PLANNING OR GROWTH MANAGEMENT, ETC; OTHER POSITIONS THAT WOULD REQUIRE LESS EDUCATION OR EXPERIENCE WOULD FALL UNDERNEATH THAT.

HEATHER SAID FOR INSTANCE, LIKE THE GROWTH MANAGEMENT PERSON, THEY COULD POSSIBLY USE A CERTIFIED PLANNER WHICH THE COUNTY HAS HAD IN THE PAST. THE PERSON THAT HOLDS THESE POSITIONS WILL HAVE TO HAVE CERTAIN REQUIREMENTS. SHE SAID THE HUMAN RESOURCES ON THE CHART BELONGS THERE; IT IS A HUMAN RESOURCE DIRECTOR POSITION WHICH IS NOT CURRENTLY FILLED. THEY HAVE PUT ANOTHER HUMAN RESOURCES POSITION UP ABOVE, WHICH IS WHERE HER POSITION CURRENTLY FALLS, AS SHE DOESN'T HAVE ANYONE UNDER HER. SHE HAS AN ASSISTANT SOMETIMES. RIGHT NOW, SHE DOESN'T HAVE THOSE RESPONSIBILITIES NOR DOES SHE HAVE THE EDUCATION REQUIREMENTS FOR THAT. IN THE FUTURE WHEN HUMAN RESOURCES GROWS, IT DOES GROW, AND SHE ACHIEVES WHAT THESE OTHERS ARE REQUIRED, AT THAT POINT, SHE OR WHOMEVER, WOULD MOVE TO THAT. SHE SAID THAT WOULD BE A POSITION THAT IS VACANT AND THE POSITION WOULD HAVE TO BE INTERVIEWED FOR TO UPGRADE TO THAT LEVEL. SHE SAID CURRENTLY THE ONLY ONE THAT IS STILL IN UNDER PUBLIC SAFETY IS ROGER HAGAN; HE FITS INTO THAT LEVEL, SALARY WISE, ETC. THE COMMITTEE HAS RECOMMENDED ANIMAL CONTROL AND THE INMATE WORK CREWS GO OVER TO PUBLIC SAFETY; THEY KNOW WHY THEY ARE A PART OF PARK AND RECREATION NOW AND THAT IS CERTAINLY NOT GOING TO BE TAKEN AWAY FROM THE PERSON THAT HOLDS THAT POSITION NOW.

COMMISSIONER FINCH SAID HE WOULD AGREE UNDER COUNTY MANAGER, THEY WOULD DROP DOWN AND BE A DEPUTY COUNTY MANAGER WHO OUGHT TO HAVE RESPONSIBILITIES AND NOT BE ELIGIBLE TO A CHAIN OF COMMAND COMING BACK UP TO THE COUNTY MANAGER.

COMMISSIONER SAPP SAID DEPARTMENT HEADS SUCH AS THESE SHOULD BE UNDER THE COUNTY MANAGER AND UNDERNEATH THE DEPUTY COUNTY MANAGER WOULD BE SUCH AS PUBLIC SERVICE AS IN PUBLIC WORKS. THOSE THINGS THAT PETE IS HAVING TO TAKE CONTROL OVER AND DO WITH THE GROWTH BEFORE THEM, HE CAN'T SEE ABOUT ALL THE NECESSARY NEEDS FOR EACH DEPENDENT DISTRICT, ETC. THE DEPUTY MANAGER CAN TAKE THAT CHARGE OF THOSE UNDERNEATH THAT. HE FELT IT SHOULD BRANCH OUT IN A DIFFERENT FORM OF A TREE IF THEY HAD AN ASSISTANT COUNTY MANAGER IN THE FUTURE AND LEND SOME DIRECT RESPONSIBILITY BACK TO THE COUNTY MANAGER SHOULD BE ALL OTHER DEPARTMENTS AS HE IS THE HEAD OF THE COUNTY UNDERNEATH THE BOARD OF COUNTY COMMISSIONERS.

HEATHER SAID IN THE FUTURE, AS A PLANNING DOCUMENT, AS THAT POSITION IS FILLED, THEY MAY DECIDE IT NEEDS TO BE OVER CERTAIN LEVELS; THE COUNTY MANAGER NEEDS TO BE OVER SPECIFIC ONES LIKE THAT. CERTAIN THINGS LIKE HUMAN RESOURCE, MANAGEMENT SERVICE, ETC. MAY COULD BE DIVIDED UP A LITTLE BIT BETTER ON DIFFERENT LINE ITEMS.

COMMISSIONER PATE QUESTIONED IF THERE WERE COUNTY EMPLOYEES AT THE MSBU, HOW MANY, WHAT IS THEIR PAY GRADE AND ARE THEY COVERED UNDER THE COUNTY'S PAY SCALE. HEATHER SAID THERE WERE TWO INMATE SUPERVISORS AND THAT DOESN'T REPRESENT THOSE COUNTY EMPLOYEES; THE COUNTY EMPLOYEES FALL UNDER THE INMATE WORK CREW AND ACTUALLY REPORT TO DAVID CORBIN CURRENTLY. HEATHER SAID THE EMPLOYEES WOULD FALL DOWN UNDERNEATH PARKS AND RECREATION UNDER PUBLIC SERVICES AS WORK CREWS.

ADMINISTRATOR HERBERT SAID AT SOME POINT THEY THOUGHT THERE WAS ENOUGH INMATE WORK CREWS, IT WOULD BE A DEPARTMENT OF ITS OWN AND JUST HAVE ONE PERSON OVER INMATE WORK CREWS. THAT IS WHY THEY USED THE BOX AND THE DOTTED LINES WITH PUBLIC SAFETY; THEY ARE NOT THERE YET BUT AT SOME POINT, THIS MAY NEED TO HAPPEN. HE SAID HE THOUGHT THEY HAD COUNTED UP ABOUT SEVENTEEN DIFFERENT INMATE WORK CREWS WORKING AROUND THE COUNTY AND THAT IS A BIG JOB. AT SOME POINT, THEY MAY WANT ONE PERSON OVER ALL SEVENTEEN CREWS AND THE COMMITTEE THOUGHT WORKING WITH INMATES WOULD FALL IN LINE WITH PUBLIC SAFETY ISSUES.

COMMISSIONER SAPP SAID HE GUESSED THE COMMITTEE, AS THIS PROGRESSES, HAD A WORK SCHEDULE THEY WILL BE WORKING ON DURING THE PROCESS OF ALL THESE OTHER THINGS. HE REQUESTED HE BE PART OF THE COMMITTEE, AS CHAIRMAN OF THE BOARD, WHEN WORKING ON THE PROPOSED PROGRESSIVE GOVERNMENTAL STRUCTURE OF WASHINGTON COUNTY AND THEN BRING IT BACK BEFORE THE BOARD AS FAR AS THE BASICS OF IT.

COMMISSIONER FINCH PROPOSED THE COMMISSIONERS TAKE THE GOVERNMENTAL STRUCTURE PROPOSED AND EACH ONE MARK IT THE WAY THEY PERCEIVE IT SHOULD BE AND TURN IT BACK IN TO THE COMMITTEE TO INCORPORATE INTO THE CHART.

HEATHER SAID THEY ACTUALLY PRETTY MUCH DID THAT WITH THEIR DEPARTMENT HEAD MEETINGS; THEY TOOK THE PROPOSED CHART IN AND SHOWED IT TO THEM. SEVERAL OF THE DEPARTMENT HEADS CAME BACK AND TALKED TO HER AND ADMINISTRATOR HERBERT ABOUT THE PROPOSED CHART, GAVE SUGGESTIONS; THEY RESEARCHED AND LOOKED INTO IT AND MADE SOME CHANGES BASED ON WHAT THEY HAD SUGGESTED.

ADMINISTRATOR HERBERT SAID ONE OF THE HARDEST THINGS THEY HAVE WORKED ON AND TRIED TO DO IS TAKE THE CURRENT EMPLOYEES AND WHAT THEY ARE CURRENTLY MAKING AND FIT THEM ONTO THE PROPOSED PAY SCHEDULES HEATHER HAD SHOWED EARLIER FOR INFRASTRUCTURE MANAGEMENT ON THE GENERAL FUND. THE FIRST AREA THEY LOOKED AT WAS EMPLOYEES AND WHERE THEY FELL ON THE NEW SCHEDULE BY THEIR NUMBER OF YEARS AND PAY GRADE. THEY LOOKED TO SEE IF THEY WERE MAKING AT LEAST THAT MINIMUM AMOUNT THEY SHOULD BE IN THAT PAY GRADE. WHAT THEY CAME UP WITH WAS SEVEN PEOPLE UNDER THE GENERAL FUND AND NINE PEOPLE UNDER INFRASTRUCTURE MANAGEMENT THAT WERE MAKING LESS THAN WHAT THEY WOULD PROPOSE WITH THE NEW PAY SCHEDULE. IN ORDER TO MAKE THOSE ADJUSTMENTS, THEY HAD PROVIDED THE BOARD WITH A LIST OF THEIR NAMES AND THEIR NEW CLASSIFICATIONS. THE FAR RIGHT COLUMN WOULD BE THE AMOUNT THEY WOULD NEED TO BE ADJUSTED TO MAKE THEM FIT PROPERLY ON THE NEW PAY

SCALE. UNDER THE GENERAL FUND, THE ADJUSTMENTS TOTALLED \$8.47 PER HOUR. IF THEY PUT THIS IN PLACE HALF WAY THROUGH THE BUDGET YEAR. THERE IS 2080 WORK HOURS IN A FULL BUDGET YEAR; THEY CUT THIS IN HALF TO 1040 WORK HOURS AND THAT GAVE THEM \$8,808.80 TIMES 1.2 FOR BENEFITS AND CAME UP TO AN ESTIMATE OF \$10,570.60 TO GET THESE SEVEN PEOPLE PROPERLY ALIGNED IN THE GENERAL FUND.

UNDER INFRASTRUCTURE MANAGEMENT, THE ADJUSTMENTS TOTALLED \$2.14 TIMES 1040 HOURS AND IT WAS \$2,225.60 AND THEN TIMES 1.2 FOR THE BENEFITS FOR A TOTAL OF \$2670.20 FOR THE NINE PEOPLE. HE REITERATED THIS WOULD BE FOR THE PEOPLE MAKING LESS NOW THAN WHAT IS BEING RECOMMENDED IN THE PROPOSED PAY SCHEDULE. HE SAID THE COMMITTEE WOULD LIKE TO GET THEM ALIGNED PROPERLY WHERE THEY NEED TO BE.

HERBERT SAID THE NEXT THING THEY LOOKED AT WAS ON THE GENERAL FUND AND INFRASTRUCTURE MANAGEMENT, THERE WERE EMPLOYEES MAKING MORE THAN WHAT THE NEW PROPOSED PAY SCHEDULE CALLED FOR. THEY WENT THROUGH A COUPLE OF DIFFERENT SCENARIOS ON WHAT TO DO WITH THESE EMPLOYEES. THEY ENDED UP WITH PUTTING THEM INTO THE SALARY SCHEDULE TO WHERE THEY FIT BY WHAT THEY ARE MAKING NOW. THEY ARE GOING TO CALL THAT AN ADMINISTRATIVE STEP; THEY WOULD BE FURTHER OUT ON THE PAY SCALE THAN WHERE THEY SHOULD BE ACCORDING TO THEIR YEARS. HE SAID THEY WOULD DO THIS ADMINISTRATIVELY AND ON OCTOBER 1ST, THESE EMPLOYEES WOULD STILL GET THEIR RAISE AND EVERY THREE YEARS THEY WOULD STILL GET THEIR LONGEVITY INCREASE. THEY CALCULATED THOSE OUT TO WHERE THEIR CAREER PROGRESSION WOULD GO RIGHT ON BASED ON WHAT THEY ARE MAKING CURRENTLY. IF ANY OF THESE PEOPLE CHANGE JOBS, THEY WOULD THEN GO BACK WITH THE COLUMN TO WHERE THEIR NUMBER OF YEARS TO WHERE THEY SHOULD BE. IT DOESN'T REQUIRE ANY ADJUSTMENT IN THEIR PAY RIGHT NOW; IT IS JUST ADMINISTRATIVELY THEY WOULD HAVE TO PUT IT INTO THE POLICY, THESE EMPLOYEES ARE NOT ALIGNED PROPERLY BUT ARE ALIGNED FURTHER OUT ON THE CHART BECAUSE THEY ADOPTED A NEW CHART AND THEY DIDN'T FIT PROPERLY.

HERBERT SAID THE THIRD THING THEY LOOKED AT WAS IF EMPLOYEES WERE ALREADY MAKING MORE NOW THAN WAS IN THE SALARY RANGE FOR THE 35 YEAR CAREER; THEY ARE ALREADY MAKING MORE THAN THE SALARY RANGE SHOWED IN THE 35TH YEAR. THEY PUT THEM ON A SEPARATE SHEET AND ARE CALLING IT THE EXCEPTION PAY SCHEDULE. THEY WOULD KEEP THESE PERSONS AT THEIR SAME DOLLAR AMOUNT; THEY TOOK AND STEPPED THEM OUT IN THREE YEAR INCREMENTS AND THEY WOULD STILL GET THEIR LONGEVITY PAY EVERY THREE YEARS AND THEIR ANNUAL OCTOBER 1ST COST OF LIVING INCREASE AS THEY DIDN'T FIT ON THE PAY SCALE. AS THEY RETIRE OR LEAVE THE COUNTY EMPLOYMENT, THAT POSITION WOULD COME OFF THE EXCEPTIONS PAY SCHEDULE AND GO BACK ONTO THE MAIN PAY SCHEDULE WHEN THEY HIRE A NEW PERSON. HE SAID IT WOULD PROBABLY TAKE A NUMBER OF YEARS FOR SOME OF THESE POSITIONS; BUT, EVENTUALLY THEY WILL HAVE WORKED EVERYBODY OFF THE EXCEPTION PAY SCHEDULE ONTO THE REGULAR PAY SCHEDULE AND COULD DO AWAY WITH THE EXCEPTION PAY SCHEDULE LIST. THIS DOESN'T CALL FOR ANY CHANGE IN THEIR PAY THAT THEY ARE MAKING NOW.

HEATHER SAID THEY DIDN'T WANT TO TAKE MONEY AWAY FROM ANYBODY; BUT, THEY WANTED TO MAKE IT FAIR. SHE SAID THEY WANT THESE PEOPLE TO ALL FIT INTO ONE SCHEDULE; BUT, WITHOUT BEING FAIR TO ALL OF THEM, THEY WOULD HAVE TO DO AWAY WITH RAISES TOTALLY OR EVERYBODY GET A RAISE. THEY DON'T WANT ANY PEOPLE TO BE SINGLED OUT AS FAR AS THE LONGEVITY INCREASES GO; THAT IS WHY THERE IS AN EXCEPTIONS PAY SCHEDULE SO THEY GET THE SAME THING THE OTHERS GET THROUGHOUT THEIR CAREER.

HEATHER SAID THERE MAY BE SOME PEOPLE IN THE FUTURE, THE JOB THEY DO NOW OR THE TEN JOBS THEY DO NOW, THEY MAY HAVE TO HIRE TWO OR THREE PEOPLE. THEREFORE, ON THEIR SALARY CHART, THEY PLACED WHERE THEY FEEL THIS PERSON SHOULD BE; BUT, BECAUSE OF WHAT THEY CURRENTLY DO, THAT IS JUST A CLASSIFICATION THAT IS ON THE CHART AND IT DOESN'T REPRESENT A PERSON. AT THIS MOMENT, IT DOESN'T EXIST. THEY HAVE A PERSON WHO HAS SEVEN OR EIGHT DIFFERENT JOBS NOW. THEY STILL SHOULD CONTINUE TO GET WHAT THEY HAVE ALWAYS BEEN GETTING; IT IS NOT THEIR FAULT.

COMMISSIONER FINCH TOOK MR. BRUNER ON THE PAY CHART AND SAID HE WAS MAKING \$20.20 AT HIS STEP. HE ASKED HEATHER TO TELL HIM WHY MR. BRUNER IS AT THIS STEP.

HEATHER SAID ON THEIR GENERAL SCHEDULE THEY MADE, THEY HAD THE JOB CLASSIFIED AS A G6 LEVEL WHICH IS STARTING OUT AT \$15.10 AN HOUR; IN TODAY'S DOLLARS, IF THEY WERE GOING TO REPLACE HIM, THEY HAVE GROUPED HIM WITH OTHER MANAGERS AND THAT IS THE PAY THEY FEEL THEY CAN FILL THAT VACANCY WITH. HOWEVER, THROUGHOUT THE PROGRESSION ON THE G6 LEVEL, IT TOPS OUT AT \$17.79 AFTER THIRTY FIVE YEARS. AT HIS CURRENTLY HOUR RATE, MR. BRUNER IS ABOVE THAT; THEY PUT HIM IN LINE LONGEVITY WISE WITH THE YEARS HE IS AND STEPPED IT OUT THE SAME WAY OTHERS WERE STEPPED OUT. HE IS GOING TO GET A LONGEVITY PAY INCREASE EVERY THREE YEARS AND EVERY YEAR THE BUDGET COMMITTEE REQUESTS THE BOARD FOR A COST OF LIVING INCREASE, HE WILL GET THE SAME THING. SHE STATED THE WHOLE PAY SCHEDULE WILL MULTIPLY BY WHATEVER THE BOARD APPROVES FOR THE COST OF LIVING; THE THREE YEAR LONGEVITY INCREASES WILL ALWAYS BE 1.5% EVERY THREE YEARS.

COMMISSIONER FINCH QUESTIONED WHEN BRUNER RETIRES AND GOES BACK TO THE VERY BEGINNING, THEY WILL BE A CHANGE IN SALARY. ADMINISTRATOR HERBERT SAID THEY WOULD SUBTRACT THAT POSITION OFF THE EXCEPTIONS PAY LIST; EVENTUALLY THEY WILL DO AWAY WITH THE EXCEPTIONS LIST AND EVERYBODY WOULD BE ON THE SAME LIST.

HEATHER SAID THERE WOULDN'T BE ANY MORE PERSONS SAYING THEY ARE A CLERICAL AND HAVE BEEN HERE SIX YEARS AND ANOTHER PERSON IS A CLERICAL AND SHE HAS JUST GOT HERE AND MAKES THE SAME AMOUNT OF MONEY AS THEY DO.

COMMISSIONER FINCH QUESTIONED IF EMPLOYEES WHO FALL UNDER THE DROP PROGRAM WOULD STILL GET ANNUAL RAISES THE SAME AS OTHER COUNTY EMPLOYEES. LINDA WALLER SAID SHE THOUGHT THEY COULD AND REFERRED TO HER HAVING READ SOMEWHERE WHERE SOMEONE AFTER TWO YEARS CAN OPT OUT OF THE DROP PROGRAM.

COMMISSIONER FINCH SAID THAT WAS SOMETHING NEW BECAUSE THAT WASN'T THE WAY IT WAS WITH THE STATE WHEN HE WAS THERE.

COMMISSIONER HOLMAN REQUESTED ADMINISTRATOR HERBERT CHECK INTO THE REQUIREMENTS FOR DROP RECIPIENTS AND REPORT TO THE BOARD. IF AN EMPLOYEE GETS IN THE DROP PROGRAM OR IS ON THE DROP PROGRAM, DO THEY STILL FALL INTO THE CATEGORIES THE COUNTY EMPLOYEES GET.

COMMISSIONER SAPP QUESTIONED IF THERE WERE CURRENTLY ANY COUNTY EMPLOYEES UNDER THE DROP PROGRAM. ADMINISTRATOR HERBERT ADVISED LINDA WALLER AND ROGER HAGAN HAD SIGNED UP FOR THE DROP PROGRAM.

AS AN EXAMPLE OF THE ADMINISTRATIVE STEPS, HEATHER EXPLAINED THESE WERE PEOPLE WHO WHEN THEY TRIED TO FIT THEM IN BECAUSE OF WHAT THEY MADE, THEY MADE MORE THAN WHAT THE STEP WAS THEY HAD THEM IN.

ADMINISTRATOR HERBERT ADVISED THESE EMPLOYEES MADE MORE THAN THE ALIGNMENT OF YEARS IN THEIR GRADE; BUT, THEY WERE ON THE CHART. HE SAID THEY WEREN'T OFF THE CHART LIKE THE ONES ON THE EXCEPTION LIST.

HEATHER SAID FOR EXAMPLE, THE TOP PERSON ON THE LIST IS AN INMATE SUPERVISOR AND FOR 0-3 YEARS ON THE GENERAL SCHEDULE AT A G-3 LEVEL WOULD MAKE \$10.00 AN HOUR. HOWEVER, THE INMATE SUPERVISOR IS ALREADY \$.48 OVER THAT AMOUNT IN THE 0-3 LEVEL. WHAT THEY DID, THE SAME AS THEY DID WITH THE ONES ON THE EXCEPTION CHART, THEY ARE NOT TAKING ANY MONEY AWAY. THE EMPLOYEE WOULD CONTINUE TO GET HIS STEPS ALL THE WAY ACROSS FOR LONGEVITY AND COST OF LIVING INCREASES. SHE SAID THE WAY THE EMPLOYEES ARE LISTED ON THE CHART IS BASED OFF WHERE THEY ARE IN THEIR CAREER.

SHE THEN REFERRED TO JAMES FINCH AT THE SOD FARM; HE IS WORKING IN HIS SEVEN TO NINE YEAR RANGE SO HIS PAY IS CALCULATED OUT ALL THE WAY TO THE END, ETC.

COMMISSIONER HOLMAN QUESTIONED WITH THE NEW PROCEDURE AND NEW STEPS, NOBODY'S PAY UNDER COUNTY EMPLOYMENT WAS CUT. HEATHER ADVISED IT WAS NOT. SHE SAID THAT WAS NEVER THEIR INTENTION; IT IS NOT THE EMPLOYEE'S FAULT THEY MAKE WHAT THEY MAKE.

COMMISSIONER STRICKLAND SAID THESE EMPLOYEES WOULD STILL GET A RAISE LIKE EVERYBODY ELSE.

COMMISSIONER HOLMAN ADDRESSED THERE BEING RUMORS THAT EMPLOYEES PAY WAS BEING CUT. COMMISSIONER STRICKLAND SAID SOME EMPLOYEES WERE UNDER THE

UNDERSTANDING IF THEY MADE MORE THAN THE SALARY SCHEDULE ALIGNMENT FOR THEIR YEARS, THEY WOULDN'T EVER GET A RAISE.

ADMINISTRATOR HERBERT SAID THE COMMITTEE HAD LOOKED AT ALL KIND OF SCENARIOS LIKE THAT; BUT, THEY WANTED TO TREAT EVERYBODY THE SAME AND THIS IS HOW THEY WERE LAID OUT ON THE PAY SCHEDULE.

HEATHER SAID TO GET EVERYBODY IN LINE WITH THE PAY SCHEDULE THIS MINUTE, PAY CUTS WOULD HAVE TO HAVE BEEN MADE AND SOME EMPLOYEES WOULDN'T GET A SALARY INCREASE. HOWEVER, THEY DIDN'T WANT TO DO THAT AND REITERATED IT IS NOT THE EMPLOYEE'S FAULT THEY MAKE WHAT THEY MAKE.

COMMISSIONER FINCH SAID EVENTUALLY THESE ISSUES WILL TAKE CARE OF ITSELF WITH YEARS.

COMMISSIONER PATE QUESTIONED WHEN WAS THE COMMITTEE GOING TO ASK THE BOARD TO IMPLEMENT THE JOB CLASSIFICATION AND PAY GRADE SCHEDULE.

ADMINISTRATOR HERBERT SAID ON THE ADJUSTMENTS TO BE MADE, THEY DID THE CALCULATIONS FOR A HALF YEAR; MONEY WOULD HAVE TO BE TAKEN OUT OF CONTINGENCY TO MAKE IT EFFECTIVE APRIL 1ST. HE SAID THEY WERE HOPING TO BE ABLE TO PRESENT IT CLEARLY, EVERYONE HAVE A CLEAR UNDERSTANDING AND THE BOARD GO AHEAD AND TAKE ACTION ON IT TODAY.

COMMISSIONER SAPP QUESTIONED IF THIS WOULD SETTLE ALL THE OTHER ISSUES THEY HAVE HAD PREVIOUSLY WHEN THE RECLASSIFICATION OF THE EMPLOYEES TOOK PLACE.

HERBERT SAID SOME OF THE ADJUSTMENTS THAT ARE RECOMMENDED WERE PEOPLE WHO HAD FILED COMPLAINTS OR GRIEVANCES; BUT, NOT ALL OF THEM. HE SAID THERE WERE SOME OF THEM THAT FELL ON THE PAY CHART WHERE THEY NEEDED TO FALL; SOME OF THEM WILL GET ADJUSTMENTS AND IT WILL BE HARD TO SAY IF THEY WILL BE SATISFIED WITH IT. HE SAID SOME OF THE ONES WHO HAVE FILED COMPLAINTS OR GRIEVANCES WILL NOT GET ADJUSTMENTS. SOME OF THE COMPLAINTS ABOUT CLASSIFICATIONS, TITLES, ETC, HE FEELS HAVE BEEN RESOLVED.

HEATHER SAID THE EMPLOYEES MAY STILL NOT AGREE WITH WHERE THEY ARE ALIGNED WITH; BUT, ONCE THEY GET A GOOD WRITTEN JOB DESCRIPTION, WHAT IS PRESENTED TODAY CAN CHANGE IN THE FUTURE AND THEY WILL PRESENT THE CHANGES TO THE BOARD AND SHOW THEM WHERE SOME MAY NOT ALIGN. SHE ADDRESSED WHAT WAS BEING PRESENTED TODAY WOULD ALWAYS BE A WORKING DOCUMENT; BUT, WILL NEED TO BE BOARD APPROVED PRIOR TO BEING IMPLEMENTED. IF CHANGES ARE NEEDED TO BE MADE, THEY WILL BRING THEM BEFORE THE BOARD FOR APPROVAL.

COMMISSIONER STRICKLAND ASKED IF AN EXCAVATOR OPERATOR WOULD STILL BE IN THE BACKHOE CATEGORY. HE SAID THERE WERE TWO EMPLOYEES WHO OPERATES AN EXCAVATOR AND ONE OF HIM COMPLAINS ABOUT HIS PAY BECAUSE THEY GOT HIM CLASSIFIED WITH A BACKHOE. HE SAID AN EXCAVATOR IS MORE EXPERIENCED THAN A BACKHOE OPERATOR.

HEATHER SAID WHAT SHE WOULD LIKE TO SEE, AND SHE HAS TALKED WITH THE EAST AND WEST SUPERVISORS AT PUBLIC WORKS, WAS TO TRY AND BETTER ALIGN WHAT JOBS ARE. SHE AGREED MOST OF THE TIME THEY MAY NEED THE EXCAVATOR PERSON; BUT, IF THEY NEED THIS PERSON TO GO AND DO SOMETHING ELSE BECAUSE HIS EQUIPMENT IS BROKE DOWN, THEY WILL HAVE DIFFERENT CLASSIFICATIONS FOR HEAVY EQUIPMENT OPERATORS. SHE SAID THEY WOULD HAVE DIFFERENT CATEGORIES BASED ON WHAT A PERSON CAN DO WITH THE KIND OF SKILLS THEY HAVE. SHE SAID THEY WOULD HAVE TO BE ABLE TO OPERATE THE TWO UPPER END MORE COMPLEX PIECES OF EQUIPMENT; A GRADER AND AN EXCAVATOR. SHE SAID IF THEY CAN OPERATE ONE OF THOSE, AND EXPLAINED SHE HAD A WHOLE SECTION OF OTHER PIECES OF EQUIPMENT, IF THEY CAN OPERATE FOUR OR FIVE OF THOSE, THEY WOULD BE IN THAT CATEGORY OF PEOPLE. SHE SAID THESE PEOPLE COULD BE A FLOATER BECAUSE THEY COULD BE MOVED ANYWHERE A SUPERVISOR WOULD NEED THEM. THE NEXT CATEGORY DOWN WOULD BE A LITTLE LESS COMPLEX, A LITTLE LESS SKILLS. SHE SAID HOPEFULLY SHE COULD GET THE SKILL TEST IN LINE TO SEE WHO WOULD ALIGN IN THOSE CATEGORIES.

COMMISSIONER SAPP SAID HE DIDN'T SEE ANY DIFFERENCE BETWEEN A BULLDOZIER OPERATOR THAT IS HIGHLY QUALIFIED, A RUBBER TIRED BACKHOE OPERATOR THAT IS HIGHLY QUALIFIED AND A EXCAVATOR OR MOTOR GRADER OPERATOR THAT IS HIGHLY

QUALIFIED TO DO THE SAME GRADE OF WORK. HE SAID THEY ARE GRADING A ROAD AND THEY HAVE TO HAVE IT TO A CERTAIN GRADE LEVEL, ETC. AND REGARDLES OF WHAT PIECE OF EQUIPMENT THEY ARE USING TO DO THAT, IT REQUIRES THE SAME AMOUNT OF SKILLS. HE SAID JUST BECAUSE THEY KNOW HOW TO OPERATE ONE AND DOESN'T KNOW HOW TO RUN ANOTHER PIECE OF EQUIPMENT DOESN'T MAKE ANY DIFFERENCE IN THE VALUE OF THAT PERSON ON THEIR JOB. HE SAID THE VALUE IS THE PERSON COULD DO THAT JOB WITH THAT PIECE OF EQUIPMENT AS WELL AS ANOTHER PERSON CAN DO THEIR JOB WITH THEIR PIECE OF EQUIPMENT. HE SAID IF THE PERSONS WERE SWAPPED OVER AND ASKED THEM TO REVERSE THAT AND TAKE THE ONE OFF THE EXCAVATOR AND PUT HIM ON THE RUBBER TIERED BACKHOE, THEY WOULD HAVE A MESS ON BOTH SIDES. NEITHER ONE OF THEM COULD PROBABLY DO AS GOOD A JOB ON THE OTHER PIECE OF EQUIPMENT. HE AGREED SOME OF THE EMPLOYEES MAY BE MULTI-LATERAL AND CAN DO ALL KIND OF THINGS WITH ALL DIFFERENT TYPES OF EQUIPMENT. HE SAID AS FAR AS THE QUALITY OF A PERSON THAT IS SKILLED AND HAS THE INTEGRITY TO DO A JOB WITH A CERTAIN PIECE OF EQUIPMENT, IT TAKES THE SAME SKILLS IN THE PERSON THAT CAN DO WITH THE BACKHOE AS IT DOES WITH THE EXCAVATOR. HE SAID HE DIDN'T SEE ANY DIFFERENCE THERE BECAUSE THEY ARE IN A HIGHER SEAT, THEY HAVE A HIGHER PRICE JOB AND IT TAKES THE SAME AMOUNT OF MENTAL TRAINING AND EXPERTISE WITH YOUR HANDS AND VISUAL, ETC. HE REITERATED THEY ARE DOING THE SAME JOB; BUT, WITH A DIFFERENT PIECE OF EQUIPMENT.

COMMISSIONER FINCH SAID HE AGREED WITH COMMISSIONER SAPP IN THEORY; BUT, CERTAINLY, IF A PERSON CAN OPERATE THREE OR FOUR PIECES OF EQUIPMENT, A PERSON OUGHT TO BE MORE VALUABLE. COMMISSIONER SAPP AGREED.

COMMISSIONER FINCH SAID HE HAS SAID ALL THE TIME A BACKHOE OPERATOR WHO CAN DO HIS JOB AND DO IT VERY SKILLFULLY IS JUST AS VALUABLE AS A GRADER OPERATOR ONCE HE STARTS GRADING ROADS. HOWEVER, THEY HAVE NEVER LOOKED AT IT LIKE THAT. HOWEVER, IF HE CAN OPERATE BOTH PIECES OF EQUIPMENT, HE FEELS THE EMPLOYEE WOULD BE MUCH MORE VALUABLE.

COMMISSIONER SAPP AGREED; BUT, REITERATED IT TAKES THE SAME AMOUNT OF SKILLS AS FAR AS OPERATING A PIECE OF MACHINERY ON THAT TYPE OF WORK. COMMISSIONER HOLMAN SAID IT ALL FALLS UNDER HEAVY EQUIPMENT.

