

BOARD MINUTES FOR 03/18/08

MARCH 18, 2008

THE BOARD OF COUNTY COMMISSIONERS, IN AND FOR WASHINGTON COUNTY, MET ON THE ABOVE DATE AT 8:00 A.M. AT THE WASHINGTON COUNTY ANNEX, BOARD MEETING ROOM, 1331 SOUTH BOULEVARD, CHIPLEY, FLORIDA WITH COMMISSIONERS PATE, SAPP, FINCH, STRICKLAND AND HOLMAN PRESENT.

ATTORNEY HOLLEY, ADMINISTRATOR HERBERT, CLERK COOK AND DEPUTY CLERK CARTER WERE ALSO IN ATTENDANCE.

CHAIRMAN PATE OPENED THE MEETING WITH COMMISSIONER STRICKLAND OFFERING PRAYER. COMMISSIONER SAPP LED IN THE PLEDGE OF ALLEGIANCE.

ADMINISTRATOR HERBERT ADDRESSED THE BOARD HAVING PREVIOUSLY MET ON THE UPDATES TO THE OPERATIONAL POLICY. HE REFERRED TO THERE BEING SEVERAL COMMENTS IN THE BOARD'S LAST AUDIT THAT HAD BEEN ADDRESSED IN THE OPERATIONAL POLICY; BUT, THEY DIDN'T GET TO SECTION 16, WHICH IS PUBLIC WORKS. HE HAD PROVIDED THE BOARD A COPY OF SECTION 16 UPDATES.

HERBERT READ SECTION 16, PUBLIC WORKS:

A. THE COUNTY COMMISSIONERS DESIGNATE THE EASTSIDE SUPERVISOR TO BE RESPONSIBLE FOR MAINTENANCE OPERATIONS ON THE EASTSIDE OF THE COUNTY; THE WESTSIDE SUPERVISOR TO BE RESPONSIBLE FOR MAINTENANCE OPERATIONS ON THE WESTSIDE OF THE COUNTY; THE SPECIAL PROJECTS SUPERVISOR TO BE RESPONSIBLE FOR PAVING, RESURFACING, AND OTHER SPECIAL PROJECTS; AND THE SHOP FOREMAN TO BE RESPONSIBLE FOR VEHICLE MAINTENANCE AND REPAIRS.

PETE EXPLAINED THE REMAINDER OF SECTION A GOES THROUGH PUBLIC WORKS LOCATION AND THEIR WORK HOURS. THE WORK HOURS FOR EACH DEPARTMENT HAVE BEEN UPDATED DUE TO THE BOARD'S ACTION TO GIVE ALL EMPLOYEES AN HOUR LUNCH.

COMMISSIONER FINCH ADDRESSED THE PART IN SECTION A ON THE SHOP FOREMAN. HE SAID RIGHT NOW THE COUNTY DOESN'T HAVE A SHOP FOREMAN; SO, THAT NEEDS TO BE CHANGED.

HERBERT EXPLAINED THE SHOP FOREMAN POSITION WAS IN THE JOB CLASSIFICATION; BUT, THEY JUST DON'T HAVE IT FILLED. FINCH ASKED IF THE BOARD WAS GOING TO FILL THIS POSITION. HERBERT SAID THAT WAS ONE OF THE ISSUES HE WAS GOING TO DISCUSS TODAY.

HERBERT CONTINUED WITH SECTION A, #3:

3. THE PUBLIC WORKS DEPARTMENT WILL MAINTAIN SUFFICIENT STAFFING TO REMAIN OPEN DURING REGULAR HOURS, THROUGHOUT THE YEAR.

4. ALL PERSONNEL IN THE PUBLIC WORKS DEPARTMENT, WITH THE EXCEPTION OF SUPERVISORS AND CLERICAL, WILL BE REQUIRED TO MAINTAIN A CURRENT COMMERCIAL DRIVERS LICENSE (CDL). IF A VACANT POSITION REQUIRES A CDL AN APPLICANT MUST POSSESS IT PRIOR TO BEING HIRED. IF A POSITION DOES NOT REQUIRE A CDL, AN APPLICANT MUST OBTAIN A CDL WITHIN SIX MONTHS OF HIRE DATE.

COMMISSIONER HOLMAN FELT THE EMPLOYEES SHOULD AT LEAST HAVE A CLASS B, CDL LICENSE BEFORE BEING HIRED.

COMMISSIONER STRICKLAND REFERRED TO WHEN HE WAS HIRED ON WITH THE COUNTY. HE WAS HIRED AND HAD SIX MONTHS TO GET HIS CDL LICENSE; IF HE DIDN'T GET THEM WITHIN THAT TIME FRAME, HE WOULD NO LONGER BE EMPLOYED WITH THE COUNTY. HE SAID THERE ARE SOME EMPLOYEES AT PUBLIC WORKS NOW

THAT HAVE BEEN WORKING FOR YEARS AND YEARS AND HAVE NEVER GOTTEN THEIR CDL LICENSE.

COMMISSIONER FINCH QUESTIONED WHAT THE POLICY MEANT WHEN IT READ IF A POSITION DOESN'T REQUIRE A CDL, AN APPLICANT MUST OBTAIN A CDL WITHIN SIX MONTHS OF HIRE DATE.

HERBERT EXPLAINED SOME OF THE POSITIONS IN THE JOB DESCRIPTIONS SAY YOU MUST HAVE A CDL FOR A DUMPTRUCK DRIVER. THE MOTORGRADER DOESN'T REQUIRE A CDL TO OPERATE IT. IN A POSITION WHERE IT IS NOT REQUIRED, THE APPLICANT WOULD HAVE SIX MONTHS TO GET IT.

COMMISSIONER HOLMAN ADDRESSED SOMETIMES WHEN THE GRADER IS DOWN, THE SUPERVISORS DON'T WANT YOU TO FILL ANOTHER POSITION AND IF THEY HAVE A DUMPTRUCK SITTING THERE, THEY NEED THAT PERSON TO DRIVE A DUMPTRUCK AND THEY WILL NEED A CLASS B LICENSE. HE REITERATED WHEN AN APPLICANT IS HIRED ON, THEY SHOULD BE REQUIRED TO AT LEAST HAVE A CLASS B LICENSE TO DRIVE THAT DUMPTRUCK.

COMMISSIONER FINCH SAID RECENTLY HE THOUGHT EVERY POSITION THEY ADVERTISED REQUIRED A CDL LICENSE.

COMMISSIONER PATE SAID HE DIDN'T SEE ANYTHING IN THE POLICY THAT SAYS THERE WILL BE A PERIODIC REVIEW OF CURRENT LICENSES. HE SAID IF A PERSON LOSES THEIR LICENSE AND THEY ARE DRIVING COUNTY EQUIPMENT WITH A SUSPENDED LICENSE AND HAVE AN ACCIDENT, THE COUNTY WILL BE LIABLE.

ROBERT AND DALLAS, PUBLIC WORK SUPERVISORS, ADVISED THEY DO CHECK EVERYBODY'S LICENSE PERIODICALLY. PATE SAID THE CHECKING OF LICENSES NEEDED TO BE IN THE POLICY.

ATTORNEY HOLLEY QUESTIONED SHOULDN'T THEY HAVE LANGUAGE IN THEIR POLICY IF AN EMPLOYEE'S LICENSE IS SUSPENDED, THEY HAVE TO NOTIFY THE COUNTY IMMEDIATELY. PETE EXPLAINED HE THOUGHT THIS LANGUAGE WAS ALREADY IN THE COUNTY'S PERSONNEL POLICY. THE BOARD'S CONSENSUS WAS TO PUT THIS LANGUAGE IN THE OPERATIONAL POLICY EVEN THOUGH IT MAY BE IN THE PERSONNEL POLICY.

COMMISSIONER SAPP ASKED IF THE EMPLOYEES ARE REQUIRED TO HAVE A HEALTH CARD. DISCUSSION WAS HELD ON THE COUNTY EMPLOYEES NOT BEING REQUIRED TO HAVE THE CARD.

COMMISSIONER PATE ADDRESSED THE NEED TO DOCUMENT IF YOU HAVE PROBLEMS WITH EMPLOYEES. YOU ARE GOING TO HAVE TO DOCUMENT EVERY THING YOU DO AND EVERY DISCIPLINARY ACTION YOU TAKE.

HOLMAN SAID THE STATE OF FLORIDA MAY BE EXEMPT IN REQUIRING A HEALTH CARD; BUT, ONCE YOU CROSS THE ALABAMA LINE, THEY HAVE DIFFERENT RULES THAN THE STATE OF FLORIDA. HE REFERRED TO THE COUNTY SOMETIMES SENDING A DRIVER TO ALABAMA. HE QUESTIONED IF THE COUNTY SENDS AN EMPLOYEE TO ALABAMA TO TAKE A VEHICLE FOR REPAIR, ETC. AND THEY GET CAUGHT AT THE STATE LINE AND ALABAMA REQUIRES THEM TO HAVE A HEALTH CARD, WHAT ARE THEY GOING TO DO.

COMMISSIONER FINCH FELT LIKE THE BOARD SHOULD AT LEAST REQUIRE THE TRANSPORT DRIVERS TO HAVE A HEALTH CARD. COMMISSIONER PATE ASKED IF THE BOARD WANTED TO AT LEAST REQUIRE THE TRANSPORT DRIVERS TO HAVE A CARD OR DO RESEARCH ON THE HEALTH CARD REQUIREMENTS AND MAYBE ADD IT TO THE POLICY LATER ON.

COMMISSIONER SAPP SAID THE HEALTH CARDS HAVE TO BE RENEWED EVERY TWO YEARS AND THEY USUALLY COST AROUND \$80 TO \$100. IT IS A COST TO THE COUNTY OR EMPLOYEE ONE.

COMMISSIONER HOLMAN FELT IF THE BOARD IS GOING TO REQUIRE IT, THEY SHOULD PAY FOR THE HEALTH CARD. HE AGREED THE TRANSPORT DRIVERS DO NEED A HEALTH CARD.

ROBERT AND DALLAS FELT IF THE BOARD IS GOING TO REQUIRE HEALTH CARDS, THEY MIGHT AS WELL REQUIRE EVERYONE THAT HAS TO HAVE A CDL TO HAVE ONE. THE BOARD SAID THAT WOULD BE A LOT OF MONEY.

ROBERT FELT LIKE THE BOARD SHOULD CHECK OUT THE HEALTH CARD REQUIREMENTS AND IT MAY BE THE COUNTY WOULD BE EXEMPT FROM IT.

THE BOARD'S CONSENSUS WAS TO DO RESEARCH ON THE HEALTH CARDS AND IF THEY ARE REQUIRED, PUT THIS IN THE OPERATIONAL POLICY.

ATTORNEY HOLLEY REFERRED TO HIS COMMENT PREVIOUSLY IF AN EMPLOYEE'S LICENSE IS SUSPENDED THEY HAVE TO NOTIFY THE COUNTY AND SAID IT SHOULD ALSO BE NOTED THE EMPLOYEE WILL NOT DRIVE A COUNTY VEHICLE AFTER THEIR LICENSE IS SUSPENDED.

COMMISSIONER PATE ADDRESSED ITEM 3 UNDER SECTION 16/PUBLIC WORKS ON THE STAFFING AT PUBLIC WORKS. HE FELT THE NEED TO HAVE SOMETHING IN THE POLICY ADDRESSING A STANDBY CREW.

PETE ASKED IF THE BOARD WANTED THE STANDBY CREW IDENTIFIED BY EQUIPMENT.

COMMISSIONER HOLMAN ASKED ROBERT AND DALLAS WHAT EQUIPMENT THEY NORMALLY HAD TO HAVE DURING AN EMERGENCY OR CALL OUT SITUATION. ROBERT SAID THE BOARD COULD HAVE A LIST LIKE THAT; BUT, YOU DON'T WANT TO PUT PEOPLE ON STANDBY. YOU CAN'T KEEP THEM AT HOME AND NOT PAY THEM AND THEN SEND THEM OUT AND GIVE THEM COMP TIME.

COMMISSIONER HOLMAN ASKED WHY; ARE THEY GOING TO BE ON CALL 24/7. COMMISSIONER PATE SAID HE WAS NOT SAYING THEY WERE GOING TO BE ON CALL; BUT, THERE OUGHT TO BE A LIST. JUST BECAUSE SOMEBODY MAY NOT WANT TO COME IN THAT DAY, THAT IS NOT AN EXCUSE. HE TOLD ROBERT AND DALLAS THEY ARE DOING THINGS TODAY THAT WILL HELP THEM MAKE DECISIONS ON WHO THEY WILL KEEP IF THEY GET INTO A SITUATION WHERE THEY HAVE TO LET SOME EMPLOYEES GO.

DALLAS SAID THIS WOULD HAVE CERTAIN PEOPLE ON CALL 24/7; THEY CAN'T GO ANYWHERE AND DO ANYTHING AS THEY WILL BE ON CALL.

PATE SAID HE DIDN'T SAY ANYTHING ABOUT THAT; BUT, THEY NEED A LIST OF PEOPLE TO CALL AND IF THEY CALL ONE AND THEY SAY THEY DON'T WANT TO WORK OR THEY ARE NOT COMING IN, THEY WILL HAVE DOCUMENTATION.

ROBERT REFERRED TO THEM HARDLY EVER HAVING ANYONE THEY CALL TO SAY THEY ARE NOT GOING TO WORK; THEY ARE ALWAYS TIED UP, HAVE PLANS, ETC.

COMMISSIONER HOLMAN SAID THE POINT THEY ARE TRYING TO MAKE IS IF THERE IS AN EMERGENCY SITUATION, IT NEEDS TO BE WHERE WHEN THE BOARD CALLS ONE OF THE SUPERVISORS, THEY CAN GET UP WITH PEOPLE THAT NEED TO COME IN AND FIX SOME OF THE PROBLEMS THAT CAN'T WAIT UNTIL MONDAY OR A REGULAR WORKDAY. WHEN THEY CALL THESE PERSONNEL AND THEY REFUSE TO COME IN, ALL THAT NEEDS TO BE ADDRESSED.

COMMISSIONER FINCH FELT THIS SHOULD BE PART OF THE NEW HIRES ORIENTATION; BEFORE THEY ARE HIRED, THEY SHOULD BE TOLD PART OF THEIR JOB DESCRIPTION WILL BE, IF THEY ARE NEEDED TO COME IN ON OFF HOURS, THEY WOULD DO SO. POSSIBLY, THIS MAY NEED TO BE ADDED TO ALL JOB DESCRIPTIONS AS THEY CONTINUE TO REDO THEM.

FINCH SAID YOU CAN'T EXPECT EVERYBODY YOU CALL TO COME IN.

DALLAS AGREED. IF YOU HAVE THEM ON CALL, THE EMPLOYEES WOULD KNOW ON THURSDAY AFTERNOON IF THEY ARE GOING TO BE ON CALL. IF THEY LEAVE OUT OF TOWN AND AN EMERGENCY HAPPENS AND THE PERSON IS ON CALL, DOES THE BOARD EXPECT THEM TO DRIVE BACK OR WHAT. ARE THEY GOING TO PAY THE PERSON, GIVE HIM COMP TIME, ETC.

COMMISSIONER FINCH SAID HE DIDN'T THINK THEY OUGHT TO OFFICIALLY HAVE EMPLOYEES ON CALL. BUT, IF YOU CALL AN EMPLOYEE AND THEY ARE OUT OF

TOWN, THEN CALL SOMEONE ELSE AND IF THEY ARE IN TOWN, MAYBE THEY WILL COME.

DALLAS SAID THAT IS WHAT HE AND ROBERT USUALLY DOES AND THEY CAN USUALLY GET UP WITH PEOPLE.