OTHER THAN BEING MULTI-LATERAL VERSED ON ALL MACHINES, SAPP SAID HE FELT ONE SHOULD BE PAID THE SAME AS THE NEXT. COMMIS- SIONER FINCH AGREED; BUT, IF HE CAN RUN TWO OR THREE PIECES OF EQUIPMENT, A PERSON SHOULD BE MORE VALUABLE. COMMISSIONER SAPP SAID THAT PERSON WOULD BE A FLOATER TYPE POSITION BECAUSE A PERSON COULD TRANSFER FROM ONE PIECE OF EQUIPMENT TO ANOTHER.

HEATHER REFERRED TO THERE BEING HIGHER PAID POSITIONS ON THE GENERAL SCHEDULE BASED ON MORE RESPONSIBILITY. SHE SAID THEY MAY NEED TO MAKE THOSE ONES THAT ARE HIRED IN WITH MORE RESPONSIBLITY. SHE EXPLAINED A PERSON IN A G-8 LEVEL MAY DO THEIR JOB JUST AS WELL AS A PERSON AT A G-2 LEVEL; BUT THEY ARE AWARDED MORE MONEY BECAUSE OF THE LEVEL OF SKILLS THEY HAVE. HEATHER SAID SHE GUESSED IN TALKING WITH QUITE A FEW PEOPLE FROM THE PUBLIC WORKS DEPARTMENT, IT WAS HER IMPRESSION THAT THOSE PIECES OF MACHINERY, THERE WERE MORE COMPLEX THINGS THAT YOU CAN OPERATE AND IT TOOK LONGER TO LEARN HOW TO OPERATE AND OPERATE THEM WELL. SHE WANTED TO HOPEFULLY BE ABLE TO REWARD PEOPLE WHO COULD OPERATE THOSE MORE COMPLEX PIECES OF MACHINERY AS WELL. SHE SAID IF THEY COULD OPERATE MORE THAN ONE PIECE OF EQUIPMENT, HOPEFULLY, THEY COULD BE AWARDED FOR THAT.

COMMISSIONER SAPP SAID ANOTHER THING IS BEING ABLE TO AND BEING WILLING TO; IF A PERSON SIGNS UP AS A FLOATER, THEN THEY ARE WILLING TO. IF YOU CAN DO IT BECAUSE IT IS ON YOUR CLASSIFICATIONS WHEN YOU HIRE ON, A PERSON MAY NOT WANT TO DO ANYTHING BUT OPERATE THAT PIECE OF EQUIPMENT THEY HAVE ALWAYS OPERATED.

HEATHER SAID THAT IS WHY SHE DIDN'T WANT TO SEE JOB DESCRIPTIONS JUST FOR A DUMP TRUCK OPERATOR, ETC.; THEN, AN EMPLOYEE SAYS THAT IS WHAT THEIR JOB IS. WHEN THEY ARE ASKED TO OPERATE ANOTHER PIECE OF EQUIPMENT, THE EMPLOYEE MAY REFUSE AND SAY THEY ARE NOT DOING THAT BECAUSE THAT IS NOT THEIR JOB. SHE SAID THE JOB DESCRIPTIONS WOULD REQUIRE THE EMPLOYEES TO BE VERSATILE AND THEY WOULD HAVE TO BE ABLE TO OPERATE A COUPLE OF PIECES OF EQUIPMENT. SHE SAID THEY WOULD



HAVE THE SKILLS TEST TO SHOW THAT THE APPLICANT COULD OPERATE THE EQUIPMENT. SHE ADDRESSED HER BEING AWARE PERSONS JOB DESCRIPTIONS SAYS OTHER DUTIES AS ASSIGNED, ETC.; BUT, IF THEY ARE GIVEN A CLEAR CUT REQUIREMENT LIST OF WHAT NEEDS TO BE DONE, WHEN THEY HAVE EMPLOYEE EVALUATIONS AT THE END OF THE YEAR, THEY USE THIS TO BASE OFF OF WHAT THEY ARE REQUIRED TO DO.

COMMISSIONER SAPP SAID IF THE ADMINISTRATOR AND THE SUPERVISORS ARE AWARE OF WHAT A PERSON IS CAPABLE OF DOING AND IT IS ON THEIR EMPLOYMENT FILE HE IS AN EXCAVATOR OPERATOR, DUMPTRUCK DRIVER, MOTORGRADER OPERATOR, AND FINISHED SKILLS IN ALL THESE AREAS, THAT SHOULD BE UNDER THEIR HEADING. ANYTIME THE SUPERVISORS NEED THAT PERSON IN ALL THOSE AREAS, THEY SHOULD PUT THEM WHERE THEY NEED THEM. HE SAID THEY SHOULD BE PAID ACCORDINGLY IF THEY ARE WILLING TO BE A FLOATER IN THAT POSITION; THIS GIVES THE COUNTY MORE FLEXIBILITY ON WHAT THEY NEED TO DO.

HEATHER ADDRESSED PEOPLE HAVING WORKLOADS, PEOPLE ARE ABSENT AND THE COUNTY BEING SMALL; THERE IS ALWAYS A SHORTAGE AT PUBLIC WORKS AND THEY ALWAYS NEED SOMEBODY. SHE SAID THE SUPERVISORS HAD TOLD HER THEY WOULD LIKE TO SEE SOMETHING TO HELP EQUALIZE THE WORKLOAD; WHEN SOMEONE IS GONE, THERE IS SOMEBODY WHO COULD FILL IN FOR THEM.

COMMISSIONER SAPP SAID THEY PROBABLY NEED TO LOOK AT THE CRITERIA ON THE NUMBER OF FLOATERS NEEDED FOR EACH DEPARTMENT AND LIMIT IT TO THAT AMOUNT INSTEAD OF PAYING THE WHOLE COUNTY WORKFORCE THAT CAN DO EVERYTHING ON THE JOB. HE SAID THAT WOULD COVER THE COUNTY AT ANY GIVEN DAY; PLUS, AT ANY POINT IN TIME THAT SOMEBODY FALLS OUT OF THAT CATEGORY, ETC., THEY ADVERTISE IN HOUSE IF THEY WANT TO GET IN THAT POSITION, THIS WILL BE YOUR INCREASE IN PAY FOR THAT FLOATER RATE AND THEY WILL STILL MAINTAIN THAT SET NUMBER. HE SAID THIS IS SOMETHING THE BOARD NEEDS TO LOOK AT AS IMPLEMENTATION INTO COUNTY POLICY.

COMMISSIONER FINCH SAID THE LIMITED NUMBER OF FLOATERS FOR EACH DEPARTMENT WOULD BE ABOVE THE ROAD BUILDING CREW; THEY ARE ADVERTISING FOR FLOATERS WHO ARE SKILLED IN OPERATING ALL TYPES OF EQUIPMENT.

COMMISSIONER PATE QUESTIONED IF HE HAD UNDERSTOOD HEATHER TO SAY THEY DIDN'T WANT TO PUT IN THERE A CERTAIN PERCENTAGE OF OTHER ASSIGNED DUTIES. HEATHER SAID RIGHT NOW THAT IS ALL THE POLICY SAYS; BUT, IF THEY WERE TO CLEARLY DEFINE MORE OUT THERE, IT MAKES IT A LITTLE MORE CLEARER.

COMMISSIONER PATE SAID IT WOULD BE WHATEVER A PERSON IS ASSIGNED TO; WHATEVER PIECE OF EQUIPMENT THEY ARE CAPABLE OF HANDLING.

COMMISSIONER HOLMAN SAID A PERSON'S POSITION MAY BE A BACKHOE OPERATOR; BUT, IF THE SUPERVISOR FEELS YOU CAN GO OUT THERE AND DO THE FLAGGING OR DRIVE A DUMPTRUCK AND TELLS THE PERSON TO DO THAT, THAT IS WHAT THE PERSON NEEDS TO DO WITHOUT GETTING UPSET OR MAD OVER IT. HE SAID THE PERSON IS AN EMPLOYEE OF WASHINGTON COUNTY.

HEATHER SAID IT IS NOT PUNISHMENT TO DO THAT; THEY WOULD BE JUST EQUALIZING THE WORKLOAD AND BALANCING IT OUT. SHE SAID THAT IS WHY A PERSON MAY BE OUT SICK THAT DAY AND WHEREVER SOMEONE ELSE MAY BE REALLY NEEDED AS PART OF THAT TEAM IS THERE. SHE SAID THEY EME ALL BUILDING A ROAD TOGETHER AND IT DOESN'T MATTER WHAT AN EMPLOYEE'S ASSIGNED JOB IS AND THEY ARE RESPONSIBLE FOR IT; HOWEVER, IF THEY DON'T NEED THEM IN THEIR ASSIGNED POSITION, THEY WILL HAVE TO FILL IN WHERE NEEDED.

CHRIS LAWSON, COUNTY EMPLOYEE, ASKED FOR EXAMPLE AT PUBLIC WORKS, IF THERE IS AN EMPLOYEE MAKING \$10 AN HOUR DOING WHATEVER AND YOU HAVE AN EXCAVATOR POSITION, THE MAN IS OUT FOR TWO WEEKS OR MAY HAVE A HEART ATTACK AND BE OUT FOR TWO MONTHS. THE SUPERVISOR TELLS SOMEBODY, AND DOES'T ASK THEM, THEY ARE GOING TO HAVE TO FILL IN \$10 AN HOUR AND THE EXCAVATOR PERSON IS MAKING \$14 AN HOUR; BUT, THE TWO MONTHS THE EXCAVATOR PERSON IS OUT, THE EMPLOYEE RUNNING THE EXCAVATOR DOING THE SAME JOB IS STILL MAKING \$10 AN HOUR. HE SAID HE DIDN'T SEE WHERE THAT IS RIGHT. IF YOU ARE TOLD TO DRIVE A PIECE OF EQUIPMENT FOR ANY LENGTH OF TIME AND YOU ARE MAKING \$10 AN HOUR DOING THE SAME THING THE PERSON IS OUT OF WORK DOING, THAT IS NOT RIGHT. HE POINTED OUT HE WAS NOT TALKING ABOUT A DAY OR TWO.

HEATHER ASKED CHRIS IF THAT WOULD WORK IN REVERSE; IF HE WAS AN EXCAVATOR OPERATOR OR A HIGHER PAID OPERATOR AND WAS ASKED TO WORK IN A LOWER PAID POSITION WHILE SOMEONE WAS OUT, WOULD HE WANT TO GET THE LOWER PAY WHEN FILLING IN.

CHRIS SAID IF I WAS IN A POSITION HE IS IN AND HE IS TOLD TO DO A LOWER POSITION, NO HE IS NOT GOING TO ARGUE ABOUT IT; BUT, IF HE IS A LOW MAN ON THE TOTUM POLE AND IS EXPECTED TO DO A HIGHER MAN'S PAYING JOB FOR A LENGTH OF TIME AND STILL GET PAID HIS \$10 AN HOUR, HE CAN'T SEE WHERE THAT IS RIGHT.

COMMISSIONER SAPP SAID UNLESS HE WAS A FLOATER AND HAS THAT SCHEDULE OF PAY. CHRIS SAID HE SEES THAT IS WHAT THE BOARD IS TALKING ABOUT NOW; BUT, IF THAT DON'T WORK, THEY WOULD STILL BE FALLING BACK TO THE SAME THING THEY HAVE RIGHT NOW.

COMMISSIONER SAPP SAID UNLESS THAT PERSON IS DEEMED THAT JOB PERMANENTLY, HE MOVES TO THAT CLASSIFICATION ACCORDING TO HIS YEARS AND TIME SUCH AS THEY HAVE DEVELOPED AND THEN HE OPTS TO TAKE THAT JOB ON. HE SAID THAT IS TRUE WITH ANY PROCESS; BECAUSE A PERSON IS ASKED TO DO SOMETHING DIFFERENTLY, THAT PERSON SHOULD CONSIDER IT A GAIN OF KNOWLEDGE. THEN, WHEN THEY TURN IT IN ON HIS REPORT AS TO WHAT THEY CAN AND CAN'T DO, IT GIVES THEM THE OPPORTUNITY TO MOVE UP WITH FREE TRAINING. HE SAID IT SHOULDN'T BE A COMPLAINT FROM ANY EMPLOYEE TO BE ABLE TO GET FREE TRAINING TO MOVE FORWARD; IF THEY SHOULD BE ABLE TO LAND THAT JOB IN THE FUTURE BECAUSE THEY HAVE MORE EXPERIENCE THAN THE PERSON WHO SAID THEY DIDN'T WANT TO GO DO THAT AND WANTS TO STAY ON THE PIECE OF EQUIPMENT THEY OPERATE ALL THE TIME. HE SAID WHEN SOMEBODY ASKS THEM TO MOVE TO A PLACE AND HELP ASSIST AND NOT KNOWING WHAT WAS GOING ON WITH THE JOB, THEY FIDDLED AROUND, GOT THROUGH IT, MADE THE DAY AND GOT PAID FOR THEIR DAYS WORK. HE SAID IF YOU WOULDN'T AN EXCAVATOR OPERATOR BUT YOU PROBABLY LOADED AS MANY TRUCKS AS THE NEXT GUY DID, CLEANED OUT A DITCH, ETC.; BUT, THEY STILL GOT PAID AND GAINED EXPERIENCE. SHOULD THAT TIME ARISE TO CHANGE JOBS, HE SAID THEY WOULD HAVE A LITTLE MORE EXPERIENCE THAN THE GUY THAT DIDN'T MOVE. HE SAID THERE WAS A TRADE OFF IN THERE.

COMMISSIONER PATE SAID THERE USE TO BE A POLICY OUT AT FL-DOT IF A PERSON WAS ASSIGNED A PROJECT OR A JOB TEMPORARILY AND IT LASTED MORE THAN TWELVE MONTHS, THEY COULD ASK FOR AN AUDIT OF THAT POSITION. THEY EITHER HAD TO MOVE YOU BACK TO WHERE YOU WAS AT OR PROMOTE YOU TO THE POSITION YOU WERE FILLING IN FOR. HE SAID TWO MONTHS WAS BASICALLY TRAINING AND ADDRESSED HIM KNOWING WHERE CHRIS WAS COMING FROM; HOWEVER, ROAD AND BRIDGE IS NOT THE ONLY ONES THAT HAS BEEN IN THAT SITUATION. HE HAS BEEN IN IT MANY TIMES AND HAS WORKED.

HEATHER SAID CERTAINLY IF SOMEONE GOES OUT ON AN EXTENDED MEDICAL LEAVE, SHE SAID SHE HAS BEEN IN THOSE SITUATIONS AND WORKED WITH THAT, THEY HIRED A REPLACEMENT AND IT MAY BE SOMEONE WHO ALREADY WORKED THERE. SHE SAID IF A PERSON IS MOVED TO A POSITION AND THEY WORK FOR A YEAR DOING THAT JOB, THIS MAY COULD BE WORKED OUT.

COMMISSIONER FINCH SAID THEY HAVE HAD OPERATORS THAT HAVE HAD TO BE OUT ON WORKERS COMPENSATION FOR YEARS. IF THEY HAVE THEIR NEW SCHEDULE SET UP AND A PERSON IS AN EXPERIENCED MOTORGRADER OPERATOR MAKING \$15 AN HOUR AND THE COUNTY HAD TO HIRE SOMEONE IN, HE WOULD STILL COME BACK IN AT THE BEGINNING AND THEY WOULDN'T BE MAKING THE \$15 AN HOUR THE GUY THAT LEFT WAS MAKING.

HEATHER SAID IF SHE WAS ON FAMILY MEDICAL LEAVE AND SOMEBODY COME IN TO TAKE HER PLACE, THEY WOULD START AT THE BOTTOM OF THE TOTEM POLE WHERE SHE DID. SHE SAID THE YEARS AN EMPLOYEE HAS IS THEIRS.

COMMISSIONER SAPP CLARIFIED BECAUSE A PERSON IS ASKED TO DO A TEMPORARY JOB AND IT IS A LESSER PAYING JOB THAN WHAT HE IS CURRENTLY DOING, HIS PAY CLASSIFICATION IS NOT REDUCED OR CHANGED BECAUSE OF THAT UNLESS HE ELECTS AND THE JOB BECOMES FULL TIME AND MADE PERMANENT AND HE ELECTS TO STAY THERE, THEN HIS PAY DOES GET DOWNCLASSED TO THAT JOB BECAUSE HE WANTS A LESSER STRESSFUL JOB. HE SAID THAT IS THE ONLY TIME A PERSONS PAY WOULD GO LOWER THAN WHAT IT CURRENTLY IS.

HEATHER SAID THE PAY SCHEDULE WITH THE PAY CLASSIFICATION STAYS THERE; BUT, IF THEY MOVE SOMEWHERE ELSE, THEIR PAY CHANGES BUT THEIR YEARS DON'T.

COMMISSIONER HOLMAN QUESTIONED WHAT IF THE BOARD ASKS FOR THE PERSON TO BE PUT IN A LOWER POSITION. HEATHER SAID BOARD POLICY STATES THE EMPLOYEE WOULD THEN KEEP THEIR SALARY. SHE SAID SHE HOPED THERE WOULD BE COUNSELLING AND THAT MAY WORK ITSELF OUT. SHE SAID THAT MAY NOT NEED TO HAPPEN; THERE MAY BE A REASON WHY THE BOARD IS ASKING FOR THE EMPLOYEE TO BE MOVED TO A LOWER PAYING POSITION. IS THE EMPLOYEE DOING A BAD JOB AT WHAT THEY ARE DOING; IF SO, HEATHER SAID THEY DON'T NEED TO BE MOVED SOMEWHERE IF THEY ARE DOING A BAD JOB AT WHAT THEY ARE CURRENTLY HIRED FOR AND THEY MAY NEED SOME COUNSELLING.

COMMISSIONER SAPP SAID ALL THE BOARD POLICIES MAY NOT BE THE BEST POLICY IN THE WORLD. HE FELT LIKE SOME OF THE BOARD POLICY NEEDS TO BE CHANGED AND GO BY THE SCHEDULE. THIS WILL KEEP THE PAST PROBLEMS FROM OCCURRING IN THE FUTURE. IF THEY CHANGE THE POLICY AND SAY THEY WERE GOING TO GO BY THE MANUAL AND NOT BY THE BOARD'S PREFERENCE, THEN SOMEBODY IS OUT AND IT IS AN INCONVENIENCE TO THE BOARD, HIRE A NEW PERSON AND JUST LIVE WITH IT UNTIL THE PERSON GETS TRAINED WHERE THEY CAN DEAL WITH IT RATHER THAN TRANSFERRING SOMEBODY BACK TO A LOWER POSITION AND GOING AGAINST ALL THIS WORK THEY ARE DOING. IN THE DECISION MAKING PROCESS IF THE BOARD ACCEPTS WHAT HAS BEEN PRESENTED TODAY IS TO CHANGE THE BOARD POLICY THAT IT FOLLOWS THIS GUIDELINE AND NOT THE OVERALL POLICY. HE SAID THIS IS NEW POLICY IF THE BOARD GOES ALONG WITH IT.

CHRIS LAWSON ADDRESSED GOING THROUGH THE SUPERVISORS AND THE CHAIN OF COMMAND, THERE IS PROBLEMS AT PUBLIC WORKS. THEY GO TO THEIR TWO SUPERVISORS, TELL THEM WHAT THEIR PROBLEMS IS AND THEY LAUGH IN THEIR FACE BECAUSE THEY THINK THEY ARE JOKING OR KIDDING. THE SUPERVISORS WILL SAY THEY WILL SEE WHAT THEY CAN DO. YOU CAN ASK THE SUPERVISORS A FEW DAYS LATER WHAT THEY FOUND OUT ABOUT YUR PROBLEM, THEY SAY THEY HAVEN'T FOUND OUT ANYTHING. HE SAID THEY HAVEN'T FOUND OUT ANYTHING BECAUSE THEY HADN'T ASKED ADMINISTRATOR HERBERT, THE BOARD, ETC. HE ASKED WHO WAS NEXT IN CHAIN OF COMMAND. HE SAID WHAT IF THEIR SUPERVISORS IS THEIR PROBLEM. HOW IS HE GOING TO GO TO THEM AND DISCUSS THE PROBLEM WHEN ALL THEY ARE GOING TO DO IS TO SAY HE IS CRAZY, BREAK IT OFF AND IT WILL NEVER GET TO PETE. HE ASKED WHO DID HE GO TO THEN, PETE. WHEN HE GOES TO PETE AND DISCUSSES IT WITH HIM OR GO TO HIS COUNTY COMMISSIONER AND DISCUSS IT WITH HIM, WHEN THEY SAY SOMETHING TO THE SUPERVISORS ABOUT IT, HE WILL GET REPRIMANDED FOR GOING OVER THEIR HEAD WHICH HE HAS HAD THAT HAPPEN SEVERAL TIMES IN THE PAST. THE EMPLOYEES ARE IN A NO WIN SITUATION WHEN THEY HAVE A PROBLEM THEY TRY TO TALK TO THEIR SUPERVISOR ABOUT.

HEATHER SAID SHE BELIEVES PART OF HER JOB IS EMPLOYEE RELATIONS; SHE SAID SHE HAS BEEN ASKED TO ASSIST WITH THESE TYPE OF SITUATIONS. WHAT SHE BELIEVES IS THE APPROPRIATE THING TO DO IF SHE IS HAVING TROUBLE WITH HER IMMEDIATE SUPERVISOR IS TO TALK TO HIM AND SAY YOU REALLY NEED THE PROBLEM ADDRESSED AND DON'T KNOW WHAT TO DO AND YOUR ONLY OTHER OPTION IS TO TALK WITH ONE OF THE COMMISSIONERS. SHE SAID IF A PERSON IS NOT COMFORTABLE DOING THIS, SHE WOULD TRY TO SEE WHAT THE PROBLEM IS AND TRY TO ASSESS IT.

COMMISSIONER SAPP SAID THERE WAS DEFINITELY COUNTY POLICY ON THIS; FIRST, THEY TALK TO THE SUPERVISORS, THERE IS A TIME FRAME MAYBE AND THEN YOU GO THROUGH THE ADMINISTRATOR. HEATHER ADVISED THERE WAS POLICY ON A GRIEVANCE PROCEDURE.

ADMINISTRATOR HERBERT ADVISED IF THERE WAS A PROBLEM WITH A SUPERVISOR AND AN EMPLOYEE IS NOT COMFORTABLE GOING TO THEM, YOU GO TO THE NEXT PERSON IN THE CHAIN OF COMMAND AND THAT WOULD BE HIM.

CHRIS SAID IF HE GOES TO PETE ABOUT HIS PROBLEMS; WHEN PETE SAYS SOMETHING TO DALLAS OR ROBERT ABOUT CHRIS SAYING THEY COULDN'T GET THE PROBLEM RESOLVED AND ASKED WHY THEY DIDN'T DISCUSS CHRIS'S PROBLEM WITH HIM. THE NEXT TIME HE SEES THE SUPERVISOR, THEY WILL JUMP ON HIS CASE ABOUT GOING OVER HIS HEAD AND ASK HIM WHY DID HE GO TO PETE. CHRIS SAID HE COULD TELL THEM HE HAD TALKED TO

THEM ABOUT IT EARLIER AND THEY NEVER DONE NOTHING ABOUT THE PROBLEM HE HAD ASKED THEM ABOUT SO HE HAD TO GO ONE STEP ABOVE THEM.

COMMISSIONER HOLMAN SAID THIS HAS HAPPENED. CHRIS SAID IT PROBABLY HAS HAPPENED TO EVERY COUNTY EMPLOYEE THAT IS DOWN THERE OR THAT HAS EVER BEEN DOWN THERE. COMMISSIONER STRICKLAND SAID IF YOU ARE NOT PART OF THE CLICK, YOU AIN'T NOBODY.

COMMISSIONER FINCH SAID IT SOUNDED LIKE TO HIM THAT ADMINISTRATOR HERBERT NEEDS TO TALK TO THE SUPERVISORS AND GET THEM STRAIGHTENED OUT.

COMMISSIONER STRICKLAND SAID HE WOULD LIKE TO SEE THE PUBLIC WORKS SUPERVISORS ATTEND THE TRAINING EXERCISE THE COUNTY HAS. HE SAID THE LAST COUPLE OF YEARS HE HAS BEEN COMMISSIONER, THEY HAVEN'T BEEN TO ANYTHING; A LOT OF STUFF WOULD DO THEM SOME GOOD.

HEATHER ADDRESSED FACT WAS ACTUALLY PUTTING ON A SUPERVISOR TRAINING IN JACKSON COUNTY WHICH IS FREE.

COMMISSIONER HOLMAN SAID HE FELT THE SUPERVISORS DO NEED SOME EXTRA TRAINING AND THEY NEED TO UNDERSTAND WHAT THEIR POSITION AND TITLE IS AND ALSO WHAT THEY CAN AND CAN'T DO.

COMMISSIONER STRICKLAND SAID IT IS HARD TO SUPERVISE SOMEBODY.

COMMISSIONER PATE TOLD CHRIS THE BOARD IS TRYING TO MAKE SOME CHANGES THAT WOULD BE FAIR FOR THE COUNTY AND COUNTY EMPLOYEES. TO MAKE THIS WORK, THEY ARE GOING TO HAVE TO ASK THE COUNTY EMPLOYEES TO DO A GOOD JOB AND THE BOARD IS GOING TO HAVE TO DO THEIR JOBS TO MAKE SURE IT GETS TAKEN CARE OF. HE SAID THERE WAS SOMETHING IN THE POLICY ABOUT HARASSMENT OF THE COUNTY EMPLOYEES. HE ENCOURAGED CHRIS IF HE WAS HAVING A PROBLEM, GO TO ADMINISTRATOR HERBERT. IF HERBERT CAN'T HANDLE IT, THEN COME TO HIM. HE TOLD CHRIS IF HE CAME TO HIM, THE FIRST THING HE IS GOING TO DO IS ASK IF HE HAD TALKED TO ROBERT OR DALLAS AND THE SECOND THING IS HAVE YOU TALKED TO PETE. ONE OF THE PROBLEMS IN THE PAST HE FEELS IS THE COMMISSIONERS GOT TO INVOLVED AND TO DETAILED IN THINGS. IF THEY GET THIS POLICY SET UP AND WORKING RIGHT, THE EMPLOYEES WILL BE A LOT BETTER OFF; HOWEVER, THE BOARD IS GOING TO NEED THE EMPLOYEES HELP TO MOVE ALONG.

CHRIS SAID IT IS GOING TO HAVE TO START WITH THE SUPERVISORS. IF THEY CAN'T TELL THEIR SUPERVISORS WHAT THEIR PROBLEM IS, WHY THEY ARE HAVING THE PROBLEM OR WHO IS THE PROBLEM, IF IT DON'T GO NO FUR- THER THAN PAST THEM, THE EMPLOYEES ARE JUST BLOWING SMOKE AND SHOULDN'T HAVE SAID NOTHING TO START WITH BECAUSE IT AIN'T GOING NO WHERE ANYWAY.

HEATHER ADDRESSED SUPERVISORS REALLY NEED TO BE TAUGHT ABOUT CONFIDENTIALITY AND REMINDED OF WHAT THAT MEANS; THEY SHOULDN'T GO AND TELL THEIR OTHER BUDDIES AS THIS IS UNAPPROPRIATE AND MAKES AN UNCOMFORTABLE WORK ENVIRONMENT FOR THAT PERSON WHO DESERVES A GOOD PLACE OF WORK.

COMMISSIONER FINCH SAID SUPERVISORS SHOULD HAVE SOME FINAL AUTHORITY ON SOME THINGS. HE SAID JUST BECAUSE CHRIS HAS TALKED TO THEM AND MAY NOT LIKE THEIR ANSWERS, THAT MAY BE THE ANSWER NEEDED.

CHRIS SAID HE WOULD JUST LIKE TO HAVE AN ANSWER. COMMISSIONER FINCH SAID IF HE WAS CHRIS'S SUPERVISOR AND CHRIS ASKED HIM ABOUT SOMETHING AND HE ADVISED HIM OF WHAT THE POLICY SAYS AND TELL CHRIS HE CAN'T DO THAT. CHRIS MAY SAY HE THINKS HE CAN AND HE FEELS HE NEEDS TO GO TALK TO PETE; COMMISSIONER FINCH SAID HE DIDN'T FEEL LIKE THAT IS APPROPRIATE. FINCH ALSO SAID HE WAS NOT SAYING THAT IS WHAT HAPPENED; BUT, HE WAS JUST GIVING AN EXAMPLE. HE SAID SOMETIMES THE SUPERVISOR'S ANSWER IS THE FINAL AUTHORITY WHETHER AN EMPLOYEE AGREES OR DISAGREES WITH THAT.

FINCH SAID IF THE SUPERVISORS TELL CHRIS HE ISN'T GOING TO BE DOING SOMETHING TODAY; HE IS GOING TO BE DOING SOMETHING ELSE BECAUSE YOU ARE ALLOWED TO DO THAT. IF CHRIS WERE TO SAY HE IS NOT GOING TO DO IT, THAT IS NOT CHRIS'S SAY; THAT IS NOT FOR PETE TO TELL HIM. THAT IS FOR THE SUPERVISORS TO TELL HIM AND THAT SHOULD BE THE FINAL AUTHORITY.

CHRIS SAID HE UNDERSTANDS THAT.

HEATHER PERSONALLY THANKED MR. JIM TOWN FOR HELPING HER AND PETE WITH THE PAY GRADE CLASSIFICATIONS AND SALARY SCHEDULE; HE VOLUNTEERED HIS SERVICES AND IS ONLY DOING THIS BECAUSE HE LIVES IN THE COMMUNITY AND WANTS TO SEE THE LOCAL GOVERNMENT IMPROVE. SHE SAID SERVICES LIKE TOWN'S WOULD COST WASHINGTON COUNTY A FORTUNE; THEY HAVE BEEN MEETING FOR WEEKS NOW ON THIS. YESTERDAY ALONE THEY STARTED AT 9:00 A.M. AND DIDN'T LEAVE UNTIL 5:30 P.M.

THE BOARD EXPRESSED THEIR APPRECIATION TO MR. TOWN.

ADMINISTRATOR HERBERT ASKED IF THE BOARD WANTED TO PROCEED WITH THE ADJUSTMENTS OR GO WITH THE NEW SALARY SCHEDULE. COMMISSIONER SAPP SAID THEY COULD VOTE ON IT AT THIS AFTERNOON'S MEETING UNDER PETE'S REPORT.

COMMISSIONER FINCH ADDRESSED EMPLOYEES THAT ARE SIGNED ON WITH THE COUNTY FOR A JOB; THEY HAVE TALKED ABOUT JOB DESCRIPTIONS ALL DAY. HE SAID EMPLOYEES ARE COMMITTED TO THE COUNTY FOR "X" NUMBER OF HOURS; THAT OUGHT TO BE WHAT THEIR JOB IS. THERE ARE CERTAIN TIMES WHEN THEY COULD VOLUNTEER SOME SERVICES FOR OTHER THINGS; BUT, THEY SHOULDN'T HAVE HEATHER OR LINDA GOING DOWN AND HELPING BAY COUNTY. THEY SHOULD HAVE HEATHER DOING BOARD OF COUNTY COMMISSIONERS HUMAN RESOURCES; THEY SHOULDN'T HAVE HER DOING HUMAN RESOURCES FOR LINDA, ETC. UNLESS THAT IS ON THEIR JOB DESCRIPTION. HE SAID THEY SHOULDN'T HAVE MALCOLM DOING COMPUTER SERVICES FOR ANY PLACE ELSE OTHER THAN BOARD OF COUNTY COMMISSIONERS UNLESS THEY TOTALLY CONSTRUCTED IN HIS JOB DUTIES THAT IS WHAT HE IS GOING TO DO. HE SAID THERE WERE OTHER EMPLOYEES THAT ARE DOING THE SAME THING. HE FELT THE COUNTY OUGHT TO HAVE AN EIGHT HOUR A DAY GRANTS PERSON THAT IS LOOKING FOR GRANTS FOR THE BOARD OF COUNTY COMMISSIONERS. HE AGREES THEY CAN LOAN OUT AND ASSIST OTHER PLACES DOING DIFFERENT THINGS; BUT, IF THAT IS THEIR PRIMARY JOB DUTY, THAT IS WHAT THE BOARD NEEDS TO DECIDE, IF THEIR EMPLOYEES ARE GOING TO TOTALLY BE WORKING FOR THE COUNTY COMMISSION OR WORKING FOR COUNTY COMMISSION PLUS OTHER CONSTITUTIONAL OFFICERS OR OTHER CITIES, ETC. HE SAID HE THINKS THAT NEEDS TO BE BROUGHT IN AND LOOKED AT. IF WE ARE REDEFINING JOB DESCRIPTIONS LIKE THEY HAVE BEEN TALKING ABOUT ALL MORNING, THEY HAVE EMPLOYEES WORKING FOR THE COUNTY THAT OUGHT TO BE WORKING FOR THEM EIGHT HOURS. HE SAID THERE ARE PLENTY OF GRANTS THEY NEED TO BE LOOKING AFTER, PLENTY OF HUMAN RESOURCE SITUATIONS THAT OUGHT TO BE LOOKED AT, COMPUTER PROGRAMS, ETC. AND EVERYTHING OUGHT TO BE DEVOTED TO THE BOARD OF COUNTY COMMISSIONERS IF THEY ARE PAYING THE SALARIES FOR EIGHT HOURS.

COMMISSIONER SAPP SAID OTHER THAN EXCEPTIONS WHEN THE BOARD WANTS TO HELP SOME NON-PROFIT ORGANIZATION OUT AND THEY DEEM THEM TO DO A CERTAIN AMOUNT OF WORK. COMMISSIONER FINCH SAID HE AGREES WITH THAT IF IT IS FOR A TOKEN AMOUNT; BUT, NOT A SCHEDULED ONE DAY A WEEK EVERY WEEK. COMMISSIONER HOLMAN SAID NOT FOR THE NEXT SIX MONTHS OR TWELVE MONTHS EVERY OTHER DAY.

COMMISSIONER FINCH SAID HE FELT ADMINISTRATOR HERBERT NEEDS SOME DIRECTION ON THIS TYPE OF SITUATION. HE ASKED WHO DOES MALCOLM WORK FOR; THE BOARD OF COUNTY COMMISSIONERS. HE SAID IS IT ALRIGHT FOR MALCOLM TO GO WORK ACROSS THE ROAD AT THE DIFFERENT PLACES ON THEIR COMPUTERS. IF IT COMES UNDER THE BOARD OF COUNTY COMMISSIONERS, HE SAYS YES; BUT, IF NOT, HE SAYS NO. HE SHOULDN'T BE OVER THERE WORKING ON THE CLERK'S COMPUTERS UNLESS THAT IS PART OF HIS JOB AND LINDA IS PAYING HIM SOMETHING.

COMMISSIONER FINCH SAID HE WAS NOT PICKING ON LINDA; BUT, IT HAS JUST GOTTEN OUT OF HAND WITH THESE TYPE OF ISSUES.

COMMISSIONER SAPP SAID LATER THIS AFTERNOON, ANY OF THOSE ISSUES PETE IS HAVING A PROBLEM WITH, THEY WILL BRING UP AND MAKE A DECISION ON THEM THIS AFTERNOON AND MOVE TO DO WHATEVER DIRECTION THE BOARD DEEMS TO BE NECESSARY. HE AGREED THE BOARD NEEDED SOME DIRECT DEFINITION ON WHAT IS AND WHAT ISN'T.

COMMISSIONER FINCH SAID ADMINISTRATOR HERBERT SHOULDN'T HAVE TO CALL ANY OF THE COMMISSIONERS ON A REQUEST FROM ANYBODY ELSE TO SEE IF MALCOLM CAN WORK ON THEIR COMPUTERS. PETE OUGHT TO BE ABLE TO SAY "NO" MALCOLM CAN'T GO; THEY WILL HAVE TO PAY SOMEBODY ELSE TO DO IT.

COMMISSIONER SAPP REFERRED TO THE RENTAL ON THE AG CENTER WHEN THEY FIRST STARTED IN OFFICE; HOW MUCH DIFFERENTLY THAT IS BEING DONE AND HOW WELL IT HAS WORKED OUT. HE SAID HE HAS NOT HEARD ANY- THING ELSE ABOUT IT IN OVER A YEAR OR MORE; IT HAS TAKEN CARE OF IT- SELF AFTER THE BOARD TOOK ACTION TO DO WHAT THEY DONE. HE SAID THEY MADE A DEFINITE DECISION ON HOW IT IS GOING TO BE HANDLED AND THIS IS THE SAME WAY WITH THE JOB CRITERIA. HE SAID THEY NEED TO GIVE PETE DIRECTION ON WHATEVER HE ASK FOR THE BOARD ON.

HEATHER SAID IN HER CASE, AND IT EVEN AFFECTS MALCOLM GAINNEY AS WELL SHE IS SURE, THERE ARE AREAS THAT HAVE BEEN PUT TO HER DEPARTMENT THAT SHE KNOWS NOTHING ABOUT BECAUSE THOSE PEOPLE DON'T WORK WITH THE BOARD. SHE SAID SHE HAD DISCUSSED IT A LITTLE WITH DIANNE. SHE GAVE AN EXAMPLE WITH MALCOLM; THERE MAY BE SYSTEMS HE MAY HAVE TO WORK ON THAT ARE NOT PART OF THE COUNTY'S SYSTEM AND ARE NOT THINGS HE MAY HAVE WARRANTIES ON, ETC. THIS IS SOME OF THE THINGS SHE WOULD LIKE TO LOOK AT; IF THEY HAVE THEIR OWN PERSON, THEIR NEEDS COULD BE BETTER MET.

HEATHER SAID DOING INSURANCE FOR THE WHOLE COUNTY IS ANOTHER ISSUE; SHE DOESN'T KNOW ANY OF THOSE PEOPLE, SHE DON'T HAVE A ROSTER OF THEM AND DON'T KNOW WHAT INSURANCE THEY HAVE. SHE DISCUSSED THIS WITH DIANNE AS FAR AS HOW THE JOBS AND RESPONSIBILITIES COULD BE DIVIDED UP SINCE THE COUNTY DOESN'T HAVE A CENTRALIZED HUMAN RESOURCE DEPARTMENT. SHE SAID IT KIND OF TIES IN WITH EVERYBODY AS TO HOW THEY CAN BETTER SERVE THE PEOPLE THAT ARE DIRECTLY AFFECTED AROUND THEM, THE PEOPLE THAT ACTUALLY WORK THERE.

COMMISSIONER SAPP SAID THERE ARE EMPLOYEES THAT ARE NOT PART OF THE COUNTY THAT SHE DON'T HAVE ALL THE RECORDS ON. SHE REFERRED TO THE BLUE CROSS BLUE SHIELD POLICY.

DEPUTY CLERK CARTER SAID THE COUNTY'S BLUE CROSS BLUE SHIELD POLICY INCLUDES ALL THE CONSTITUTIONAL OFFICERS, COUNCIL ON AGING AND TEEN COURT. WHEN ONE OF THE EMPLOYEES TERMINATE, A COBRA SERV NOTICE HAS TO BE SENT. ALL SHE HAS EVER REQUIRED THESE AGENCIES TO DO IS TO SEND THE LETTER WITH ALL THE INFORMATION NEEDED TO DO THE COBRA SERV NOTIFICATION. SHE SAID SHE DIDN'T KNOW THESE AGENCIES PAYROLL INFORMATION EITHER; SHE REQUIRED THEM TO SEND A LETTER, TOLD THEM EXACTLY WHAT INFORMATION WAS NEEDED IN THE LETTER AND SHE SUBMITTED IT TO COBRA SERV ONLINE.

SHE ADDRESSED HER HAVING ALWAYS DONE THE SHERIFF'S DEPARTMENT COBRA SERV NOTICES TOO. SHE HAD NOTICED THAT PAT SASSER HAD BEEN TERMINATING SOME EMPLOYEES ON HER BLUE CROSS BLUE SHIELD BILL AND DUE TO YOU ONLY HAVING A CERTAIN AMOUNT OF DAYS TO GET THE TERMINATION NOTICE TO COBRA SERV, SHE CALLED PAT TO SEE IF SHE HAD BEEN SENDING THE INFORMATION TO HEATHER AT THE HUMAN RESOURCE OFFICE. PAT HAD ADVISED HER SHE HADN'T BEEN GETTING THEM TO HEATHER BECAUSE SHE WAS TOLD SHE DIDN'T DO THAT. DEPUTY CLERK CARTER SAID SHE DIDN'T CARE WHO DOES THE COBRA SERV NOTICES; SHE JUST DOESN'T WANT IT NOT DONE BECAUSE THE TAXPAYERS OF WASHINGTON COUNTY WILL BE THE ONES TO HAVE TO PAY. SHE SAID SHE THOUGHT IT WAS BEING DONE AND THAT IS MORE DIRECTION THAT IS NEEDED FROM THE BOARD. SHE HAS TOLD EVERYBODY, ANYTHING OTHER THAN HANDLING INSURANCE BILLINGS, NEEDS TO GO THROUGH THE HUMAN RESOURCE DEPARTMENT.

COMMISSIONER FINCH SAID SEVERAL YEARS AGO WHEN THEY FIRST STARTED TALKING ABOUT A HUMAN RESOURCE OFFICE, HE HAD ASKED TWO OR THREE OF THE CONSTITUTIONAL OFFICES ABOUT HAVING A COUNTY HUMAN RESOURCE DEPARTMENT TO HANDLE EVERYTHING. BUT, AT THAT TIME, THEY WOULDN'T INTERESTED. HE SAID HE DIDN'T KNOW WHAT THE SITUATION IS NOW. HE SAID THEY DIDN'T TALK ANYTHING ABOUT GOING OUTSIDE THE BOARD OF COUNTY COMMISSIONERS WHEN THEY STARTED UP THE HUMAN RESOURCE DEPARTMENT. HE SAID THE BOARD NEEDS TO ROPE IN THOSE KIND OF THINGS AND DECIDE WHAT NEEDS TO BE LOOKED AT AND WHAT DON'T; NOT ONLY FOR HUMAN RESOURCE BUT IN OTHER AREAS TOO LIKE COMPUTERS, GRANTS, ETC.

COMMISSIONER SAPP SAID THAT GOES BACK TO WHETHER THE BOARD IS GOING TO TAKE CARE OF ALL THE COMPUTERS FOR THE WHOLE COUNTY OR JUST THE ONES FOR THE BOARD OF

COUNTY COMMISSIONERS. HE SAID THEY ARE GOING TO HAVE TO DEFINE AND DESIGN ACCORDING TO WHAT THEY ARE SUPPOSE TO BE DOING.

COMMISSIONER FINCH SAID HE DIDN'T UNDERSTAND HOW THE BOARD'S CONNECTION IS WITH THE SUPERVISOR OF ELECTIONS. HE QUESTIONED WHY IS THE COUNTY STILL INVOLVED WITH HER DEPARTMENT AND SAID THEY ARE NOT LIKE THAT WITH LINDA'S DEPARTMENT.

PETER SAID HE DIDN'T KNOW THE SPECIFIC STATUTE; BUT, THE STATUTE TIES THE SUPERVISOR OF ELECTIONS MORE DIRECTLY TO THE BOARD OF COUNTY COMMISSIONERS.

COMMISSIONER FINCH SAID HE FEELS THE BOARD NEEDS TO MAKE SURE THAT IS STILL THE WAY IT IS BECAUSE HE DOESN'T UNDERSTAND THAT.

DEPUTY CLERK CARTER ADVISED BOARD FINANCE HAD TO SEPARATE THE SUPERVISOR OF ELECTIONS BUDGET OUT INDIVIDUALLY THIS YEAR; THE SUPERVISOR OF ELECTIONS HAS THE OPTION IF SHE WANTS HER BILLS TO BE PAID BY BOARD FINANCE AND SHE CHOOSES FOR THIS TO BE DONE. HER EMPLOYEES ARE ALSO PAID BY BOARD FINANCE PAYROLL DEPARTMENT. AS FAR AS BEING AN INDIVIDUAL CONSTITUTIONAL OFFICER, SHE IS JUST LIKE THE OTHER CONSTITUTIONAL OFFICERS.

COMMISSIONER PATE ADDRESSED HIM BEING PRETTY SURE IN READING SOME OF THE MATERIALS FOR NEW COUNTY COMMISSIONERS THAT ALL CONSTITUTIONAL OFFICERS WITH THE EXCEPTION OF ONE CAN APPEAL THEIR BUDGET. THE SUPERVISOR OF ELECTIONS CAN'T BECAUSE SHE IS SOLELY AT THE MERCY OF THE COUNTY COMMISSIONERS.

HERBERT SAID THE SUPERVISOR OF ELECTIONS IS NOT TOTALLY UNDER THE BOARD; BUT, SEVERAL THINGS IN THE STATUTE PUTS HER UNDER THEM.

COMMISSIONER FINCH SAID THAT DIDN'T MAKE ANY SENSE; BUT, IF THAT IS THE WAY IT IS, FINE. HE SAID HE HAD NEVER HAD IT EXPLAINED TO HIM BEFORE.

MALCOLM SAID ON THE THINGS THAT HAS BEEN TALKED ABOUT WITH COMPUTER SERVICES, IF HE IS NOT ALLOWED TO HAVE SOME SAY IN THE SERVICES AND APPROVING THE MACHINERY AND EQUIPMENT OUT THERE, HIS SERVICES WOULD BE USELESS.

FOR EXAMPLE, WHEN THE SHERIFF'S DEPARTMENT ORDERED THEIR LAPTOPS THEY WERE ORDERED WITHOUT ANTI-VIRUS PROTECTION. WHEN THEIR SYSTEM GOES DOWN BECAUSE OF STUFF HE IS NOT ALLOWED TO PUT ON IT WHICH HE THINKS IS REQUIRED, IT ACTUALLY IS HIS RESPONSIBILITY. BUT, WHEN THEY DON'T LISTEN TO HIS RECOMMENDATIONS, WHAT GOOD IS HIS POSITION.

LINDA WALLER SAID SHE WAS WRONG ABOUT HER DEFERRAL; BUT, THIRTY YEAR EMPLOYEES DO HAVE SOME OPTIONS. THE BOOK SAYS DROP PARTICIPATION DOES NOT CHANGE THE CONDITIONS OF EMPLOYMENT; SHE IS ENTITLED TO THE SAME RAISES AS ANYONE ELSE AND QUESTIONED WHY WOULDN'T SHE BE.

COMMISSIONER SAPP SAID ROGER HAGAN HAD SAID IF HE WERE TO CHANGE POSITIONS TO A HIGHER PAID POSITION AND HE WAS IN THE DROP PROGRAM, HIS FINAL PAY GRADE WOULDN'T GO UP. HE WOULD BE MAKING THE SAME MONEY NO MATTER WHAT POSITION HE WENT TO AFTER HE WAS IN THE DROP PROGRAM.

LINDA SAID ROGER WAS TALKING ABOUT RETIREMENT BENEFITS.

COMMISSIONER SAPP EXPRESSED THE BOARD'S APPRECIATION FOR THE PRESENTATION HEATHER, ADMINISTRATOR HERBERT AND MR. TOWN HAD WORKED ON. HE FELT IT WOULD BE GOOD FOR THE COUNTY AND THE BOARD WILL LOOK A LITTLE FURTHER INTO IT THIS AFTERNOON.

CHAIRMAN SAPP DISMISSED THE MEETING UNTIL 1:00 P.M. FOR THE REGULAR BOARD MEETING.

THE BOARD OF COUNTY COMMISSIONERS MET IN REGULAR SESSION AT 1:00 P.M. AT THE WASHINGTON COUNTY ANNEX, BOARD MEETING ROOM, 1331 SOUTH BOULEVARD, CHIPLEY, FLORIDA WITH COMMISSIONERS PATE, STRICKLAND, HOLMAN, SAPP AND FINCH PRESENT. ATTORNEY HOLLEY, ADMINISTRATOR HERBERT, CLERK COOK AND DEPUTY CLERK CARTER WERE ALSO IN ATTENDANCE.

SHERIFF HADDOCK PROCLAIMED THE MEETING WITH ATTORNEY HOLLEY OFFERING PRAYER. CHAIRMAN SAPP LED IN THE PLEDGE OF ALLEGIANCE TO THE FLAG.

COMMISSIONER STRICKLAND OFFERED A MOTION, SECONDED BY COMMISSION- ER PATE AND CARRIED TO APPROVE ALL ITEMS ON THE CONSENT AGENDA:

A. SERVICE CONTRACT FOR EMERGENCY MANAGEMENT COPIER; \$480 COST WILL COME FROM THE EMERGENCY MANAGEMENT BUDGET

B. PRIDE ENTERPRISES INVOICE FOR \$23,783.00-PROVIDES PUBLIC WORKS WITH MATERIALS FOR THE STRIPING MACHINE

C. SHELTER RETROFIT CONTRACT FOR ROUHLAC MIDDLE SCHOOL-FLORIDA DIVISION OF EMERGENCY MANAGEMENT HAS SET ASIDE \$88,100 FOR WASHINGTON COUNTY TO RETROFIT ROUHLAC MIDDLE SCHOOL WITH EXTERIOR WINDOW/DOOR PROTECTION SYSTEMS. FUNDS WILL BE USED TO PURCHASE AND INSTALL SHUTTERS FOR THE 7TH AND 8TH GRADE WINGS AND THE ADMINISTRATION BUILDING AT RMS.

D. LMS STAFFING AGREEMENT WITH WEST FLORIDA REGIONAL PLANNING COUNCIL; RENEWAL OF AGREEMENT WILL PROVIDE STAFFING TO ASSIST WASHINGTON COUNTY WITH LOCAL MITIGATION STRATEGY ISSUES.

TED EVERETT ADDRESSED THE BOARD REQUESTING THE TEMPORARY ROAD CLOSURE OF LARKIN ROAD ON APRIL 21, 22 AND 23 FOR HIS ANNUAL HARE SCRAMBLE. MS. DOROTHY WALLACE IS THE ONLY RESIDENT THAT LIVES ON THE ROAD; SHE HAS NO OBJECTIONS TO THE ROAD CLOSURE AS THIS IS THE FOURTH YEAR THE RACE HAS BEEN HELD AND THERE HASN'T BEEN A PROBLEM.

HE REFERRED TO THE FLORIDA TRAILRIDERS ASSOCIATION AND THE TALLAHASSEE TRAILRIDERS HAVING TOLD HIM THEY COULD BE LOOKING AT POSSIBLY THE LARGEST RACE THEY HAVE EVER HAD IN THE COUNTY DUE TO ALL THE STORMS THEY HAD IN SOUTH FLORIDA AND CENTRAL FLORIDA. THIS WOULD MEAN THERE WOULD BE APPROXIMATELY 2,000 TO 2,500 PEOPLE COMING TO THE EVENT THAT WEEKEND WHICH WOULD MEAN IT WOULD BE A GOOD MICRO-ECONOMIC DEVELOPMENT WEEKEND FOR THE COUNTY.

COMMISSIONER FINCH OFFERED A MOTION, SECONDED BY COMMISSIONER HOLMAN AND CARRIED TO ALLOW THE CLOSURE OF LARKIN LANE AS REQUESTED BY TED EVERETT.

TED THANKED THE BOARD ON BEHALF OF THE HARD LABOR CREEK AND THE TALLAHASSEE TRAILRIDERS FOR THE BOARD'S ACTION TO ALLOW THE TEMPORARY CLOSURE OF LARKIN LANE.

TED UPDATED THE BOARD ON ECONOMIC DEVELOPMENT ISSUES THE CHAMBER OF COMMERCE IS INVOLVED WITH. HE REPORTED ON PROJECT PIPE; THE DRAWINGS ARE COMPLETE AND HAVE BEEN APPROVED BY PROJECT PIPE AS WELL AS CLIFF KNAUER, COUNTY ENGINEER. HE HAD REQUESTED THE CHAMBER RECEIVE A LETTER FROM PROJECT PIPE OFFICIALS AND NOT JUST VERBAL APPROVAL SAYING THESE ARE THE DRAWINGS AND THEY ARE READY TO GO TO CSX. HE SAID ONCE HE HAS THAT LETTER, HE WILL TURN THEIR DRAWINGS OVER TO CSX AND IT WILL TAKE APPROXIMATELY THREE MONTHS FOR THEM TO LAY OUT THE RAIL SPUR, GET THE COST, GET IT APPROVED IN THE ATLANTA DIVISION AND AT THE END OF THREE MONTHS HE SHOULD RECEIVE A LETTER BACK FROM CSX SAYING THEY APPROVED THE RAILROAD SPUR. AT THAT TIME, HE WOULD LIKE TO COME BACK BEFORE THE COUNTY COMMISSION AND ASK THEY WRITE PROJECT PIPE OFFICIALS SAYING THEY HAVE "X" AMOUNT OF DAYS TO CLOSE ON THE PROPERTY. IF EVERYTHING GOES WELL, THE COUNTY COULD SEE SOME GROUND BREAKING ACTIVITY ON A RAIL SPUR AND POSSIBLY THE BUILDING ITSELF WITHIN 120 TO 180 ISSUES.

TED UPDATED THE BOARD ON A SITE VISITATION VISIT THEY HAD LAST WEEKEND FROM A FIRM OVERSEAS; THEY WERE LOOKING AT THREE SITES IN FLORIDA AND WASHINGTON COUNTY'S SITE WAS THE LAST SITE THEY LOOKED AT. ACCORDING TO ENTERPRISE FLORIDA, THE VISIT WENT VERY WELL. THE COMPANY IS LOOKING TO LOCATE ANOTHER MANUFACTURING PROCESSING PLANT. IF IN FACT IT WERE TO COME TO WASHINGTON COUNTY, THERE WOULD BE 344 JOBS IN FULL CAPACITY AND \$34,000,000 OF CAPITAL INVESTMENTS.

IF THE COMPANY DOES LOCATE IN WASHINGTON COUNTY, TED SAID THAT WOULD PRETTY MUCH TAKE UP THE LAST OF THE LAND IN THE INDUSTRIAL PARK. HE SAID THE AVERAGE SALARY WOULD BE 150% MORE THAN THE COUNTY WAGES CURRENTLY ARE; THE STARTING SALARY WOULD BE SOMEWHERE ABOVE \$15.50 AN HOUR.

HEATHER FINCH, WASHINGTON COUNTY HUMAN RESOURCE DEPARTMENT, ADDRESSED THE BOARD ON ALIGNMENTS IN JOB DESCRIPTIONS WITH SEVERAL PEOPLE WHO ARE CURRENTLY ASSISTING OTHER CONSTITUTIONAL OFFICERS.



ADMINISTRATOR HERBERT ADVISED THERE WERE ONLY THREE DEPART- MENTS THEY HAVE QUESTIONS ON; THE GRANTS DEPARTMENT, HUMAN RESOURCE DEPARTMENT AND THE COMPUTER DEPARTMENT. HE SAID STACY WEBB WITH THE GRANTS DEPARTMENT AND MALCOLM GAINNEY WITH THE COMPUTER DEPARTMENT WERE PRESENT AT THE MEETING.

HEATHER REITERATED FROM THIS MORNINGS WORKSHOP THERE WERE SEVERAL PERSONS WHO WERE CURRENTLY DOING SOME JOBS OR TAKING CARE OF SOME AREAS FOR OTHER CONSTITUTIONAL OFFICERS AND THEIR DEPARTMENTS ARE AFFECTED BY THIS. SHE ASKED WAS THIS SOMETHING THE COMMISSION WANTED BECAUSE THEIR SALARIES ARE PAID SOLELY FROM THE BOARD OF COUNTY COMMISSIONERS SHOULD THOSE THINGS CONTINUE.

COMMISSIONER FINCH SAID HE DIDN'T THINK THERE WAS ANYBODY AT FAULT; IT IS JUST SOMETHING THAT HASN'T BEEN ADDRESSED. THE BOARD HAS LOANED OUT, ASSISTED WITH THEIR EMPLOYEES; BUT, IT HAS GOTTEN TO THE POINT THEY SHOULD DECIDE IF THEY SEE ONE ACROSS TOWN ON ANOTHER AREA THAT IS SUPPOSE TO BE WORKING FOR THE COUNTY, IT MAKES YOU WONDER WHAT ALL IS GOING ON. HE THINKS IF THEY ARE AS FIRM WITH THE JOB DESCRIPTIONS THIS MORNING ABOUT ALL THEIR WORKERS, THEY OUGHT TO BE JUST AS CONCERNED ABOUT THE PEOPLE THAT ARE ALREADY ON THE PAYROLL AND AT THE OFFICE IN THAT THEY HAVE EIGHT HOURS PAID BY THE BOARD OF COUNTY COMMISSIONERS THEN THAT IS WHAT NEEDS TO HAPPEN. THEY NEED TO EXPECT THE EMPLOYEES TO BE EIGHT HOURS FOR THE BOARD OF COUNTY COMMISSIONERS; IF THERE ARE ANY EXCEPTIONS TO THAT, THE BOARD WOULD DISCUSS IT AND MAKE A SPECIAL EXCEPTION AT DIFFERENT TIMES THEY COULD ASSIST SOMEBODY ELSE. HOWEVER, HE DOESN'T THINK IT SHOULD BE JUST A GENERAL UNDERSTANDING THEIR EMPLOYEES CAN GO TO ANOTHER DEPARTMENT SEPARATE FROM THE BOARD OF COUNTY COMMISSIONERS AND WORK ON A ROUTINE BASIS WITHOUT SOME DIRECTION BY THE BOARD.

HEATHER SAID SHE COMPARED HERSELF TO MALCOLM GAINNEY'S DEPARTMENT AS FAR AS THE SITUATION THEY HAD; HOWEVER, SHE DOESN'T WANT TO SPEAK FOR HIM. SHE SAID SHE WAS BETTER ABLE TO ADMINISTER TO THE EMPLOYEES WHO ARE BOARD OF COUNTY COMMISSION EMPLOYEES; SHE HAS FILES ON THEM AND KNOWS THEIR SITUATION AND HAS THEIR INFORMATION AT HAND. SHE WOULD BELIEVE THAT MALCOLM WOULD BE THE SAME SITUATION AS FAR AS SYSTEMS GO WITH WARRANTIES, ETC. IF HE HAS SOLE CONTROL OVER WHAT HE IS HANDLING, HE WOULD BE ABLE TO BETTER ADMINISTER TO THOSE NEEDS THAT DEPARTMENT HAS.

COMMISSIONER SAPP SUGGESTED TAKING EACH OF THESE DEPARTMENTS ON AN INDIVIDUAL BASIS. THEY WOULD START WITH MALCOLM GAINNEY AS HE MAY WANT TO COME UP AND HAVE SOME INPUT AS TO WHAT HE EXPECTS FROM THE BOARD AND GET A GOOD SENSE OF DIRECTION ON WHAT HE EXPECTS AND WHAT THE BOARD EXPECTS.

COMMISSIONER SAPP SAID HE THOUGHT IN THE PAST YEAR OR WHATEVER, THEY HAD A CO-WORKMANSHIP BETWEEN THE BOARD OF COUNTY COMMISSIONERS AND ALLOWING MALCOLM TO WORK AT THE COUNTY JAIL TO WORK ON THEIR COMPUTER SYSTEM. MALCOLM SAID HE WORKED AT THE SHERIFF'S OFFICE.

COMMISSIONER SAPP SAID THE BOARD NEEDED TO CLARIFY WHAT THEY WANT MALCOLM TO DO, WHAT IS HIS JOB AREAS FOR THE BOARD OF COUNTY COMMISSIONERS AND ANYTHING OVER AND BEYOND THAT WOULD PROBABLY BE OUTSIDE HIS SCOPE OF WORK FOR THE BOARD OF COUNTY COMMISSIONERS.

COMMISSIONER SAPP ASKED WHAT THE PLEASURE OF THE BOARD OF COUNTY COMMISSIONERS WAS. HE SAID AS FAR AS HIS PART, MALCOLM WOULD STRICTLY BE FOR THE BOARD OF COUNTY COMMISSIONERS USE AT THE COUNTY ANNEX. HE SAID LINDA TAKES CARE OF HER COMPUTER NEEDS AND HE WOULD SUGGEST THE SHERIFF TAKE CARE OF HIS OWN NEEDS.

COMMISSIONER STRICKLAND SAID MALCOLM IS LIKE LAW ENFORCEMENT AND AMBULANCES. SOMETIMES YOU DON'T NEED HIM; BUT, WHEN THE COMPUTER GOES DOWN, YOU NEED HIM. SOME DAYS WHEN MALCOLM DOESN'T HAVE ANYTHING TO DO, LIGHT DAYS, HE WOULDN'T HAVE A PROBLEM WITH HIM GOING TO THE SHERIFF'S DEPARTMENT AS IT IS ALL COUNTY. HE SAID HE DIDN'T WANT MALCOLM TO SPEND FORTY HOURS AT THE SHERIFF'S DEPARTMENT; BUT, IF HE NEEDS TO TAKE CARE OF SOMETHING A COUPLE OF HOURS HERE OR THERE, HE WOULDN'T HAVE A PROBLEM WITH IT. HE SAID THE ONLY THING THE SHERIFF IS GOING TO DO IS HIRE SOMEBODY AND WHEN THE NEXT BUDGET COMES UP, THE COUNTY

WOULD BE PAYING FOR ANOTHER EMPLOYEE EVEN IF IT IS BOARD OF COUNTY COMMISSIONERS MONEY OR THE SHERIFF'S DEPARTMENT BUDGET. THE WAY HE LOOKS AT IT RIGHT NOW, THE BOARD IS SAVING MONEY BY LETTING MALCOLM DO IT; HE IS ALREADY HERE.

COMMISSIONER FINCH SAID BASICALLY WHAT THEY WERE SAYING IF THEY DO THIS IS THEY DON'T HAVE A FULL TIME POSITION AT THE COUNTY ANNEX. HE SAID THEY EITHER HAVE A FULL TIME POSITION OR THEY DON'T. IF MALCOLM HAS GOT TIME TO GO TO THE SHERIFF'S DEPARTMENT, HIS POSITION IS NOT A FULL TIME POSITION FOR THE BOARD. HE SAID NATURALLY YOU CAN PUT THINGS OFF, AND HE WASN'T SAYING MALCOLM HAS, AND CAN GO OVER AND ASSIST THE SHERIFF'S DEPARTMENT. HE SAID THAT IS WHAT HAS BEEN DONE IN THE PAST; MALCOLM HAS BEEN SENT TO ASSIST THE COUNCIL ON AGING AND THE HEALTH DEPARTMENT AND HE JUST GOES AND DOES IT. HOWEVER, THIS IS NOT REALLY FAIR TO MALCOLM OR FAIR TO THE BOARD OF COUNTY COMMISSIONER'S BUDGET TO EXPECT THAT TO HAPPEN.

COMMISSIONER PATE SAID HE REMEMBERS SITTING IN THE AUDIENCE WHEN MALCOLM CAME BEFORE THE BOARD AND THE BOARD ASKED HOW MUCH TIME HE WAS SPENDING AT THE SHERIFF'S DEPARTMENT AND IT WAS AN ENORMOUS AMOUNT OF TIME. HE SAID HE DIDN'T MIND HELPING ANYBODY OUT AND THE BOARD OUGHT TO; BUT, IF IT STARTS BEING A REGULAR THING, THEY NEED TO REALLY LOOK AT THIS OR LOOK AT A COUNTY COMPUTER SYSTEM FOR EVERYBODY AND EVERYBODY GET ON BOARD. HE SAID THE PROBLEM IS THE BOARD DOESN'T HAVE CONTROL OVER THE CONSTITUTIONAL OFFICERS; THEY JUST NEED TO ADDRESS BASICALLY WHAT THEY DO HAVE CONTROL OVER BASED ON HOW MUCH TIME THEIR PEOPLE GET TIED UP ON THE OTHER OFFICES. HE SAID NOT ONLY MALCOLM, STACY AND HEATHER; BUT, DAVID CORBIN AND THE INMATE CREWS. HE ADDRESSED DAVID AND HIS CREWS GETTING PULLED FROM HERE TO THERE ALL OVER THE COUNTRYSIDE. HE SAID THIS IS NOT NECESSARILY AN ISOLATED TWO OR THREE THINGS WITH TWO OR THREE DIFFERENT DEPARTMENTS OUT THERE THEY NEED TO ADDRESS; BUT, THE BOARD NEEDS TO DO SOMETHING ABOUT IT.