COMMISSIONER SAPP SAID IF YOU HAD A LIST OF ALL THE EMPLOYEES AND HAD IT ON A ROTATING BASIS WHERE THEY ROTATE A WEEK OR TWO WEEKS AT A TIME PER EMPLOYEE, IT WILL BE SCATTERED OUT OVER SEVERAL WEEKS OR THREE OR FOUR MONTHS BEFORE THEIR TIME WILL COME BACK AROUND AGAIN. IN THE EVENT THEY HAD TO BE OUT OF TOWN OR COULDN'T BE ON CALL DURING THAT TIME, THEY COULD CHANGE THEIR TIME WITH ANOTHER EMPLOYEE LATER DOWN. IF YOU HAD IT ON A ROTATING BASIS AND HAD A SCHEDULE WORKED OUT SUCH AS THAT, IT WOULD WORK WITHOUT BEING SO HARD ON ANYBODY. USUALLY IF YOU HAVE ONE THAT CAN'T BE ON STANDBY, IF YOU HAVE ADVANCE NOTICE, YOU CAN GET SOMEBODY TO FILL IN FOR THEM. IT WOULD GIVE PUBLIC WORKS SUPERVISORS MORE CONSISTENCY THAN JUST CALLING TRYING TO GET SOMEBODY TO COME IN FOR THAT TIME. IF THE EMPLOYEES HAD A SCHEDULE TO GO BY, THEY WOULD KIND OF BE EXPECTING IT AND IF THEY KNEW THEY WERE NOT GOING TO BE ABLE TO BE ON STANDBY, THEY COULD NOTIFY SOMEONE TO FILL IN FOR THEM.

PATE SAID THE EMPLOYEES MAY BE EXPECTED TO COME IN; BUT, THAT IS NOT PUTTING THEM ON 24 HOUR STANDBY. FIRST OF ALL THEY CAN'T AFFORD IT AND SECONDLY, HE DOESN'T FEEL LIKE THEY WOULD HAVE MUCH LUCK WITH IT.

PATE UPDATED THE BOARD ON THE STATE CUTTING \$512,000,000 LAST WEEK OUT OF THE CURRENT YEAR'S BUDGET AND THEY ARE NOT THROUGH AND ARE LOOKING AT MORE CUTS. THE BOARD NEEDS TO HAVE SOME GOOD POLICIES IN PLACE TO COVER EVERY BASIS THEY CAN BECAUSE THEY DON'T HAVE ANY IDEA IN WHAT THEY WILL BE FACING BETWEEN NOW AND OCTOBER, MUCH LESS NEXT YEAR.

PATE STILL FELT PUBLIC WORKS SUPERVISORS SHOULD GET A LIST ON A STANDBY CREW AND ROTATE EMPLOYEES ON STANDBY PERIODICALLY. HE ALSO FELT IF THERE WAS A SCHEDULE, AN EMPLOYEE CAN NOTIFY THEIR SUPERVISOR IF THEY CAN'T BE IN TOWN WHEN THEY ARE SCHEDULED TO BE ON STANDBY.

COMMISSIONER FINCH SAID HE THOUGHT IT WAS A GOOD PLAN; BUT, HE WOULD HATE FOR THEM TO TELL HIM HE HAD TO BE IN TOWN. HE REFERRED TO PATE SAYING IF AN EMPLOYEE CAN'T BE IN TOWN, THEY NEED TO FIX IT WHERE SOMEBODY ELSE WILL BE ABLE TO TAKE CARE OF IT. IF HE IS IN PANAMA CITY, HE WOULD HATE TO KNOW HE HAD TO DRIVE IMMEDIATELY BACK TO WASHINGTON COUNTY TO REMOVE A TREE OUT OF THE ROAD, ETC. IF THE BOARD IS GOING TO IMPLEMENT THIS, THERE NEEDS TO BE SOME KIND OF COMPENSATION, NOT MONEY. IF A PERSON IS GOING TO BE ON CALL FOR A WEEKEND CALL, THEY NEED TO BE GIVEN A FEW HOURS OR SOMETHING.

COMMISSIONER STRICKLAND REFERRED TO DALLAS CARTER BEING IN PANAMA CITY ONE WEEKEND WITH HIS FAMILY OUT TO EAT AND HE CAME BACK TO WASHINGTON COUNTY TO HANDLE AN EMERGENCY. COMMISSIONER FINCH SAID IT IS GOOD THEY HAVE THESE TYPE OF EMPLOYEES THAT WILL DO IT; BUT, THERE ARE SEVERAL THAT IS NOT GOING TO DO IT.

DALLAS SAID THAT IS NO PROBLEM; THAT IS THEIR JOB.

COMMISSIONER STRICKLAND SAID HE THOUGHT THE SIGN MAN SHOULD BE THE FIRST ONE THAT COMES OUT DURING AN EMERGENCY SITUATION.

COMMISSIONER PATE AGREED IF THEY PUT EMPLOYEES ON A 24/7, THEY OUGHT TO COMPENSATE THEM. BUT, HE IS NOT TALKING ABOUT DOING THAT. THERE IS A WAY THEY CAN WORK THIS IF THE BOARD WANTS TO AND IF THE EMPLOYEES ARE WILLING TO. THEY NEED TO GET OUT THERE AND GET THE WORK DONE AND THEY NEED POLICY TO DO IT.

SAL ZURICA SUGGESTED IN CASE OF EMERGENCY, HAVE EVERYBODY CALL IN TO SEE IF THEY ARE NEEDED; THIS WOULD ALLEVIATE THE 24/7.

DALLAS REITERATED THEY HAVE NEVER HAD ANY TROUBLE GETTING SOMEBODY TO WORK DURING EMERGENCIES. HE ADDRESSED THE TRANSACTION WITH THE SIGN POSITION HAS KIND OF GOT THROWN OFF; BUT, BILLY KKNOWS HE IS ON CALL ABOUT ALL THE TIME WITH THE BARRICADES, SIGNS, ETC.

COMMISSIONER FINCH SAID IF PUBLIC WORKS FEELS THEY HAVE THIS COVERED, LET IT GO; BUT, THEY DON'T NEED TO COME SCREAMING LATER ON SAYING THEY CAN'T GET NOBODY TO DO NOTHING.

DEPUTY CLERK CARTER REFERRED TO THE AUDITOR'S COMMENTS. THEY SAID EVEN THOUGH YOU MAY BE TAKING CARE OF THINGS, THIS NEEDS TO BE IN POLICY ON HOW YOU ARE TAKING CARE OF ISSUES.

COMMISSIONER FINCH SAID LIKE MR. PATE SAID; IT IS A DISCIPLINARY ACTION TOO IF IT GETS DOWN TO IT. HE DOESN'T KNOW IF THIS IS A PROBLEM. THE GOOD OLE BOY DAYS ARE GETTING FEWER AND FEWER.

DALLAS ASKED WHERE WERE THEY HAVING PROBLEMS; WERE THEY TALKING ABOUT THE EAST SIDE/WEST SIDE SUPERVISORS OR THE WORKERS.

COMMISSIONER PATE SAID NOBODY IS SAYING THERE IS A PROBLEM; THEY ARE JUST SAYING THERE HAS TO BE SOMETHING IN POLICY ACCORDING TO THE AUDIT COMMENTS AND THIS GETS MORE AND MORE IMPORTANT WITH THE ECONOMY DOWN. IF YOU DON'T HAVE THINGS IN POLICY, YOU CAN'T ENFORCE THEM OR DISCIPLINE ANYONE FOR NOT DOING THEM.

COMMISSIONER HOLMAN QUESTIONED IF THE BOARD DECLARES AN EMERGENCY, ALL THE EMPLOYEES AT PUBLIC WORKS AUTOMATICALLY GO ON CALL AND DALLAS AND ROBERT CALL IN WHO THEY NEED TO COME IN AND HANDLE THE EMERGENCY ISSUES AND COMPENSATE THEM WITH COMP TIME.

PETE SAID THE PERSONNEL POLICY DOES SAY WHEN EMERGENCIES ARE DECLARED BY THE BOARD, STATE OR ANYBODY, ALL EMPLOYEES ARE ON CALL.

DEPUTY CLERK CARTER QUESTIONED IF THERE NEEDED TO BE CONSOLIDATION OF THE PERSONNEL AND OPERATIONAL POLICY DUE TO THERE BEING TWO ISSUES ADDRESSED TODAY THE ADMINISTRATOR HAS SAID HE THOUGHT WERE IN THE PERSONNEL POLICY.

ROBERT HARCUS AGREED IT WOULD BE A LOT EASIER TO HAVE ONE POLICY. IT USE TO SAY IN COUNTY POLICY, YOUR COUNTY JOB WAS PRIORITY TO ANY OTHER JOB.

COMMISSIONER PATE SAID MOST OF THE ISSUES BEING ADDRESSED AT THIS WORKSHOP IS TRYING TO GET THE COUNTY POLICY IN LINE WITH MODERN DAY AND THE ECONOMIC DOWNTURN AND THINGS THAT MAY COME UP. YOU MAY NEVER HAVE TO USE THEM; BUT, IF YOU DO, THEY WILL BE IN POLICY.

ADMINISTRATOR HERBERT ADVISED THE PERSONNEL POLICY IS NOT REAL SPECIFIC. HE READ SECTION 12.24B IN THE PERSONNEL POLICY ON EMERGENCIES: EMERGENCY CONDITIONS ARE DEFINED TO INCLUDE, BUT ARE NOT LIMITED TO RIOTS, CIVIL DISTURBANCE, HURRICANES, TORNADOES, OTHER SEVERE WEATHER CONDITIONS AND ANY OTHER CONDITIONS THAT RESULT IN THE BOARD REQUIRING IMMEDIATE WORK THAT CANNOT BE POSTPONED AS A RESULT OF UNFORESEEN CIRCUMSTANCES THAT ARE BEYOND THE CONTROL OF THE COUNTY. HE THOUGHT WHAT THEY ARE TALKING ABOUT IN THE OPERATIONAL POLICY IS TO ACTUALLY DESIGNATE WHO TO IDENTIFY; IDENTIFY PEOPLE WHO WOULD BE ON CALL TO BE CALLED IN.

HE ASKED THE BOARD IF THEY WANTED TO PUT SOMETHING IN THE POLICY IT WILL BE AT THE DISCRETION OF THE SUPERVISOR ON CALL INS. COMMISSIONER PATE SAID PUBLIC WORKS SUPERVISORS PROBABLY NEED TO HAVE THEM A LIST AND THEY PROBABLY DO. BUT, THEY NEED TO MAKE SURE THOSE EMPLOYEES KNOW WHEN THEY ARE CALLED, THEY NEED TO COME IN BECAUSE IT COULD TURN INTO A DISCIPLINARY ACTION. DISCIPLINARY ACTION IN A SUFFICIENT NUMBER HAS A BEARING ON WHETHER AN EMPLOYEE GETS RETAINED OR NOT.

DEPUTY CLERK CARTER SAID POSSIBLY HAVE A LIST OF POSITIONS OR EQUIPMENT NEEDED RATHER THAN A LIST OF PERSONS TO HANDLE AN EMERGENCY.

COMMISSIONER PATE SAID HE LIKED THE IDEA OF EVERYBODY CALLING IN TO SEE IF THEY ARE NEEDED WHEN THERE IS AN EMERGENCY.

COMMISSIONER SAPP SAID TO HELP SIMPLIFY, EMPLOYEES COULD BE CALLED OUT AS DEEMED NECESSARY BY THE EAST SIDE OR WEST SIDE SUPERVISOR, HAVE IT ON A ROTATING LIST BEGINNING IN ALPHABETICAL ORDER AS TO WHAT PIECE OF EQUIPMENT IS NECESSARY. GO DOWN THE LIST ALPHABETICALLY AND START AT THE END OF THE LIST THE NEXT TIME AN EMERGENCY OCCURS. LEAVE THIS AT THE DISCRETION OF THE EAST SIDE/WEST SIDE SUPERVISOR TO CALL IN A NECESSARY PIECE OF EQUIPMENT AND A ROLL CALL BE DONE ALPHABETICALLY IN ORDER EACH TIME.

DEPUTY CLERK CARTER REFERRED TO WHAT COMMISSIONER FINCH HAD SAID PREVIOUSLY ABOUT MAKING ANY NEW HIRES, DURING THEIR ORIENTATION PROCESS, AWARE THEY MAY HAVE TO BE CALLED OUT OCCASIONALLY.

THE BOARD'S CONSENSUS WAS TO AGREE WITH COMMISSIONER SAPP'S SUGGESTION ON SIMPLIFYING HOW TO HANDLE HAVING A STAND BY CREW FOR EMERGENCIES.

ADMINISTRATOR HERBERT WENT OVER SECTION 16B:

THE FOLLOWING POLICIES WILL BE USED AS GUIDELINES FOR MAINTAIN- ING COUNTY ROADS:

1. RIGHT-OF-WAY WILL BE ACQUIRED WHEN NECESSARY FOR NEW CONSTRUCTION OF ROADS, DRAINAGE, MAINTENANCE, OR PAVING PROJECTS.

2. THE WIDTH OF ACQUIRED RIGHT-OF-WAY WILL BE IN ACCORDANCE WITH THE LAND DEVELOPMENT CODE (5.02.02B) THE BOARD'S CONSENSUS WAS TO ATTACH THIS SECTION OF THE LDC TO THE POLICY. 60' IS IN ACCORDANCE OF LDC.

COMMISSIONER PATE POINTED OUT IF YOU ARE EXPANDING A ROAD, YOU MAY BE LIMITED ON WHAT YOU CAN DO ABOUT THE AMOUNT OF RIGHT- OF-WAY WITHOUT COMING UP WITH SOME MONEY.

PETE CONTINUED WITH SECTION 16B:

3. WHEN IT IS NECESSARY TO RELOCATE FENCES, POSTS, OR MAILBOXES FOR A ROADWAY PROJECT, PUBLIC WORKS STAFF OR INMATE CREWS WILL DO THE WORK, OR THE COUNTY WILL BEAR THE EXPENSE FOR THE MATERIALS AND LABOR.

4. DRAINAGE DITCHES WILL BE MAINTAINED FROM BACK SLOPE TO BACK SLOPE.

5. SUPERVISORS WILL MAINTAIN RADIO CONTACT WITH WORK CREWS AND THE PUBLIC WORKS OFFICE STAFF AT ALL TIMES.

6. NEWLY CONSTRUCTED ROADS, AND ROADS WITHIN SUBDIVISIONS, WILL BE CONSIDERED FOR COUNTY MAINTENANCE ONLY AFTER BEING APPROVED BY THE COUNTY ENGINEER AND MEETING ALL THE REQUIREMENTS OF THE LAND DEVELOPMENT CODE.

7. CULVERT PIPES THAT NEED TO BE REPLACED WILL BE UPGRADED TO SUFFICIENT FLOW VOLUMES TO MITIGATE FUTURE PROBLEMS. AN ENGINEERING STUDY SHALL BE REQUIRED TO DETERMINE THE 100 YEAR RUNOFF FOR THE PIPE LOCATION AND SIZE OF THE PIPE.

8. DIRT FROM DITCH EXCAVATION WILL BE MIXED WITH PIT MATERIALS AND USED FOR ROAD BASE, WHEN POSSIBLE.

9. MILLED ASPHALT, LIMESTONE, GRAVEL OR OTHER AGGREGATE MATERIAL WILL BE USED TO STABILIZE ROADS IN AREAS THAT ARE DIFFICULT TO MAINTAIN.