COMMISSIONER HOLMAN SAID CONSIDERING THE CRISIS THAT HAPPENED A FEW WEEKS AGO AT THE COUNTY ANNEX, HE THINKS MALCOLM SHOULD TAKE AND DO MORE HOMEWORK WITHIN THE COUNTY ANNEX, FIND OUT WHAT HAPPENED, WHAT CAUSED THE PROBLEM, WHAT COULD PREVENT THE PROBLEM FROM HAPPENING AGAIN AS FAR AS THE SERVER IS CONCERNED. ONCE HE FINDS OUT THE PROBLEM AND THE SOLUTION, MAKE A REPORT TO ADMINISTRATOR HERBERT SO THE BOARD WILL BE AWARE OF WHY IT HAPPENED, WHAT CAN PREVENT IT FROM HAPPENING FROM NOW ON BECAUSE THE COUNTY RECORDS ARE VERY IMPORTANT TO THEM. IF THE RECORDS GET LOST, THE COUNTY IS IN TROUBLE. HE FEELS MALCOLM NEEDS TO SPEND MORE TIME IN DOING WHAT HE IS GETTING PAID TO DO HERE AT THE COUNTY ANNEX.

MALCOLM ASKED COMMISSIONER HOLMAN WHAT HE FELT LIKE HE WAS NEGLECTING DOING IN HIS JOB BASED ON THE COMMENT HE MADE.

COMMISSIONER HOLMAN TOLD MALCOLM HE HAD FOUR OR FIVE WEEKS SINCE THE SERVER HAS WENT DOWN AND HAS YET TO ANALYZE WHAT THE PROBLEM WAS AND WHAT CAUSED IT.

MALCOLM ADVISED HE WAS IN THE PROCESS OF STILL ANALYZING IT AND GETTING THE SYSTEM BACK UP TO THE STATE IT WAS BEFORE IT WENT DOWN.

COMMISSIONER HOLMAN ASKED HOW LONG WAS THEY LOOKING AT MALCOLM COMING UP WITH THE SOLUTION. MALCOLM SAID HE HAD CALLS IN TO THE SOFTWARE COMPANY THAT DOES THE BACKUP SYSTEM AND CALLS IN TO THE MANUFACTURER OF THE HARDWARE BACKUP SYSTEM; BOTH OF WHICH ARE POINTING FINGERS AT EACH OTHER. AS FAR AS WHAT HAPPENED TO THE TAPE BACKUP, MALCOLM SAID HE CAN'T SAY. TO THE BEST OF HIS KNOWLEDGE HE CAN SEE EVERY INFORMATION THAT IS ON THE TAPE AND CAN DO EVERYTHING BUT RESTORE THAT INFORMATION.

COMMISSIONER HOLMAN ASKED MALCOLM WHAT HE COULD DO TO PREVENT THE PROBLEM FROM HAPPENING AGAIN. MALCOLM SAID RIGHT NOW THEY ARE LOOKING AT BACKING UP TO AN EXISTING SERVER AND A TAPE AND NOT JUST ONLY TO A TAPE. HE SAID THAT IS PART OF THE REASON THEY BOUGHT TWO ADDITIONAL SERVERS THEY JUST GOT IN LAST WEEK AND ARE IN THE PROCESS OF INSTALLING THEM. THEY WOULD HAVE BACKUP TO THE MAIN CONTROL WHICH IS ONE OF THE SYSTEMS THAT WENT DOWN THAT THEY NEVER HAD IT WITH BACKUP BEFORE BECAUSE THEY DIDN'T HAVE THE BUDGET FOR IT.

COMMISSIONER HOLMAN ASKED MALCOLM WHAT COULD THEY DO AS A BOARD TO HELP HIM MAINTAIN AND PREVENT ANY OF THIS HAPPENING AGAIN.

MALCOLM SAID HE DIDN'T KNOW HOW TO ANSWER THAT QUESTION. THIS IS ONE INCIDENT THAT HAS HAPPENED IN THE FOUR AND A HALF YEARS HE HAS BEEN HERE. IT IS LIKE HIM ASKING MR. JERRY WHEN A PIECE OF HIS LOGGING EQUIPMENT IS GOING TO TEAR UP; YOU CAN DO THINGS TO PREVENT IT, BUT WHEN IT HAPPENS, YOU HAVE TO DEAL WITH THE SITUATION WHEN IT ARISES.

MALCOLM SAID HE DOES EVERYTHING IN HIS ABILITY TO KEEP THE SYSTEM UP AND RUNNING CURRENTLY; IF WE RUN TAPE BACKUP, THEY GET A DETAILED REPORT THAT SAYS THE JOB COMPLETED SUCCESSFULLY AND THERE WERE NO ERRORS AND THE TAPE WAS FINE. HE SAID THAT WAS WHAT HE BASED HIS INFORMATION ON THINKING THE TAPE WAS FINE. THE ONLY WAY TO KNOW A BACKUP TAPE IS GOOD IS TO RESTORE IT. HE SAID WHATEVER THE BOARD WANTS HIM TO DO; HE COULD COME IN EVERY SATURDAY AND TAKE THE FRIDAY BACKUP TAPE AND RESTORE IT. HE SAID THAT IS THE ONLY WAY FOR SURE TO KNOW THAT IT IS GOING TO WORK; BUT, HE CAN'T DO THAT WHILE PEOPLE ARE HERE AND PUTTING INFORMATION INTO THE SYSTEM.

COMMISSIONER FINCH SAID HE THINKS AS THE COUNTY CONTINUES TO GET BIGGER, AND OBVIOUSLY THE COUNTY IS GETTING BIGGER, THAT IS JUSTIFIABLE REASONS WHY THE BOARD OUGHT TO HAVE MORE DEDICATION TO THE TIME AT THE COUNTY ANNEX VERSUS TRYING TO EXTEND MALCOLM TO OTHER PLACES.

MALCOLM SAID HE HAS NO PROBLEM WITH THAT. HIS ONLY QUESTION OR SITUATION, ETC. IS HE WOULD LIKE TO SEE A COUNTY I.T. DEPARTMENT AND NOT JUST BE A BOARD OF COUNTY COMMISSIONERS. HOWEVER, HE DOESN'T KNOW IF THEY HAVE CONSTITUTIONAL OFFICERS THAT ARE WILLING TO GO THAT ROUTE AND THAT IS LIKE THE BOARD HAD SAID, THAT IS WHAT THEY HAVE TO DEAL WITH. HE SAID THEY WOULD HAVE BETTER PURCHASING WHEN THEY DO IT THAT WAY; YOU GET PURCHASING POWER WHEN YOU GROUP THINGS TOGETHER. THE SAME THING AS I.T. FUNCTIONS; THEY BUY ANTI VIRUS AND THEY PAY FOR FORTY USERS LICENSE AND GET IT FOR \$25 A PIECE. IF THEY GO AND BUY THEIR OWN, IT IS GOING TO COST THEM MORE; IF THEY BUY THEM ALL TOGETHER, IT IS GOING TO COST EVEN LESS. AS A WHOLE, THE COUNTY WINDS UP SAVING MONEY. IF THE BOARD TAKES HIM AWAY FROM THE SHERIFF DEPARTMENT, HE AGREES THE FIRST THING THE SHERIFF IS GOING TO DO IS TO REQUEST HIS OWN I.T. PERSON. THE BOARD SET THE STANDARD OF WHAT HIS PAY IS AND IF THE SHERIFF REQUESTS THE SAME THING FOR HIS I.T. PERSON, IT IS GOING TO COST THE COUNTY MORE MONEY FOR THE SHERIFF TO HIRE HIS OWN THAN TO HIRE ANOTHER TECHNICAL PERSON UNDERNEATH HIM TO HELP WITH DOING THE SHERIFF'S DEPARTMENT WORK. HE SAID IT WAS HOWEVER THE BOARD WANTED TO DO IT.

COMMISSIONER FINCH SAID HE DIDN'T HAVE A PROBLEM IF THE SHERIFF WANTS TO SUPPLEMENT THE BUDGET AND HIRE SOMEONE UNDER MALCOLM AND HIM GIVE SOME DIRECTION TO AT VARIOUS TIMES AT A LIMIT. HOWEVER, HE JUST DOESN'T SEE THE BOARD HAVING MALCOLM HIRED FOR EIGHT HOURS AND BE AT THE SHERIFF'S DEPARTMENT 50% OF THE TIME; HE DOESN'T AGREE WITH THIS OR DOESN'T SEE HOW THAT IS LOGICAL.

COMMISSIONER PATE SAID AS FAR AS MALCOLM COMING IN ON SATURDAY TO BACKUP THE COMPUTER INFORMATION, HE ASKED WHY COULDN'T MALCOLM SPLIT HIS HOURS WHERE HE MIGHT NOT WORK ON FRIDAY AND COME IN ON SATURDAY OR SPLIT IT UP SOMEHOW.

MALCOLM SAID THE LAST DIRECTION HE HAD ON DOING THAT IS FLEX TIME IS NOT ALLOWED AND HIS SCHEDULED WORK HOURS ARE 8:00 A.M. TO 4:30 P.M. MONDAY THROUGH FRIDAY. UNTIL THIS IS CHANGED AND HE IS TOLD OTHERWISE, THAT IS WHAT HE HAS TO GO BY. HE SAID THAT IS THE WHOLE POINT IN THIS DIRECTION.

COMMISSIONER SAPP ASKED HOW OFTEN WOULD MALCOLM HAVE TO DO THE BACKUP. MALCOLM SAID THEY DO AN INCREMENTAL BACKUP DAILY WHICH MEANS IT CHANGES THE INFORMATION THAT WAS CHANGED IN THE COURSE OF A DAY. ON FRIDAY, THEY DO WHAT IS CALLED A FULL BACKUP WHICH IS EVERYTHING.

COMMISSIONER PATE ASKED HOW LONG IT TOOK TO DO THE FULL BACKUP. MALCOLM SAID BETWEEN THE TWO SERVERS CURRENTLY THEY WERE BACKING UP, IT PROBABLY TAKES 5.5 HOURS.

COMMISSIONER SAPP ASKED IF THE BACKUP WAS SOMETHING MALCOLM'S ASSISTANT COULD DO. MALCOLM SAID HE WOULDN'T BE SURE ABOUT THAT AND QUESTIONED IF SAPP

WAS TALKING ABOUT RESTORING THE DATA. SAPP ADVISED DOING THE BACKUP ON SATURDAY. MALCOLM SAID HE COULD SHOW HIS ASSISTANT HOW SINCE SHE CURRENTLY DOESN'T KNOW.

COMMISSIONER SAPP ASKED FOR DIRECTION FROM THE BOARD. HE SAID FROM WHAT HE COULD SEE THEY NEED A MOTION, IF THEY WANT TO PRESENT ONE, IT WOULD BE THE BOARD'S DESIRE MALCOLM WORK AT THE COUNTY ANNEX EIGHT HOURS A DAY AND THE SHERIFF'S DEPARTMENT WOULD NEED TO SUPPLEMENT THEIR OWN COMPUTER SOURCE.

COMMISSIONER PATE REITERATED HE WOULDN'T MIND LOANING THEM; BUT, IF IT IS A CONSTANT THING, THEY NEED TO TAKE THIS AND ACT ON IT.

COMMISSIONER SAPP SAID ANYTIME THE BOARD NEEDS TO DO SUCH A LOAN TO THE SHERIFF DEPARTMENT, IT SHOULD BE AUTHORIZED THROUGH THE ADMINISTRATOR AND MALCOLM DOCUMENT HOW MANY HOURS HE SPENDS ASSISTING HIM.

COMMISSIONER SAPP ASKED MALCOLM IF HE SEEN ANY KIND OF PROBLEMS WITH WHAT THE BOARD HAS DISCUSSED SO FAR. MALCOLM ADDRESSED THE SHERIFF WAS NOT LIMITED TO THE OTHER OFFICERS HE IS PERFORMING DUTIES FOR. HE SAID HE DIDN'T KNOW IF THEY WOULD INCLUDE SUPERVISOR OF ELECTIONS IN THAT OR NOT.

COMMISSIONER SAPP SAID HE FELT THE SUPERVISOR OF ELECTIONS WOULD HANDLE HER OWN THROUGH SOME SOURCE; THEY ARE SPEAKING OF JUST THE SHERIFF.

MALCOLM ASKED WHAT THE BOARD WAS CLASSIFYING AS THE BOARD OF COUNTY COMMISSIONERS; IS IT THE EMS, COUNCIL ON AGING.

COMMISSIONER FINCH SAID HE CONSIDERS COUNTY COMMISSIONERS AS PEOPLE WHO ANSWERS DIRECTLY TO THE BOARD OF COUNTY COMMISSIONERS AND ARE SUBJECT TO PETE BASICALLY ON DOWN.

COMMISSIONER STRICKLAND POINTED OUT THE COUNCIL ON AGING ONLY HAS SO MUCH MONEY TO WORK WITH AND THEY DON'T HAVE MUCH TO DO ANYTHING WITH. MALCOLM SAID EMS IS THE SAME WAY.

COMMISSIONER PATE ASKED MALCOLM HOW MUCH TIME DOES HE SPEND ON COUNCIL ON AGING OR EMS. MALCOLM SAID IT VARIES; IT IS ON AN ON CALL BASIS AND HE IS NOT DOING ANY ROUTINE MAINTENANCE. HE SAID ABOUT THE ONLY THING HE PROVIDES TO EMS THAT HE DOES FOR OTHERS IS TO PROVIDE THEM THE ANTI VIRUS THE COUNTY PURCHASES; HE GOES OVER AND GIVES THEM THE UPDATED SOFTWARE. HE SAID THE COUNTY PURCHASED THEIR LAPTOPS AND COMPUTERS; THEY WENT THROUGH THE COMPUTER DEPARTMENT FOR THEM.

COMMISSIONER PATE ASKED MALCOLM HOW LONG HAD HE BEEN PROVIDING THESE SERVICES FOR ALL THESE AGENCIES. MALCOLM SAID OFF AND ON SINCE THE DAY HE STARTED WORK WITH THE COUNTY.

COMMISSIONER SAPP SAID THE BIG ISSUE WAS WITH THE SHERIFF'S DEPARTMENT AND THAT IS WHAT THEY ARE DISCUSSING TODAY. HE SAID THAT IS WHAT WAS TALKED ABOUT A FEW MONTHS BACK ABOUT MALCOLM SPENDING SO MUCH TIME DOING THE SHERIFF'S DEPARTMENT WORK; HE WAS BASICALLY WORKING 50% FOR THE SHERIFF AND 50% FOR THE BOARD OF COUNTY COMMISSIONERS. THAT IS WHAT THEY WANT TO GET AWAY FROM AND THE REQUIREMENT OF MORE FUNDS TO DO SO AND FOR MALCOLM TO FALL BACK INTO A CONSISTENT GUIDELINE FOR WHAT HE IS SUPPOSE TO BE DOING FOR THE WAGES THE BOARD IS PAYING SO THERE IS NO CONFLICT ANYWHERE WITH HIS WAGES, SALARY AND WHAT HE IS DOING FOR THE COUNTY AS HIS RESPONSIBILITY TO THE BOARD OF COUNTY COMMISSIONERS.

COMMISSIONER FINCH SAID HE DIDN'T KNOW HOW MANY TIMES MALCOLM WAS CALLED ON TO ASSIST EMS, ETC. IF THAT BECOMES A CONSTANT ISSUE, MALCOLM NEEDS TO COME BACK AND THE BOARD WILL ADDRESS THAT TOO. IF THESE AGENCIES NEED THAT KIND OF SUPPORT, THE BOARD NEEDS TO BUDGET SOME TECHNICAL HELP OR BUDGET MALCOLM SOME ADDITIONAL TECHNICAL HELP OR SOMETHING.

MALCOLM SAID THE ONLY ONE OTHER THAN THE SHERIFF'S DEPARTMENT THE COMPUTER DEPARTMENT DEALS WITH ON A REGULAR BASIS WOULD BE THE SUPERVISOR OF ELECTIONS.

COMMISSIONER FINCH QUESTIONED HOW MUCH TIME DID MALCOLM SPEND ON THE SUPERVISORS OF ELECTIONS. MALCOLM SAID IT VARIES; DURING ELECTIONS THEY SPEND QUITE A BIT OF TIME ASSISTING HER. RIGHT NOW THEY DON'T SPEND THAT MUCH.

COMMISSIONER FINCH SAID PERSONALLY HE WOULD LIKE TO SEE THAT STOPPED; HE WOULD LIKE TO SEE THE SUPERVISOR OF ELECTIONS FURNISH HER OWN HELP.

MALCOLM SAID THAT IS WHY, WHILE THE BOARD IS GOING THROUGH THESE ISSUES, HE WOULD LIKE TO TAKE CARE OF ALL OF THEM AND NOT JUST ONE OF THEM.

MALCOLM SAID HE KNOWS THE SUPERVISOR OF ELECTIONS HAS TALKED WITH PETE AND HEATHER ABOUT CONTRACTING OUT HER I.T. SERVICES.

COMMISSIONER HOLMAN SAID IF THAT IS WHAT SHE WANTS TO DO THAT IS WHAT SHE NEEDS TO DO.

COMMISSIONER FINCH SAID IF THE SUPERVISOR OF ELECTIONS DOES HIRE HER OWN I.T. SERVICES, MALCOLM NEEDS TO BE TOTALLY REMOVED FROM THAT.

MALCOLM SAID WHEN THE SUPERVISOR OF ELECTIONS HAD TALKED TO HIM ABOUT WHAT SHE WAS WANTING, SHE WAS WANTING TO HIRE HER OWN I.T. PERSON; BUT, SHE STILL WANTED TO UTILIZE THE COUNTY'S SERVICES WHICH WOULD INCLUDE THE INTERNET, E-MAIL SYSTEM, SOFTWARE, ETC. HE SAID TO HIM, YOU EITHER USE THEM OR YOU DON'T; IT IS NOT YOU GET OUR RESOURCES AND NOT OUR ASSISTANCE.

COMMISSIONER HOLMAN REQUESTED THE BOARD FIND OUT WHAT THE SUPERVISOR OF ELECTION'S INTENTS ARE BEFORE THEY PULL THE PLUG ON MALCOLM ASSISTING HER.

MALCOLM SAID HIS UNDERSTANDING AT THIS TIME IS AS OF TODAY HE IS NO LONGER TO GO TO THE SHERIFF'S DEPARTMENT AND ASKED IF THAT WAS CORRECT. THE BOARD SAID THAT WAS CORRECT.

COMMISSIONER STRICKLAND ASKED ABOUT MALCOLM ASSISTING WITH THE EMS AND COUNCIL ON AGING. COMMISSIONER PATE SAID HE WOULD LIKE TO PUT THIS OFF UNTIL THEY CAN FIND OUT HOW MANY TIMES MALCOLM IS HELPING THESE AGENCIES. MALCOLM SAID THESE AGENCIES ARE NOT A MAJOR AMOUNT OF HIS TIME.

COMMISSIONER PATE SAID THEY KNOW THE SHERIFF DEPARTMENT HAS BEEN A BIG TIME ITEM FOR MALCOLM. MALCOLM SAID A LOT OF THAT TIME WAS DUE TO TRYING TO GET THE SMART COP SYSTEM UP AND OPERATIONAL; THEY HAVE GOT IT TO THE POINT THEY ARE ENTERING THE DATA NOW AND ARE GETTING READY TO GO LIVE. HE SAID HE WAS LOOKING AT DOING TRAINING WITHIN THE NEXT TWO MONTHS. HE SAID HE KNEW THE SHERIFF WAS NOT GOING TO BE HAPPY ABOUT HIM BEING PULLED.

COMMISSIONER SAPP ADDRESSED THE BOARD COULDN'T COVER ALL THE BASIS AS THEY DON'T HAVE ALL THE ANSWERS TODAY; BUT, THEY DO HAVE DIRECTION ON THE SHERIFF'S DEPARTMENT HE FEELS LIKE. AT THE NEXT MEETING OR BEFORE, THEY WILL GIVE MALCOLM DIRECTION ON THE BALANCE OF THOSE. THE BOARD AGREED FOR MALCOLM TO COMPLY WITH THE COUNCIL ON AGING'S NEEDS AND EMS'S NEEDS. THE SUPERVISOR OF ELECTIONS WILL BE THE NEXT MAJOR ONE; THE BOARD NEEDS TO DISCUSS WITH HER TO SEE WHAT HER INTENT IS AND REPLY BACK ON THAT.

MALCOLM SAID THE LAST DIRECTION HE HAD GOTTEN FROM THE BOARD ON PAY FOR HIM DOING THE SHERIFF'S OFFICE WAS IT WAS GOING TO BE LOOKED AT BY HUMAN RESOURCE AND THEY WOULD BE GIVING THE BOARD A RECOMMENDATION BACK. HE SAID HE KNOWS SINCE HE IS NOT OVER THERE ANYMORE THAT WOULDN'T BE FROM THIS POINT FORWARD; BUT, WHAT ABOUT THE LAST SIX MONTHS HE HAS BEEN DOING IT.

COMMISSIONER FINCH SAID HE THINKS EIGHT HOURS IS EIGHT HOURS AND OFFERED A MOTION THERE WILL BE NO COMPENSATION FOR THE LAST SIX MONTHS FOR MALCOLM. COMMISSIONER HOLMAN SECONDED THE MOTION.

COMMISSIONER SAPP QUESTIONED MALCOLM IF THIS WAS JUST ADDITIONAL DUTIES DURING THE TIME HE WAS WORKING EIGHT HOURS OR WAS HE AT THE SHERIFF'S DEPARTMENT OVERTIME AFTER HOURS. HE SAID HE WORKED OVERTIME AFTER HOURS ALSO, YES.

COMMISSIONER SAPP ASKED, AS PART OF THAT COMPENSATION HE WAS LOOKING AT, DOES IT COVER NOT ONLY THE TIME THE COUNTY IS PAYING HIM FOR; BUT, THE ADDITIONAL WORKLOAD HE HAD TO STAY AFTER HOURS TO BE ELIGIBLE FOR AN ADDITIONAL AMOUNT OF MONEY. MALCOLM SAID NO SIR.

COMMISSIONER SAPP TOLD MALCOLM HE HAD SAID HE HAD WORKED OVER TIME AT THE SHERIFF'S DEPARTMENT. MALCOLM SAID HE DIDN'T GET PAID FOR ANY OVERTIME HE WORKED AT THE SHERIFF'S DEPARTMENT.

COMMISSIONER SAPP ASKED MALCOLM IF HE RECEIVED COMP TIME. MALCOLM SAID WHAT HE REPORTED, HE DID; BUT, SOME OF IT HE DIDN'T REPORT. HE SAID THAT WAS HIS OWN FAULT FOR NOT REPORTING IT; THAT IS NOT THE BOARD'S RESPONSIBILITY.

COMMISSIONER SAPP ASKED MALCOLM IF HE EITHER TOOK COMP TIME OR DIDN'T REPORT IT AT ALL OR WAS COMPENSATED THROUGH COMP TIME FOR THAT. MALCOLM SAID "YES."

THE MOTION NOT TO PAY MALCOLM ANY FURTHER WAGES FOR THOSE SIX MONTHS WORKED AT THE SHERIFF'S DEPARTMENT CARRIED UNANIMOUSLY.

STACY WEBB WAS ASKED TO ADDRESS THE BOARD NEXT. COMMISSIONER SAPP TOLD HER THE BOARD WAS DISCUSSING HOW MUCH TIME THEY WANT THEIR GRANT DEPARTMENT PERSONNEL TO SPEND WITH OTHER DIFFERENT AGENCIES, ETC. TRYING TO HELP THEM GET GRANTS.

COMMISSIONER FINCH SAID HIS IDEA IS IF HE WERE TO HIRE SOMEONE TO WORK FOR HIM, HE WANTS THEM TO DEVOTE THEIR TIME TO HIS CAUSE. HE ADDRESSED HIM BEING AWARE STACY HAS COME BEFORE THE BOARD AND ASKED THE TIMES SHE HAS ASKED TO HELP OTHER PEOPLE AND THE BOARD HAS GIVEN HER PERMISSION.

HE REFERRED TO THE CITY OF VERNON SITUATION CAME UP AND STACY CAME BEFORE THE BOARD WITH THAT. HIS PROBLEM WITH IT IS HE THOUGHT SHE WAS GOING TO JUST BE ASSISTING IN THE FINAL WRITING OF THE GRANT AND WITH SOME TECHNICAL KNOWLEDGE. HE DIDN'T KNOW SHE WAS GOING TO BE ON A COMMITTEE TO MEET EVERY WEEK OR SO TO DEVELOP A GRANT OR BE INVOLVED WITH VERNON.

HE SAID THE MAIN THING HE WANTS TO SEE STACY DO, AND ANY DEPARTMENT, IS TO SPEND EIGHT HOURS WORKING FOR THE BOARD OF COUNTY COMMISSIONERS AT THE COUNTY ANNEX. HE ADDRESSED THERE BEING SO MANY GRANTS THEY NEED TO REALLY LOOK AT AND HER DEPARTMENT CERTAINLY HAS A REASON IT COULD GROW IF THEY COULD GET GRANTS MOVING. HE THINKS THEY NEED TO SPEND MORE TIME WORKING ON GRANTS FOR THE COUNTY COMMISSIONERS THAN MAYBE SOME OF THE TIME THEY MAY BE HELPING OTHER PEOPLE. HE SAID HE WANTED TO CONTINUE HELPING OTHER PEOPLE IF THEY DO IT THROUGH THE TECHNICAL MANNER VERSUS ACTUALLY PHYSICALLY WRITING A GRANT. STACY ASKED ABOUT HER ASSISTING WRITING GRANTS FOR THE FIRE DEPARTMENTS AS SHE NEEDS A SET OF DIRECTIONS ON WHERE SHE DON'T GO.

COMMISSIONER FINCH SAID HE JUST WANTED THEM TO DISCOVER SOME GRANTS THEY HAVEN'T BEEN INVOLVED IN MAYBE THEY CAN START RECEIVING. HE REFERRED TO THEM CONTINUALLY TRYING TO FIGHT TO GET THE HERITAGE GRANT; BUT, IT DOESN'T SEEM LIKE THEY ARE NEVER GOING TO GET IT.

STACY SAID SHE WAS GOING MONDAY TO TALLAHASSEE ON THE HERITAGE GRANT. COMMISSIONER FINCH SAID SHE HAD BEEN THERE BEFORE WITH STACY SAYING SHE KNOWS AND SHE IS GOING BACK AGAIN. COMMISSIONER FINCH SAID HE WOULD LOVE TO SEE THE HERITAGE VILLAGE HAPPEN.

FINCH ADDRESSED PEOPLE ALL TIME WERE ASKING HIM WHY DIDN'T THE COUNTY APPLY FOR CERTAIN TYPE OF GRANT FUNDING AND HE DIDN'T KNOW. HE DIDN'T KNOW IF THE COUNTY WAS ELIGIBLE. HE STATED THE COUNTY NEEDS TO CERTAINLY APPLY FOR MORE GRANTS AND MORE TIME IS NEEDED TO BE DEVOTED AT THE COUNTY ANNEX.

STACY SAID SHE CONTINUALLY RESEARCHES THE WEB AS FAR AS NEW OPPORTUNITIES AND GRANTS THAT ARE AVAILABLE. HER AND HEATHER HAVE SPOKEN ABOUT A PROGRAM SHE WOULD LIKE TO PRESENT WHEN THE TIME IS RIGHT. SHE SAID ALL GRANTS OUT THERE NOW ARE VERY COMPETITIVE AND REQUIRE MATCHING FUNDS.

DISCUSSION WAS HELD ON STACY ASSISTING FIRE DEPARTMENTS WITH OBTAINING GRANTS. COMMISSIONER SAPP QUESTIONED HOW MUCH TIME SHE SPENT IN ONE CITY. HE REFERRED TO THERE BEING A SPECIAL OCCASION A WHILE BACK WHERE THE BOARD AGREED FOR HER TO ASSIST. HE SAID A LOT OF THINGS THEY CAN DO ON THEIR OWN.

STACY SAID SOME DO AND SOME DON'T AND ADDRESSED MR. ED PELLETIER WITH COUNTRY OAKS FIRE DEPARTMENT DOES HIS OWN GRANTS AND IS VERY SUCCESSFUL AT IT. SHE SAID THERE WERE PROBABLY SOME OTHER FIRE DEPARTMENTS THAT DO THEIR OWN; BUT, THERE ARE SOME WHO DON'T.

COMMISSIONER STRICKLAND SAID CARYVILLE DIDN'T HAVE ANYONE THAT COULD APPLY FOR GRANTS. COMMISSIONER FINCH SAID THEY NEED TO TALK TO ED BECAUSE HE GETS FUNDED ALL THE TIME.

STACY SAID SHE HAD SUGGESTED ED WORKING WITH THE OTHER FIRE DEPARTMENTS WITH GRANT ASSISTANCE. SHE SAID GREENHEAD FIRE DEPARTMENT HAS A NEED FOR ASSISTANCE WITH GRANTS.

AS FAR AS THE TIME SHE SPENT WITH CARYVILLE, THEY HAD ABSOLUTELY NOTHING AND SHE ASSISTED THEM WITH A GRANT FOR THEIR FIRE DEPARTMENT. COMMISSIONER STRICKLAND SAID THE GRANT FOR CARYVILLE WAS A TOTAL OF \$64,000.

COMMISSIONER FINCH QUESTIONED IF THE GRANTS FOR THE FIRE DEPARTMENTS WERE THEY SORT OF BORDER PLATE STUFF THAT IS REPEATED EVERY YEAR. STACY ADVISED THEY WERE.

COMMISSIONER FINCH QUESTIONED STACY WHY COULDN'T SHE GET THEM ON A PROGRAM, UPDATE IT EVERY YEAR AND RESUBMIT IT. STACY SAID IT IS NOT THAT EASY; IT IS ALL FEDERAL MONEY AND THE APPLICATION CHANGES EVERY YEAR.

ED SAID THEY HAD TRIED THAT BEFORE; BUT, IT JUST DOESN'T WORK AS THE FORMAT CHANGES. HE SAID COUNTRY OAKS FIRE DEPARTMENT HAD GOTTEN THREE GRANTS. THE BEST THING WOULD BE FOR EACH DEPARTMENT TO WRITE UP THEIR OWN GRANTS; THE MAIN THING IS TO BE UPFRONT WITH EVERYTHING THEY WRITE. IT IS NOT SO MUCH WHAT A DEPARTMENT IS APPLYING FOR; BUT, IT IS HOW THEY APPLY FOR IT. HE SAID THE MAIN THING IS THE COVER LETTER SUBMITTED WITH THE GRANT APPLICATION AS THIS IS WHAT THE AGENCY PROVIDING THE GRANT FUNDING LOOKS AT FIRST.

COMMISSIONER HOLMAN SAID HE DIDN'T HAVE A PROBLEM WITH STACY HELPING THE FIRE DEPARTMENTS WITH GRANTS AS LONG AS SHE TAKES AND USES EVERY MEANS AS FAR AS THE COUNTY IS CONCERNED AND THE GRANTS THEY CAN RECEIVE TO HELP THEMSELVES.

STACY UPDATED THE BOARD ON HER MEETING EVERY OTHER TUESDAY WITH A COMMITTEE ON THE VERNON GRANT PROCESS; THERE IS A LOT OF INPUT ON HER PART IN THESE MEETINGS REGARDING GRANT POSSIBILITIES.

SHE ADDRESSED THE COMMITTEE HAD JUST SAT DOWN WITH DMP AND PBS&J REPRESENTATIVES AND LOOKED AT THE PLANS OF HOW THE FOUR LANING OF HIGHWAY 79 IS GOING TO IMPACT DOWNTOWN VERNON. WHEN THEY TAKE A LOOK AT THESE PLANS, THEY LOOK AT WHAT LAND IS GOING TO BE TAKEN OUT AND WHAT LAND IS GOING TO BE LEFT TO DO THINGS WITH. SHE SAID THAT IS WHERE HER INPUT COMES IN; SHE TELLS THEM WHERE ECONOMIC DEVELOPMENT POSSIBILITIES ARE. SHE AGREED IT IS A LOT OF BRAINSTORMING; BUT, IF THE BOARD WOULD LIKE FOR HER TO HOLD OFF, SHE COULD WAIT UNTIL IT GETS A LITTLE CLOSER, WHICH COULD BE TWO TO FIVE YEARS.

COMMISSIONER FINCH SAID THE CITY OF VERNON IS GOING TO GET COMPENSATED FOR THE PROPERTIES. HE DON'T SEE WHY THE COUNTY SHOULD BE FREELY DEVOTING THEIR TIME WITHOUT SOME IDEA OF HOW LONG THE PROCESS IS GOING TO TAKE. HE DIDN'T FEEL IT SHOULD BE OPEN ENDED FROM NOW UNTIL HIGHWAY 79 IS FOURLANED THROUGH VERNON STACY WILL BE WORKING ON GRANTS IN VERNON.

COMMISSIONER SAPP QUESTIONED HOW MUCH TIME SHE SPENDS EACH WEEK IN VERNON. STACY SAID THEY MEET EVERY TWO WEEKS FROM ABOUT 8:00 A.M. UNTIL 9:30 A.M.

COMMISSIONER SAPP SAID HE DIDN'T THINK THAT WAS TOO MUCH TIME AND ASKED COMMISSIONER FINCH IF HE HAD A DISAGREEMENT WITH AN HOUR EVERY TWO WEEKS FOR VERNON.

COMMISSIONER FINCH SAID HE WAS NOT DISAGREEING WITH ANYTHING; BUT, STACY HAS EIGHT HOURS DEVOTED TO THE BOARD OF COUNTY COMMISSIONERS. IF THAT IS WHAT THE BOARD WANTS TO DO, ADD IT TO HER JOB DESCRIPTION. HE QUESTIONED WHAT IF THE CITY OF WAUSAU SAYS THEY WANT AN HOUR EVERY WEEK AND THE CITY OF CHIPLEY SAYS THEY NEED A COUPLE OF HOURS; THE BOARD JUST NEEDS TO DECIDE WHAT HER DIRECTION IS.

COMMISSIONER STRICKLAND SAID THE CITY OF CHIPLEY HAS MORE MONEY THAN WAUSAU OR VERNON. COMMISSIONER FINCH SAID THAT DOESN'T MEAN THEY CAN'T ASK FOR ASSISTANCE FROM STACY.

STACY SAID THE CITY OF CHIPLEY ALSO HAS THEIR OWN GRANT PEOPLE; BUT, SHE MAY STILL BE ASKED TO SIT IN ON SOME THINGS. COMMISSIONER FINCH SAID WHATEVER THE BOARD DECIDES WILL BE FINE; BUT, HE DOESN'T THINK THAT IS WHAT STACY WAS HIRED TO DO. HE EXPLAINED HE IS NOT SAYING A THING REFLECTING ON STACY.

VIVIAN BREWER, VERNON CITY COUNCIL, THANKED THE BOARD FOR SHARING STACY WITH THEM; IF THEY NEED TO CUT BACK ON TIME, SHE FEELS THEY CAN DO THAT. SHE SAID SHE COULD KEEP STACY INFORMED ON WHAT IS GOING ON AND WOULD BE HAPPY TO DO THAT. SHE EXPLAINED THEY DID NEED STACY'S INPUT AS SHE DOES HELP OUT A LOT. SHE SAID SHE WAS ON THE COMMITTEE TOO AND WOULD BE MORE THAN WILLING TO MEET WITH STACY AT THE COUNTY ANNEX TO UPDATE HER, UPDATE HER BY TELEPHONE OR BY E-MAIL, ETC. TO KEEP HER INVOLVED IF THEY CAN KEEP HER. SHE SAID THEY NEED HER AND IT IS GOING TO BE A LONG DRAWN OUT PROCESS; THEY CAN CUT BACK UNTIL LATER WHEN IT GETS MORE INVOLVED. RIGHT NOW, VERNON IS STILL LEARNING; THEY DON'T KNOW AS OF EXACTLY YET AS TO WHAT IS TAKING PLACE. SHE SAID THEY WOULD BE HAPPY TO CUT STACY'S TIME TO ONE HOUR A MONTH.

THE BOARD AGREED WITH STACY ASSISTING AT VERNON ONE HOUR A MONTH. STACY SAID THE POTENTIAL FOR VERNON IS UNBELIEVABLE AND THE COUNTY CAN BE INVOLVED IN IT; IT IS GOING TO BE QUITE A SHOW PLACE.

STACY UPDATED THE BOARD ON COMMISSIONER STRICKLAND HAVING GIVEN HER A NAME OF AN ELDERLY COUPLE WHO HAD A CARYVILLE ADDRESS. THE WIFE HAS BROKEN HER HIP AND THEY HAVE NO HANDICAP ACCESSIBILITIES IN THEIR HOUSE. SHE VISITED WITH THE COUPLE AND SAW HOW EVERYTHING WAS LAID OUT IN THEIR HOUSE; THEY WERE GOING TO LOOK AT A HANDICAP BATHROOM, WIDENING SOME DOORWAYS, ETC. SHE SAID THE BOARD HAD GRACIOUSLY ALLOWED SOME OF THE DOWN PAYMENT ASSISTANT MONIES TO BE MOVED TO REHAB TO ENABLE HER TO FIX UP QUITE A BIT MORE HOUSES. THESE HOUSES ARE IN THE PROCESS OF BEING DONE; BUT, THE ELDERLY COUPLE'S SITUATION IS AN EMERGENCY TYPE SITUATION. SHE ASKED THE BOARD TO ALLOW HER TO TRANSFER ANOTHER \$15,000 FROM SHIP DOWN PAYMENT ASSISTANCE TO REHAB TO FIX THIS HOUSE; IT WILL TAKE HER A FEW WEEKS.

COMMISSIONER HOLMAN OFFERED A MOTION, SECONDED BY COMMISSIONER PATE AND CARRIED TO ALLOW STACY TO TRANSFER \$15,000 FROM SHIP DOWN PAYMENT ASSISTANCE TO SHIP REHAB.

COMMISSIONER FINCH QUESTIONED STACY IF SHE AND EMORY PITTS HAD TALKED ABOUT THE INSPECTIONS ON THE REHAB PROJECTS. STACY SAID THEY HAD A LITTLE DISCUSSION; BUT, HAD NOT GONE INTO DETAILS WITH EVERYTHING.

FINCH QUESTIONED ON THE REHAB PROJECTS IF THE CONTRACTORS DO COME IN AND GET PERMITS FOR CONSTRUCTION. STACY SAID THEY WERE. SHE SAID SHE THOUGHT THE CONFUSION WAS COMING INTO PLAY BY THE CONTRACTOR PULLING PERMITS BUT NOT CALLING FOR A FINAL INSPECTION A LOT OF TIMES. SHE SAID IT IS THE RESPONSIBILITY OF THE CONTRACTOR TO CALL FOR THE FINAL INSPECTION; IF THEY ARE NOT DOING THAT, THE BUILDING DEPARTMENT IS SO BUSY THERE IS NO WAY THEY CAN KEEP UP WITH THAT. SHE SAID WHEN SHE STARTS COMPLETING THE PAPER WORK FOR THE CONTRACTOR, SHE CAN GO TO THE BUILDING DEPARTMENT AND ASK WHAT IS NEEDED TO GET A SCHEDULED TIME FOR THE FINAL INSPECTION.

COMMISSIONER FINCH SAID SOMETIMES THERE IS ALL KINDS OF INSPECTIONS DURING THE PROCESS THAT NEEDS TO HAPPEN BEFORE SOMETHING ELSE CAN BE DONE. HE QUESTIONED WHO LOOKS OUT FOR ALL OF THAT.

STACY SAID WHEN TALKING ABOUT A SITE BUILT HOME WITH DOWN PAYMENT ASSISTANCE, THERE IS CERTAIN LEVELS THAT REQUIRES DIFFERENT INSPECTIONS. WITH THE REHAB PROJECTS NOT BEING AS LARGE AS THAT, A LOT OF TIME THEY DON'T HAVE THOSE SPECIFIC PHASES THAT REQUIRE INSPECTIONS. IF THERE IS A HOME THAT NEEDS REWIRING AND REROOFING, THE CONTRACTOR WILL HAVE TO PULL AN ELECTRICAL AND ROOFING PERMIT. AT THE END, IT IS UP TO THE CONTRACTOR TO CALL AND WITH THEM NOT DOING THIS, SHE IS GOING TO HAVE TO TAKE THIS IN HER OFFICE.

COMMISSIONER SAPP SAID IF STACY REQUIRES A FINAL INSPECTION BEFORE SUBMITTING PAPERWORK FOR PAYMENT, HE WAS CERTAIN THE CONTRACTOR WOULD CALL FOR A FINAL INSPECTION AS SOON AS THEY WERE ABOUT THROUGH WITH THE PROJECT. HE SUGGESTED IF THIS IS NOT BEING DONE, SHE MAY REQUIRE THE FINAL INSPECTION BE DONE BEFORE SUBMITTING PAPERWORK FOR PAYMENT TO THE CONTRACTOR.

STACY SAID THE INSPECTION SHE DOES HAVE IS BETWEEN THE HOMEOWNER, CONTRACTOR AND HERSELF. THEY ALL GO OUT AND LOOK AT THE WORK TO SEE IF THE



HOMEOWNER IS SATISFIED; IF THE CONTRACTOR IS DONE WITH WHAT HE IS SUPPOSE TO DO, IT IS NORMALLY SIGNED OFF ON. WITH HER HAVING THE SIXTEEN HOMES BEING DONE ALL AT ONE TIME, SHE DIDN'T INCORPORATE THAT KIND OF PAPERWORK; BUT, WITH THE NEXT LARGE BATCH, SHE HAS SPOKEN TO HER ASSISTANT ABOUT DRAWING UP A CHECKLIST AND THAT WILL BE ON THE CHECKLIST.

HEATHER READDRESSSED THE BOARD ASKING CLARIFICATION ON DOING OTHER CONSTITUTIONAL OFFICERS HUMAN RESOURCE BENEFIT WORK. RIGHT NOW EVERYTHING HAS SORT OF BEEN COMING TO HER OFFICE FROM ALL AREAS. SHE GETS CALLS FROM COUNCIL ON AGING WANTING TO CHANGE THINGS AND SHE DON'T REALLY HAVE ANY WAY TO REFERENCE; SHE COULD ASK THEM FOR ALL THE INFORMATION NEEDED.

COMMISSIONER SAPP QUESTIONED IF HEATHER WAS TALKING ABOUT ALL THE REPORTS FOR MEDICAL INSURANCE. HEATHER SAID THERE WAS BLUE CROSS BLUE SHIELD, COBRA SERV AND WORKERS COMPENSATION. SHE SAID SHE DOESN'T KNOW THEIR BASE SALARY; SHE HAS TO CALL AND ASK. SHE ADDRESSED THERE BEING A TON OF QUESTIONS WHENEVER AN INJURY OCCURS; EMS JUST RECENTLY HAD ONE AND SHE DOESN'T HAVE ANY OF THAT INFORMATION. SHE ONLY HAS THE BOARD OF COUNTY COMMISSIONERS EMPLOYEE INFORMATION. IT MAKES IT VERY HARD TO ADMINISTER TO THOSE PEOPLE WHEN SHE DOESN'T HAVE THE INFORMATION.

ADMINISTRATOR HERBERT ADVISED THE BOARD TOOK ACTION TO ALLOW THE COUNCIL ON AGING TO JOIN THE COUNTY'S BLUE CROSS BLUE SHIELD POLICY; THE COUNTY IS PROBABLY OBLIGATED THERE. BUT THE QUESTION COMES IN WHETHER TO HANDLE THE SHERIFF'S DEPARTMENT BLUE CROSS BLUE SHIELD.

COMMISSIONER SAPP ASKED IF THE BOARD WAS MAKING PAYMENTS ON BLUE CROSS BLUE SHIELD FOR THE SHERIFF'S DEPARTMENT. DEPUTY CLERK CARTER ADVISED THE BOARD MADE PAYMENTS ON ALL THE CONSTITUTIONAL OFFICES. SHE ADDRESSED THE BOARD DOESN'T PAY WASHINGTON COUNTY COUNCIL ON AGING AND TEEN COURT PREMIUMS; THEY REIMBURSE THE COUNTY FOR THEM. THEY ARE ON THE COUNTY BILLING.

HEATHER EXPLAINED THERE WERE TWO SEPARATE POLICIES WITH ONE BEING FOR THE SHERIFF. THE PROBLEM HAS BEEN THE INSURANCE COMPANY WILL ONLY ALLOW ONE POINT OF CONTACT; HER NAME WAS PUT ON IT SO SHE COULD ADMINISTER HELP WHEN NECESSARY FOR THE BOARD OF COUNTY COMMISSIONERS EMPLOYEES. WHEN SHE HAD HER NAME PUT ON AS THE POINT OF CONTACT, EVERYTHING GOES TO HER AND SHE HAS TO BE CAREFUL IT GOES WHERE IT IS SUPPOSE TO.

DEPUTY CLERK CARTER SAID PAT SASSER IS THE CONTACT POINT FOR THE SHERIFF'S DEPARTMENT. ADMINISTRATOR HERBERT ASKED IF THE SHERIFF'S BILLING WAS COMING TO THE HUMAN RESOURCE OFFICE SINCE PAT WAS LISTED AS THE CONTACT PERSON. HEATHER SAID SHE WAS NOT SURE ABOUT THAT PART.

HEATHER SAID SHE DIDN'T KNOW HOW COBRA SERV IS DIVIDED. DEPUTY CLERK CARTER SAID SHE HAD ALWAYS FILED THE COBRA SERV NOTICES FOR ALL THE CONSTITUTIONAL OFFICES IN THE COUNTY AS WELL AS THE BOARD EMPLOYEES AND ANYBODY WHO FELL UNDER THE COUNTY HEALTH INSURANCE. SHE SAID SHE DIDN'T HAVE THE INFORMATION EITHER; SHE DID A FORM LETTER AND REQUESTED THE NECESSARY INFORMATION. SHE AGREED IT WAS TIME CONSUMING.

HEATHER SAID SHE HAS AN ASSISTANT SOMETIMES AND SOMETIMES SHE DON'T; SHE COVERS IN THE ADMINISTRATIVE OFFICE SOMETIMES. SHE SAID SHE HASN'T ADDRESSED CAROL BEING FULL TIME WITH HUMAN RESOURCE ANYMORE WITH ADMINISTRATOR HERBERT; BUT, SHE NEEDS TO BRING IT UP AGAIN BECAUSE IT WAS SAID IT WOULD BE BROUGHT UP AGAIN AT THE BOARD MEETING. HEATHER SAID IT IS EXTREMELY TIME CONSUMING TAKING ON ALL THIS; SHE HAS TAKEN A LOT OF THINGS FROM THE FRONT OFFICE.

CLERK COOK ASKED HEATHER IF SHE WAS WANTING BOARD FINANCE TO TAKE THE INSURANCE BACK. HEATHER SAID IT WAS FINE DOING IT FOR THE BOARD OF COUNTY COMMISSIONER EMPLOYEES; BUT, SHE DOESN'T FEEL SHE CAN GIVE THE APPROPRIATE ASSISTANCE WITHOUT THE INFORMATION ON THE OTHER EMPLOYEES.

CLERK COOK SAID IF HER OFFICE TAKES IT BACK AND DOES IT, IT IS EASIER FOR THEM TO DO EVERYBODY'S TO MAKE SURE EVERYBODY'S IS BEING DONE. TO HER IT SEEMS IT WOULD BE EASIER FOR SOMEBODY TO DO EVERYBODY'S.

HEATHER AGREED AND SAID SHE WOULD LOVE TO BE ABLE TO DO IT ALL HERSELF. WITH TRYING TO REDO JOB CLASSIFICATIONS AND GETTING APPLICATIONS AND OTHER DOCUMENTS UPDATED, MAYBE IN THE FUTURE IT CAN BE DONE BY ALL ONE PERSON; BUT, IT IS A HUMONGOUS JOB.

DEPUTY CLERK CARTER SAID SHE WANTED TO GO ON RECORD SHE HAD BEEN THE ONE TO ENCOURAGE THE BOARD TO HAVE A HUMAN RESOURCE DEPARTMENT HOPING THEY COULD HANDLE SOME OF THE INSURANCE ISSUES. SHE REFERRED TO HER HAVING TOLD THE BOARD SHE HAD BEEN DOING IT FOR EVERYBODY AND DID IT THE BEST SHE COULD; BUT, THERE MAY BE THINGS THAT ARE SLIPPING THROUGH THE CRACKS BECAUSE SHE DIDN'T JUST HAVE THAT JOB. IT IS LIKE WITH HEATHER, SHE WAS ONLY ONE PERSON AND SHE WAS TOO; HOWEVER, SHE WOULD DO THE INSURANCE FOR EVERYBODY AND DIDN'T MIND. SHE WOULD DO IT LIKE SHE ALWAYS DONE AND HOPE THERE IS NOTHING THAT SLIPS THROUGH THE CRACKS; SHE CAN'T BEG PEOPLE TO GET HER THE INFORMATION NEEDED AND A LOT OF TIME SHE MAY NOT KNOW WHEN AN EMPLOYEE HAS BEEN FIRED FROM ANOTHER AGENCY. SHE JUST LEAVES THAT UP TO THE AGENCY'S RESPONSIBILITY; MOST OF THEM ARE GOOD. SHE SAID PROBABLY THE SHERIFF'S DEPARTMENT HAS THE BIGGEST TURNOVER AS FAR AS TERMINATIONS.

COMMISSIONER SAPP SAID MAYBE HEATHER NEEDS TO SYNCHRONIZE HER TIME AND GET THE INSURANCE ISSUES THAT HAVE TO BE DONE FIRST AND THEN DEVELOP SITUATIONS SUCH AS WORKING ON THE NEW PAY GRADES AND CLASSIFICATIONS HE THINKS THEY HAVE GOTTEN THROUGH NOW. HE SAID HEATHER HAS TO COMPLETELY SET UP A DEPARTMENT TO START WITH AND THAT IS A LOT OF WORK; BUT, HE THINKS MOST OF THAT IS BEHIND. HE REFERRED TO HEATHER HAVING SAID TO GET ALL THE INSURANCE INFORMATION, SHE WOULD HAVE TO BE THE CONTACT PERSON ON THE LIST AND THE BOARD WILL GIVE YOU ACTION TO DO WHAT IS NECESSARY TO GET ALL THE INFORMATION TO HANDLE IT SO ALL OF IT WOULD BE FILED BY ONE PERSON. LIKE CLERK COOK SAID, IF ONE DOES PART OF IT AND SOMEBODY ELSE DOES ANOTHER PART, SOMEBODY WILL GET LEFT OUT. IF THE HUMAN RESOURCE DEPARTMENT IS TO WORK, THEN LETS GET IT TO WORK.

COMMISSIONER HOLMAN SAID THE BOARD MAY NEED TO GIVE HEATHER SOMEBODY FULL TIME TO HELP HER. HEATHER SAID SHE TOTALLY AGREES THE FRONT OFFICE PROBABLY NEEDS HELP; THAT IS THE FIRST IMPACT AND FIRST IMPRESSION THE PUBLIC HAS. IF THE OFFICE IS EMPTY, IF THE PHONES ARE NOT ANSWERED, IT LOOKS BAD; SHE IS ONE PERSON. SHE SAID SHE TRIES TO PRIORITIZE; BUT, SOMETIMES, THERE IS AN EMERGENCY THAT HAS TO BE TAKEN CARE OF RIGHT THEN. SHE SAID SHE REALIZED SHE WAS NOT ALONE AND IT HAPPENS WITH OTHER DEPARTMENTS. SHE REFERRED TO IT BEING LIKE GRADING A ROAD, IF THEY ARE PULLED OFF SOMETHING AND HAVE TO GO BACK TO IT THE NEXT DAY, THEY HAVE TO PUT THEMSELVES BACK INTO IT. SHE STATED THERE WAS REALLY SENSITIVE DATA WITH HUMAN RESOURCES AND SHE COULD REALLY USE SOMEBODY FULL TIME.

COMMISSIONER FINCH ASKED HOW IS CAROL BEING FUNDED NOW. COMMISSIONER SAPP ADVISED IT WAS OUT OF THE \$100,000 APPROPRIATED IN THE BUDGET FOR HUMAN RESOURCE. HE ASKED WHEN WAS THE BOARD GOING TO WORK TOWARD MAKING IT A HUMAN RESOURCE POSITION AND TITLE ENTIRELY.

HEATHER SAID ORIGINALLY, IF SHE UNDERSTANDS RIGHT, IT WAS DISCUSSED THE POSITION WOULD BE SPLIT WITH THE ADMINISTRATIVE OFFICE AND HUMAN RESOURCE. SHE IS ASKING THIS BE LOOKED AT AGAIN; SOMETHING AS TO WHAT THIS IS AS NOBODY KNEW AS SHE DIDN'T KNOW WHAT SHE WAS GETTING INTO. SHE SAID GETTING THE JOB DESCRIPTIONS, GETTING HER INFORMATION ON THE INTERNET, GETTING A GOOD WEB SITE TO USE AS A RESOURCE AND HAVING IT AVAILABLE, IT TAKES PEOPLE. SHE SAID ALL THIS INFORMATION WILL HAVE TO BE CONSTANTLY UPDATED; ONCE IT IS SAID, DOESN'T MEAN THE WORK IS GOING TO BACK OFF. SHE SAID THERE IS ALL KIND OF TRAINING, EMPLOYMENT LAWS, ETC.; LIKE WITH MALCOLM HAVING SOME DOWN TIME, THERE IS A LOT OF TRAINING HE COULD GO TO DURING THAT DOWN TIME THAT WOULD REALLY BENEFIT THE COUNTY. SHE SAID THAT IS THE SAME WITH HER DEPARTMENT AND ANYONE'S DEPARTMENT.

COMMISSIONER FINCH SAID IT HAD BEEN TALKED ABOUT HAVING A RECEPTIONIST POSITION AND QUESTIONED THIS.

HEATHER SAID THERE WERE STUDENT WORKER PROGRAMS LIKE THE INTERN POSITION THEY PUT IN THE PAY CLASSIFICATION SCHEDULE. SHE HAS BEEN TRYING TO RESEARCH THIS; BUT, IT IS SOMETHING THAT FELL BY THE WAYSIDE BECAUSE OTHER THINGS MORE PERTINENT CAME UP. SHE SAID THE BOARD COULD GET A STUDENT WORKER AND THEY DON'T FALL UNDER THE SAME FRS REGULATIONS; THEY COULD KEEP THEM FOR A LONGER PERIOD THAN SIX MONTHS. SHE SAID THE PERSON WOULD GET CREDITS FOR THEIR WORK AT SCHOOL; IT WOULD BE SOMEBODY THAT ANSWERS PHONES AND DIRECTS TRAFFIC, ETC. TO HELP FREE UP THE ADMINISTRATIVE OFFICE. IF SUSAN NEEDS TO BE OUT, THAT PERSON COULD FILL IN.

COMMISSIONER SAPP ASKED IF HEATHER WAS SAYING IF SHE HAD CAROL FULL TIME, SHE COULD HANDLE ALL THIS OTHER RESPONSIBILITY.

CLERK COOK SAID SHE HAD TRIED SOME OF THE STUDENT PROGRAMS AND NOTHING AGAINST THE CHILDREN AT ALL; BUT, AFTER A FEW MONTHS, THEY JUST WANTED TO PLAY, VISIT, ETC. AND IT JUST DIDN'T WORK FOR HER.

HEATHER SAID SHE HAS HAD EXPERIENCE WITH STUDENTS WORKING FOR HER; SOME ARE AMAZING AND SOME WERE NOT GOOD WORKERS. IT IS A CHANCE YOU TAKE TO SAVE MONEY.

CLERK COOK SAID THE POSITION HEATHER IS IN, IF SHE REALLY NEEDS HELP THAT BAD, SHE DON'T NEED TO SAVE MONEY. HEATHER SAID SHE WAS SAYING A STUDENT COULD BE A RECEPTIONIST OR VOLUNTEER SO CAROL COULD BE FULL TIME WITH HUMAN RESOURCE.

COMMISSIONER STRICKLAND SAID IF HEATHER GETS CAROL FULL TIME, HE WOULD THINK SHE WOULD DO EVERYTHING IN HUMAN RESOURCES, INSURANCE, ETC. AND TAKE A LOAD OFF OF PETE. HE ADDRESSED DIANNE AND PETE HAVING BEEN DOING IT ALL THESE YEARS AND HADN'T COMPLAINED.

HEATHER SAID SHE DIDN'T DOUBT THIS COULD BE DONE.

COMMISSIONER PATE SAID HE IS WONDERING HOW MUCH STUFF CAME OUT OF PETE'S OFFICE TO HUMAN RESOURCE. HE TOLD THE BOARD THEY HAD TO REALIZE WHEN HEATHER TOOK OVER HUMAN RESOURCE, SHE HAD TO TAKE OVER A LOT OF THINGS AND SOME OF THE FILES CAME FROM THE COURTHOUSE; BUT, SHE TOOK OVER A LOT OF THINGS OUT OF THE FRONT OFFICE. HE SAID HE WAS NOT TAKING UP FOR ANYBODY; HE IS NOT SURE JUST HOW HEAVY THE ADMINISTRATIVE OFFICE WORK LOAD IS AND HOW HEAVY THE HUMAN RESOURCE OFFICE GOT TO BE IN A SHORT LENGTH OF TIME. IT COULD BE THEY NEED TO SHIFT PEOPLE, DECIDE WHETHER THEY NEED SOMEONE IN THE FRONT OFFICE OR A RECEPTIONIST.

COMMISSIONER FINCH SAID EVERYBODY HE HAS TALKED TO LIKED THE IDEA OF HAVING SOMEONE OUT FRONT; YOU CAN STAND AT THE ADMINISTRATIVE OFFICE FOR A FEW MINUTES AND ANYBODY THAT COMES IN IS TOTALLY LOST AND DON'T KNOW WHERE THE DIFFERENT OFFICES ARE LOCATED. HE SAID THAT SEEMS LIKE A SMALL JOB AND AS BIG AS THE COUNTY IS GETTING AND AS MUCH DIFFERENT AREAS AS THEY ARE, THEY COULD HAVE A RECEPTIONIST IN THE FRONT AREA. HE ADDRESSED IT COULD BE AN OLDER RETIRED PERSON THAT WANTS TO WORK THIRTY HOURS A WEEK OR SOME YOUNG PERSON WANTING TO WORK THIRTY HOURS A WEEK. HE FEELS THAT WILL BE MONEY WELL SPENT FOR THE BOARD TO LOOK AT.

COMMISSIONER FINCH OFFERED A MOTION TO GET A RECEPTIONIST. COMMISSIONER SAPP SAID THE MOTION WOULD NEED TO INCLUDE MOVING CAROL IN HUMAN RESOURCE FULL TIME AND HUMAN RESOURCE ASSUME FULL RESPONSIBILITY FOR HUMAN RESOURCE ISSUES.

COMMISSIONER FINCH SAID HE DIDN'T WANT TO LEAVE IT OPEN ENDED; BUT, HE DOESN'T THINK HUMAN RESOURCE SHOULD TAKE ON EVERYTHING THE SHERIFF'S DEPARTMENT, ETC. IS DOING. THE BOARD NEEDS TO DECIDE EXACTLY WHAT THEY ARE TALKING ABOUT; ARE THEY TALKING ABOUT THE RESPONSIBILITY FOR THE INSURANCES. HE THINKS IT IS BROAD NOW AND THAT IS THE REASON THEY ARE WHERE THEY ARE AT NOW. HE REFERRED TO NOBODY HAVING REALLY WRITTEN A JOB DESCRIPTION FOR HUMAN RESOURCE LIKE HUMAN RESOURCE HAS WRITTEN FOR SOME OF THE OTHER POSITIONS. AS FAR AS INSURANCE PURPOSES, ETC., HE THINKS THAT CAN HAPPEN; BUT, THEY DON'T NEED TO MOVE SOMETHING ELSE IN THERE AND SAY WELL THIS IS WHAT HAS ALWAYS BEEN DONE AND NOBODY HAS EVER TAKEN RESPONSIBILITY FOR IT. HE REITERATED THEY DIDN'T NEED TO LEAVE THIS OPEN ENDED.

HEATHER ASKED SINCE PAT SASSER'S NAME IS THE POINT OF CONTACT ON THE SHERIFF'S BLUE CROSS BLUE SHIELD INSURANCE, IS IT POSSIBLE TO LET THE SHERIFF,

BECAUSE THEY ARE SO LARGE, TAKE CARE OF THEIRS. SHE SAID SHE GUESSED THAT WOULD BE SOMETHING THEY WOULD NEED TO WORK OUT WITH PAT; PAT MAY WANT TO BE IN CHARGE OF THAT. SHE SAID IT WAS ALREADY SPLIT AND THERE ARE TWO DIFFERENT GROUPS.

DEPUTY CLERK CARTER SAID IT WAS ALL UNDER THE COUNTY'S ACCOUNT NUMBER; SHE SAID HEATHER WOULD HAVE TO CHECK INTO IT.

COMMISSIONER SAPP ASKED DIANNE IF SHE AND THE PEOPLE IN HER OFFICE HANDLED THE INSURANCES BEFORE. DEPUTY CLERK CARTER ADVISED SHE HAD BEEN HANDLING ALL THE INSURANCES AND COBRA SERV FOR ALL THE AGENCIES.

COMMISSIONER SAPP SAID IF DEPUTY CLERK CARTER WAS DOING ALL OF THE INSURANCES ALONG WITH ALL HER OTHER WORK, SUCH AS MINUTES AND ALL THE OTHER THINGS SHE DOES, HE DOESN'T SEE THIS AS BEING AN OVERLOAD FOR HEATHER AND HER ASSISTANT TO TAKE CARE OF IT. THIS SHOULD BE REASONABLE; THAT WAY THERE IS NO PROBLEM WITH ANYTHING FALLING BETWEEN THE CRACKS. IT WILL ALL BE HANDLED BY ONE OFFICE.

COMMISSIONER FINCH SAID WHEN HE FIRST CAME ON BOARD, HE AND DIANNE HAD TALKED ABOUT HUMAN RESOURCES. HE WENT AROUND AND TALKED TO THE OTHER OFFICES AND ASKED IF THEY WOULD LIKE A COUNTYWIDE HUMAN RESOURCE OFFICE, WHICH HE THOUGHT WAS A GOOD THING. EVERYBODY WITH INSURANCE CLAIMS, PERSONNEL ACTIONS, ETC. WOULD COME TO ONE PLACE; THE OTHER OFFICES WOULDN'T INTERESTED AT THE TIME. AS FAR AS INSURANCE SITUATIONS, HE SAID SOMEONE NEEDS TO BE ABLE TO COME TO HUMAN RESOURCE AND BE ABLE TO ASK A QUESTION ABOUT THEIR INSURANCE. MOST PEOPLE DON'T HAVE ANY IDEA WHO TO ASK ABOUT SPECIFIC INSURANCE MATTERS. THEY SHOULDN'T JUST OPEN BROADLY UP THE WHOLE COUNTY AND SAY THIS IS GOING TO THE HUMAN RESOURCE OFFICE.

COMMISSIONER SAPP SAID THE BOARD WAS TALKING ABOUT INSURANCE RELATED AND COBRA SERV STATEMENTS FOR ALL AGENCIES. COMMISSIONER FINCH SAID NO PERSONNEL ACTIONS WOULD COME THROUGH THE HUMAN RESOURCE OFFICE OTHER THAN THE BOARD OF COUNTY COMMISSIONERS.

HEATHER SAID SHE WOULD DO WORKERS COMPENSATION AND COBRA SERVE FOR ALL THE CONSTITUTIONAL OFFICERS.

DEPUTY CLERK CARTER SAID IT WOULD BE WONDERFUL IF WORKERS COMPENSATION WOULD BE HANDLED IN ONE PLACE. SHE SAID SHE WOULD GET CALLS FROM WORKERS COMPENSATION WHEN SHE WAS NOT EVEN AWARE THERE WAS A WORKERS COMP CLAIM. IT MIGHT HAVE HAPPENED AT PUBLIC WORKS OR ANOTHER AGENCY; BUT, WORKERS COMPENSATION NEEDS TO BE HANDLED AT A CENTRAL LOCATION WHERE A PERSON HAS ALL THE INFORMATION ON CLAIMS AND WORK DIRECTLY WITH WORKERS COMPENSATION. AS IT IS NOW, DIFFERENT PEOPLE ARE CALLING IN WORKERS COMPENSATION CLAIMS.

COMMISSIONER SAPP SAID HEATHER WOULD JUST BE HANDLING WORKERS COMPENSATION CLAIMS FOR THE BOARD EMPLOYEES. DEPUTY CLERK CARTER ADVISED THE SHERIFF'S DEPARTMENT DOESN'T FALL UNDER THE COUNTY'S WORKERS COMPENSATION; BUT, THE OTHER CONSTITUTIONAL OFFICERS DO.