10. ALL REQUESTS FOR MILLED ASPHALT WILL BE MADE THROUGH THE COUNTY ADMINISTRATOR. 11. MILLED ASPHALT WILL BE DELIVERED TO A SPECIFIC PROJECT AND WILL NOT BE STOCK PILED IN A COUNTY FACILITY.

COMMISSIONER FINCH QUESTIONED WHAT #10 MEANT. ADMINISTRATOR HERBERT ADVISED THAT WAS SOMETHING FL-DOT ASKED FOR. FINCH ASKED IF HE HAD TO

CALL PETE TO GET A LOAD OF ASPHALT WITH PETE ADVISING HE DIDN'T; THE MILLED ASPHALT IS COORDINATED WITH FL-DOT.

THE BOARD'S CONSENSUS WAS FOR #10 TO READ: ALL REQUESTS FOR MILLED ASPHALT FROM FL-DOT WILL BE MADE THROUGH THE COUNTY ADMINI-STRATOR.

COMMISSIONER SAPP ASKED IF #7 WAS BEING FOLLOWED AT ANY EXTENT AT ALL AND REFERRED TO THE ENGINEERING STUDY BEING REQUIRED FOR THE PIPE LOCATION AND SIZE OF PIPE. HE SAID THAT IS A LOT OF WORK AND A LOT OF COSTS.

ATTORNEY HOLLEY SUGGESTED THEY MIGHT CHANGE THE WORD SHALL TO MAY; AN ENGINEERING STUDY MAY BE REQUIRED. THE BOARD'S CONSENSUS WAS TO CHANGE THE WORD SHALL TO MAY ON POLICY 16B7.

PETE CONTINUED WITH 16-C OF THE OPERATIONAL POLICY:

C. THE FOLLOWING POLICIES WILL BE USED AS GUIDELINES FOR DRIVEWAY CONNECTIONS AND MAINTENANCE:

1. A PERMIT WILL BE REQUIRED FOR CONNECTION OF A DRIVEWAY TO A COUNTY ROAD.

2. PROPERTY OWNERS WILL BE REQUIRED TO PROVIDE DRAINAGE PLANS, WATER MANAGEMENT DISTRICT PERMITS, DEPARTMENT OF ENVIRONMENTAL PROTECTION PERMITS, OR OTHER PERMITS NECESSARY FOR PROPER DRIVEWAY CONNECTION.

3. PROPERTY OWNERS WILL PROVIDE DRIVEWAY PIPES, WHEN REQUIRED. THE PUBLIC WORKS SUPERVISORS WILL DETERMINE THE SIZE OF THE PIPE, AND ALL PIPES WILL BE ASPHALT COATED. THE COUNTY WILL INSTALL THE PIPES IN ACCORDANCE WITH THE FEE SCHEDULE AVAILABLE AT THE PUBLIC WORKS OFFICE.

4. ALL RE-INSTALLATIONS OF DRIVEWAY PIPES OR RE-INSPECTIONS OF DRIVEWAYS, WILL BE TREATED AS A NEW INSTALLATION REQUIRING A NEW PERMIT.

COMMISSIONER FINCH ADDRESSED ITEM C.3 ON DRIVEWAY CONNECTIONS AND MAINTENANCE. HE REFERRED TO IT SAYING ALL PIPES WILL BE ASPHALT COATED. HE SAID IF THEY PUT CONCRETE PIPES IN, IT WON'T BE ASPHALT COATED AND THEY ARE PUTTING CONCRETE PIPES BACK IN ON THE FALLING WATERS PROJECT.

DALLAS SAID HE THOUGHT THE BOARD HAD AGREED FOR PLASTIC PIPE TO BE USED IF IT IS EQUIVALENT TO THE BARCODED.

ATTORNEY HOLLEY ADVISED THEY COULD INSERT THE WORD METAL IN FRONT OF PIPES.

COMMISSIONER SAPP UPDATED THE BOARD ON HARDY PIPE. HIS FRIEND HAD TOLD HIM OUT OF ALL THE HARDY PIPE HE HAS INSPECTED, ALL OF THEM ARE CRACKING AND BREAKING IN SECTIONS. HIS FRIEND CAUTIONED HIM TO TELL THE BOARD WHAT IS GOING ON WITH THIS PIPE; WHAT HE IS FINDING IS THERE HAS BEEN A LOT OF FAILURE IN CRACKING AND BREAKING, ETC. THE BOARD MAY WANT TO DO SOMETHING TO NOT ALLOW FUTURE USE OF THE HARDY PIPE.

TRAMPASS RUSSELL, SPECIAL PROJECTS SUPERVISOR, SAID HE HAD HEARD THE SAME THING ABOUT THE HARDY PIPE.

COMMISSIONER SAPP SAID SINCE THE BOARD IS AWARE OF THE PROBLEM WITH THE HARDY PIPE, HE FEELS LIKE THEY NEED TO PROTECT THE TAXPAYER. HE FELT LIKE THEY OUGHT TO BAN THE USE OF HARDY PIPE.

TRAMPASS AND DALLAS ADDRESSED THEM HAVING ABOUT \$60,000 WORTH OF HARDY PIPE PILED UP FOR THE ROLLING PINES PROJECT. COMMISSIONER SAPP SAID THAT JOB IS ALREADY UNDER CONSTRUCTION AND ALREADY ORDERED; BUT, ANY FUTURE JOBS, HE WOULD LIKE TO BAN THE USE OF THE HARDY PIPE.

COMMISSIONER PATE SAID THE CONSENSUS OF THE BOARD IS TO DO THE BEST THEY CAN ON THE ROLLING PINES PROJECT; TRADE IT OUT IF THEY CAN AND IF THEY CAN'T, GO AHEAD WITH THE HARDY PIPE AND BAN THE FUTURE USE OF HARDY PIPE IN THE COUNTY.

COMMISSIONER SAPP OFFERED A MOTION, SECONDED BY COMMISSIONER FINCH AND CARRIED TO BAN THE FUTURE USE OF HARDY PIPE IN THE COUNTY.

5. PUBLIC WORKS WILL ACCEPT MAINTENANCE RESPONSIBILITIES ONCE A DRIVEWAY PIPE IS PROPERLY INSTALLED.

6. PUBLIC WORKS WILL MAINTAIN THE FIRST FIFTY (50) FEET OF DRIVEWAY TO PROTECT AND SAFEGUARD THE COUNTY ROAD.

7. DRIVEWAY PERMITS WILL BE CONSIDERED VOID IF NO ACTIVITY IS STARTED WITHIN SIX MONTHS OF THE DATE OF ISSUE.

8. PRIVATE DRIVEWAYS LOCATED ON PRIVATE ROADS WILL BE REQUIRED TO OBTAIN A DRIVEWAY PERMIT NUMBER FROM THE PUBLIC WORKS DEPARTMENT TO FACILITATE RECORDS MAINTENANCE NECESSARY AT SOME POINT IN THE FUTURE SHOULD THE COUNTY ACCEPT THESE ROADS AS COUNTY ROADWAYS. THIS PERMIT WILL NOT REQUIRE AN INSPECTION AND NO FEE WILL BE CHARGED FOR THIS SERVICE.

COMMISSIONER PATE ADDRESSED ITEM 16C7. HE QUESTIONED ON THE PERMITS ISSUED ON DRIVEWAYS, DOES IT STATE THE SIX MONTHS FROM THE DATE OF ISSUE. DALLAS AND ROBERT ADVISED THE SIX MONTHS WAS LISTED ON THE PERMITS.

COMMISSIONER FINCH ASKED PETE TO EXPLAIN ITEM 16C8. PETE ADDRESSED THEY HAD A PROBLEM RECENTLY WITH A DRIVEWAY IN A PRIVATE SUBDIVISION AND A HOUSE WAS INVOLVED. THE COUNTY WAS REQUIRING CERTAIN WIDTH OF THE DRIVEWAYS AND THE GUY SAID THERE WERE OTHER DRIVEWAYS UP THE ROAD THAT WERE NOT THE REQUIRED WIDTH. THIS POLICY CAME FROM THE PLANNING OFFICE; THEY ARE TRYING TO NUMBER THE DRIVEWAYS AND ARE REQUIRING THEY BE A CERTAIN WIDTH. THAT WAY THERE WILL BE A RECORD OF THE PERMITS SO WHEN IT COMES TIME FOR THOSE ROADS TO BE TURNED OVER TO THE COUNTY, THEY HAVE A RECORD OF THAT DRIVEWAY AND ITS PROPER WIDTH.

COMMISSIONER PATE EXPLAINED WHAT THESE PEOPLE WERE CALLING A PRIVATE SUBDIVISION; ALL OF THEM BASICALLY STARTED OUT BEING A PRIVATE SUBDIVISION. THE PERMITS WERE ISSUED OFF OF TWO DIFFERENT THINGS AND THERE WAS A MISUNDERSTANDING. THEY NEED TO BUILD THEM BY THE COUNTY'S STANDARDS TO START OFF WITH.

DALLAS SAID MOST OF THE TIME THEY HAVE TO GET THE DRIVEWAY PERMIT WITH THEIR BUILDING PERMIT. THE POWER COMPANY ALSO REQUIRES THEM TO HAVE A DRIVEWAY PERMIT BEFORE THEY GET POWER.

ROBERT SAID PEOPLE GO AHEAD AND BUILD A SUBDIVISION AND IT IS PRIVATE UNTIL THE COUNTY ACCEPTS IT; THEY ALREADY HAVE DIFFERENT SIZE PIPES.

DALLAS SAID A LOT OF TIMES THEY WOULDN'T GO IN THE PRIVATE SUBDIVISION; BECAUSE IT IS A PRIVATE SUBDIVISION, IF THE COUNTY EVER ACCEPTED MAINTENANCE ON IT, THEY WOULD BE REQUIRED TO BRING THE PIPE UP TO STANDARDS. THEY GIVE THEM A PERMIT NUMBER AND THEY CAN GET THEIR POWER CUT ON. ROBERT SAID, THEN, WHEN IT COMES TO BRING IT UP TO STANDARDS, THEY WOULD ALWAYS HOLLER AT THE BOARD. COMMISSIONER PATE ASKED IF SOMEONE SNEAKED IN AND PUT IN A DRIVEWAY PIPE WITHOUT A PERMIT, DOES THE COUNTY HAVE AN ORDINANCE HOW TO HANDLE THAT OR COULD IT BE IN THE OPERATIONAL POLICY.

COMMISSIONER FINCH QUESTIONED IF HE HAS AN ACRE OF LAND AND BUILDS A HOUSE, HE WILL GET THE DRIVEWAY PERMIT; BUT, WHAT HAPPENS AFTER HE GETS HIS HOUSE AND ELECTRICITY TURNED ON AND 100' DOWN FROM THAT ON HIS PROPERTY, HE DECIDES HE WANTS A ROAD TO GO AROUND HIS HOUSE AND HE JUST GOES AND GETS A PIPE AND COVERS IT UP. HE SAID HE WOULDN'T NEED ANY ELECTRICITY, ETC. THERE; JUST A ROAD.

DALLAS SAID ANYTIME YOU LEAVE THE COUNTY ROAD, YOU SHOULD HAVE A PERMIT. COMMISSIONER FINCH SAID HE IS TALKING ABOUT A PRIVATE

SUBDIVISION. WHAT THIS POLICY IS TALKING ABOUT IS PRIVATE PROPERTIES; AFTER YOU BUILD YOUR HOUSE, YOU STILL HAVE YOUR LAND AND IT IS IN A PRIVATE SUBDIVISION AND HE CAN THROW HIM A PIPE IN THERE. HE ASKED WHY WOULD HE WANT TO CONTACT PUBLIC WORKS ABOUT THAT.

FOR CLARIFICATION, DEPUTY CLERK CARTER ASKED IF THE BOARD WANTED TO ADD THE WORD ALL METAL PIPES UNDER ITEM 3C AS DISCUSSED. THE BOARD'S CONSENSUS WAS TO ADD THIS WORDING. THEY ALSO AGREED TO ADD PLASTIC PIPE CAN BE USED IF ADEQUATE.

COMMISSIONER PATE QUESTIONED ITEM 16C2. COMMISSIONER SAPP SAID THAT POLICY WOULD PROTECT THE COUNTY FROM BEING RESPONSIBLE FOR A LOT OF COST AND LIABILITY. HE FELT IT WOULD BE A GOOD THING TO HAVE THIS IN THE POLICY.

CHAIRMAN PATE CALLED FOR A RECESS.

PURSUANT TO A RECESS, ADMINISTRATOR HERBERT BEGAN READING SECTION 16D OF THE OPERATIONAL POLICY:

D. THE FOLLOWING POLICIES WILL BE USED AS GUIDELINES FOR COUNTY DIRT:

1. THE PUBLIC WORKS SUPERVISORS WILL ALLOW DIRT OBTAINED FROM COUNTY MAINTAINED RIGHT-OF-WAYS OR COUNTY DIRT PITS TO BE FURNISHED TO INDIVIDUALS OR GOVERNMENT AGENCIES FOR USE ON PRIVATE PROPERTY UNDER THE FOLLOWING CIRCUMSTANCES:

A) A PROPERLY LICENSED COUNTY EMPLOYEE MAY USE COUNTY EQUIPMENT ON THEIR OFF DUTY TIME TO PROVIDE DIRT TO CHURCHES OR OTHER NON-PROFIT ORGANIZATIONS. INDIVIDUALS OF THE ORGANIZATION WILL BE RESPONSIBLE FOR PAYING THE WAGES OF THE EMPLOYEE AND THE FUEL COST FOR THE COUNTY EQUIPMENT. APPROVAL FOR THIS TYPE WORK MAY BE GIVEN BY THE COUNTY ADMINISTRATOR AND MUST BE COORDINATED WITH THE PUBLIC WORKS SUPERVISORS TO ENSURE THE WORK DOES NOT INTERFERE WITH COUNTY WORK COMMITMENTS.

B) PUBLIC WORKS MAY HAUL MATERIALS FOR COUNTY SCHOOLS FOR RELATED ACTIVITIES. PUBLIC WORKS SUPERVISORS WILL COORDINATE SCHEDULING WITH SCHOOL BOARD REPRESENTATIVES.

C) PUBLIC WORKS MAY PROVIDE DIRT AND OTHER MATERIALS TO MUNICIPALITIES WITHIN THE COUNTY. PUBLIC WORKS SUPERVISORS WILL COORDINATE HAULING DIRT FOR MUNICIPALITIES WITH REPRESENTATIVES OF THE MUNICIPALITIES.

D) SPOIL DIRT GENERATED BY MAINTENANCE ON COUNTY RIGHT-OF-WAY MAY BE DUMPED ON THE PROPERTY ON WHICH THE DRAINAGE DITCH IS LOCATED PROVIDED THE OWNER OF THE PROPERTY HAS GIVEN CONSENT. SPOIL DIRT MAY ALSO BE DUMPED ON THE NEAREST AVAILABLE PROPERTY TO THE SPOIL DIRT. SPOIL DIRT WILL BE DUMPED AND NO GRADING, SPREADING, COMPACTING OR ARRANGING OF THE DIRT BY COUNTY EMPLOYEES OR EQUIPMENT IS ALLOWED.

E) SPOIL DIRT MAY BE DUMPED ON PRIVATE PROPERTY PROVIDED THE PROPERTY OWNER HAS GIVEN CONSENT. THE DIRT SHALL BE DUMPED ONLY.

COMMISSIONER FINCH QUESTIONED HOW FAR ON PRIVATE PROPERTY CAN YOU GO AND DUMP SPOIL DIRT. DISCUSSION WAS HELD WITH IT BEING DECIDED A CERTAIN DISTANCE NEEDED TO BE LISTED IN THE POLICY AND EVERYBODY TREATED THE SAME.

DALLAS REFERRED TO ROLLING PINES ROAD AND SAID IF THEY DIDN'T GO OVER 75', THEY ARE GOING TO HAVE A LOT OF DIRT TO DO SOMETHING WITH. PATE SAID PUBLIC WORKS HAS A RIGHT OF ENTRY OR AN EASEMENT FOR THAT PROJECT AND THAT WAS PART OF THE NEGOTIATIONS.

ADMINISTRATOR HERBERT SAID THEY SHOULD HAVE A RIGHT OF ENTRY FORM ON ANY OF THESE THAT THEY GO ON PRIVATE PROPERTY. HE QUESTIONED IF THAT FORM SPECIFIES HOW FAR TO GO OR WHERE TO PUT IT.

DALLAS SAID IT DIDN'T; BUT, THEY COULD ADD IT TO THE FORM. HE SAID IF THEY HAD TO GET A RIGHT OF ENTRY FOR EVERY LOAD OF DIRT THEY HAULED OUT OF THE DITCHES, THEY WOULD BE BUSY WITH PAPER WORK.

TRAMPASS SAID WITH ROLLING PINES, IF YOU HAUL EVERYTHING TO DR. TOM'S PROPERTY, THAT PROPERTY DOWN THERE AND LANDOWERS THAT WANT DIRT AND YOU CAN'T GO BUT 50' OR 75', YOU ARE GOING TO HAVE PROBLEMS DOWN THERE.

COMMISSIONER PATE SAID THEY WERE NOT TALKING ABOUT A PLACE WHERE YOU ARE DOING CONSTRUCTION AND YOU HAVE 100,000 YARDS OF SPOIL DIRT. THEY ARE TALKING ABOUT DIRT THAT COMES OUT OF THE COUNTY MAINTAINED ROAD, WHICH IS USUALLY A SMALL AMOUNT. IF YOU GO OUT AND START HAULING IT A HALF MILE ON THE BACK SIDE OF A PERSON'S PASTURE, YOU ARE NOT ONLY GOING TO GET IN TROUBLE; SO IS EVERYBODY ELSE AND THEY BETTER HAVE A RIGHT OF ENTRY FORM. HE SAID 50' TO 75' WOULD BE ALRIGHT IF THEY SET IT IN THIS POLICY. THE OTHER THING IS ACTUALLY IN THE PAST THE GUYS THAT OPERATE THE EXCAVATOR USUALLY DETERMINE WHERE IT GOES BECAUSE SOMEBODY ASK THEM. IF THEY ARE GOING TO HAVE THIS POLICY, HE WOULD LIKE FOR THE PUBLIC TO CALL IN, PUT THEIR NAME ON THE LIST AND THE SUPERVISOR HAS TO OKAY WHERE THIS GOES.

DALLAS SAID THEY DO THAT; THE PUBLIC CALLS THEM AND THEY PUT THEIR NAME ON A LIST AND WHEN THEY GET CLOSE TO THAT AREA, THEY TRY TO GIVE EVERYBODY SOME SPOIL DIRT.

COMMISSIONER SAPP SAID IF THE BOARD WOULD PUT IT WITHIN 50', IT WOULD BE CONSISTENT WITH THEIR OTHER PART OF THE POLICY. IF THEY NEED THAT DIRT, THE PEOPLE CAN MOVE IT WHEREVER THEY NEED TO AFTER IT IS DUMPED.

COMMISSIONER FINCH SAID HE AGREED WITH THE 50'; BUT, WANTED TO ADD, IF YOU GET A RIGHT OF ENTRY, YOU COULD GO FURTHER THAN THAT. HE REFERRED TO ROLLING PINES AND TRAMPASS IS HAULING IT A LOT FURTHER THAN 50'.

COMMISSIONER PATE SAID IF YOU ARE ON NEW CONSTRUCTION, THAT IS NOT MAINTENANCE TYPE DIRT; THAT IS NOT SPOIL DIRT, IT IS EXCESS DIRT OFF OF THE PROJECT.

TRAMPASS ASKED IF THE BOARD HAD ANY PROBLEM WITH HIM GIVING MR. TREB MARROW DIRT OFF THE ROLLING PINES PROJECT.

COMMISSIONER SAPP SAID MARROW WAS A NEPHEW OF HIS BY MARRIAGE. MARROW CALLED HIM WHEN THE COUNTY HAD DIRT DOWN THERE THEY WERE TRYING TO GET OFF THE SIDE OF THE ROAD AND HE TOLD HIM TO CALL ABOUT THE DIRT.

COMMISSIONER PATE TOLD THE BOARD TO KEEP IN MIND THEY ARE TALKING ABOUT DIRT THAT COMES OUT OF REGULAR DITCH MAINTENANCE. COMMISSIONER FINCH SAID HE DIDN'T SEE WHERE IT WOULD BE A PROBLEM FOR TRAMPASS TO GIVE THE DIRT TO MARROW. IF WE DON'T NEED THE DIRT AND THEY ARE DISPOSING OF IT AND CAN KEEP FROM HAVING TO PUT IT IN THE COUNTY'S TRUCK, THAT IS A PLUS RIGHT THERE.

COMMISSIONER SAPP SAID HE FELT THERE IS A TIME WHEN THEY NEED TO STOCKPILE A CERTAIN AMOUNT CLOSE BY FOR WET WEATHER MAINTENANCE. YOU NEED A CERTAIN AMOUNT THERE TO REUTILIZE WHEN IT GETS SO WET YOU CAN'T GET OUT OF THE PIT, THEY WILL HAVE IT UP ON THE HIGH GROUND. YOU ONLY NEED SO MUCH AND AFTER THAT, IT GETS TO BE TOO MUCH COST TO HAUL OVER THERE TO STOCKPILE.

THE BOARD'S CONSENSUS WAS TO INCLUDE IN POLICY YOU COULD HAUL UP TO 50' OFF RIGHT OF WAY UNLESS YOU HAVE A RIGHT OF ENTRY, THEN YOU CAN GO FURTHER.

DEPUTY CLERK CARTER QUESTIONED IF THE BOARD WAS CONSENTING FOR TRAMPASS TO GIVE TREB MARROW DIRT. THE BOARD'S CONSENSUS WAS THEY HAD NO PROBLEM WITH TRAMPASS GIVING MARROW THE DIRT.

COMMISSIONER PATE ASKED ATTORNEY HOLLEY IF HE HAD A PROBLEM WITH THE DIRT BEING GIVEN TO MARROW. HOLLEY SAID HE DIDN'T HAVE A PROBLEM AS LONG AS THEY TREAT EVERYBODY ALIKE.

E. THE FOLLOWING POLICIES WILL BE USED AS GUIDELINES FOR PREPARING EXISTING ROADBEDS FOR FUTURE PAVING:

1. THE COUNTY ENGINEER AND SPECIAL PROJECTS SUPERVISOR WILL PERFORM A FIELD REVIEW TO DETERMINE EXISTING CONDITIONS SUCH AS:

A) CONDITION AND SIZE OF ALL EXISTING CROSS DRAINS, SIDE DRAINS, AND OUTFALL DITCHES. A DRAINAGE ANALYSIS WILL BE PERFORMED TO DETERMINE THE PROPER SIZE OF EACH NEW OR REPLACEMENT PIPE.

B) CONDITION OF EXISTING SOILS TO INCLUDE SAMPLES FOR TESTING STABILITY.

C) ELEVATION OF ROADWAY IN RELATION TO THE HIGH WATER MARK. PRIOR TO PAVING, ROADWAYS WILL BE BUILT UP TO AN ELEVATION ONE FOOT HIGHER THAN THE HIGH WATER MARK.

D) CONDITION OF EXISTING DRAINAGE SYSTEMS. DITCHES WILL BE PULLED AND SHAPED WITH MATERIALS BEING SPREAD ON ROADWAYS AND OUTFALL DITCHES BEING CLEANED OUT.

E) ROADWAYS WILL BE MIXED WITH MIXER MACHINE AND COMPACTED WITH VIBRATORY AND WHEELED ROLLERS UNTIL PROPER DENSITY IS ACHIEVED. EACH ROADWAY WILL HAVE A CROWN FOR DRAINAGE.

F) SOD, SEED, AND MULCH WILL BE INSTALLED TO STABILIZE DITCHES AND ALL NON PAVED AREAS.

G. ROAD BEDS WILL BE CURED UNDER NORMAL TRAFFIC CONDITIONS FOR UP TO 90 DAYS, OR UNTIL ASPHALT IS APPLIED.

H. CONDITION OF ROADWAY WILL BE RE-ASSESSED PRIOR TO ASPHALT BEING APPLIED. AREAS OF WEAK OR SOFT SPOTS WILL BE CORRECTED BEFORE ASPHALT IS APPLIED.

I) MILLED ASPHALT WILL BE APPLIED AT A MINIMUM THICKNESS OF FOUR INCHES. WATER WILL BE SPRAYED AS THE MILLED ASPHALT IS BEING SHAPED AND COMPACTED. AN INCH AND A HALF TO TWO INCH MILLED ASPHALT BASE MAY BE USED AS A ROAD BASE FOR PAVING PROJECTS.

COMMISSIONER HOLMAN ADDRESSED ITEM H). HE REFERRED TO PAST EXPERIENCE; EVERYTIME THE COUNTY DOES A ROADWAY, COMPACTION IS DONE, TESTING IS DONE, THE ASPHALT IS APPLIED, A MONTH LATER THE ASPHALT GOES TO CRACKING AND BREAKING UP. IT IS ALWAYS THE COUNTY'S FAULT BECAUSE OF THE COMPACTION AND THE BASE WASN'T PREPARED PROPERLY BY THE COUNTY. HE SAID HE GETS TIRED OF HEARING THAT. HE FELT THE ENGINEER IN CHARGE OF THE PROJECT NEEDS TO TIGHTEN UP AND MAKE SURE ONCE HE SIGNS OFF SAYING THE BASE AND TESTING IS DONE, HE SHOULD HOLD THE CONTRACTOR LIABLE IF THE ASPHALT BREAKS UP.

TRAMPASS SAID IF THE ROADS ARE TO BE PAVED, HE WOULD ALSO PUT IN POLICY WHERE THEY ARE TO BE CORED SO THE NECESSARY THICKNESS IS THERE. THE BOARD'S CONSENSUS WAS TO ADD THE CORING TO THE POLICY.

COMMISSIONER FINCH ASKED IF THEY HAD EVER ACTUALLY SEEN THE ENGINEER RUN THE DENSITY TESTS ON THE ROADS.

DALLAS EXPLAINED THEY DID AND REFERRED TO THE DENSITY TESTS ON SEWELL FARM ROAD ALL PASSED AND EVERYTHING WAS SUPPOSE TO BE MORE THAN ENOUGH. THE CONTRACTOR CAN'T SAY ON THAT PROJECT IT WASN'T TESTED AND THE BASE WOULDN'T RIGHT. TRAMPASS AGREED.

TRAMPASS SAID HE HAD THE SUBGRADE ALREADY TESTED AND PASSED ON THE FIRST MILE OF ROLLING PINES AND THE NEXT STEP, ONCE HE GETS ALL THE CLAY, THEY WILL COME TEST THE CLAY TO MAKE SURE THE COMPACTION IS RIGHT ON THAT.

COMMISSIONER PATE ASKED IF THE ENGINEER WAS TAKING ANY SAMPLES CLOSE TO WHERE THE EDGE OF THE PAVEMENT MIGHT BE. TRAMPASS SAID YOU HAVE TO STAY 2' OFF THE EDGE OF PAVEMENT; FOR EVERY 200' THEY WOULD GO GET A SAMPLE.

COMMISSIONER HOLMAN SAID THE ENGINEER DID THE TESTING ON SEWELL FARM ROAD BECAUSE THE COUNTY PUSHED THE ISSUE; OTHERWISE, THEY WILL NOT DO IT. THE GUY OVERSEEING IT, HE CAN GUARANTEE, HE IS GOING TO SIT IN THAT TRUCK AND HE IS NOT GOING TO GET OUT UNLESS HE JUST HAS TO. SO, HOW DOES HE KNOW WHAT THE TEMPERATURE OF THE ASPHALT IS OR WHAT IS BEING APPLIED. HE SAID IT IS THE COUNTY'S TAX MONEY THAT IS PAYING FOR THIS TO BE DONE AND IF THEY ARE GOING TO PAY A CONTRACTOR TO DO IT, HE NEEDS TO DO WHAT HE IS BEING PAID TO DO.

TRAMPASS SAID THERE IS AN INSPECTOR DOWN THERE EVERYTIME; EVERYTIME A TRUCKLOAD PULLS IN THERE, THE INSPECTOR HAS A THERMOMETER IN HIS HAND HE STICKS INSIDE THE TRUCK TO CHECK THE TEMPERATURE.

COMMISSIONER HOLMAN ADDRESSED EVERY ROAD THE COUNTY HAS HAD RESURFACED, THERE IS PROBLEMS SOMEWHERE ON THE ROAD. THESE ARE POINTS AND ISSUES THAT NEED TO BE LOOKED INTO.

THE BOARD'S CONSENSUS WAS TO DISCUSS THE TESTING AND CORING ISSUES ON COUNTY ROADS WITH THE ENGINEER ABOUT HIS INSPECTOR AND THE PROBLEMS WITH THEM NOT DOING THE TRAFFIC CONTROL ON THE BIKE PATH PROJECT.

COMMISSIONER PATE RECOMMENDED ITEM E UNDER SECTION I BE CHANGED TO ROADWAYS SHALL BE MIXED AND COMPACTED WITH VIBRATORY AND WHEELED ROLLERS UNTIL PROPER DENSITY IS ACHIEVED.

ADMINISTRATOR HERBERT READ SECTION 16.02 COUNTY FUNDS:

1. A PUBLIC WORKS DEPARTMENT RECEIPT WILL BE ISSUED FOR ALL FUNDS RECEIVED. A COPY OF THE RECEIPT WILL BE STAPLED TO THE CHECK OR CURRENCY AND THE COPY, CHECK, OR CURRENCY WILL BE PLACED IN A LOCKED FILE CABINET DRAWER.

A) ALL FUNDS WILL BE DELIVERED TO BOARD FINANCE AT LEAST ONCE A WEEK.

B) CLERICAL STAFF WILL BE THE ONLY PERSONNEL WITH ACCESS TO LOCKED FILED CABINET DRAWER.

C) ALL CUSTOMERS PAYING FEES BY MAIL WILL BE MAILED A RECEIPT.

D) ALL ORIGINAL DOCUMENTS WILL BE KEPT IN THE APPROPRIATE ROAD FILE.

ADMINISTRATOR HERBERT AGREED TO MAKE THE CORRECTIONS AND HAVE THE ENTIRE POLICY READY FOR ADOPTION AT THE MARCH 27TH BOARD MEETING.

HERBERT ADDRESSED QUESTIONS HAVING COME UP ABOUT THE PAY OF AT LEAST ONE OF THE EMPLOYEES THAT WERE MOVED TO HELP TRAMPASS WITH THE SPECIAL PROJECTS CREW. HE IS DOWN THERE RUNNING EQUIPMENT AND DOING THINGS THAT ARE NOT THE JOB HE WAS ORIGINALLY HIRED FOR; ALL THE OTHER WORKERS ARE BEING PAID AT A HIGHER RATE.