DEPUTY CLERK CARTER SAID THE EMS IS UNDER THE COUNTY'S WORKERS COMPENSATION ONLY BECAUSE OF THE CONTRACT WITH THE HOSPITAL; THEY ARE COUNTY EMPLOYEES. EVEN THOUGH THE COUNTY DOESN'T DO THEIR PAYROLL OR HAVE THE INFORMATION, YOU HAVE TO CALL AND REQUEST THE INFORMATION FOR ANY WORKERS COMPENSATION CLAIMS. SHE SAID IT WAS TIME CONSUMING.

COMMISSIONER SAPP ASKED IF CLARIFICATION ON THE MOTION WAS NEEDED. COMMISSIONER FINCH SAID HIS MOTION WAS TO HIRE A RECEPTIONIST, MOVE CAROL TO THE HUMAN RESOURCE OFFICE FULL TIME AND HUMAN RESOURCE HANDLE ALL THE INSURANCE CLAIMS FOR EVERYBODY. COMMISSIONER PATE SECONDED THE MOTION AND IT CARRIED UNANIMOUSLY.

AMANDA BROADFOOT, REPRESENTING THE WASHINGTON COUNTY ARTS COUNCIL, UPDATED THE BOARD ON THE ACTIVITIES OF THE COUNCIL:

1. THE BOARD CREATED THE WASHINGTON COUNTY ARTS COUNCIL IN SEPTEMBER 2006; THEY HELD THEIR FIRST MEETING IN NOVEMBER AND ELECTED THEIR OFFICERS AND FORMED COMMITTEES.

2. ON FEBRUARY 25, THEY HELD THEIR FIRST KICK OFF EVENT, WHICH WAS A CONCERT. THANKS TO AN ANONYMOUS DONATION FROM A PATRIOT OF THE ARTS IN WASHINGTON COUNTY, THEY WERE ABLE TO MAKE THE CONCERT FREE TO THE PUBLIC. IT WAS A BIG SUCCESS; THEY HAD A STANDING ROOM ONLY CROWD AT BLUE LAKE PARK. THEY USED THIS EVENT AS AN OPPORTUNITY TO EDUCATE THE PUBLIC ABOUT THE WASHINGTON COUNTY ARTS COUNCIL, WHO THEY ARE AND WHAT THEIR GOALS ARE FOR THE YEAR. THEIR GOALS ARE:

- A. DO MORE EVENTS THAT ARE FREE TO THE PUBLIC.
- B. LAUNCHING THEIR WEBSITE, WHICH THEY DID IN MARCH. THE WASHINGTONCOUNTYARTS.ORG IS A WEBSITE THEY CREATED AS A SERVICE TO THE COMMUNITY.
- C. A COMPREHENSIVE CALENDAR OF EVENTS- NOT ONLY EVENTS THAT ARE ARTS RELATED IN WASHINGTON COUNTY; BUT, ALSO THINGS THAT ARE WITHIN DRIVING DISTANCE OF THE COMMUNITY.
- D. ON LINE DIRECTORY CREATED FOR ALL THEIR WONDERFUL, TALENTED ARTISTS AND MUSICIANS IN WASHINGTON COUNTY SO THEY CAN HELP PUBLICIZE THEMSELVES TO A WIDER AUDIENCE.
- E. ON LINE SURVEYS ARE GOING TO HELP THEM GET A BETTER HANDLE PEOPLE IN WASHINGTON COUNTY WANT TO SEE THEM BRING TO THE COMMUNITY OVER THE NEXT YEAR.
- F. THE MINUTES OF THEIR MEETINGS WILL BE AVAILABLE ON LINE WITHIN SEVEN DAYS OF THEIR MEETING SO THE PUBLIC CAN BE AWARE OF WHAT THEY ARE DOING AND THEY PUBLICIZE WHEN THEIR NEXT MEETING IS GOING TO BE. THEY HAVE HAD A LOT OF GOOD RESPONSE WITH PEOPLE COMING FORWARD WANTING TO PARTNER WITH THE ARTS COUNCIL, BE A PART OF WHAT THEY ARE DOING AND ASK THE COUNCIL IF THEY COULD HELP THEM PUBLICIZE THEIR EVENT.
- G. PLANNING UPCOMING EVENTS IN WASHINGTON COUNTY; THEY ARE PLANNING AN ARTS IN THE PARK DAY IN LATE SPRING WHERE THEY COMBINE VISUAL ARTS PERFORMANCE WITH MUSICIANS FREE TO THE COMMUNITY.  
THEY ARE PARTNERED WITH THE SUNNY HILLS COMMUNITY; THEY ARE TO DO AN EVENT AT THAT END OF THE COUNTY IN OCTOBER. THEY ARE GOING TO RUN AN ART COMPETITION THROUGHOUT ALL THEIR SCHOOLS SO THEY CAN REACH OUT TO THE YOUNG PEOPLE AS WELL. THEY ARE GOING TO DO AN ART COMPETITION AT THE FESTIVAL FOR PEOPLE OF ALL AGES. ART IS NOT JUST MONA LISA; IT IS A BEAUTIFUL QUILT, AFFECTS BEAUTIFUL MINDS, IT IS PAINTERS, ETC.
- H. THEY ARE IN THE PROCESS OF FILING THEIR 501C3 STATUS SO THEY WILL BE AN OFFICIAL NONPROFIT ORGANIZATION IN THE EYES OF THE IRS
- I. THEY ARE REACHING OUT TO THE COMMUNITY ASKING FOR INKIND DONATIONS
- J. THEY SEE THEIR ROLE AS BEING TO BRING IN THE TYPES OF EVENTS, FESTIVALS AND PERFORMANCES THEIR COMMUNITY WANTS TO SEE AND MAKE THEIR COMMUNITY AN EVEN BETTER PLACE TO LIVE AS WELL AS PROMOTE THE TALENTS OF THEIR ARTISTS IN WASHINGTON COUNTY.

IN ORDER TO DO THIS, AMANDA SAID THEY NEED TO SURVEY THEIR COMMUNITY AND FIND OUT WHAT THEY WANT TO SEE, WHICH THEY ARE DOING THROUGH THEIR WEBSITE AND BY DISTRIBUTING SURVEYS AT THEIR EVENTS. THEY WANT TO MAKE SURE THEY GIVE FREE ACCESS TO THESE EVENTS TO EVERYONE REGARDLESS OF THEIR ABILITY TO PAY. IN ORDER TO DO THAT, THEY HAVE BEEN ASKING LOCAL PEOPLE WHO ARE PATRONS OF THE ARTS THAT

HAVE THE MONEY TO DO SO, THEY BECOME MEMBERS OF THE ART COUNCIL. IN RETURN FOR THAT, THE COUNCIL GIVES THEM CERTAIN BENEFITS THROUGH THE ARTS COUNCIL.

AMANDA ASKED THE BOARD OF COUNTY COMMISSIONERS TO BECOME A MEMBER OF THE ARTS COUNCIL AT THE CORPORATE LEVEL.

COMMISSIONER SAPP ASKED WHAT THE MEMBERSHIP FEE WOULD BE FOR THE BOARD. COMMISSIONER FINCH ADVISED IT WAS \$1,000 FOR THE CORPORATE SPONSORSHIP.

COMMISSIONER PATE OFFERED A MOTION, SECONDED BY COMMISSIONER HOLMAN AND CARRIED TO BECOME A MEMBER OF THE WASHINGTON COUNTY ARTS COUNCIL AS A CORPORATE SPONSOR.

COMMISSIONER FINCH PRESENTED AMANDA WITH \$100 FOR MEMBERSHIP IN THE WASHINGTON COUNTY ARTS COUNCIL AND CHALLENGED THE OTHER COMMISSIONERS TO DO THE SAME.

CHAIRMAN SAPP CALLED FOR A TEN MINUTE RECESS.

PURSUANT TO A RECESS, LINDA WALLER UPDATED THE BOARD ON A REQUEST FOR A VARIANCE ON DENSITY FOR MEDICAL REASONS REQUESTED BY ROBERT RATHAL. SHE SAID THIS WAS A VARIANCE TO VIOLATE THE DENSITY ON AN ACRE OF LAND; THEY ARE HAVING A SISTER MOVE INTO A MOBILE HOME ON THE PROPERTY TO HELP TAKE CARE OF THEM. SHE SAID THEY HAD A MEDICAL STATEMENT AND IT WILL BE CHECKED IN A COUPLE OF YEARS AGAIN. WHEN THE MOBILE HOME IS NO LONGER NEEDED, IT WILL BE REMOVED. THE PLANNING COMMISSION RECOMMENDED APPROVAL BASED ON HER SENDING A NOTIFICATION OUT TO THE ADJACENT PROPERTY OWNERS THIS WAS GOING TO HAPPEN. LINDA SAID SHE HAD SENT OUT THE LETTERS AND HAS HAD NO VOICED OBJECTIONS AT THIS TIME.

COMMISSIONER PATE OFFERED A MOTION, SECONDED BY COMMISSIONER STRICKLAND AND CARRIED TO APPROVE OF THE DENSITY VARIANCE ON EMORY LANE FILED BY ROBERT RATHAL.

LINDA UPDATED THE BOARD ON THE WORKSHOP FOR THE PROPORTIONATE FAIR SHARE ORDINANCE HAS BEEN SCHEDULED FOR APRIL 26TH AT 8:00 A.M. SHE IS PROPOSING THEY SPEND NO MORE THAN AN HOUR ON THE PROPORTIONATE FAIR SHARE ORDINANCE; AT 9:00 A.M. THEY WANT TO BEGIN THE SCOPING WORKSHOP FOR THE EVALUATION AND APPRAISAL REPORT. FOR BOTH OF THESE MEETINGS, FL-DOT WILL BE PRESENT AND FOR THE SCOPING WORKSHOP, THEY WILL BE OTHER AGENCIES PRESENT AT WELL.

LINDA UPDATED THE BOARD ON A VACANCY ON THE CODE ENFORCEMENT BOARD. THEY ARE GOING TO TRY TO CATCH UP ON SOME CODE ENFORCEMENT; BUT, THEY DO NEED AN ALTERNATE. SHE THOUGHT IF THEY ADVERTISED, THEY MAY ACTUALLY GET SOMEONE THAT IS WILLING TO SERVE AS OPPOSED TO BEING PRESSED INTO SERVING. IF THE BOARD WILL APPROVE, SHE WILL ADVERTISE FOR THE ALTERNATE POSITION.

COMMISSIONER STRICKLAND OFFERED A MOTION, SECONDED BY COMMISSIONER PATE AND CARRIED TO APPROVE OF ADVERTISING FOR THE ALTERNATE POSITION ON THE CODE ENFORCEMENT BOARD.

COMMISSIONER HOLMAN UPDATED THE BOARD ON JERRY OBERT WANTING TO STEP DOWN FROM THE PLANNING COMMISSION TO DO SOME TRAVELLING. AUBREY DAVIS IS WILLING TO TAKE OBERT'S PLACE; HE IS ON THE COMMITTEE THEY HAVE NOW THAT IS REDOING THE ORDINANCE. HE REQUESTED THE BOARD ALLOW HIM TO DO WHATEVER IS NECESSARY TO DO THIS. HE THEN OFFERED A MOTION, SECONDED BY COMMISSIONER STRICKLAND AND CARRIED TO ACCEPT JERRY OBERT'S RESIGNATION AND APPOINT AUBREY DAVIS TO THE WASHINGTON COUNTY PLANNING COMMISSION.

COMMISSIONER FINCH QUESTIONED IF THE BOARD HAD ANYTHING THAT SAYS THE BOARD HAS TO NOMINATE ANY SPECIAL NUMBER AND REFERRED TO IT BEING REQUIRED THE ARTS COUNCIL SUBMIT THREE NAMES TO THE COMMISSION.

LINDA ADVISED THERE WAS NOTHING WRITTEN IN THE LAND DEVELOPMENT CODE FOR SUCH A REQUIREMENT.

LINDA STATED JERRY OBERT HAD BEEN ONE OF THEIR MOST FAITHFUL DEVOTED MEMBERS ON THE PLANNING COMMISSION AND APPRECIATED THE TIME HE HAS GIVEN TO THE PLANNING COMMISSION AND TO HER PERSONALLY BY COMMUNICATING ANY CONCERNS HE MAY HAVE HAD.

LINDA UPDATED THE BOARD ON THE LARGE SCALE AMENDMENT SCHEDULE FOR THE COMING YEAR; THEY HAVE ALREADY SUBMITTED ONE, ONE OF THE APPLICANTS WITHDREW AND THEY ARE WORKING ON RESPONDING TO THE OBJECTIONS, RECOMMENDATIONS AND COMMENTS

TO THE FL-DCA. THE NEXT AND FINAL SUBMISSION FOR LARGE SCALE AMENDMENTS THIS YEAR WILL BE JULY 10, 2007.

CLIFF KNAUER, COUNTY ENGINEER, WENT OVER THE THE PAVING MATRIX AND THE PUBLIC WORKS PROJECT PRIORITY LIST. HE UPDATED THE BOARD ON HOW THEY GOT TO WHERE THEY ARE WITH THIS PROGRAM AND WHERE THEY ARE HEADED. THEY WANTED TO COME UP WITH A PROGRAM THAT WOULD PUT TOGETHER A LIST OF COUNTY MAINTAINED ROADS AND PRIORITIZE A NUMBER OF DIFFERENT FACTORS SO THEY COULD PROGRAM IN A PAVING SCHEDULE EVERY YEAR AND TRY TO PUT THEIR DOLLARS WHERE THEY CAN GET THE BIGGEST BANG FOR THEIR BUCK.

THEY HAD THE SHERIFF'S DEPARTMENT, THE SCHOOL BOARD, THE POST OFFICE, PUBLIC WORKS AND EMS RANK ALL OF THE PAVED AND UNPAVED COUNTY MAINTAINED ROADS THROUGHOUT WASHINGTON COUNTY. THEY GAVE PUBLIC WORKS A FACTOR OF 1.5 ON ALL OF THEIR RANKINGS SO THEY WOULD MAKE SURE THEY WOULD TAKE INTO CONSIDERATION THEIR COST OF MAINTENANCE ON ALL OF THESE ROADS. THEY ALSO HAVE SOME IMPORTANT BOOSTER FACTORS, MEANING THE RANKINGS FOR A ROAD GETS A LITTLE BOOST IF FOR INSTANCE RIGHT OF WAY IS PLATTED AND AVAILABLE, IT IS A COLLECTOR STREET VERSUS A LOCAL STREET, IF IT IS A CUT THROUGH WHERE RESIDENTS FROM SURROUND- ING AREAS USE THE DIRT ROADS AS A CUT THROUGH ROAD AND BASED ON THE NUMBER OF HOMES THAT ARE ON THESE SEGMENTS OF ROADS. HE SAID THE BASIS OF THE CONCEPT IS TO TAKE ALL THESE FACTORS AND COME UP WITH A NUMBER AND THE HIGHER THE NUMBER THE HIGHER RANKED THE ROAD IS ON THE LIST. HE SAID THEY HAVE HAD PRETTY GOOD SUCCESS SO FAR; THEY HAVE ALL THE RESPONSES FROM THE SHERIFF DEPARTMENT, THE SCHOOL BOARD, EMS AND THE POSTAL DEPARTMENT. THEY ALSO HAVE SOME IMPORTANT INFORMATION FROM THE PUBLIC WORKS DEPARTMENT; WHICH ROADS HAVE HAD REPEAT FEMA MITIGATION, ANNUAL COST OF MAINTENANCE ON EVERY ROAD AND WHETHER OR NOT THEY ARE CUT THROUGH ROADS. THEY TOOK THIS INFORMATION, DIVIDED THE ANNUAL COST OF MAINTENANCE BY THE LENGTH OF THE ROAD TO COME UP WITH THE COST PER MILE FOR EVERY ONE OF THE COUNTY MAINTAINED ROADS. THE LIST THE BOARD HAS TODAY IS JUST FOR THE DIRT ROAD PROGRAM AND NOT FOR THE PAVED ROAD PROGRAM. HIS SNAG IS IF THEY CAME UP WITH A COST PER MILE FOR MAINTENANCE, THEY COULD BASE THE PUBLIC WORKS NUMBER ON THE COST PER MILE MAINTENANCE. BUT, THERE ARE SOME ROADS WHERE THE COUNTY DOESN'T HAVE ANY COST IN MAINTAINING THEM FOR LAST YEAR'S ONE YEAR PERIOD; THIS KIND OF SCREWS UP THE WHOLE WORKS BECAUSE THEY GET SOME ROADS THAT ARE RANKED REAL HIGH, OTHER ROADS THAT GET ELIMINATED ALTOGETHER OR THEY HAVE THE LOWEST POSSIBLE NUMBER.

CLIFF SAID HE HAD THOUGHT ABOUT GETTING DALLAS AND ROBERT TO GO THROUGH THE LIST, RANK THEM WITH TEN BEING THE MOST IMPORTANT AND ONE BEING VERY LITTLE IMPORTANCE, TAKE THE COST PER MILE AND DO A BREAKDOWN ON THE COST PER MILE. IF IT COST \$10,000 TO \$20,000 PER MILE TO MAINTAIN, THEY WOULD ADD 10% TO IT; IF IT COST \$20,000 TO \$40,000 PER MILE TO MAINTAIN, THEY WOULD ADD A .5 TO IT AND TURN IT IN TO A COST PER MILE MAINTENANCE AS A BOOSTER FACTOR. HE HAS ABOUT NINE TO TEN ROADS THEY DON'T KNOW THE EXACT LENGTHS YET BECAUSE THE EXACT LENGTHS WERE NOT REPORTED IN THE COUNTY'S TRAFFIC RECORDS THEY RECEIVED FOR DOING THE STUDY. HE HAS A COUPLE OF HIS GUYS THAT ARE GOING TO CHECK OUT THE LENGTHS OF THE ROADS THEY DON'T HAVE AND HE HAS TALKED TO DALLAS AND ROBERT ABOUT GOING THROUGH THE LIST AND PUTTING THEIR NUMBER ON THE ROADS SO HE CAN APPLY A FACTOR TO IT TO ADD THE COST PER MILE AMENDMENTS.

COMMISSIONER SAPP QUESTIONED THE CALCULATIONS ON THE COST PER MILE THAT IS ALREADY IN FOR THE LAST YEAR; IS IT RELATED TO THE COST PER MILE AS FEMA WORK DONE OR IS THAT JUST GENERAL MAINTENANCE COST PER MILE ON A ROAD FOR BASIC IMPROVEMENTS. HE SAID SOME OF THE FIGURES LOOK LIKE IT MAY BE BECAUSE THEY ARE INFLATED DUE TO FEMA.

CLIFF SAID ACTUALLY THAT IS A WHOLE TOPIC OF DISCUSSION. IF YOU PUT THROUGH, FOR INSTANCE, THE NUMBER OF VALUE ON THE LIST, THIS IS THE ONE THAT HAS THE RANKINGS AND COST PER MILE. IF THEY SKIP ALL THE ONES THAT HAVE THE NUMBER OF VALUE, THOSE WERE THE ONES THAT ARE MISSING THE TOTAL LENGTH. HE ASKED THEM TO FLIP TO THE NEXT PAGE IN THEIR PACKET; THEY HAVE THEM RANKED FROM HIGHEST TO

LOWEST IN THE COST PER MILE. IT WAS DETERMINED THE BOARD DIDN'T HAVE THE INFORMATION CLIFF WAS ADDRESSING. CLIFF THEN WALKED THEM THROUGH AN EXAMPLE.

HE WENT OVER REEDY CREEK ROAD; A DIRT ROAD THAT IS 933' LONG. THE COUNTY SPENT \$30,895 LAST YEAR ON THE ROAD. HE HAS NOT MET WITH DALLAS AND ROBERT AND DON'T KNOW WHAT WAS DONE ON THE ROAD; IT COULD HAVE BEEN A CULVERT REPLACEMENT, A BRIDGE REPLACEMENT, ETC. IF YOU FIGURE THAT OUT ON A COST PER MILE, IT COMES TO \$174,000 A MILE PER YEAR. OBVIOUSLY, THERE IS A PROBLEM WITH THE AMOUNT OF MONEY SPENT ON A 933' ROAD. THERE IS GOING TO BE A NUMBER OF THESE THAT ISSUE HAS TO BE FLUSHED OUT BECAUSE THE COUNTY DOESN'T KEEP TRACK SEPARATELY FROM A CULVERT REPLACEMENT OR RUNNING A GRADER DOWN THE ROAD.

HE GAVE ANOTHER EXAMPLE ON POSEY ACRE ROAD; \$39,483 WAS SPENT ON IT LAST YEAR. IT IS 235' LONG AND CAME OUT TO \$102,444 COST PER MILE OF ANNUAL MAINTENANCE COST. AGAIN, THE BOARD CAN SEE THAT IS A TREMENDOUSLY HIGH NUMBER AND OBVIOUSLY SOMETHING BIG HAPPENED ON THAT ROAD LAST YEAR WHICH THE PUBLIC WORKS ACCOUNTING DOESN'T TAKE INTO ACCOUNT. ONE BIG EXERCISE LIKE REPLACING OR REBUILDING A BRIDGE COULD HAVE AFFECTED THE NUMBERS; THE COST PER MILE NUMBERS NEED TO BE FLUSHED OUT AS FAR AS WHICH ROADS THEY HAD MAJOR PROJECTS ON VERSUS WHICH ROADS ARE JUST ROUTINE MAINTENANCE.

COMMISSIONER SAPP SAID IT WOULD PROBABLY BE MILLED ASPHALT OR SOMETHING HAULED ON THIS ROAD AND PROBABLY INCLUDES TRUCKING COST, ETC. AND NOT JUST GENERAL GRADING MAINTENANCE, WHICH IS WHAT THEY NEED TO COMPUTE. HE SAID THIS MAY NOT PLAY INTO PROPER ALIGNMENT OF ROAD MAINTENANCE; THEY MAY HAVE TO THROW THE COST PER MILE OUT ALTOGETHER AND USE THE OTHER SCENARIOS OR THE ONE TO TEN RANKINGS BASED ON ROBERT AND DALLAS, WHO KNOW THE ROADS BETTER THAN ANYBODY ELSE WHEN IT COMES TO MAINTENANCE.

CLIFF SAID THE BEAUTY OF PUTTING ALL THE ROADS ON THE LIST AND BEING ABLE TO SORT THE ENTIRE LIST, IF HE CAN TAKE THE TOP TEN ON THE LIST AND THROW THEM OUT AND SEE WHAT ELSE HE HAS BESIDES THOSE, BASICALLY HE WOULD SAY OVER HALF OF THE COUNTY MAINTAINED DIRT ROADS HAVE AN ANNUAL COST OF OVER \$10,000 PER MILE PER YEAR.

IF YOU GO THROUGH THE REMAINDER OF THE 400 PLUS ROADS, THE AVERAGE OF THEM WAS AROUND \$10,000 PER MILE PER YEAR.

COMMISSIONER FINCH REFERRED TO THE NUMBERS CLIFF ADDRESSED ON POSEY ACRES, THEY HAULED MILLED ASPHALT IN THERE. THEY COULD HAVE VERY EASILY HAULED THAT ON THE EAST SIDE OF HIGHWAY 77 ON A HUNDRED DIFFERENT MORE ROADS AND THE COST WOULD HAVE BEEN ON THAT ONE VERSUS POSEY ACRES. HE SAID THAT IS WHAT IS GOING TO BE THE PROBLEM; THE GUY ON POSEY ACRES CALLS EVERY MORNING UNTIL YOU FINALLY GO OUT AND DO SOMETHING FOR HIM.

CLIFF SAID IT WOULDN'T BE MORE ACCURATE THAN GARBAGE IN AND GARBAGE OUT; IT IS NOT GOING TO BE ANY MORE ACCURATE THAN DEBBIE'S ACCOUNTING SYSTEM FOR WHAT THEY ARE TRYING TO DO.

COMMISSIONER SAPP SAID THE MOST ACCURATE WOULD BE THE DIFFERENT DEPARTMENTS RATING ALL THE ROADS ALONG WITH DALLAS AND ROBERT'S CRITERIA ON THE ROADS; THEY KNOW MORE ABOUT THE ROADS THAN ANY OF THE BOARD. THESE FACTORS CLIFF ADDRESSED WOULDN'T HAVE ANY RELATIONSHIP AS TO WHAT THE EXACT ROAD COST PER MILE IS.

CLIFF SAID HE FELT THE FACTORS ARE ON THE MAJORITY OF THE ROADS BECAUSE ON THE MAJORITY OF THE ROADS THEY ARE GOING TO HAVE IT BECAUSE WHAT DEBBIE IS DOING WITH THEIR ACCOUNTING NOW IS USING THEIR FEMA RATES FOR ALL THEIR EQUIPMENT TO KEEP UP WITH THE ACCOUNTING ON THE COUNTY ROADS.

COMMISSIONER SAPP SAID IF THEY DIDN'T HAVE FEMA FUNDS, NONE OF THAT WOULD TAKE PLACE; THAT WAS PUT THERE BECAUSE OF AN ASSET OF FEMA AND NOT AN ASSET OF THE COUNTY. CLIFF SAID THAT IS THE ONLY WAY DEBBIE HAS HER ACCOUNTING SYSTEM SET UP RIGHT NOW.

SAPP REITERATED IT WAS NOT VERY ACCURATE FOR WHAT THEY ARE TRYING TO DEVELOP. COMMISSIONER FINCH SAID THERE ARE TOO MANY FACTORS WHERE THERE IS A MISS; IF THEY COULD FIX THEM ALL LIKE THEY SHOULD HAVE AND DONE THE PROPER



MAINTENANCE TO THEM, THEY WOULD HAVE BEEN A LOT HIGHER THAN SHOWING ON THE LIST NOW. THEY WOULD ALL HAVE THAT \$100,000 COST PER MILE PROBABLY.

CLIFF SAID ALL HE WAS SAYING, IF THE COUNTY WENT OVER ALL 400 PLUS ROADS, THE AVERAGE IS ABOUT \$10,000 PER MILE PER YEAR. HE HAS A SMALL GROUP THAT HAS THE TREMENDOUS NUMBERS LIKE THE TWO HE ADDRESSED. IT DOES THROW A RED FLAG UP THERE IS DEFINITELY A PROBLEM WITH THOSE ROADS; BUT, FOR THE REST OF THEM, IT WOULD BE A BALLPARK AVERAGE WITH WHAT THEY ARE TRYING TO DO.

CLIFF SAID THEY REALLY DIDN'T KNOW ABOUT ALL THESE THINGS UNTIL THEY STARTED PUTTING THE NUMBERS TOGETHER. HE ADDRESSED COMMISSIONER SAPP HAVING BROUGHT UP A GREAT POINT ABOUT THE PEOPLE'S RANKINGS OF THE INDIVIDUAL DEPARTMENTS WOULD PLAY A KEY FACTOR IN THE OVERALL RANKINGS THEY SHOULD HAVE.

CLIFF TOLD THE BOARD THE TWO SHEETS THEY DO HAVE COPIES OF HAS EVERYBODY'S RANKINGS EXCEPT FOR PUBLIC WORKS, WHICH IS GOING TO BE THE KEY TO THE WHOLE THING. HOWEVER, HE WANTED THE BOARD TO BE ABLE TO SEE WHAT ROADS EVERYBODY ELSE HAS RANKED THE HIGHEST OTHER THAN PUBLIC WORKS. THE TOP RANKING ROADS ARE BUCKHORN BOULEVARD, PARTS OF HARD LABOR ROAD, LUCAS LAKE ROAD, PINE POND ROAD, GILBERTS MILL, GAINER, HOUSTON AND ROLLING PINES.

CLIFF SAID THEY HAD JUST COMPLETED THE CLASSIFICATION OF ALL THE ROADS; THEY NOW KNOW WHAT ROADS ARE COLLECTORS AND WHICH ROADS ARE GOING TO BE CLASSIFIED AS LOCAL. THEY HAVE THE ROADS THE REPEATED MITIGATION HAS BEEN ON AND THE CUT THROUGH ROADS; ONCE THEY GET THE NUMBERS BACK FROM PUBLIC WORKS, THEY WILL BE READY TO APPLY ALL THEIR FACTORS TO SEE HOW IT PANS OUT.

HE SAID THERE WAS NO EXACT FORMULA; BUT, IT IS SOMETHING THEY ARE GOING TO TRY TO WORK TOWARD THE FINISH LINE ON. HE THINKS THEY ARE GOING TO MAKE IT TO THE GOAL LINE AND EVENTUALLY BE IN THE POSITION WHERE THE BOARD CAN ALLOCATE A CERTAIN AMOUNT OF FUNDING IN THEIR BUDGET PROCESS EVERY YEAR TO THE ROAD PAVING PROGRAM. THEORETICALLY, THE HIGHEST RANKED ROADS WOULD RECEIVE FUNDING ANNUALLY.

WHEN THE NEWS REPORTER REQUESTED A COPY OF WHAT CLIFF HAD ADDRESSED, HE AGREED TO MAKE THEM A COPY AS LONG AS THEY UNDERSTAND THIS IS NOT THE FINAL LIST BY ANY MEANS.

CLIFF UPDATED THE BOARD ON THE FOLLOWING PROJECTS:

A. QUAIL HOLLOW ROAD/CDBG BLOCK GRANT-THE CLEARING HAS BEEN COMPLETED, WEST FLORIDA ELECTRIC HAS FINISHED MOVING ALL THEIR POLES AND GULF POWER, HE UNDERSTANDS, SHOULD PROBABLY BE DONE THIS WEEK OR NEXT WEEK.

THEY WENT DOWN TO THE END OF THE ROAD WHERE HERO PIT IS LOCATED AND PULLED LBR SAMPLES TO SEE IF THEY CAN USE THOSE MATERIALS ON THE PROJECT; THEY CAME UP WITH AN LBR OF 86. IT SPECIFIED A MINIMUM OF LBR OF 80 FOR THE BASE ON THAT ROADWAY; THE MATERIALS FROM HERO PIT LOOK LIKE WILL WORK FINE. HE TALKED TO THE CONTRACTOR AND THE COUNTY'S PARTICIPATION WAS TO STOCKPILE AT THE FIREHOUSE FOR THEM TO HAUL BOTH DIRECTIONS WHEN THEY BUILD THE ROAD. IT LOOKS LIKE HERO PIT IS CLOSE ENOUGH TO THE END OF THE ROAD, THE CONTRACTOR IS JUST GOING TO HAUL IT OUT OF THE PIT THEMSELVES. THIS WILL SAVE THE COUNTY FROM HAVING TO HAUL THE MATERIAL AND THIS SHOULD SAVE SOME MONEY IN THE LONG RUN. THE OTHER THING IS IT WOULD HAVE BEEN FURTHER FOR THE CONTRACTOR TO HAUL IT FROM THE FIREHOUSE TO THE END OF THE ROAD THAN IT WOULD HAVE BEEN FROM HERO PIT TO THE END OF THE ROAD.

B. FANNING BRANCH ROAD-IT IS COMPLETE EXCEPT FOR ONE EXCEPTION; THE GUARDRAIL THAT WAS PUT UP BY INMATE CREWS DOES NOT HAVE THE PROPER END ANCHORS ON IT. THEY NEED EITHER TYPE 4 END ANCHORS OR SRT 350 END ANCHORS; THEY WILL NEED TO ORDER THESE AND HIRE SOMEBODY TO PUT THEM IN SO THE GUARDRAIL COMES AS CLOSE TO MEETING CURRENT STANDARDS AS POSSIBLE. HE RECOMMENDED GETTING QUOTES ON TWO SRT 350 END ANCHORS AND ADVISED THERE WAS STILL ENOUGH MONEY IN THE GRANT TO ALLOW THEM TO DO THIS. HOWEVER, THEY ARE ALMOST OUT OF TIME. HE IS GOING TO REQUEST ADMINISTRATOR HERBERT TO FILE FOR AN EXTENSION ON THE PROJECT SO THEY CAN GET THE END ANCHORS IN PLACE. ORIGINALLY THEY HAD THOUGHT THE GUARD RAILS THAT WAS GIVEN TO THE COUNTY INCLUDED END ANCHORS; BUT, APPARENTLY IT DIDN'T. THE PROJECT WILL BE COMPLETE AFTER THIS IS DONE.