COMMISSIONER FINCH SAID IT SOUNDS LIKE EVERYTHING IS PRETTY OBVIOUS; IF THEY PUT HIM DOWN THERE TO DO A JOB THAT WAS ACTUALLY HIGHER THAN HIS CLASSIFICATION, THEN THE EMPLOYEE CERTAINLY SHOULD BE PAID AT THE RATE OF WHATEVER POSITION HE IS DOING IF IT IS A PERMANENT MOVE OR A LONG PERIOD OF TIME MOVE. IN TALKING WITH HEATHER, THE HUMAN RESOURCE OFFICER, THE POSITION THE EMPLOYEE WOULD BE OCCUPYING REQUIRES A CDL LICENSE AND THE EMPLOYEE DOESN'T HAVE ONE. HE TALKED TO THE EMPLOYEE YESTERDAY AND TOLD HIM HE COULD BE MOVED UP TO THAT POSITION MONEYWISE IF HE GOT HIS CDL LICENSE; THE EMPLOYEE SAID HE WASN'T INTERESTED IN DOING THAT AT ALL. FINCH SAID THE COUNTY REQUIRES A CDL LICENSE; BUT, THEY PUT THE EMPLOYEE IN A POSITION THAT REQUIRES A CDL LICENSE AND HE IS DOING THE WORK BUT HE

DOESN'T HAVE ONE. HE DIDN'T KNOW IF THE BOARD HAS TO MOVE HIM OUT OF THAT POSITION OR WHAT THEY CAN DO. HE HATES FOR AN EMPLOYEE TO WORK DOING A JOB THE COUNTY OUGHT TO BE PAYING HIM FOR; BUT, THEY CAN'T. HE POINTED OUT HE WAS NOT SAYING THE EMPLOYEE SHOULDN'T HAVE CDL LICENSE AS THAT IS THE RULE THE COUNTY HAS AND THE EMPLOYEE REFUSES TO DO IT. THE EMPLOYEE IS VERY SATISFIED AND IS DOING THE WORK AT ROLLING PINES; BUT, HE WOULD LIKE TO HAVE THE PAY. HOWEVER, HE IS NOT GOING TO GET THE CDL LICENSE.

HEATHER EXPLAINED THE ONLY OTHER PERSON THAT OCCUPIES THAT PARTICULAR POSITION, WHICH IS A HEAVY EQUIPMENT III, IS JOHN RILEY AND JOHN RILEY HAS A CDL. HE WAS REQUIRED TO HAVE IT WHEN HE WAS HIRED.

COMMISSIONER FINCH SAID HE WASN'T AWARE HOW JIM WAS HIRED WITHOUT THE CDL LICENSE; BUT, MAYBE WHEN HE WAS HIRED, HE DID HAVE THEM.

DALLAS SAID HE THOUGHT JIM WAS HIRED BY THE COUNTY WITHOUT THE CDL LICENSE.

COMMISSIONER PATE ASKED IF THE COUNTY HAD A POLICY ON TRANSFER- RING PEOPLE TEMPORARILY.

HERBERT ADDRESSED THE BOARD USE TO HAVE A POLICY IF AN EMPLOYEE WAS WORKING TEMPORARILY IN A HIGHER PAYING POSITION, THEY GOT THAT HIGHER PAY; BUT, THEY DID AWAY WITH THIS A COUPLE OF YEARS AGO.

COMMISSIONER FINCH ASKED, IF THE BOARD IS SAYING A HE III REQUIRES A CDL, BY WHAT LEGAL AUTHORITY DO THEY HAVE TO TRANSFER A HE I TO A HE III POSITION.

COMMISSIONER PATE SAID THAT IS WHY HE IS ASKING ABOUT THE TRANSFERRING OF PEOPLE BEING IN THE OP-MANUAL; THEY ARE ONLY TALKING ABOUT A PERSON NOW. HOWEVER, IT IS AN ISSUE THAT MAY AFFECT MORE PEOPLE IN THE VERY NEAR FUTURE, ETC. SINCE THE BOARD IS WORKING ON POLICIES, HE FELT THIS IS SOMETHING THAT NEEDS TO BE ADDRESSED.

HEATHER ADDRESSED HE I, HE II AND HE III REQUIRES A CDL. WITH PEOPLE WHO WERE ALREADY HERE AND REFUSE TO GO GET ONE, SHE DOESN'T KNOW LEGALLY WHAT YOU COULD DO. SHE AGREED JIM IS DOING EVERYTHING A HE III OPERATOR SHOULD DO WITH THE EXCEPTION OF HAVING A CDL, WHICH MEANS HE CAN'T DRIVE A DUMPTRUCK OR HAUL ANYTHING. HE CAN'T EVEN HAUL HIS EQUIPMENT.

COMMISSIONER FINCH ASKED IF YOU HAD TO HAVE A CDL TO HAUL A TRACTOR AND MOWER.

DALLAS SAID YOU DO IF YOU ARE ON THAT LOWBOY OR ONE OF THOSE FRONT LOADERS.

THE BOARD ALL AGREED JIM COULD OPERATE JUST ABOUT ANYTHING THE COUNTY HAS. PATE SAID THEY ARE TALKING ABOUT POLICY AND THEY NEED TO HAVE A POLICY ON TRANSFERS BECAUSE THEY MAY NEED SOMEBODY WORKING IN ANOTHER POSITION FOR UP TO SIX MONTHS. HE ASKED WAS THEY GOING TO GIVE THE PERSON THE PAY FOR THE POSITION AND WHEN THEY GO BACK TO THEIR REGULAR JOB, TAKE THAT MONEY AWAY.

HEATHER SAID SHE DIDN'T KNOW FROM A FINANCE STANDPOINT; BUT, SHE WOULD THINK THAT WOULD BE A MESS. SHE REFERRED TO AN ISSUE WITH AN EMPLOYEE WHO THAT HAPPENED TO; BUT, IT WAS JUST NOT THE SAME CIRCUMSTANCES. THEY WERE AT A HIGHER RATE OF PAY; HE MOVED BACK DOWN AND THE BOARD DIDN'T LET HIM HAVE ALL HIS MONEY AND THEN THEY TOOK HIM BACK DOWN AGAIN. THIS CAUSED HARD FEELINGS EIGHT YEARS AGO AND THE EMPLOYEE STILL DOESN'T UNDERSTAND WHY THIS WAS DONE. IF YOU VOLUNTARILY GO SOMEWHERE AND THERE IS A VACANT POSITION AND THAT VACANT POSITION ALLOWS YOU TO RECEIVE MORE MONEY, THEN YOU SHOULD RECEIVE IT. IF THE BOARD MOVES YOU INTO A BUDGETED POSITION, AND ADDRESSED THERE BEING NO BUDGETED

HEAVY EQUIPMENT III POSITION RIGHT NOW. THE POSITION JIM IS IN IS A HE I POSITION. HE MAY BE DOING A LITTLE BIT MORE THAN NORMAL; BUT, THE POSITION OF HE III DOESN'T EXIST.

PATE SAID HE JUST WANTED THE BOARD TO BE IN COMPLIANCE WITH TODAY'S METHOD OF OPERATING, THE LEGAL SENSE OUT THERE, ETC. HE REITERATED THE NEED TO HAVE A TRANSFER POLICY.

HEATHER SAID THEIR JOB DESCRIPTIONS FOR THE HE OPERATORS AREN'T SO CUT AND DRY YOU CAN'T INTERMINGLE CERTAIN THINGS. THE POLICY SAYS, WHILE YOU MAY BE REQUIRED TO DO A CERTAIN JOB EVERY DAY; IF THE WORKLOAD NEEDS IT OR IF THERE ARE PEOPLE OUT AND THE WORKFORCE DICTATES THEY HAVE TO HAVE YOU GET OFF THAT DUMPTRUCK AND OPERATE A GRADER, THAT IS JUST EQUALIZING THE WORKLOAD. THAT IS PART OF THAT AND OTHER DUTIES AS ASSIGNED; HOWEVER, YOU DON'T WANT TO TAKE ADVANTAGE OF AN EMPLOYEE EITHER. IF YOU PULL AN EMPLOYEE OFF THE DUMPTRUCK AND MAKE HIM GRADE A ROAD FOR A YEAR, HE OUGHT TO MAKE A ROADGRADER PAY.

COMMISSIONER FINCH ASKED IF THE COUNTY DIDN'T HIRE PEOPLE IN AS HE III OPERATORS. HE SAID IT WOULD SEEM LIKE THEY WOULD HIRE EVERYBODY IN AS AN OPERATOR I AND THEY WOULD ADVANCE UP TO A HE III.

HEATHER SAID THE WAY SHE HAS DISCUSSED THIS WITH PETE AND THE PUBLIC WORKS SUPERVISORS IS HE I WERE TO BE THE PEOPLE TO DO THE JOBS THAT WEREN'T AS SKILLED AS HE II AND HE III. HE III HAVE TO BE ABLE TO IMPLEMENT AND INTERPRET SURVEYS, ETC. EACH STEP IS MORE SKILLED; IT HAS NOTHING TO DO WITH YEARS, ETC.

COMMISSIONER FINCH SAID HE UNDERSTANDS THAT; BUT, ASKED WHAT WAS THE BOARD'S AUTHORITY TO TAKE A HE I AND MOVE HIM INTO A HE III BECAUSE THEY NEED SOMEBODY TO DO THAT JOB. JIM IS REQUIRED TO DO ALL OF THAT; YET, THEY CALL HIM A HE I BECAUSE HE DOESN'T HAVE A CDL. THE BOARD DOESN'T NEED TO BE TAKING ADVANTAGE OF PEOPLE IN THAT ORDER EITHER. HE SAID HE DIDN'T KNOW WHAT THE ANSWER IS. HE THEN SAID THE ANSWER IS FOR JIM TO GET A CDL.

HEATHER EXPLAINED THE POINT OF CREATING THE HE III POSITION WAS FOR THE SPECIAL PROJECTS CREW; THAT PERSON NEEDS TO BE ABLE TO DO EVERYTHING SO HE NEEDS A CDL. JIM IS NOT ABLE TO DO ALL THE JOB REQUIRES BECAUSE HE REFUSES TO GET THE CDL LICENSE.

COMMISSIONER FINCH SAID HE DOESN'T KNOW HOW MANY PEOPLE THE COUNTY HAS OUT THERE THAT CAN DO WHAT JIM CAN DO AS FAR AS GRADE, ETC. THAT IS AVAILABLE TO HELP TRAMPASS. TRAMPASS IS USING HIM A LOT FOR GRADE WORK. HE DOESN'T KNOW WHO THE BOARD COULD PUT IN THERE TO REPLACE THAT.

COMMISSIONER HOLMAN SAID THEY COULD MOVE JIM BACK TO GRASS CUTTING OR GIVE HIM SOME MORE MONEY. IF THEY ARE GOING TO KEEP JIM DOWN THERE, COULD YOU GIVE HIM THE MONEY.

DALLAS ASKED COULD THEY MEET JIM IN THE MIDDLE OR SOMETHING OR DOES THE BOARD WANT TO DO THAT.

ATTORNEY HOLLEY SAID JIM SHOULDN'T BE OPERATING A PIECE OF EQUIPMENT THAT REQUIRES A CDL.

COMMISSIONER FINCH ASKED DALLAS IF THERE WERE OTHER EMPLOYEES WHO DON'T HAVE CDL'S THAT IS OUT THERE OPERATING EQUIPMENT. DALLAS SAID THERE WERE; BUT, VERY FEW.

PATE REITERATED ONCE AGAIN THE COUNTY HAS TO GET THEIR POLICIES STRAIGHTENED OUT IN A WAY IF THEY GET INTO A CERTAIN SITUATION, THEY CAN DEFEND THEMSELVES IF SOMEBODY TAKES THEM TO A COURT OF LAW. IT IS NOT ABOUT PERSONALITIES OR HELPING CERTAIN PEOPLE OUT, ETC. IF THERE IS PEOPLE OUT THERE DOING THINGS THAT DON'T HAVE THE REQUIRED QUALIFICATIONS, THEY NEED TO TAKE A LONG STRONG LOOK AT IT. HE DOESN'T

KNOW WHAT THEY ARE GOING TO DO ABOUT IT; BUT, THEY NEED TO KNOW ABOUT IT AHEAD OF TIME.

COMMISSIONER FINCH AGREED WITH PATE AND SAID YOU CAN'T GET THE SERIOUSNESS OF A SITUATION BEING TALKED ABOUT UNLESS YOU LISTEN TO SOME OF THE THINGS THEY HEARD THE OTHER DAY; IT IS MORE SERIOUS THAN YOU CAN IMAGINE HOW TECHNICAL ATTORNEYS CAN GET AND PEOPLE SUING THE COUNTY FOR JUST SO MUCH TECHNICALITIES. IT IS GOING TO GET WHERE YOU BETTER KNOW WHAT YOU ARE DOING LEGAL WISE.

HEATHER AGREED RULES NEED TO BE SET AND ADHERED TO; IF THEY ARE SET BUT NOT ADHERED TO, THAT IS WHERE THE BOARD GETS IN TROUBLE.

JIM TOWN SHARED THE BACKGROUND ON THE FIVE YEAR PLANNING CHART AND ADVISED THERE WAS A FUNDAMENTAL RULE ON THE ORGANIZATIONAL STRUCTURE. YOU MANAGE FUNCTION AND FIGURE THE INTER-RELATIONSHIP OF THE FUNCTION. THAT DRIVES YOUR JOB CLASSIFICATION, YOUR PAY SCALE, ETC. THE FIRST PART IS YOU MANAGE FUNCTION AND THE SECOND PART IS YOU LEAD PEOPLE. THEY SET UP THE FIVE YEAR PLANNING CHART BY INTER-RELATING THE FUNCTIONS SO THE HE I IS THE ENTRY LEVEL, HE II IS SOMEONE THAT HAS A HIGHER CLASSIFICATION AND THE HE III IS THE PERSON WHO CAN DO IT ALL. WHAT NEEDS TO HAPPEN IS TO SEPARATE THE DECISIONS ABOUT FUNCTION RELATIONSHIPS FROM DECISIONS ABOUT PEOPLE AND LEADERSHIP.

THE SECOND FUNDAMENTAL THING IS SOMEBODY HAS TO BE THE BOSS. SETTING THE POLICY, IF YOU SAY AN HE III MUST HAVE A CDL LICENSE BECAUSE HE HAS TO BE ABLE TO HAUL HIS OWN EQUIPMENT TO THE PROJECT SITE, VERY SIMPLY, NO MATTER HOW QUALIFIED THEY ARE, THEY CAN'T BE PUT IN AN HE III CLASSIFICATION AND GET PAID FOR THAT IF THEY DON'T MEET THE STANDARDS. YOU HAVE TO HOLD THE FUNCTION CONSTANT AND DEAL WITH THE PEOPLE PROBLEM IN A DIFFERENT MANNER.

COMMISSIONER FINCH ADDRESSED THE UNIQUENESS OF SOME OF THE THINGS THE COUNTY HAS; THEY HAVE PEOPLE THAT WERE HIRED UNDER DIFFERENT RULES, ETC. AND THEY ARE TRYING TO WORK THROUGH SOME OF THAT. YOU CAN'T SEND SOMEONE HOME BECAUSE HE DID WHAT HE WAS SUPPOSE TO DO WHEN HE WAS HIRED. AGAIN, THEY GET INTO SITUATIONS WHERE THEY HAD PEOPLE APPARENTLY WITH CDL'S AND WHEN THEY DECIDED THEY DIDN'T NEED THEM ANYMORE, WELL IF YOU DON'T HAVE A CDL ANYMORE, YOU ARE GOING TO HAVE TO WORK WITH INMATES.

JIM TOLD THE BOARD THEY HAD A TRUMP CARD; THE EXCEPTIONS PAY SCHEDULE WHICH WAS SET UP FOR ROAD AND BRIDGE AND THE GENERAL SCHEDULE. THOSE ARE PEOPLE THAT DON'T FIT THE JOB CLASSIFICATION PROPERLY OR ARE OVERPAID FOR THE POSITION THEY ARE ACTUALLY DOING. THEY HAD ABOUT 105 PAY PLANS EIGHTEEN MONTHS AGO AND THEY HAVE IT DOWN TO 30 OR 40 NOW; BUT, THE TRUMP CARD IS THE EXCEPTIONS PAY SCHEDULE. IF THIS PERSON IS DOING HE III AS FAR AS RUNNING EQUIPMENT; BUT, HE CAN'T DO THE WHOLE JOB, THE BOARD COULD PUT HIM ON AN EXCEPTIONS PAY SCHEDULE AND CLASSIFY HIM DIFFERENTLY. IF THE PERSON IS A HE I, HE PROBABLY DOESN'T MEET THE EXCEPTION PAY SCHEDULE STANDARD.

HEATHER SAID IT WOULD BE JUST LIKE ANYBODY WANTING TO HAVE PETE'S JOB; THEY MAY BE DOING EVERYTHING THAT PETE DOES. BUT, IF HE DOESN'T HAVE THE MINIMUM EDUCATION REQUIRES FOR THE POSITION, HE CAN DO ALL HE WANTS FOR THE BOARD AND THEY CAN PAY HIM \$10 AN HOUR. HOWEVER, HE DOESN'T MEET THE MINIMUM QUALIFICATIONS. HE CAN'T BE ADMINISTRATOR UNLESS HE HAS THE EDUCATION REQUIREMENTS, ETC.

COMMISSIONER STRICKLAND ASKED HOW MANY TIMES HAD JOHN RILEY HOPPED IN A DUMP TRUCK AND DROVE A DUMP TRUCK. DALLAS SAID HE HAS DONE IT SEVERAL TIMES, WHICH HE RUNS THE LOW BOY.

PATE SAID THEY HAVE AN EMPLOYEE AND ALL THE EMPLOYEE HAS TO DO IS GET HIS CDL AND HE IS QUALIFIED.

COMMISSIONER STRICKLAND SAID IF JIM DOESN'T WANT TO GET HIS CDL LICENSE AND IF THE COUNTY CAN'T HELP HIM GET THEM IF THERE IS A PROBLEM WHY HE CAN'T GET THEM, PUT HIM BACK CUTTING GRASS.

COMMISSIONER SAPP REFERRED TO PEOPLE BEING HIRED UNDER DIFFERENT STANDARDS; STANDARDS CHANGE AS TIMES CHANGE. REGARDLESS OF WHAT A PERSON WAS HIRED UNDER TWENTY YEARS AGO, IF THEY WANT TO MOVE UP FROM WHERE THEY ARE AT, THEY NEED TO MEET CURRENT STANDARDS. HE SAID THAT NEEDS TO BE IN POLICY.

HE SAID THE OTHER THING THEY DID ORCHESTRATE IN THEIR MEETING, THEY WERE TALKING ABOUT HIRING THE SPECIAL PROJECTS CREW AND THEY WOULD NEED ALL THESE FOUR CRITERIA. IF THEY COULDN'T MEET THESE CRITERIA, THEY COULDN'T BE A HE III. HE SAID THEY DIDN'T SPECIFY A TIME FRAME, THEY WERE GOING TO ALLOW A PERSON TO WORK THREE MONTHS OR SIX MONTHS TO GET TO THAT POINT; IF IT WAS, THAT WOULD BE AN OPTION FOR JIM IF HE WANTED TO GET HIS LICENSE IN THAT PERIOD OF TIME, THE BOARD COULD OPT TO LEAVE HIM IN THE SPECIAL CREW. BUT, IF NOT, THEY HAVE TO PUT HIM BACK ON THE GRADER AND SELECT SOMEONE ELSE. IF NOT, THEY ARE VIOLATING THEIR OWN STANDARDS.

PATE SAID THEY NEED TO ESTABLISH A TIME FRAME IN THE POLICY BECAUSE HE DOESN'T THINK THEY HAVE A TIME FRAME IN THERE.

COMMISSIONER HOLMAN SAID HE WOULD GUARANTEE JIM IS NOT GOING TO GET HIS CDL LICENSE. COMMISSIONER STRICKLAND AND FINCH SAID JIM TOLD THEM HE WASN'T GOING TO GET THEM.

COMMISSIONER PATE REFERRED TO THE BOARD NOT HIRING ALL THE SPECIAL CREW AT ONE TIME AND THEY TRANSFERRED SOME EMPLOYEES OVER; BUT, THEY DIDN'T SAY WHETHER THEY WERE PERMANENT, TEMPORARY OR WHAT. THEREIN, LIES A PROBLEM BECAUSE THEY DON'T HAVE ANYTHING IN THEIR POLICY ON TRANSFERS. IF YOU TRANSFERRED SOMEBODY TO THE SPECIAL PROJECT CREW, THAT IS ONE THING; BUT, IF IT IS JUST OVER THERE TO HELP ON ROLLING PINES, OR IF THEY ARE GOING TO BE A PERMANENT MEMBER OF THAT CREW, ETC, THEY NEED SOMETHING IN THE POLICY TO COVER THAT.

COMMISSIONER FINCH SAID THEY HAVE A LOT OF JOBS COMING UP AFTER ROLLING PINES AND TRAMPASS DON'T NEED TO HAVE A NEW CREW ALL THE TIME. THAT IS THE REASON HE IS TRYING TO WORK IT OUT WHERE JIM COULD GET MORE PAY BECAUSE HE KNOWS NOW WHAT TRAMPASS WANTS. WHOMEVER THEY PUT WITH THE SPECIAL CREW, THEY NEED TO HAVE SOME KIND OF PERIOD OF TIME. IT DON'T NEED TO BE A MONTH AND MOVE THEM BACK.

COMMISSIONER PATE SAID IF YOU DON'T SET A TIME LIMIT WHEN YOU TRANSFER SOMEBODY IN THERE. HE SAID IF THEY GIVE JIM A RAISE; EVERYTIME THEY TRANSFERRED SOMEBODY TO THE SPECIAL PROJECTS CREW AND THEY WORKED A MONTH OR TWO, THEY WOULD BE WANTING TO MAKE THE SAME THING THE OTHERS THAT ARE IN THE CREW ARE MAKING EVEN THOUGH THEY MAY BE TEMPORARY.

COMMISSIONER FINCH ASKED THE BOARD IF THEY WANTED TO PUT JIM BACK CUTTING GRASS OR GIVE HIM AN OPTION TO STAY WHERE HE IS AT WORK- ING WITH TRAMPASS, BUT HE IS NOT GOING TO GET ANY MORE MONEY. DO THEY WANT TO ASSIGN JIM BACK TO GRASS CUTTING BECAUSE OF THE SITUATION OR DOES JIM WANT TO STAY WITH TRAMPASS AND NOT GET ANY RAISE AND DO THE JOB. HE SAID HE DIDN'T KNOW IF THE BOARD COULD EVEN LEGALLY DO THAT OR NOT.

COMMISSIONER PATE SAID IF THE BOARD ALLOWS JIM TO CONTINUE WORKING WITH TRAMPASS AND NOT GET A RAISE, TRAMPASS WILL HAVE TO CON- TROL WHAT HE DOES THAT REQUIRES CDL LICENSE AND WHAT DOESN'T.

COMMISSIONER FINCH SAID ALL THAT WOULD BE IS DRIVING A TRUCK.

COMMISSIONER SAPP SAID HE THOUGHT ALL THE BOARD WOULD HAVE TO DO IS CHANGE THEIR FIRST POLICY THEY TALKED ABOUT WHEN THEY STARTED THE SPECIAL PROJECTS CREW SO THEY WILL ALLOW LESSER RATE OF EMPLOYEES ON THAT JOB IN CERTAIN CIRCUMSTANCES. THE PERSON MAY QUALIFY FOR THREE OF THE PROJECTS; BUT, MAYBE NOT THE FOURTH QUALIFICATIONS. THEY COULD ALWAYS ADD TO THAT TO ACCOMODATE FOR SUCH AS THOSE TRAMPASS MAY NOT NEED ALL OF THEM TO DO EVERYTHING THAT IS ON THE BOOKS. THAT WOULD BE THE EASIEST WAY TO HANDLE THAT SITUATION AND JIM WOULDN'T BE MAKING A HE III UNLESS HE MET ALL THE QUALIFICATIONS.

ATTORNEY HOLLEY SAID HE THOUGHT THE BOARD HAD A PROBLEM WITH LETTING JIM DO THE WORK FOR A HIGHER PAY RATE AND NOT PAYING HIM THAT.

DALLAS SAID IF THEY ARE GOING TO LEAVE JIM WITH TRAMPASS, HE IS HELPING TRAMPASS OUT A LOT. IF JIM IS NOT GOING TO GET THE CDL OR THE BOARD IS NOT GOING TO MAKE HIM GET THE CDL TO BE A HE III, SOMEWHERE THEY NEED TO MEET HIM IN THE MIDDLE OR PUT HIM BACK CUTTING GRASS. HE SAID JIM IS GOING TO BE HARD TO REPLACE.

COMMISSIONER PATE SAID SOMEWHERE DOWN THE LINE THE BOARD HAS GOT TO SET UP A SET OF RULES AND GO BY THEM.

HEATHER REFERRED TO HER DOING TEN THINGS AND THEY SHOULD MEET HER IN THE MIDDLE SOMEWHERE AND ADDRESSED THE NEED FOR A SET OF STANDARDS.

COMMISSIONER PATE SAID THAT WAS WHAT HE WAS ADDRESSING; SOONER OR LATER SOMEBODY IS GOING TO SUE THE COUNTY IF THEY DON'T HAVE A SET OF RULES AND GO BY THEM. HEATHER AGREED.

DALLAS TOLD THE BOARD JIM ALSO DRIVES THE OLD PAINT TRUCK AND WAS HELPING CHRIS LAWSON WITH THAT.

COMMISSIONER PATE AGREED JIM WAS WELL QUALIFIED AND COULD DO ANYTHING HE WANTS TO; HE CAN ALSO DO WHAT HE DON'T WANT TO DO AND HE KNOWS THAT. SO IF THEY SET THE POLICY, THEN HE CAN MEET IT TO GET THE MONEY OR HE CAN WHATEVER AND THE BOARD CAN WORK AROUND IT.

HEATHER ADDRESSED JIM HAVING TALKED TO SEVERAL OF THE BOARD MEMBERS ABOUT THE ISSUE HE HAD WITH THE CDL LICENSE; HE KNOWS ALL OF THEM SO WELL TO ASK FOR EXTRA HELP IF HE NEEDS IT.

COMMISSIONER FINCH OFFERED A MOTION TO PUT JIM IN THE EXCEPTIONS PAY SCHEDULE POSITION AND PUT HIM SOMEWHERE IN THE MIDDLE BETWEEN WHERE HE IS AT AND WHERE JOHN RILEY IS AT FOR THE SALARY IF THAT IS ACCORDING TO THEIR POLICY. HE THINKS THAT WILL MAYBE SOLVE SOME PROBLEMS AND HELP TRAMPASS OUT. HE AGREED JIM DIDN'T NEED TO BE ABLE TO TELL TRAMPASS HE IS NOT GOING TO DO SOMETHING BECAUSE THAT IS NOT HIS POSITION. TO START WITH, JIM WOULDN'T NEVER SAY THAT; BUT, THEY DO HAVE SOME OF THAT. HE NEEDS TO DO EVERYTHING EXCEPT DRIVE A TRUCK, WHATEVER. IF THAT PASSES OR DON'T PASS, FINCH SAID THAT WOULD BE UP TO THE BOARD; BUT, JIM CAN'T SAY HE DIDN'T TRY.

THE MOTION DIED FOR A LACK OF A SECOND.

SINCE THE MOTION DIED FOR A LACK OF A SECOND, COMMISSIONER FINCH SAID THEY NEED TO MOVE JIM BACK TO WHAT HE WAS DOING.

PATE SAID JIM WAS NOT OPEN TO GETTING HIS CDL LICENSE. FINCH AGREED AND HAD TOLD JIM TO THINK ABOUT GETTING HIS CDL LICENSE AND JIM TOLD HIM THERE WAS NOTHING TO THINK ABOUT.

COMMISSIONER SAPP SAID HE DIDN'T WANT THE BOARD TO GET BACK TO THE PLACE WITH EMPLOYEES WHERE THE BOARD MADE SOME MOTIONS AND RAISED SOME AND THEN THERE WERE OTHER EMPLOYEES THAT FOLLOWED ASKING FOR A RAISE, ETC.

COMMISSIONER FINCH SAID HE THOUGHT THEY HAD A UNIQUE SITUATION WITH JIM. SAPP AGREED.

COMMISSIONER PATE SAID THEY HAD DODGED THE BULLET ON SOME OF THE EMPLOYEE ISSUES AND THEY HAD THE GREIVANCES, ETC. EVERYTHING IS GETTING TIGHTER OUT THERE AND HE STILL FELT THEY NEEDED A POLICY ON PERMANENT TRANSFERS AND TEMPORARY TRANSFERS.

COMMISSIONER PATE, ADMINISTRATOR HERBERT AND HEATHER AGREED TO DRAW UP A POLICY ON PERMANENT TRANSFERS AND TEMPORARY TRANSFERS AND PRESENT IT TO THE BOARD.

ADMINISTRATOR HERBERT UPDATED THE BOARD ON ONE OF THE MECHANICS AT PUBLIC WORKS HAD BEEN PROMOTED TO HEAD MECHANIC AND THE PUBLIC WORKS SUPERVISORS CAME BACK AND HAS RECOMMENDED HE BE MADE SHOP FOREMAN. HE THOUGHT THIS WAS SOMETHING THEY MAY NEED TO LOOK AT THROUGH THEIR BUDGET WORKSHOPS AND TRY AND BUDGET IT IN THEIR NEXT YEARS BUDGET. HE ASKED FOR GUIDANCE FROM THE BOARD.

COMMISSIONER PATE ASKED IF THE SHOP FOREMAN WAS THE SAME LEVEL AS THE PUBLIC WORKS SUPERVISORS. HERBERT EXPLAINED IT WAS A SUPERVISORY LEVEL; KEN RAMSEY'S OLD POSITION.

HEATHER EXPLAINED THE PAY IS NOT THE SAME LEVEL FOR THE SHOP FOREMAN POSITION AS THE PUBLIC WORKS SUPERVISORS; BUT, THE AUTHORITY IS THE SAME.

COMMISSIONER PATE SAID THE GUY IS WORTH IT; BUT, IT IS A LITTLE UNIQUE BECAUSE WHEN THEY OFFERED THOSE EARLY RETIREMENTS, THEY WERE NOT GOING TO HIRE BACK THE SAME POSITIONS, ESPECIALLY WITH KEN.

HEATHER SAID THAT POSITION WASN'T BUDGETED FOR; THE REASON THIS PERSON WAS ALLOWED TO MOVE INTO HEAD MECHANIC BECAUSE IT TOOK A WHILE TO REPLACE SEVERAL PEOPLE SO THE FUNDS THAT WERE BUDGETED WERE THERE TO GIVE HIM THAT LITTLE BIT OF INCREASE.

COMMISSIONER PATE POINTED OUT, FROM WHAT HE HAS OBSERVED, THEY HAVE A MUCH BETTER SHOP NOW THAN THEY HAD LAST YEAR. IT ALL BOILS DOWN TO WHETHER THEY ARE GOING TO HAVE THE MONEY TO OPERATE WITH NEXT YEAR AND GET THEIR POLICIES STRAIGHTENED OUT SO IF THEY GET IN A TIGHT SPOT, THEY CAN DEFEND THEIR ACTIONS.