COMMISSIONER SAPP ASKED ABOUT BIDS ON THE WORK TO INSTALL THE END ANCHORS. CLIFF SAID THE BID WOULD BE TO SUPPLY AND INSTALL THE END ANCHORS. THEY WOULD PROBABLY COST AROUND \$2500 EACH. HE QUESTIONED IF THEY WOULD GET QUOTES ON, ADVERTISE OR HOW DID THEY NEED TO HANDLE IT.

ADMINISTRATOR HERBERT SAID IT WAS PROBABLY SOMETHING THEY COULD CALL AROUND AND GET QUOTES ON THE PURCHASE AND INSTALLATION OF THE END ANCHORS.

C. CR-279 FROM I-10 TO HIGHWAY 90 IN CARYVILLE; THE COUNTY HAS ISSUED A NOTICE TO PROCEED TODAY. THE CONTRACTOR HAS TEN DAYS FROM TODAY TO START WORK. THE LAST HE UNDERSTOOD, THEY WERE WAITING FOR ANDERSON COLUMBIA TO SEND THEIR INSURANCE INFORMATION. ADMINISTRATOR HERBERT ADVISED HE HAD RECEIVED IT.

HE WANTED TO WAIT ON SENDING C. W. ROBERTS NOTICE TO PROCEED UNTIL ALL THE UTILITY POLES ARE OUT OF THE WAY; THERE IS NOT A WHOLE LOT OF STUFF THEY CAN DO UNTIL IT IS ALL CLEARED OUT. IF IT LOOKS LIKE GULF POWER IS GOING TO BE A PROBLEM GETTING THEIR STUFF DONE, MAYBE NEXT WEEK, THEY WILL CUT C. W. ROBERTS LOOSE. BUT, HE KIND OF WANTED TO HAVE ALL THE POLES OUT OF THE WAY BEFORE THEY CUT THEM LOOSE.

D. WORK PROGRAM LISTING ALL OF COUNTY PROJECTS-CLIFF SAID HE HAD MET LAST WEEK WITH ROBERT, DALLAS AND TRAMPASS ON ANY SPECIAL PROJECTS. THEY WENT THROUGH THE LIST AND AS DISCUSSED A NUMBER OF TIMES, THERE IS A LOT OF OBLIGATIONS THE COUNTY HAS RIGHT NOW IN GETTING THINGS DONE WITH REGARDS TO GRANTS. HE SAID THERE IS OVER \$6,000,000 OF GRANTS THE COUNTY HAS BEEN AWARDED.

HE SAID THERE ARE 27 ITEMS ON THE WORK PROGRAM LIST NOW; THE LAST FOUR OR FIVE IS BEING HANDLED BY ROBERT AND DALLAS. UNDERNEATH TOP PRIORITIES HE LISTED THE SEVEN CULVERTS THE COUNTY IS OBLIGATED TO PUT IN ON QUAIL HOLLOW, THE ROCHE ROAD DRAINAGE PROJECT AND THE ROLLING PINE ROAD IMPROVEMENTS. HE UNDERSTANDS ATTORNEY HOLLEY HAS DELIVERED ALL THE EASEMENTS AND THEY ARE READY FOR SIGNATURES.

COMMISSIONER FINCH QUESTIONED WHO HAD THE EASEMENTS AND ASKED WHAT DO THEY NEED TO DO ABOUT GETTING THE PEOPLE TO SIGN THE EASEMENTS.

ADMINISTRATOR HERBERT SAID HE AND CLIFF HAD DISCUSSED THIS YESTERDAY AND ARE GOING TO TRY AND WORK SOMETHING OUT. THE EASEMENT HAS A PLACE ON IT FOR EACH PROPERTY OWNER TO SIGN IT AND IT HAS TO BE NOTORIZED.

ATTORNEY HOLLEY SAID IT HAS TO BE WITNESSED BY TWO PEOPLE, ONE OF WHICH HAS TO BE A NOTARY. HE SAID THERE WAS ONE OWNER WHO ON THE TAX ROLLS IS "SO AND SO ESTATE"; THERE IS NO ESTATE FILED HERE THAT WAY SO IT MUST BE SOMEBODY OUT OF STATE. HE SAID THEY DIDN'T KNOW WHO WAS THE HEIRS, PERSONAL REPRESENTATIVES OR WHO HAS TO SIGN THE EASEMENT. HE SAID THERE WAS AN ADDRESS ON THE TAX ROLLS AND HE GUESSED THE BEST THING TO DO WOULD BE TO WRITE TO THAT ADDRESS TO TRY AND FIND OUT SOME INFORMATION.

ADMINISTRATOR HERBERT SAID IT WOULD PROBABLY BE BEST TO HAVE AN EVENING MEETING OR TRY AND OBTAIN THE SIGNATURES ON SATURDAY.

CLIFF SAID THE NEXT BIG STEP ON THE PROJECT IS TO GET THE EASEMENTS OR DEEDS SIGNED. ATTORNEY HOLLEY ADVISED HE MADE ONE DEED FOR EVERYBODY TO SIGN.

CLIFF SAID IT WOULD PROBABLY BE BETTER TO ADVERTISE FOR A MEETING FOR EVERYBODY TO SIGN THE DEED ON THE ROLLING PINES PROJECT. THEY WERE GOING TO TRY AND WORK FROM THE VERY END OF THE PROJECT, MAYBE START ON THE LAST MILE, AND WORK THEIR WAY OUT. MAYBE WHEN THEY DO THE EASEMENTS, THEY CAN TRY TO GET THE PEOPLE TO SIGN THAT ARE AT THE END OF THE PROJECT FIRST, MAYBE THEY CAN BEGIN WORKING DOWN THAT WAY AND CONTINUE TO WORK ON OBTAINING THE SIGNATURES.

CLIFF SAID IT MIGHT BE A GOOD IDEA TO ADVERTISE FOR ANOTHER COMMUNITY MEETING ON ROLLING PINES LIKE THEY DID BEFORE EXCEPT GET THE PEOPLE TO COME TO SIGN AND HAVE A NOTARY PRESENT. ATTORNEY HOLLEY SAID THERE HAD TO BE TWO PEOPLE'S SIGNATURES; ONE HAS GOT TO BE A NOTARY.

CLIFF SAID THE LAST TIME THEY HAD THEIR COMMUNITY MEETING THERE AND HE WENT DOOR TO DOOR AFTERWARDS, HE CAUGHT ABOUT HALF THE PEOPLE AT HOME. HE DOESN'T THINK THERE IS GOING TO BE ANY RESISTANCE WITH PEOPLE SIGNING THE DEED; BUT, IT

IS JUST A MATTER OF GETTING IT TO THEM. HE SAID THEY COULD CERTAINLY GO DOOR TO DOOR AS HE DIDN'T MIND IF THE COUNTY COULD GET HIM A NOTARY PUBLIC.

ATTORNEY HOLLEY SAID THERE IS PROBABLY GOING TO BE A FEW PEOPLE THAT DON'T LIVE HERE. CLIFF SAID WHEN THEY ADVERTISED AND HAD THEIR COMMUNITY MEETING BEFORE THERE WERE A LOT OF PEOPLE WHO CAME TO THE MEETING THAT WERE FROM OUT OF STATE THAT CAME INTO TOWN JUST FOR THAT MEETING. HE SAID THAT MAY BE THE WAY TO GO.

COMMISSIONER SAPP ASKED IF THE PROJECT IS READY TO WORK ON ROCHE ROAD RETENTION PONDS TO CORRECT THE PROBLEM. CLIFF SAID HE HAD EXPLAINED IT TO ROBERT, DALLAS AND TRAMPASS ON WHAT THEY NEEDED TO ORDER FOR THE BOX. HE SAID THERE IS A TYPE C INLET THAT NEEDS TO BE ORDERED; BUT, BASICALLY THAT PROJECT IS READY TO GO.

COMMISSIONER SAPP SAID THEY WERE SUPPOSE TO GET A PRICE UP FOR HIM ON WAHT IT WAS GOING TO COST HIM.

CLIFF SAID ROAD AND BRIDGE CAN BE WORKING ON THE CULVERTS ON QUAIL HOLLOW AT ANY TIME AND FROM WHAT HE UNDERSTANDS, THEY HAVE THE CULVERTS AT THE COUNTY YARD.

COMMISSIONER FINCH ASKED IF CLIFF HAD HEARD ANY FURTHER WORD ON GAP POND FROM FL-DEP. CLIFF SAID HE HAD TALKED TO FL-DEP; BUT, HE HAS NOT TALKED TO THE ARMY CORP OF ENGINEERS YET. THE FL-DEP HAS REQUESTED REVISED DRAWINGS.

ADMINISTRATOR HERBERT ASKED IF THE PLANS DIDN'T NEED TO BE REVISED ON THE GAP POND DOCK DUE TO NOT GETTING THE DEED FROM DELTONA.

CLIFF SAID THAT IS WHAT THEY ARE TALKING ABOUT; TRYING TO SWITCH THE DOCK OVER TO THE OTHER SIDE OF THE RAMP AND HAVING THE FL-DEP AND THE ARMY CORP OF ENGINEERS REVISE THE COUNTY'S PERMITTED PLANS TO REFLECT THE SAME AMOUNT OF IMPACTS ON THE OTHER SIDE OF THE BOAT RAMP. COMMISSIONER FINCH SAID EVERYTHING WAS SET TO GO ON THE GAP POND DOCK PROJECT AND THEN DELTONA HAD A CHANGE OF MIND ABOUT LETTING THE COUNTY HAVE THE PROPERTY.

COMMISSIONER FINCH ASKED IF HE HAD THE FALLING WATERS BIKE PATH ON THE LIST OF PROJECTS. CLIFF ADVISED IT WAS.

COMMISSIONER SAPP QUESTIONED IF THE GAP POND PROJECT WAS THE ONE ON HOLD THAT THE CONTRACTOR FROM PANAMA BID ON AND WAS LOW BIDDER. CLIFF SAID IT WAS ON HOLD UNTIL THE ISSUE IS RESOLVED WITH THE PERMITS. HE UPDATED THE BOARD ON ORIGINALLY THEY WERE GOING TO GET AN EASEMENT FROM DELTONA; THEY WROTE THE COUNTY AND SAID ABSOLUTELY NOT. THE COUNTY'S ONLY OPTION NOW IS TO HAVE THE ARMY CORP OF ENGINEERS AND FL-DEP'S DREDGE AND FILL PERMITS REVISED TO FLIP OFF THE BOARDWALK ON THE BOATRAMP. HE SAID IF THEY WILL AGREE TO DO THAT, BECAUSE THEY HAVE THE SAME IMPACTS ON EITHER SIDE, THEY CAN BEGIN THE PROJECT.

COMMISSIONER FINCH QUESTIONED IF THERE WAS ANY FURTHER WORD ON THE FALLING WATERS BIKE PATH PROJECT. CLIFF ADVISED THERE WASN'T. HE UPDATED THE BOARD ON THE COUNTY HAVING 40 ACRES ON THE EAST SIDE OF HIGHWAY 77 FROM THEIR FEMA BUYOUTS; THAT IS THE LAND FL-DEP WANTS TO USE FOR MITIGATION ON THE BIKE PATH. THEY HAVE ASKED HIM FOR A COPY OF THE BOUNDARY SURVEY ON THE MITIGATION LAND. FROM WHAT IT SOUNDS LIKE, THE COUNTY DOESN'T HAVE ONE.

ADMINISTRATOR HERBERT SAID THEY HAD REQUESTED A SURVEY ON ABOUT THREE ACRES ON THAT PROPERTY TO USE AS MITIGATION; BUT, HE AND CLIFF HAD DISCUSSED GOING AHEAD AND SURVEYING THE FORTY ACRES AND SURVEY OUT SECTIONS AS THEY NEED IT FOR MITIGATION. HE SAID THEY WOULD HAVE TO GO BACK TO THE SURVEYOR AND GET THE FORTY ACRE SURVEY.

CLIFF SAID OTHERWISE, THE COUNTY WOULD END UP PAYING FOR A BOUNDARY SURVEY EVERYTIME THEY HAVE TO GIVE MORE LAND FOR CONSERVA- TION. IT MAKES MORE SENSE TO DO THE WHOLE PROPERTY AND THEN ALL THE COUNTY WILL HAVE TO DO IS GIVE THEM A LEGAL DESCRIPTION ON THE PART THE COUNTY IS GOING TO PUT INTO CONSERVATION.

COMMISSIONER FINCH EXPLAINED THE COUNTY IS NOT REALLY SELLING OR GETTING RID OF THE LAND; THEY WILL JUST BE PUTTING IT IN A CONSERVATION EASEMENT.

CLIFF AGREED THE COUNTY WOULD BE PUTTING THE LAND INTO A CONSERVATION EASEMENT THAT HAS LANGUAGE ON IT THAT BASICALLY SAYS IT WILL NEVER BE USED TO

PUT ANY STRUCTURES ON OR DO ANY IMPROVEMENTS ON. HE SAID THERE WERE SEVEN PAGES OF THINGS THE COUNTY CAN'T DO ON THE PROPERTY. HE REITERATED IT WOULD STILL BE THE COUNTY'S PROPERTY; THEY ARE NOT GIVING IT AWAY BY ANY MEANS. HE SAID THE TWO ITEMS THEY WANT TO CONFIRM IS THE QUALITY OF WETLANDS THE COUNTY IS PUTTING INTO CONSERVATION MATCHES THE QUALITY OF WETLANDS THEY ARE IMPACTING WITH THE BIKE PATH PROJECT. ALSO, THE OTHER THING THEY WANT TO CONFIRM IS THE RUNOFF FROM THE 40 ACRE BUY OUT SITE ENDS UP TO THE SAME WATER SHED AS THE RUN OFF FROM THE BIKE PATH. HE SAID THEY DO GO IN THE SAME BASIN.

COMMISSIONER FINCH ASKED WHAT THE MITIGATION RATE WAS. CLIFF SAID HE HAD NOT GOTTEN ANYTHING IN WRITING YET; BUT, THEY ARE TALKING ABOUT 20 TO 1. FORTUNATELY, THEY ONLY HAVE ABOUT .3 OR .4 ACRES OF IMPACT; THEY ARE ONLY LOOKING AT TWO TO THREE ACRES. UNTIL THE FL-DEP AND ARMY CORP GETS TOGETHER, THEY DON'T REALLY EXACTLY KNOW WHAT THEY ARE GOING TO HAVE TO GIVE.

CLIFF REQUESTED AUTHORIZATION FROM THE BOARD TO CUT DOWN SOME OF THE MAGNOLIA TREES ON FALLING WATERS ROAD BEFORE HE CAN BUILD THE BIKE PATH. FL-DOT HAS ASKED FOR HIM TO BRING THIS UP BEFORE THE BOARD AND PROVIDE MINUTES OF THE MEETING WHERE HE HAS BROUGHT IT UP BEFORE THE BOARD. HE SAID RIGHT NOW THERE IS A TOTAL OF SIX THAT ARE GOING TO HAVE TO BE CUT DOWN TO KEEP FROM HAVING TO BUILD VERY EXPENSIVE RETAINING WALLS. HE REALIZES THE TREES ARE PART OF A VETERANS MEMORIAL MANY YEARS AGO. THE COUNTY CERTAINLY WANTS TO BE RESPECTFUL; BUT, AT THE SAME TIME THEY DON'T WANT TO SPEND MANY THOUSANDS OF TAXPAYERS'S DOLLARS ON RETAINING WALLS TO GET AROUND SOME OF THE TREES.

COMMISSIONER PATE QUESTIONED IF THEY COULD PLANT SOME REPLACEMENT TREES THAT WOULDN'T BE IN CONFLICT WITH THE BIKE PATH. CLIFF SAID THAT WOULD BE EASY TO DO.

COMMISSIONER PATE OFFERED A MOTION TO APPROVE OF CUTTING DOWN THE MAGNOLIA TREES THAT ARE NECESSARY ON FALLING WATERS ROAD FOR THE FALLING WATERS BIKE PATH PROJECT AND PLANT REPLACEMENT TREES. CLIFF SAID IT NEEDED TO BE NOTED THE TREES WOULD NOT BE THE SAME DIAMETER AS THE ONES THEY ARE REPLACING THEM WITH.

COMMISSIONER FINCH SECONDED THE MOTION AND IT CARRIED.

ADMINISTRATOR HERBERT UPDATED THE BOARD ON PEOPLE IN THE KIERS- TON HEIGHTS SUBDIVISION HAVING ASKED ABOUT ADDRESSES AND DRIVEWAY PERMITS AND THE COUNTY DOESN'T SHOW ANY RECORD OF THESE ROADS BEING ACCEPTED AS COUNTY MAINTAINED ROADS. THEY DID START THE ONE YEAR CLOCK ON THE ROADS OVER A YEAR AGO AND THE ROADS NEED TO GET CHECKED.

KNAUER SAID HE WOULD BE HAPPY TO DO AN INSPECTION ON THEM; AT ONE TIME, THEY HAD ALREADY INSPECTED THEM AND THE ONLY ISSUE WAS GETTING GRASS TO GROW WHEN THEY WERE FIRST CONSTRUCTED. HE HAD THOUGHT AT ONE TIME THEY HAD BROUGHT IT UP BEFORE THE BOARD. ADMINISTRATOR HERBERT SAID HE THOUGHT THEY HAD TO; BUT, THEY COULDN'T FIND ANY RECORD.

COMMISSIONER FINCH OFFERED A MOTION, SECONDED BY COMMISSIONER HOLMAN AND CARRIED TO ACCEPT ROADS IN KEIRSTON HEIGHTS SUBDIVISION CONTINGENT ON THE COUNTY ENGINEER LOOKING AT THE ROADS AND APPROVING THEM.

JIM ACKERMAN QUESTIONED THE LOCATION OF THE FALLING WATERS BIKE PATH AND SAID HIS REASONING WAS DUE TO THE LAST DRAWING SHOWED IT ON THE NORTH SIDE OF THE ROAD.

COUNTY ATTORNEY GERALD HOLLEY BEGAN WITH HIS REPORT:

A. MIKE AND JAN ALLEN FROM DESTIN OWN LAND AT CULPEPPER LANDING. THE COUNTY BUILT A PRIVACY FENCE ON COUNTY PROPERTY AND IT HAS NOT BEEN MAINTAINED. THE ALLENS, ADJACENT PROPERTY OWNERS, WOULD LIKE TO MAINTAIN THE FENCE AND IT BE THEIRS. COMMISSIONER FINCH OFFERED A MOTION, SECONDED BY COMMISSIONER HOLMAN AND CARRIED TO APPROVE OF THE ALLENS MAINTAINING THE FENCE.

B. PREPARED THE DEEDS FOR A LAND SWAP AT SUNNY HILLS WITH TIP AND PROVIDED THE ORIGINAL DEED AND AGREEMENT. COMMISSIONER PATE OFFERED A MOTION, SECONDED BY COMMISSIONER HOLMAN AND CARRIED TO APPROVE OF THE THE CHAIRMAN SIGNING THE DOCUMENTS ON THE LAND SWAP IN SUNNY HILLS WITH TIP.

C. PROVIDED THE BOARD WITH A COPY OF THE REVISED PARKS ORDINANCE; HE TOOK EVERYTHING OUT EXCEPT THE PRIMITIVE CAMPING. HE DOESN'T HAVE A PROBLEM WITH THE BOARD ACTING ON THE ORDINANCE AT THEIR 5:00 P.M. PUBLIC HEARING MEETING TODAY.

ADMINISTRATOR HERBERT BEGAN WITH HIS REPORT:

A. WENT OVER UPDATED LIST OF COUNTY MAINTAINED ROADS THAT HAD BEEN PROVIDED BY CECELIA WELD; SHE WAS REQUESTING THESE CHANGES TO THE ORIGINAL COUNTY MAINTAINED ROADS LIST AS THE FOLLOWING ROADS WERE LISTED AS COUNTY MAINTAINED BUT HAVE ACTUALLY BEEN DETERMINED NOT TO BE COUNTY MAINTAINED:

1. ARNOLD ROAD
2. BARRON ROAD
3. BATCHELOR WAY
4. BIRGE ROAD-THIS IS CONTINUATION OF WILCOX CROSSING AND MAINTAINED LENGTH NEEDS TO BE ADDED TO WILCOX CROSSING
5. CARP LANE
6. FOXHUNT ROAD
7. MINGO ROAD-PART OF ST. MARY'S ROAD
8. MYRICK LANE
9. OLIVER ROAD-PART OF ST. MARY'S ROAD
10. PADGETT DRIVE
11. RATTLESNAKE POND ROAD
12. RECUSS HAMMACK ROAD
13. REDMON ROAD
14. RESTWELL LANE
15. ROCKY LANDING ROAD
16. SHILOH LANE
17. TANNER ROAD
18. VIXEN COURT

J. T. HARRELL ASKED ABOUT THE ROAD FROM ORANGE HILL HIGHWAY TO HIS HOUSE. COMMISSIONER SAPP SAID ALL THE COUNTY CAN DO IS GO FROM HARREL'S PROPERTY AS THE FIRST PART OF THE ROAD IS OWNED BY DAVID SOLGER.

ADMINISTRATOR HERBERT ADVISED IF THERE IS MORE THAN ONE PROPERTY OWNER, THEY HAVE TO GO THROUGH A ROAD CLOSING.

ADMINISTRATOR HERBERT RECOMMENDED THE BOARD APPROVE OF UPDATING THE COUNTY MAINTAINED ROADS LIST AS RECOMMENDED BY CECELIA WELD AND THE PUBLIC WORKS SUPERVISORS. COMMISSIONER PATE OFFERED A MOTION, SECONDED BY COMMISSIONER HOLMAN AND CARRIED TO APPROVE OF HERBERT'S RECOMMENDATION.

B. REQUESTED AUTHORIZATION TO ADVERTISE PROPERTIES AROUND CARYVILLE COUNTY OWNS. HE AND COMMISSIONER STRICKLAND HAD WENT AND LOOKED AT PROPERTIES. THEY HAD BEEN CONTACTED BY A REALTOR WANTING TO PURCHASE THE PROPERTIES; THE REALTOR UMDERSTANDS ALL RESTRICTIONS WILL REMAIN ON THE PROPERTIES.

COMMISSIONER FINCH OFFERED A MOTION, SECONDED BY COMMISSIONER HOLMAN AND CARRIED TO ADVERTISE COUNTY OWNED PROPERTIES IN CARYVILLE FOR SALE AND THREE ACRES ON LOVETT ROAD WITH ATTORNEY HOLLEY DRAWING UP ADVERTISEMENT.

C. PUBLIC WORKS PROVIDED A LIST OF VEHICLES THEY WERE REQUESTING BE SURPLUSED:

1. 1987 DODGE DAKOTA 186,316 MILES
2. 1987 DODGE DAKOTA 193,941 MILES
3. 1988 S-15 GMC 156,188 MILES
4. 1992 FORD CLUB VAN 243,641 MILES
5. 1997 GMC JIMMY 134,859 MILES

KENNETH RAMSEY, PUBLIC WORKS SHOP, SAID THE VEHICLES WERE NOT WORTH MAINTAINING.

COMMISSIONER STRICKLAND OFFERED A MOTION, SECONDED BY COMMISSION- ER FINCH AND CARRIED TO GIVE THE 1992 FORD VAN TO CARYVILLE, SURPLUS THE REMAINDER OF THE VEHICLES AND SEND THEM TO AUCTION.

D. REQUEST FROM LINDA NORTON TO CLOSE THE PUBLIC LIBRARY ON SATURDAY, APRIL 7TH; THIS IS THE SATURDAY BETWEEN GOOD FRIDAY AND EASTER. THE CLOSING WOULD AFFECT THE CHIPLEY AND VERNON BRANCHES.

COMMISSIONER STRICKLAND OFFERED A MOTION, SECONDED BY COMMISSION- ER FINCH AND CARRIED TO APPROVE OF THE CLOSING OF THE LIBRARY ON APRIL 7TH.

E. THE WASHINGTON COUNTY ARTS COUNCIL SUBMITTED THREE NAMES FOR THE BOARD TO CHOOSE FROM IN SELECTING A REPLACEMENT ON THE COUNCIL FOR MRS. BEBE ELLIS.

MS. ELLIS HAD ASKED TO BE DROPPED FROM THE COUNCIL DUE TO HEALTH ISSUES. THE FOLLOWING NAMES WERE SUBMITTED:

1. JUDY ARNOLD—A RECENT ADDITION TO OUR AREA. SHE IS ORIGINALLY FROM NEW JERSEY AND IS CURRENTLY EMPLOYED BY THE COUNTY AS A LIBRARY BRANCH MANAGER. SHE IS AN ACCOMPLISHED WATERCOLOR ARTIST. SHE IS CURRENTLY GIVING CLASSES AT THE BONIFAY ART GUILD AND HAS BEEN AN ACTIVE MEMBER OF THAT GROUP FOR THREE YEARS. SHE HAS MANY IDEAS AND WOULD LIKE TO CHAIR THE GALLERY COMMITTEE IF SELECTED.

2. MARTHA NEBEL—HAS LIVED IN OUR AREA FOR SEVERAL YEARS. SHE IS AN ACCOMPLISHED PORTRAIT PAINTER AND HAS PARTICIPATED IN THE ARTIST OF THE MONTH PROGRAM THE LIBRARY USE TO HAVE. SHE HAS MANY IDEAS AND WOULD VERY MUCH LIKE TO SERVE.

3. KAREN ROLAND—HAS BEEN ATTENDING ARTS COUNCIL BOARD MEETINGS SINCE THE BEGINNING AND WAS ACTIVE IN HELPING SET UP TABLES AND CHAIRS AT THE KICK OFF EVENT. SHE IS AN ARTIST.

COMMISSIONER PATE OFFERED A MOTION, SECONDED BY COMMISSIONER STRICKLAND AND CARRIED TO APPOINT MARTHA NEBEL TO THE WASHINGTON COUNTY ARTS COUNCIL.

F. PAY CLASSIFICATION SCHEDULE—ADMINISTRATOR HERBERT ASKED THE BOARD IF THEY WERE READY TO MOVE FORWARD WITH THE PROPOSED PAY AND CLASSIFICATION SCHEDULE; IT WOULD COST THE GENERAL FUND \$10,570.60 AND THE TRANSPORTATION FUND \$2,670 TO MAKE THE INDIVIDUAL ADJUSTMENTS BEING PROPOSED EFFECTIVE APRIL 1, 2007.

COMMISSIONER FINCH OFFERED A MOTION, SECONDED BY COMMISSIONER HOLMAN AND CARRIED TO IMPLEMENT THE PROPOSED PAY AND CLASSIFICATION SCHEDULES EFFECTIVE APRIL 1, 2007.

G. STEP INCREASES—CURRENT EMPLOYEE STEP INCREASES IS \$.25 PER HOUR EVERY FIVE YEARS. PROPOSED STEP INCREASES IS 1.5% HOURLY INCREASE EVERY THREE YEARS. COMMISSIONER FINCH OFFERED A MOTION, SECONDED BY COMMISSIONER HOLMAN AND CARRIED TO DO AWAY WITH CURRENT EMPLOYEE STEP INCREASES AND IMPLEMENT PROPOSED EMPLOYEE STEP INCREASES EFFECTIVE APRIL 1, 2007.

ADMINISTRATOR HERBERT UPDATED THE BOARD ON THE MSBU SELECTION PROCESS FOR THE MSBU COMMITTEE ACCORDING TO THE MSBU ORDINANCE. APPLICATIONS FROM PERSONS INTERESTED IN SERVING ON THE COMMITTEE WILL BE ACCEPTED THROUGH APRIL 19TH. THE PERSONS WILL SUBMIT RESUMES AND THE BOARD WILL SELECT SEVEN PERSONS FROM THE POOL OF APPLICANTS TO SERVE ON THE MSBU ADVISORY COMMITTEE. JIM TOWN IS REQUESTING THE COMMITTEE BE IN PLACE BY MAY 1ST FOR BUDGETING PURPOSES.

ADMINISTRATOR HERBERT QUESTIONED HOW THE MEMBERS WERE GOING TO BE SELECTED. DISCUSSION WAS HELD ON APPOINTING A COMMITTEE TO REVIEW THE RESUMES AND MAKE A RECOMMENDATION ON THE APPOINTMENTS TO THE MSBU ADVISORY COMMITTEE. HARRY SHUBERT SAID HE FELT LIKE THE COUNTY COMMISSION NEEDED TO BE THE ONE DOING THE SELECTION OF MEMBERS TO THE MSBU ADVISORY COMMITTEE AND NOT A COMMITTEE.

DISCUSSION CONTINUED ON APPOINTING A COMMITTEE TO REVIEW THE RESUMES, RANK THE TOP TEN, SUBMIT THEM TO THE BOARD, THE BOARD INTERVIEW THE TOP TEN AND SELECT SEVEN MEMBERS TO SERVE ON THE MSBU ADVISORY COMMITTEE. THE BOARD'S CONSENSUS WAS TO HOLD A SPECIAL WORKSHOP ON APRIL 24TH AT 8:00 A.M. TO INTERVIEW APPLICANTS FOR THE MSBU ADVISORY COMMITTEE.

CHAIRMAN SAPP APPOINTED COMMISSIONER FINCH, ADMINISTRATOR HERBERT AND JIM TOWN TO SERVE ON THE SELECTION COMMITTEE. DUE TO JIM TOWN LIVING IN SUNNY HILLS, THE BOARD DETERMINED HE MAY NOT NEED TO SERVE ON THE SELECTION COMMITTEE. AFTER FURTHER DISCUSSION, THE BOARD CONSENTED TO REVIEW ALL RESUMES RECEIVED AND INTERVIEW THE TOP TEN APPLICANTS ON APRIL 24TH AT 8:00 A.M.

ADMINISTRATOR HERBERT UPDATED THE BOARD ON CHARLES MILES HAVING HELPED THE COUNTY WITH BEAVER CONTROL AND HAS REQUESTED HIS FEE BE INCREASED TO \$50 A DAY. COMMISSIONER FINCH OFFERED A MOTION, SECONDED BY COMMISSIONER HOLMAN AND CARRIED TO INCREASE CHARLES MILES FEE FOR BEAVER CONTROL TO \$50 A DAY.

ADMINISTRATOR HERBERT UPDATED THE BOARD ON SANDRA COOK, TDC CHAIRMAN, HAVING REQUESTED DON WALTERS BE REMOVED FROM THE TDC BOARD DUE TO HIM NOT ATTENDING MEETINGS AND REPLACE HIM WITH A HOTEL OWNER IN EBRO.

COMMISSIONER HOLMAN OFFERED A MOTION, SECONDED BY COMMISSIONER SAPP TO REMOVE DON WALTERS FROM THE TDC BOARD AND REPLACE HIM WITH THE HOTEL OWNER IN EBRO. THE MOTION FAILED WITH COMMISSIONERS FINCH, PATE AND STRICKLAND OPPOSED. THIS WILL BE READDRESSSED AT THE NEXT COUNTY COMMISSION MEETING AFTER SPEAKING WITH DON WALTERS ON HIS INTEREST IN SERVING ON THE TDC BOARD.

ADMINISTRATOR HERBERT UPDATED THE BOARD ON WILLIAM HUSKY HAVING TALKED WITH COMMISSIONER SAPP ABOUT DONATING PROPERTY ON HIGHWAY 279, PATE POND ROAD, FOR ANOTHER COUNTY PARK WITH THE CONDITION HE NO LONGER HAVE TO PAY TAXES ON HIS PROPERTY.

COMMISSIONER SAPP SAID THERE WAS 180' ROAD FRONTAGE AND HUSKY DOESN'T WANT HIS PROPERTY TAX TO GO UP IF HE DONATES PROPERTY FOR A COUNTY PARK.

COMMISSIONER STRICKLAND SAID THERE WAS NO WHERE NOW FOR PEOPLE TO PARK AT PATE POND LANDING. COMMISSIONER FINCH OFFERED A MOTION, SECONDED BY COMMISSIONER STRICKLAND AND CARRIED TO ACCEPT THE PROPERTY FROM MR. HUSKY AND HAVE IT SURVEYED WITH THE UNDERSTANDING THERE IS NOTHING THE BOARD CAN DO ABOUT HIS TAXES.

DEPUTY CLERK CARTER BEGAN WITH HER REPORT:

A. BUDGET SUPPLEMENT RESOLUTION FOR FY ENDING SEPTEMBER 30, 2007; BUDGET CHANGES DUE TO ACTUAL CASH CARRY FORWARD AND NEW FUNDS TOTALLING \$1,077,216 MAKING TOTAL BUDGET \$39,300,270.