COMMISSIONER SAPP RECOMMENDED, AND THE BOARD'S CONSENSUS WAS, TO REVISIT THE REQUEST TO MOVE THE HEAD MECHANIC TO THE SHOP FOREMAN POSITION AFTER THE BUDGET IS FINALIZED.

COMMISSIONER FINCH ADDRESSED HIM NOT HAVING A PROBLEM TO WAIT UNTIL BUDGET TIME TO REVISIT MOVING THE HEAD MECHANIC TO THE SHOP FOREMAN POSITION. HOWEVER, HE WOULD HATE FOR THE SAME QUESTION TO BE BROUGHT UP AGAIN AT EVERY MEETING; THEY DON'T NEED TO REVISIT THIS NEXT THURSDAY. HE REFERRED TO THIS BEING THE PROBLEM THEY GET INTO EVERY TIME; THEY GO BACK TO THE SAME ISSUE AGAIN. HE ASKED IF THEY WEREN'T GOING TO BRING THE SHOP FOREMAN POSITION UP UNTIL BUDGET TIME. THE BOARD CONSENTED TO NOT BRING IT UP UNTIL BUDGET TIME.

COMMISSIONER STRICKLAND REFERRED TO AN EMPLOYEE AT THE ROAD DEPARTMENT THAT DOESN'T HAVE A HIGH SCHOOL EDUCATION. HE ASKED IF IT WAS IN THE POLICY TO HAVE A HIGH SCHOOL EDUCATION TO WORK WITH THE COUNTY.

HEATHER SAID SHE DIDN'T KNOW IF IT WAS ANYWHERE WRITTEN OTHER THAN IN THE JOB DESCRIPTION. SHE HAS SOME RESEARCH TO PRESENT TO THE BOARD SHE HAD DONE THE LAST COUPLE OF DAYS SINCE THIS HAS HAPPENED IF THEY WANTED TO ADDRESS IT NOW.

STRICKLAND SAID THE EMPLOYEE WORKS EVERYDAY AND WITH THE PAY SCALE THE COUNTY HAS GOTTEN, THE EMPLOYEES THAT DIDN'T FINISH SCHOOL, THEY WORK JUST AS GOOD AS THEM THAT FINISHED SCHOOL AND HAS A COLLEGE BACKGROUND. STRICKLAND SAID HE WAS TOLD THIS EMPLOYEE COULDN'T MOVE UP UNLESS HE GOT HIS GED AND HE DOESN'T THINK THAT IS RIGHT.

COMMISSIONER FINCH SAID THAT IS EXACTLY WHAT THEY JUST WENT THROUGH ON THE CDL ISSUE.

ADMINISTRATOR HERBERT SAID HE HAD TALKED TO THE EMPLOYEE AND TOLD HIM IT WOULD DEPEND ON THE JOB DESCRIPTION; IF IT REQUIRES A HIGH SCHOOL DIPLOMA, THEN HE WOULD HAVE TO HAVE IT TO APPLY FOR THE JOB. SOME OF THE JOB DESCRIPTIONS REQUIRE A HIGH SCHOOL DIPLOMA OR EQUIVALENT EXPERIENCE. IT WOULD BE UP TO THE EMPLOYEE WHEN A POSITION GETS POSTED TO SEE WHAT THE JOB DESCRIPTION REQUIRES. IF THE JOB DESCRIPTION SAYS EQUIVALENT EXPERIENCE CAN REPLACE THE DIPLOMA, THE EMPLOYEE WOULD BE ELIGIBLE TO APPLY.

COMMISSIONER STRICKLAND ADDRESSED YOU COULD QUIT SCHOOL AND GO TO VO-TECH AND TAKE HEAVY EQUIPMENT AND BE THE BEST GRADER OPERATOR AROUND ALTHOUGH A PERSON JUST HAS A TENTH GRADE EDUCATION.

COMMISSIONER FINCH SAID, AND THEN THE COUNTY WOULDN'T HIRE YOU. IT DOESN'T MATTER IF YOU MADE A+ IN HEAVY EQUIPMENT; IF YOU DIDN'T HAVE A HIGH SCHOOL EDUCATION, THEY COULDN'T HIRE YOU.

HEATHER SAID SHE HAD CALLED TWELVE DIFFERENT COUNTIES AND EVEN THE CITY OF CHIPLEY FOR EVERY POSITION AND THEY ALL REQUIRE A HIGH SCHOOL DIPLOMA OR A GED TO BE HIRED ON. SHE SAID BAY COUNTY HAD A MAINTENANCE WORKER, WHICH IS AN EQUIVALENT TO A LABORER, THAT IS ALLOWED TO BE HIRED ON WITHOUT THE HIGH SCHOOL DIPLOMA OR GED. OKALOOSA COUNTY HAS AN EQUIVALENT OF A LABORER THAT DOESN'T HAVE TO HAVE A HIGH SCHOOL DIPLOMA OR GED; BUT, THEIR JOB DESCRIPTION DOES SAY THESE ARE PREFERRED. SANTA ROSA COUNTY HAS A MECHANIC; THAT POSITION DOES REQUIRE EXPERIENCE AND HAS TO PROVIDE THEIR OWN TOOLS. WALTON COUNTY IS THE ONLY COUNTY WITHIN THIS AREA THAT DID NOT FOR ANY POSITION BELOW UPPER MANAGEMENT REQUIRE A GED OR HIGH SCHOOL DIPLOMA; THAT WAS A BOARD DECISION.

HEATHER AGREED WITH WHAT COMMISSIONER STRICKLAND HAD SAID; A HIGH SCHOOL DIPLOMA OR A GED DOES NOT SAY A PERSON HAS COMMON SENSE OR YOU CAN DO A JOB; BUT, IT DOES GIVE THE HIRING COMMITTEE A BASE LINE TO WORK FROM. SHE ADDRESSED GETTING APPLICATIONS THAT DON'T HAVE A HIGH SCHOOL EDUCATION OR GED; BUT, THE MAJORITY OF THEM DO HAVE ONE OR THE OTHER.

COMMISSIONER FINCH SAID THE EMPLOYEE COMMISSIONER STRICKLAND WAS REFERRING TO HAD TOLD HIM HE IS NOW WORKING ON GETTING HIS GED AND THAT IS A GOOD THING. AS SOON AS HE GETS THAT, HE WOULD BE ELIGIBLE FOR THESE OTHER POSITIONS.

HEATHER SAID IF THE COUNTY EVER NEEDED TO, MAYBE THE BOARD COULD OPT TO HAVE AN EDUCATIONAL LEAVE TYPE PROGRAM WHERE IF THE CLASS IS OFFERED AT THE VO-TECH THE EMPLOYEE COULD GO TAKE THE CLASS ON THE CLOCK TO BE ABLE TO ACHIEVE THIS.

HEATHER ASKED IT GET PUT INTO WRITTEN POLICY, IF NOT ALL OF THE POSITIONS, LEAVE THE LABORER POSITION OPEN. SHE ADDRESSED THERE ARE INSTANCES WHERE CHILDREN NOW HAVE LEARNING DISABILITIES AND THEY CAN'T PASS THE FCAT AND THEY ARE GOING TO MAKE A LIVING. SHE QUESTIONED IF THEY WANTED TO HAVE ONE POSITION AN ENTRY LEVEL POSITION THEY CAN GET IN. SHE SAID THERE ARE GUYS AT PUBLIC WORKS DOING IT NOW AND MAKING A LIVING. SHE QUESTIONED IF THEY WANTED TO LEAVE ONE POSITION OR DO THEY WANT TO REQUIRE EVERY POSITION HAVE A HIGH SCHOOL DIPLOMA OR GED.

COMMISSIONER FINCH SAID HE WOULDN'T HAVE A PROBLEM WITH THE LABORER, ETC. NOT HAVING TO HAVE A HIGH SCHOOL DIPLOMA OR GED. EVERYTHING ELSE IS COMPETITIVE AND THERE HAS TO BE SOME KIND OF MARKING LINE YOU JUDGE EVERYBODY. WHETHER OR NOT IF THEY CAN EVEN READ OR NOT, IF THEY HAVE A HIGH SCHOOL EDUCATION, IT TELLS YOU SOMETHING ABOUT A PERSON SUPPOSEDLY. YOU WOULD THINK THAT WOULD INDICATE A PERSON IS CONFIDENT AND BE ABLE TO

HANDLE A JOB BETTER. BUT CERTAINLY THERE OUGHT TO BE A LABORER, FLAGMAN, ETC. THEY MAY BE ABLE TO EXEMPT THEM FROM THE HIGH SCHOOL DIPLOMA OR GED.

COMMISSIONER FINCH ASKED IF THE COUNTY HAS ANY POSITION THAT DOESN'T REQUIRE A HIGH SCHOOL DIPLOMA OR GED. HEATHER SAID THE LABORER POSITION.

COMMISSIONER FINCH QUESTIONED IF THE BOARD WOULD HAVE TO CHANGE ANYTHING TO CONTINUE WITH THE LABORER POSITION BEING EXEMPT.

HEATHER EXPLAINED THE WAY THE JOB DESCRIPTIONS ARE, THERE ARE TWO SETS OF THEM. THAT IS ONE SET THAT IS DATED AND ONE THAT IS NOT. THE NEWER ONES ARE NOT DATED. THAT IS THE ONLY PLACE THAT STIPULATES WHETHER OR NOT THE EDUCATIONAL REQUIREMENT IS THERE. IT WOULD BE NICE IF IT WERE IN POLICY SOMEWHERE ON WHICH POSITIONS WOULD NOT REQUIRE A HIGH SCHOOL DIPLOMA OR GED.

THE BOARD'S CONSENSUS WAS FOR PETE, JOEL AND HEATHER TO DRAFT A POLICY ON THE REQUIREMENTS FOR A HIGH SCHOOL DIPLOMA FOR THE DIFFERENT POSITIONS.

COMMISSIONER PATE SAID, AS THE BOARD GOES INTO KNOWING MORE ABOUT THEIR FINANCES FOR THIS YEAR AND POSSIBLY FOR NEXT YEAR, THEY MAY WANT TO TAKE SOME TEMPORARY MEASURES AND CONSOLIDATE SOME OF THESE POSITIONS AND GET THEM UNDER ONE THING FOR A COUPLE OF YEARS. HE ADDRESSED THEY MAY HAVE TO GET DOWN TO A POINT THEY START CONSOLIDATING SOME THINGS AND ASSIGNING OTHER DUTIES. HE REFERRED TO THE BOARD ALREADY TRANSFERRING THE GASB DUTIES AND THEY MAY HAVE TO ASSIGN OTHER DUTIES AND PEOPLE ARE JUST GOING TO HAVE TO LEARN TO LIVE WITH IT. IF THEY DON'T START CONSOLIDATING, THEY ARE GOING TO HAVE TO START SENDING SOME FOLKS TO THE HOUSE PROBABLY. THEY ARE GOING TO HAVE TO GET MORE PRODUCTION OUT OF WHAT THEY HAVE SOME WAY.

HEATHER ADDRESSED SENIOR MANAGEMENT SERVICE LEVEL RETIREMENT BEING OFFERED IN LIEU OF AN HOURLY RATE OR AN HOURLY RAISE. TO START WITH, IT IS A LOT LESS DETRIMENTAL TO THE BUDGET FOR THAT PURPOSE. IF THERE WERE SOME PEOPLE THE BOARD WANTED TO CONSOLIDATE AND MAKE THEM SUPERVISORS OVER SOME OTHER PEOPLE THEY CURRENTLY HAVE NOW TO TAKE SOME OF THE BURDEN OFF OF PETE. SHE SAID SHE HAD TWO DIFFERENT OPTIONS TO SHOW THEM.

HEATHER PROVIDED THE BOARD TWO OPTIONS ON THE SENIOR MANAGEMENT SERVICE CLASS RETIREMENT PROPOSAL.

JIM TOWN ADDRESSED THE BOARD ON THE BUSINESS WORLD QUITE OFTEN WORKS WITH TWO ORGANIZATIONAL CHARTS; ONE IS A PLANNING CHART WHICH IS WHERE THEY ARE GOING WITH THE ORGANIZATION AND THEY HAVE THEIR CURRENT FISCAL YEAR CHART THAT SHOWS THE POSITIONS THAT ARE FUNDED. THE BOARD MAY WANT TO HAVE A PLANNING CHART THAT POINTS TO THE DIRECTION THEY ARE GOING AND THEN HAVE A FISCAL YEAR CHART WITH THE FUNDED POSITIONS.

HEATHER EXPLAINED WHAT SHE HAD PROVIDED WAS TWO DIFFERENT PLANS THEY THOUGHT MIGHT WORK TO HELP GIVE A LITTLE MORE SUPERVISION AND REWARD SOME OF THE EXEMPT EMPLOYEES, PEOPLE WHO PUT IN EXTRA HOURS THAT AREN'T PAID. AS OF JULY 1ST, EACH LOCAL GOVERNMENT EMPLOYER CAN DESIGNATE UP TO TEN NON-ELECTED FULL TIME POSITIONS IN ADDITION TO THE COUNTY MANAGER/COUNTY ADMINISTRATOR TO BE INCLUDED IN SENIOR MANAGEMENT SERVICE CLASS, WHICH IS A HIGHER RETIREMENT.

OPTION 1 PROPOSES THE BOARD GO WITH THE PROPOSED PROGRESSIVE GOVERNMENTAL STRUCTURE OF WASHINGTON COUNTY AND ANYTIME SOMEONE GETS INTO ONE OF THE DARK GREEN BOXES ON THE CHART, THEY WOULD HAVE THE OPPORTUNITY TO GET THE SENIOR MANAGEMENT RETIREMENT SERVICE.

SHE ADDRESSED SHE HAD TALKED TO A COUPLE OF COUNTIES IN DOING SOME OTHER RESEARCH AND THEY DO OPTION II; AFTER AN EMPLOYEE HAS BEEN IN AN EXEMPT LEVEL POSITION, A MANAGEMENT LEVEL POSITION, FOR TEN, FIFTEEN,

TWENTY YEARS, AT THAT POINT THEY ARE ALLOWED TO GET INTO THE SENIOR MANAGEMENT SERVICE CLASS. WHAT THE TEN, FIFTEEN, TWENTY YEARS DOES IS KEEP THAT NUMBER OF PEOPLE FROM BEING IN THAT CLASS DOWN. BECAUSE OF THE COUNTY'S SIZE, THEY CAN ONLY HAVE TWELVE.

ON THE PROPOSED PROGRESSIVE GOVERNMENTAL STRUCTURE OF WASHINGTON COUNTY, HEATHER SAID THE ONES IN GRAY WOULD BE THE PEOPLE WHO RIGHT NOW WOULD QUALIFY. THE CURRENT CONTRIBUTION RIGHT NOW WITH EVERY EMPLOYEE OTHER THAN PETE IS 9.85%; TO BE IN THE SENIOR MANAGEMENT SERVICE LEVEL CLASS, YOU WOULD GO TO 13.12%. IN MOVING THOSE PEOPLE OVER, IT WOULD BE A \$6,000 DIFFERENCE. THERE WOULD BE CRITERIA.

COMMISSIONER PATE ASKED IF SHE HAD GIVEN ANY THOUGHT AS TO WHAT THE CRITERIA WOULD BE TO BE IN THE SENIOR MANAGEMENT SERVICE CLASS.