COMMISSIONER PATE OFFERED A MOTION, SECONDED BY COMMISSIONER FINCH AND CARRIED TO ADOPT THE RESOLUTION IMPLEMENTING THE BUDGET SUPPLEMENT TOTALLING \$39,300,270.

B. VOUCHERS FOR MONTH OF FEBRUARY 2007 TOTALLING \$1,440,627.93. COMMISSIONER STRICKLAND OFFERED A MOTION, SECONDED BY COMMISSIONER PATE AND CARRIED TO APPROVED OF VOUCHERS SIGNED AND WARRANTS ISSUED FOR FEBRUARY 2007.

C. OPEN NEW BANK ACCOUNT FOR COURTHOUSE FACILITIES FUND. COMMISSIONER FINCH OFFERED A MOTION, SECONDED BY COMMISSIONER HOLMAN AND CARRIED TO APPROVE OF OPENING UP A NEW BANK ACCOUNT FOR COURT FACILITIES GRANT FUND.

COMMISSIONER HOLMAN ASKED THE BOARD IF THEY WOULD CONSIDER HELPING HIM PAVE SEWELL FARM ROAD FROM HIGHWAY 90 TO ROCK HILL CHURCH ROAD. HE SAID HE WAS WANTING TO USE A NEW TYPE OF PAVING ON SEWELL FARM ROAD. (OPEN GRADE ADSPHALT I) THE COST IS \$63 A TON. HE ADDRESSED HIM HAVING \$57,403.26 IN HIS DISTRICT ROAD PAVING FUNDS.

CHAIRMAN SAPP REQUESTED HOLMAN FIND OUT THE COST TO DO THE PAVING OF SEWELL FARM ROAD OUT TO ROCK HILL CHURCH ROAD, HAVE ADMINISTRATOR HERBERT GET WITH THE BOARD AND A DECISION BE MADE.

COMMISSIONER STRICKLAND UPDATED THE BOARD ON THE CITY OF VERNON WANTING TO KNOW IF THE COUNTY WANTS COUNTY OWNED LANDS ON HIGHWAY 279 ANNEXED INTO THE CITY; THERE WOULD BE WATER AND SEWER AVAILABLE IF NEEDED.

COMMISSIONER STRICKLAND OFFERED A MOTION, SECONDED BY COMMISSION- ER PATE AND CARRIED TO ALLOW VERNON TO ANNEX COUNTY OWNED PROPERTIES ON HIGHWAY 279 INTO CITY OF VERNON.

COMMISSIONER STRICKLAND UPDATED THE BOARD ON THE CITY OF CHIPLEY HAVING TOLD TRI-COUNTY COMMUNITY COUNCIL THEY WOULD HAVE TO RELOCATE. THEY FOUND SOME LAND AT THE SOD FARM BY THE OLD BLUE HOUSE AND WOULD LIKE TO LOCATE THERE.

COMMISSIONER STRICKLAND OFFERED A MOTION, SECONDED BY COMMISSION- ER FINCH AND CARRIED TO DONATE ONE ACRE AT THE SOD FARM BY THE OLD BLUE HOUSE TO TRI-COUNTY COMMUNITY COUNCIL FOR AS LONG AS THEY STAY THERE; ONCE THEY MOVE, THE PROPERTY REVERTS BACK TO THE COUNTY.

ATTORNEY HOLLEY ADVISED HE WOULD NEED A LEGAL DESCRIPTION OF THE ONE ACRE TO BE DONATED TO TRI-COUNTY COMMUNITY COUNCIL. WHEN ASKED IF TRI-COUNTY COMMUNITY COUNCIL WOULD BE ABLE TO PAY FOR A SURVEY TO GET THE LEGAL DESCRIPTION, COMMISSIONER STRICKLAND SAID HE DIDN'T KNOW.

COMMISSIONER STRICKLAND OFFERED A MOTION, SECONDED BY COMMISSION- ER HOLMAN AND CARRIED TO LET SOUTHEASTERN SURVEYORS LOOK AT THE SURVEY ON THE SOD FARM

PROPERTY AND GET THE LEGAL DESCRIPTION NEEDED FOR THE ONE ACRE BEING DONATED TO TRI-COUNTY COMMUNITY COUNCIL.

COMMISSIONER PATE UPDATED THE BOARD ON CLERK COOK, ADMINISTRATOR HERBERT, DEPUTY CLERK CARTER AND HIMSELF MEETING WITH THE TWO AUDITING FIRMS THE COUNTY IS CURRENTLY ENGAGED WITH TO REVIEW THEIR PROPOSALS TO SEE IF BOTH FIRMS ARE NEEDED.

HE REPORTED THEY HAD BASICALLY FOUND OUT THAT BOTH AUDITING FIRMS WERE NEEDED BECAUSE OF MAINTAINING INDEPENDENCE IN THE AUDIT PROCESS. HE RECOMMENDED AND MADE A MOTION TO AUTHORIZE THE CHAIRMAN TO SIGN THE CONTRACTS OF NOTICE OF INTENT WITH GRIMSLEY, CAVIN AND ROOKS AND CARR, RIGGS & INGRAM. COMMISSIONER HOLMAN SECONDED THE MOTION AND IT CARRIED UNANIMOUSLY.

COMMISSIONER PATE REQUESTED AUTHORIZATION TO SPEND ABOUT \$13,000 FOR A SURVEY, \$18,000 FOR PLANS ON BAHOMA ROAD AND \$20,000 FOR MILLED ASPHALT OUT OF HIS DISTRICT FUNDS. COMMISSIONER HOLMAN OFFERED A MOTION, SECONDED BY COMMISSIONER FINCH TO APPROVE OF COMMISSIONER PATE'S REQUEST.

COMMISSIONER SAPP ADDRESSED PATE NOT BEING ABLE TO SPEND ANYTHING ON THE GRANT PROJECT BEFORE IT IS APPROVED. CLIFF ADVISED FL-DOT HAS ALREADY GIVEN THE NOTICE OF AWARD ON THE BAHOMA ROAD PROJECT; THE JPA IS WHAT THEY ARE WAITING ON. HOWEVER, IF MONIES ARE COMING OUT OF THE COUNTY MATCHING FUNDS FOR THE GRANT, THERE WOULDN'T BE A PROBLEM; BUT, IF THEY ARE COMING OUT OF THE FL-DOT GRANT, IT WOULD HAVE TO WAIT UNTIL THE JPA IS RECEIVED.

THE MOTION ON THE FLOOR CARRIED UNANIMOUSLY.

ADMINISTRATOR HERBERT UPDATED THE BOARD ON A REQUEST FROM JAMES PETERSON, RECYCLING CENTER, TO PURCHASE A HAZARDOUS MATERIALS SHED FOR WHEN THEY HAVE AMNESTY DAY; OKALOOSA COUNTY HAS OFFERED TO PAY 75% OF THE PURCHASE COST. THE SHED WILL COST \$17,119 WITH OKALOOSA COUNTY PAYING ALL OF THIS AMOUNT EXCEPT \$4,279.75; THE \$4,279.75 WILL BE PAID FROM THE COUNTY RECYCLING GRANT FUNDS.

COMMISSIONER STRICKLAND OFFERED A MOTION, SECONDED BY COMMISSIONER HOLMAN AND CARRIED TO AUTHORIZE PETERSON TO PROCEED WITH THE PURCHASE OF THE HAZARDOUS MATERIALS SHED FOR THE RECYCLING CENTER WITH OKALOOSA COUNTY PAYING 75% OF THE COST.

COMMISSIONER SAPP UPDATED THE BOARD ON THE EQUESTRIAN FACILITY; THEY HAVE STARTED PUTTING UP ARENA PANELS, THE LIGHTING AND POWER WILL BE IN HOPEFULLY NEXT WEEK AND IT SHOULD BE READY FOR USE SOON.

COMMISSIONER SAPP ADDRESSED THE NEED TO WIDEN A BRIDGE ON SYLVANIA ROAD. ADMINISTRATOR HERBERT HAS TALKED WITH CLIFF ABOUT LOOKING AT THE ROAD TO GET THE SPECIFICATIONS. THERE HAS BEEN NO PROGRESS MADE AS OF TODAY.

THE MEETING WAS RECESSED UNTIL THE 5:00 P.M. PUBLIC HEARINGS.

PURSUANT TO A RECESS, ATTORNEY HOLLEY UPDATED THE BOARD ON THE PARK AND RECREATION ORDINANCE. HE ADVISED THE WORD EITHER SHOULD BE TAKEN OUT ON PAGE 2, SECTION C. THE ORDINANCE IS JUST LIKE THE PREVIOUS PARK AND RECREATION ORDINANCE EXCEPT EVERYTHING WAS TAKEN OUT EXCEPT FOR PRIMITIVE CAMPING.

COMMISSIONER STRICKLAND OFFERED A MOTION, SECONDED BY COMMISSIONER HOLMAN TO ADOPT THE PARK AND RECREATION ORDINANCE. DISCUSSION WAS HELD ON CONSIDERING GIVING PEOPLE A WARNING FOR A WHILE UNTIL THE WORD OF THE ORDINANCE GETS OUT.

ATTORNEY HOLLEY ADVISED THE BOARD THE PARK AND RECREATION COMMITTEE NEEDED TO GET TOGETHER AND ESTABLISH DESIGNATED PARKING SITES AT EACH CAMP SITE.

CHAIRMAN SAPP ASKED IF ANYONE IN THE AUDIENCE HAD ANY COMMENTS OR QUESTIONS PERTAINING TO THE PROPOSED ORDINANCE; THERE WAS NO RESPONSE. THE MOTION CARRIED TO ADOPT THE ORDINANCE ALLOWING PRIMITIVE CAMPING.

BUD CLARK, CRA CONSULTING PRESIDENT, REQUESTED THE BOARD ALLOW THE CITY OF VERNON TO APPLY FOR A \$750,000 ECONOMIC DEVELOPMENT GRANT FOR A VERNON COMMERCIAL PLAZA TO MOVE THE UTILITIES TO THE NORTH SIDE OF HIGHWAY 279 ACROSS THE STREET FROM THE VERNON HIGH SCHOOL. AT THE BOARD'S LAST MEETING IN APRIL, THEY WILL HOLD THE PUBLIC HEARING ON THE GRANT. THERE ARE TWO BUSINESSES THAT ARE INTERESTED IN MOVING TO THE COMMERCIAL PLAZA.



CLARK SAID HE WOULD COME BACK BEFORE THE BOARD NEXT YEAR ON THE OTHER THIRTY ACRES FOR HOUSING UNITS.

COMMISSIONER FINCH ASKED IF THIS WOULD RESTRICT THE COUNTY FROM APPLYING FOR A CDBG GRANT. STACY WEBB ADVISED IT WOULDN'T. THE INDIVIDUALS WOULD BE DIRECTLY RESPONSIBLE FOR PAYING BACK THE GRANT FUNDS; THEY WILL HAVE TO BE ABLE TO PROVIDE THE JOBS REQUIRED WITHIN A TWO YEAR PERIOD. THEY HOPE TO HAVE THE BUILDINGS UP BY THE FALL OF 2008 AND ONE WILL BE A GROCERY STORE.

COMMISSIONERS SAPP AND PATE QUESTIONED IF THEY NEEDED TO ABSTAIN FROM VOTING ON THE ISSUE. MR. CLARK SAID NO ACTION WAS NEEDED TODAY; HE WAS JUST MAKING THE BOARD AWARE OF THEIR REQUEST.

STACY WEBB ADVISED HER ROLE WITH THE CRA WAS TO HELP COORDINATE DATA FOR MR. CLARK.

DUE TO THE APPROVAL OF A SUPPLEMENTAL BUDGET RESOLUTION FOR FY 06-07 BEING LISTED UNDER PUBLIC HEARINGS, DEPUTY CLERK CARTER WENT OVER THE BUDGET SUPPLEMENT RESOLUTION INFORMATION AGAIN.

CHAIRMAN SAPP ASKED IF THERE WAS ANYONE IN THE AUDIENCE WHO HAD ANY QUESTIONS OR COMMENTS PERTAINING TO THE BUDGET SUPPLEMENT. NO ONE RESPONDED.

THE BOARD'S ACTION TAKEN PREVIOUSLY IN THE MEETING REMAINED AS IS TO APPROVE OF THE BUDGET SUPPLEMENT RESOLUTION.

ED PELLETIER, COUNTRY OAKS FIRE DEPARTMENT, DISCUSSED A TANKER TRUCK FOR COUNTRY OAKS AND ASKED THE BOARD TO SEE IF THEY COULD FIND THE MONIES SOMEWHERE TO HELP PURCHASE IT. THE FIGURES HE HAD FOR FINANCING IT WAS \$2800 A MONTH FOR SEVEN YEARS AT 9% INTEREST RATE.

COMMISSIONER HOLMAN OFFERED A MOTION, SECONDED BY COMMISSIONER STRICKLAND TO LOOK INTO PELLETIER'S REQUEST TO SEE IF THEY CAN'T PURCHASE THE TANKER TRUCK FOR COUNTRY OAKS.

COMMISSIONER STRICKLAND SAID THE COUNTY HAD MORE FIRE DEPARTMENTS THAT NEEDED A LOT OF EQUIPMENT AND THE BOARD NEEDS TO SET MONIES ASIDE TO ASSIST THE FIRE DEPARTMENTS WITH THEIR NEEDS.

COMMISSIONER FINCH SUGGESTED WAITING TO SEE WHAT IMPACT FEES ARE GOING TO BRING IN.

ED EXPLAINED THE TANKER TRUCK WOULD BE TO REPLACE THE 1962 ARMY TRUCK THEY USE TO HAUL WATER AND POINTED OUT SOMEONE WAS GOING TO GET HURT ON THE ARMY TRUCK. HE UPDATED THE BOARD ON COUNTRY OAKS HAVING JUST GOTTEN A NEW RATING AND IT DROPPED FROM A 10 TO A 9; THIS SAVED HIM \$400 ON HIS PROPERTY INSURANCE. THE MOTION CARRIED UNANIMOUSLY.

COMMISSIONER PATE AGREED THE SMALL FIRE DEPARTMENTS IN THE COUNTY NEED HELP IN GETTING THE EQUIPMENT THEY NEED AND REFERRED TO A FIRE DEPARTMENT THAT HAD REQUESTED HELP TO GET A WATER TRUCK THAT WAS AVAILABLE THAT IS NOT AVAILABLE ANY MORE.

SAL ZURICA ADDRESSED THE BOARD TO DISCUSS PROBLEMS WITH SPENDING OF MSBU FUNDS:

A. SEVEN PALLOTS OF CENTEPEDE SOD WAS PURCHASED WITH MSBU FUNDS; MEANWHILE, THE COUNTY HAS A SOD FARM.

B. WHY IS MSBU PAYING FOR COUNTY EMPLOYEES WORK CLOTHES/BOOTS.

C. MAINTENANCE LOGS SHOULD BE KEPT ON EQUIPMENT AND IT IS NOT BEING DONE. TWO TRUCKS PUT ON ONE BILL FOR OIL CHANGE.

D. FUEL BILL-1ST QUARTER TOTALLED \$4,457.39 FOR DIESEL FUEL AND FOR THE FIRST THREE MONTHS PERIOD THERE WERE NO MOWERS BEING USED; IT WAS ONLY GLEN'S TRUCK AND THE TWO WORKERS TRUCK.

E. GLEN PURCHASED A NEW GPS FOR \$460; HE COULD HAVE BOUGHT IT FOR \$361 ON LINE AND QUESTIONED WHY HE DIDN'T.

SAL SAID SOMEBODY HAS GOT TO TAKE CHARGE OVER THESE EXPENDITURES.

GLEN ZANETIC, MSBU COORDINATOR, ANSWERED SAL'S QUESTIONS:

1. THE CENTEPEDE SOD WAS PURCHASED TO REPLACE SOD IN FRONT OF FOUR HOUSES THAT HAD CENTEPEDE IN THEIR YARD; MSBU HAS USED COUNTY SOD; HOWEVER, YOU HAVE TO

MATCH UP WHAT IS IN PEOPLE'S YARD. ONE PALLOT OF CENTEPEDE SOD WAS PUT AT COUNTRY CLUB.

2. ON MAINTENANCE RECORDS, DONNIE PUGH KEEPS MAINTENANCE LOGS ON THE EQUIPMENT; THE OIL CHANGES WERE FOR THE BRUSH TRUCK AND DUMP TRUCK.

3. FUEL COST-THEY QUIT MOWING AT THANKSGIVING; DECEMBER THROUGH NOW IS THEIR SLACKEST TIME.

COMMISSIONER SAPP SUGGESTED GLEN HAVE NUMBERS PUT ON EACH PIECE OF EQUIPMENT AND MAINTENANCE LOGS BE KEPT ON ALL THE EQUIPMENT. GLEN SAID THAT WOULD BE FINE. COMMISSIONER SAPP ADDRESSED SOME OF THE MSBU ISSUES THAT HAVE BEEN BROUGHT BEFORE THE BOARD HAVE BEEN FRIVOULOUS SUCH AS TWO OIL CHANGES BEING ON THE SAME TICKET, ETC.

4. ON THE GPS HE PURCHASED, GLEN SAID HE DID SHOP ON LINE.

COMMISSIONER PATE QUESTIONED IF THE COUNTY HAS A POLICY ON MARK- ING EQUIPMENT AND WAS MSBU FOLLOWING THAT POLICY. ADMINISTRATOR HERBERT ADVISED THAT CECELIA HAD INVENTORY STICKERS THAT GO ON COUNTY EQUIPMENT.

GLEN ADVISED ALL INVENTORY OVER \$100 HAD STICKERS ON IT.

WHEN QUESTIONED WHY WOULD CHRIS COLLINS HAVE COUNTY EQUIPMENT AT HIS PROPERTY. GLEN ADVISED IT WAS LOANED TO GREENHEAD FIRE DEPARTMENT AND ADVISED THERE WAS A LOT OF STUFF THAT GOT LENT TO FIRE DEPARTMENTS.

COMMISSIONER SAPP ADVISED COUNTY PROPERTY DOESN'T NEED TO BE PARKED AT A PERSON'S HOUSE. GLEN AGREED TO ACT ON THE RECOMMENDATIONS TO CORRECT THESE ISSUES.

GLEN REQUESTED AUTHORIZATION TO APPLY FOR FBIP GRANT FUNDS TO REPAIR WHITE DOUBLE. COMMISSIONER FINCH OFFERED A MOTION, SECONDED BY COMMISSIONER STRICKLAND AND CARRIED TO APPLY FOR FBIP FUNDS TO REPAIR WHITE DOUBLE.

GLEN UPDATED THE BOARD ON THE MSBU COMMITTEE HAVING RECOMMENDED TO APPROVE OF THE PURCHASE OF A NEW PUMPER FOR THE SUNNY HILLS FIRE DEPARTMENT AND THE PIERCE PUMPER WAS LOW BID. HE REQUESTED AUTHORIZA- TION FOR A PURCHASE ORDER TO PAY \$35,000 A YEAR FOR TEN YEARS FOR THE PIERCE PUMPER; THE COST OF THE TRUCK IS \$297,000 AND IS REPLACING A 1978 TRUCK THAT WAS BOUGHT FOR \$155,000. HE SAID A LOT OF CRITERIA WAS ESTABLISHED TO PICK THE TRUCK AND THE CRITERIA WAS USED.

COMMISSIONER STRICKLAND SAID HE CAN'T GO ALONG WITH ZANETIC'S REQUEST WHEN OTHER FIRE DEPARTMENTS ARE NEEDING EQUIPMENT. COM- MISSIONER HOLMAN OFFERED A MOTION, SECONDED BY COMMISSIONER FINCH TO APPROVE OF GLEN GOING AHEAD WITH THE PURCHASE OF THE FIRE TRUCK.

SAL REQUESTED THE BOARD WAIT UNTIL THE NEW MSBU COMMITTEE IS IN PLACE BEFORE PURCHASING THE VEHICLE AS SUNNY HILLS HAS A MACHINE THAT IS WORKING NOW; LET THEM USE IT.

GLEN ADDRESSED THE PURCHASE ORDER WAS JUST TO BE ABLE TO LOCK IN THE PRICE FOR THE PIERCE PUMPER AND WAS NOT BINDING. DEPUTY CLERK CARTER ASKED IF A PURCHASE ORDER WAS ISSUED, WOULDN'T THAT OBLIGATE THE PURCHASE. GLEN ADVISED IT WOULDN'T; THAT IS JUST HOW THIS PARTICULAR COMPANY OPERATES.

SHARRON CARR ADDRESSED THE BOARD STATING SHE DOESN'T SEE ANY CHANGES BEING DONE AS FAR AS SOMEONE WATCHING OVER THE EXPENDITURES OF THE MSBU FUNDS. SHE REFERRED TO A COMMENT COMMISSIONER SAPP HAD MADE ABOUT SOME OF THE MSBU ISSUES THAT HAD BEEN BROUGHT UP WERE FRIVOLOUS; THE BOARD SHOULD BE GLAD THAT PEOPLE ARE INTERESTED.

SHE SAID THE WHOLE COUNTY NEEDS TO BE LOOKING AT THINGS AND POINTED OUT NOBODY HAS STARTED DOING TWO SIGNATURES ON AN INVOICE WHICH WAS SOMETHING THAT SHE HAD REQUESTED LAST YEAR. SHE ADDRESSED THE CHECKS AND BALANCES SHE WAS TALKING ABOUT LAST MONTH KEEPS ROLLING ON AND MR. FINCH SAYS IF THE MSBU BOARD VOTED ON IT. SHE SAID YOU HAVE A FEW MEMBERS OF THIS BOARD, WHICH YES THEY WERE VOTED IN TO, THAT TELL THE RESIDENTS THAT SPEND THE TIME TO GO TO MEETINGS SHE WAS AT LAST NIGHT, THEY CAN'T SAY ANYTHING AND WHEN THEY DO SPEAK UP, THEY ROLL THEIR EYES AT THEM.

SHE SAID FOR THE BOARD TO GO AHEAD AND LET MR. ZANETIC BUY THE TRUCK AND KEEP GETTING THE COUNTY DEEPER AND DEEPER IN DEBT WITHOUT WATCHING HIM. SHE

SAID THE FEW PEOPLE THAT STOOD UP AND TRIED TO SAY SOMETHING ABOUT IT WILL BE GONE.

COMMISSIONER SAPP SAID WHAT HE WAS REFERRING TO WAS AN OIL CHANGE IN A TRUCK BROUGHT BEFORE THE BOARD OF COUNTY COMMISSIONERS FOR THE ONE OIL CHANGE OR ANOTHER. HE SAID IF THEY HAVE TO DEAL WITH EVERY OIL CHANGE IN A VEHICLE AT A COUNTY COMMISSION LEVEL, THAT IS FRIVOLOUS. HE SAID A \$350,000 EXPENSE FOR A TRUCK IS DIFFERENT OR A \$10,000 MOWER; BUT, NOT EVERY ITEM THAT IS BOUGHT SHOULD COME BEFORE THE BOARD OF COUNTY COMMISSIONERS. MS. CLARK AGREED THE OIL CHANGES WERE FRIVOLOUS.

SHARRON SAID WHAT SAL WAS TRYING TO POINT OUT IS FOR OVER A YEAR THEY HAVE BEEN CHECKING THE MSBU INVOICES AND NOTHING HAS CHANGED. IF IT IS AN OIL CHANGE ON A TRUCK OR A \$350,000 FIRETRUCK, IT IS ALL THE SAME; THE WAY IT IS BEING RUN IS THEIR GRIPE. GLEN DOES A GREAT JOB, IS AN EXCELLENT SALES PERSON AND KNOWS HIS BUSINESS; ESPECIALLY WHEN IT COMES TO THE FIRE DEPARTMENT.

COMMISSIONER HOLMAN TOLD SHARRON THEY HAD A NEW MSBU COMMITTEE THEY WERE CONSTRUCTING AND ASKED WHY SHE DIDN'T PUT HER NAME IN THE HAT. SHARRON SAID SHE DID. COMMISSIONER HOLMAN SAID IF SHE WANTED THINGS CHANGED, SHE NEEDED TO PUT HER NAME IN THE HAT ON THE MSBU COMMITTEE. SHARRON SAID SHE WAS TRYING AND HAS BEEN TRYING AT EVERY MEETING FOR TWO YEARS.

COMMISSIONER PATE STATED HE WAS RAISED IN WASHINGTON COUNTY AND WHAT IS MAKING HIM SICK TO HIS STOMACH IS THIS FUSSING AND FIGHTING IN SUNNY HILLS. HE SAID HE IS FOR WASHINGTON COUNTY AND HE WANTS IT TO GROW; BUT, HE WANTS THIS FUSSING AND FIGHTING STOPPED AND HOPES THE NEW MSBU COMMITTEE STOPS IT.

COMMISSIONER FINCH CALLED FOR THE QUESTION ON THE MOTION.

SAL ADDRESSED THE BOARD STATING THERE IS A LOT OF SQUABBLING GOING ON BECAUSE THE PEOPLE ARE NOT INFORMED THE RIGHT WAY. THEY HAD AN MSBU MEETING LAST NIGHT AND HE OBJECTED TO THE PURCHASE OF THE TRUCK. THEY PASSED THE RESOLUTION WITHOUT NOTIFYING THE REST OF THE PEOPLE. HE SAID THE MSBU BOARD SAID THE PEOPLE HAD TO COME TO THE MEETING. HE DISAGREED; THE PEOPLE SHOULD BE NOTIFIED OF WHAT THE COMMITTEE PLANS TO DO. HE SAID THERE SHOULD BE AN AGENDA PRINTED IN THE PAPER AND THEY DON'T HAVE \$350,000 FOR A TRUCK. HE SAID PEOPLE ARE TIRED OF SPENDING MONEY; THEY GOT HIT WITH TAXES, INSURANCE AND NOW ARE GETTING HIT AGAIN WITH A 5% RAISE ON THE NON ADVALOREM TAX ASSESSMENT. HE ADDRESSED 90% OF THE PEOPLE IN SUNNY HILLS ARE ON A FIXED INCOME; AT \$350,000 FOR A TRUCK AND PAYING \$35,000 A YEAR, WHAT WILL THE TRUCK ACTUALLY COST MSBU. HE SAID NEXT YEAR THEY HAVE TO COME UP WITH \$2,100,000 TO PAY THE NOTE OFF FOR THE LOAN. GLEN TURNED AROUND AND SAID IF THEY HAD TAKEN THE LOAN OUT FOR TWENTY YEARS, THEY WOULD HAVE PAID \$1,000,000 IN INTEREST; THEY PAID \$700,000 IN FOUR YEARS IN INTEREST. SO GO AHEAD AND GIVE GLEN HIS TRUCK.

ATTORNEY HOLLEY SAID THE QUESTION HAS ALREADY BEEN CALLED ON THE MOTION AND HE BELIEVES THAT CUTS OFF DISCUSSION.

CHAIRMAN SAPP POLLED THE BOARD ON THE MOTION:

COMMISSIONER HOLMAN, YES, COMMISSIONER FINCH, YES, COMMISSIONER SAPP, NO, COMMISSIONER STRICKLAND, NO AND COMMISSIONER PATE, NO. THE MOTION FAILED WITH A 3-2 VOTE.

COMMISSIONER SAPP SAID HE THOUGHT IT WOULD BE BETTER TO LOOK AT THIS ISSUE AGAIN UNDER THE NEW SEVEN MEMBER MSBU COMMITTEE.

COMMISSIONER FINCH SAID THE BOARD ASKED PEOPLE TO BE ON COMMITTEES AND MAKE RECOMMENDATIONS. HE ASKED SAPP TO EXPLAIN TO HIM HOW THE BOARD COULDN'T TAKE A RECOMMENDATION FROM A GROUP THAT HAS WORKED. HE SAID GLEN PREPARED A BUDGET AND THE BOARD APPROVED IT LAST YEAR AND APPROVED FOR HIM TO GO OUT AND LOOK FOR A TRUCK; HE GOES THROUGH ALL THE WORK OF FINDING THE PROPER TRUCK THE BOARD HAD ALREADY APPROVED FOR HIM TO BUY AND THEN THEY DON'T APPROVE IT. HE SAID HE DIDN'T UNDERSTAND THAT.

COMMISSIONER SAPP SAID THEY STILL MAY BUY THE TRUCK; BUT, NOT AT THIS MEETING. HE SAID THAT IS THE BOARD'S DECISION AND HE CAN'T CHANGE THAT.

COMMISSIONER FINCH SAID THE BOARD OUGHT TO HAVE SOME LOGIC TO THE DECISION.

LEE LUNKAR, SUNNY HILLS, UPDATED THE BOARD ON AN ADVERTISEMENT ON TELEVISION A COUPLE OF MONTHS AGO ON BAY COUNTY HAVING APPROVED A 20% DISCOUNT PLAN FOR PRESCRIPTION DRUGS FOR PEOPLE THAT DO NOT HAVE INSURANCE FOR DRUGS AND FOR PEOPLE THAT ARE NOT ON MEDICAID. THEY LISTED ALL THE COUNTIES THAT WOULD BE DOING THE SAME PLAN AND WASHINGTON COUNTY WAS ONE OF THEM. SHE CALLED THE TOLL FREE NUMBER THAT WAS LISTED AND THE PERSON THAT ANSWERED DIDN'T KNOW MUCH OF ANYTHING. THEY ADVISED HER TO TALK WITH THE HEALTH DEPARTMENT; SHE WENT TO THE HEALTH DEPARTMENT AND THEY DIDN'T KNOW ANYTHING AND TOLD HER TO CHECK WITH THE COUNTY COMMISSIONERS. SHE ASKED THE BOARD IF THEY HAD HEARD OF THIS PLAN AND IF NOT, COULD THEY PLEASE LOOK INTO IT AND GET THE BALL ROLLING; IT WOULD BE GREATLY APPRECIATED BY ALL THE RESIDENTS OF WASHINGTON COUNTY.

COMMISSIONER FINCH SAID HE HAD HEARD SOMETHING ABOUT THE DRUG PLAN ALSO; BUT, HE DIDN'T EVER HEAR ANYTHING ELSE ABOUT IT.

THE BOARD'S CONSENSUS WAS FOR ADMINISTRATOR HERBERT TO RESEARCH THE 20% DISCOUNT PLAN FOR PRESCRIPTION DRUGS AND REPORT BACK TO THE BOARD.

JANET JONES THANKED THE BOARD FOR THEIR CONSIDERATION IN LISTENING TO THE FIRE TRUCK. SHE IS REALLY DISAPPOINTED; THE MSBU ADVISORY COMMITTEE WAS ELECTED TO SERVE AND SERVED ALMOST FIFTEEN MONTHS. THEY WERE ELECTED BY THE RESIDENTS OF SUNNY HILLS. SHE HOPES IN THE FUTURE WHEN THEY HAVE A NEW MSBU COMMITTEE THAT GOES IN THE BOARD WILL PAY ATTENTION AND LISTEN TO WHAT THE ADVISORY COMMITTEE TELLS THEM. SHE SAID SHE IS AT A LOSS AS TO WHY THE PRESENT MSBU COMMITTEE HAS WASTED THEIR TIME FOR FIFTEEN MONTHS.

COMMISSIONER STRICKLAND SAID THE BOARD HAS DONE A LOT FOR SUNNY HILLS IN THE LAST FIFTEEN MONTHS; THEY HAVE GIVEN THEM ABOUT EVERYTHING SUNNY HILLS WANTED EXCEPT FOR TWO OR THREE THINGS.

JANET SAID MSBU PAID FOR IT. COMMISSIONER FINCH SAID WHY WOULDN'T THE BOARD GIVE SUNNY HILLS EVERYTHING THEY ASKED FOR; THEY PAY FOR IT. IF HE IS PUTTING MONEY INTO COMMISSIONER STRICKLAND'S BANK ACCOUNT AND WANTS TO WRITE HIMSELF A CHECK, HE WOULDN'T HAVE ANY REASON NOT TO WRITE THE CHECK IF HE IS PAYING FOR IT.

COMMISSIONER HOLMAN OFFERED A MOTION, SECONDED BY COMMISSIONER STRICKLAND AND CARRIED TO ADJOURN. ATTEST: \_\_\_\_\_

\_\_\_\_\_  
DEPUTY CLERK

CHAIRMAN

\*END OF MINUTES\* FOR 03/22/07