HEATHER SAID THEY WOULD HAVE TO BE EXEMPT AND HAVE WORKED A CERTAIN NUMBER OF YEARS WITH THE COUNTY. IF THEY WENT WITH OPTION I, THEY WOULD HAVE TO BE ONE OF THOSE DIVISION CHIEFS. A LOT OF PEOPLE TEND TO THINK THEIR CHART IS VERY FUTURISTIC; THE ONLY TWO THAT WOULD IMMEDIATELY FIT INTO THIS CATEGORY WOULD BE THE PUBLIC SAFETY DIRECTOR AND HE WAS PUT OVER A DIVISION, GIVEN MORE SUPERVISION AND MAYBE THE BUILDING OFFICIAL IF HE IS PUT OVER A DIVISION. THE PUBLIC SERVICES IS A CATEGORY THEY NEED TO REVISIT; IT IS GOING TO BE KIND OF HARD FOR SOMEONE TO SUPERVISE THOSE THINGS IN THAT CATEGORY. IT IS VETERANS SERVICES, LIBRARY, PARKS AND RECREATION, COUNTY EXTENSION AND FOR SOMEONE TO BE A HANDS ON SUPERVISOR WITH THOSE AREAS WOULD BE A BIG JOB BECAUSE THEY ARE ALL EXTREMELY DIFFERENT. THEY DON'T EVEN RELATE AND THEY DON'T RELATE AS EASILY AS THE OTHERS; THE BUILDING DEPARTMENT AND PLANNING DEPARTMENT KIND OF MESH TOGETHER.

HEATHER EXPLAINED OPTION 2 REWARDS AN EMPLOYEE FOR THEIR MANAGEMENT LEVEL; THEY HAVE TO BE IN MANAGEMENT CLASS FOR THOSE YEARS. SHE GAVE AN EXAMPLE; IF THEY START HERE AS A CLERICAL PERSON, THEY WORK TEN YEARS AS A CLERICAL PERSON AND ARE PROMOTED TO THE BUILDING OFFICIAL, THEY DON'T IMMEDIATELY GET THE SENIOR MANAGEMENT SERVICE CLASS. THEY HAVE TO BE IN THE MANAGEMENT LEVEL POSITION FOR THAT NUMBER OF YEARS. THE COUNTY HAS A FEW PEOPLE NOW WHO IT WOULD REALLY BENEFIT.

HEATHER EXPLAINED THE BOARD COULD SPECIFY WHICH POSITIONS THEY WANT TO BE SENIOR MANAGEMENT SERVICE CLASS. COMMISSIONER PATE SAID THE INFORMATION PROVIDED BY HEATHER JUST GIVES THE BOARD THE DEPARTMENT HEADS AND THE ONES THAT QUALIFY TO BE IN THE SENIOR MANAGEMENT SERVICE CLASS. THE ONES THAT ARE QUALIFIED WOULD HAVE TO HAVE DEPARTMENTS ASSIGNED TO THEM THEY WOULD BE RESPONSIBLE FOR.

HEATHER SAID FOR OPTION I THAT IS CORRECT; BUT, NOT FOR OPTION II.

COMMISSIONER FINCH ADDRESSED THE YEARS OF SERVICE PROVIDED BY HEATHER WERE YEARS OF MANAGEMENT AND NOT YEARS WITH THE COUNTY. HEATHER ADDRESSED FRS REQUIRES THE COUNTY CAN ONLY HAVE ELEVEN POSITIONS BECAUSE OF THE NUMBER. IN ORDER TO KEEP EVERYBODY FROM WANTING TO BE SENIOR MANAGEMENT, THEY HAVE TO HAVE SOME SORT OF CRITERIA TO KEEP FROM HAVING 15 TO 20 PEOPLE BEING IN SENIOR MANAGEMENT.

COMMISSIONER FINCH SAID THE ONLY ONE HE DISAGREED WITH ON OPTION II WOULD BE EMORY PITTS; THE MONEY HE MAKES, IT SEEMS LIKE HE OUGHT TO BE DOING SOMETHING MORE FOR IT.

HEATHER POINTED OUT WITH OPTION II, THE BOARD CAN HAVE HIM DO MORE. IF THEY WANTED TO MAKE EMORY OVERSEE MORE PEOPLE, THEY COULD PUT OTHER DEPARTMENTS UNDER HIM.

COMMISSIONER FINCH SAID EMORY OUGHT TO BE OVER GROWTH MANAGEMENT. COMMISSIONER PATE INFORMED FINCH THE CHART JUST SHOWS THE PEOPLE THAT COULD BE ELIGIBLE FOR SENIOR MANAGEMENT.

COMMISSIONER FINCH SAID HE WONDERED IF THEY SHOULD CONSIDER THE YEARS OF MANAGEMENT EMORY MAY HAVE, NOT JUST THE YEARS WITH WASHINGTON COUNTY.

CLERK COOK ADDRESSED HER HAVING PUT ONE OF HER EMPLOYEES UNDER SENIOR MANAGEMENT AND IT WAS NEVER SPECIFIED THEY HAD TO BE IN THAT POSITION FOR TEN YEARS. HEATHER SAID THE COUNTY CAN SPECIFY THAT; BUT, THE WAY IT WAS EXPLAINED TO HER, ONCE YOU DESIGNATE A POSITION, THEY ARE SENIOR MANAGEMENT. WHAT THEY WOULD HAVE TO DO IS ACTUALLY CHANGE THEIR JOB DESCRIPTION BY ONE JOB DUTY.

HEATHER SAID SHE WANTED TO BE ABLE TO REWARD LONGEVITY IN THAT MANAGEMENT LEVEL POSITION.

HEATHER SAID IF THE BOARD CHOSE OPTION II, THERE ARE PEOPLE IN THOSE POSITIONS NOW THAT ARE CONSIDERED NON-EXEMPT. THE BOARD WOULD NEED TO CLASSIFY THEM AS EXEMPT. SHE DOESN'T THINK THERE IS ANYBODY IT AFFECTS RIGHT NOW; BUT, IN THE FUTURE, LINDA WALLER, HERSELF, JAMES PETERSON, ANY OF THOSE PEOPLE, IF THEY MEET THE TEN OR FIFTEEN YEARS, RIGHT NOW NONE OF THEM CLASSIFY AS BEING EXEMPT. BY LAW, THEY CAN BE IF THE BOARD CHOOSES TO.

COMMISSIONER PATE RECOMMENDED THE BOARD TAKE THE INFORMATION AND STUDY IT.

HEATHER ADDRESSED THE INFORMATION SHE HAD PROVIDED THE BOARD ON THE EMPLOYEES WHO ARE CURRENTLY EXEMPT AND THOSE WHO ARE NOT CURRENTLY EXEMPT BUT CAN BE; THE SECOND PAGE TELLS THEM A LITTLE BIT MORE ABOUT THOSE AND THE THIRD PAGE TELLS ABOUT THE EDUCATION REQUIREMENTS.

HEATHER ADDRESSED THERE BEING PEOPLE NOW THAT ARE EXEMPT AND THERE ARE PEOPLE WHO BY LAW SHOULD BE BASED ON THE CRITERIA THAT MADE THE OTHERS EXEMPT AND REQUESTED IF THEY ARE GOING TO HAVE SOME PEOPLE EXEMPT, THEY SHOULD HAVE EVERYBODY EXEMPT WHO BY LAW SHOULD BE OR HAVE NOBODY EXEMPT. IT IS NOT FAIR.

COMMISSIONER PATE SAID HE WAS MORE INTERESTED IN BEING LEGAL THAN FAIR.

COMMISSIONER FINCH AGREED THERE ARE EMPLOYEES THAT SHOULD BE EXEMPT THAT ARE NOT RIGHT NOW. THE PUBLIC WORKS SUPERVISORS ARE EXEMPT AND THEY DON'T GET ANYTHING AND THEY HAVE OTHER PEOPLE THAT HAVE THREE OR FOUR EMPLOYEES THAT DO GET OVERTIME.

COMMISSIONER PATE SAID IF THE LAW SAYS PEOPLE IN A CERTAIN CLASS OR LEVEL ARE EXEMPT, THEY ARE EXEMPT AS FAR AS HE IS CONCERNED.

HEATHER REITERATED THE BOARD CAN DEFINE WHO THEY WANT TO EXEMPT; THE LAW LETS THEM DO THAT. THEY DON'T HAVE TO EXEMPT ANYONE AND YOU DON'T HAVE TO EXEMPT THEM ALL. BASED ON THE RESEARCH SHE HAS DONE AND SOME OF THE THINGS SHE HAS LEARNED, IT IS ALWAYS BETTER TO TREAT EVERYBODY FAIRLY.

COMMISSIONER FINCH AGREED THEY OUGHT TO DO ONE OR THE OTHER; THEY SHOULDN'T HAVE SOME EXEMPT AND SOME NOT THAT COULD BE.

THE BOARD'S CONSENSUS WAS FOR EACH BOARD MEMBER TO MARK UP THEIR THOUGHTS ON THE INFORMATION PROVIDED AND GIVE IT TO PETE.

COMMISSIONER FINCH UPDATED THE BOARD ON DR. SNARE GIVING A PROPOSAL TO BUY A PIECE OF PROPERTY. FINCH SAID THE BOARD HAD A PROPOSAL PREVIOUSLY FROM THE HOSPITAL TO BUILD SOME MORE OFFICES ON THE EAST END OF THE HOSPITAL. IF THERE IS A NEED FOR SOME MORE SPECIALTY OFFICES, DR. SNARE IS GOING TO BUILD SOME BACK THERE WHETHER HE BUYS THE PIECE OF

PROPERTY FROM THE COUNTY OR NOT. WITH THAT PIECE OF PROPERTY HE IS WANTING TO BUY, SNARE COULD ACCESS THE PARKING LOT OUT THERE AND IT COULD BE A DRIVE THROUGH FROM THE COUNTY'S PARKING LOT INTO HIS.

COMMISSIONER FINCH QUESTIONED, IF THERE WAS A NEED FOR DOCTORS OFFICES AND SNARE IS GOING TO DO IT, WHY IN THE WORLD SHOULD THE COUNTY BE INVOLVED WITH BUILDING ANY OUT THERE. HE SAID THE COUNTY WOULD BE INVOLVED IF THE HOSPITAL DECIDES TO DO THAT; THEY WILL HAVE TO MAKE SOME CONCESSIONS AND ALLOW THEM TO DO THIS OR THAT.

ADMINISTRATOR HERBERT UPDATED THE BOARD ON HIM, ATTORNEY HOLLEY AND COMMISSIONER PATE MEETING WITH RANDALL TRUETTE, GREG MORREAU AND PAT SCHLENKER AT THE HOSPITAL AND TALKED WITH THEM ABOUT MOVING EMS BACK UNDER THE COUNTY. MR. SCHLENKER HAD SOME THINGS HE BROUGHT UP AND SCHLENKER'S ATTORNEY WAS THERE TOO, BO REVAR. THEY BRIEFLY LOOKED AT THE LEASE AGREEMENT AND WHAT IT SAID ABOUT THE MANAGEMENT RESPONSIBILITIES. MR. SCHLENKER HAD A COUPLE OF THINGS HE BROUGHT UP HAVING TO DO WITH BUILDING A NEW OFFICE BUILDING. HE SAID THE LENDING INSTITUTION FIRST REQUIRED HIM TO HAVE A LONGER LEASE TERM AND HE WOULD NEED TO EXTEND THE LEASE TERM. THE LENDING INSTITUTION ALSO REQUIRED THAT THE PROPERTY BE SUBORDINATED TO ANY MONEY LENT AS THE COLLATERAL.

PETE SAID HE, ATTORNEY HOLLEY AND COMMISSIONER PATE MORE OR LESS TOLD SCHLENKER THEY DIDN'T THINK THE BOARD WOULD GO FOR THAT AT ALL.

COMMISSIONER PATE SAID BASICALLY WHAT THE HOSPITAL DID ON THOSE TWO WAS TO WORK OUT AN AGREEMENT FOR THEM TO TRY THE BILLING EMS WAS TRYING TO DO.

ATTORNEY HOLLEY SAID SCHLENKER AGREED TO ACCEPT THE BILLING ARRANGEMENT EMS WANTED.

PETE UPDATED THE BOARD ON RANDALL HAVING ASKED ABOUT EMS BEING MANAGED ACCORDING TO COUNTY POLICY. ATTORNEY HOLLEY SAID SCHLENKER AGREED TO THAT ALSO.

HOLLEY ADDRESSED THERE BEING A BILLING GROUP THE EMS DIRECTOR, RANDALL TRUETTE, IS WANTING TO GO TO; SCHLENKER AGREED TO THAT AND HE AGREED FOR EMS TO FOLLOW COUNTY POLICY AS FAR AS LEAVE TIME, ETC.

COMMISSIONER FINCH ASKED WHERE DOES THAT LEAVE THE BOARD. COMMISSIONER PATE SAID EMS IS STILL UNDER THE HOSPITAL TEMPORARILY UNTIL THE END OF THE YEAR AND POSSIBLY THEY CAN LOOK AT IT THEN AND GET EVERYTHING WORKED OUT.

COMMISSIONER STRICKLAND ASKED, IF THE COUNTY IS PAYING FOR EMS OUT OF THE HALF MIL, THE ONLY THING THEY ARE DOING IS PAYING THE HOSPITAL SO THEY CAN DO WHAT THEY WANT TO WITH THE MONEY ALTHOUGH IT IS PAYING EMS, BUT NOT PAYING THEM LIKE THEY SHOULD, WHATEVER. HE ASKED IF THE COUNTY IS PAYING FOR EMS, WHY SHOULDN'T THEY COME UNDER THE COUNTY.

ATTORNEY HOLLEY ADDRESSED IT BEING IN THE LEASE AGREEMENT FOR THEM TO BE UNDER THE HOSPITAL. PATE SAID IT IS IN THE LEASE AGREEMENT THE BOARD WOULD HAVE TO BREAK SO THEY WILL HAVE TO COME TO SOME KIND OF AGREEMENT.

COMMISSIONER STRICKLAND ASKED WHAT THE PENALTY WAS TO BREAK THE LEASE AGREEMENT. PATE SAID IT WOULD PROBABLY BE A LAWSUIT.

STRICKLAND SAID THAT WOULDN'T BE THE FIRST TIME THE COUNTY WENT TO COURT AND IT WON'T BE THE LAST. STRICKLAND SAID THEY HAVE BEEN ON THIS FOR FOUR YEARS NOW AND EMS HAS BEEN TRYING TO COME UNDER THE COUNTY OVER A YEAR AND A HALF AND IT IS BECAUSE SCHLENKER WANTS THIS PART OF THE LAND FOR HANDLING EMS.

ATTORNEY HOLLEY SAID THE BOARD HAD ALREADY GIVEN SCHLENKER THAT WHEN THE BOARD SIGNED THE AGREEMENT. STRICKLAND SAID HE HADN'T SIGNED NOTHING.

PATE SAID NONE OF THEM WERE REAL HAPPY: BUT, THEY GOT SOMETHING TO WORK OUT THERE AND THEY ARE GOING TO TRY IT FOR A WHILE. STRICKLAND SAID ALL THE BOARD IS DOING IS PADDING SCHLENKER'S POCKET.

COMMISSIONER FINCH SAID THE COUNTY COULD GET \$25,000 FROM SNARE FOR THE PROPERTY HE IS WANTING IF THEY WANT TO DO THAT. IF THE COUNTY DON'T WANT TO SELL IT TO SNARE, SNARE IS GOING TO BUILD THE OFFICES AND IT IS GOING TO BE RIGHT THERE BY THE HOSPITAL. ALL SNARE IS DOING IS TRYING TO GET HIM A DRIVEWAY FROM HIS LAND TO THE COUNTY LAND.

ATTORNEY HOLLEY ADDRESSED HE WOULD HAVE TO LOOK AT THE STATUTE ON THAT TO SEE IF THE COUNTY HAS TO ADVERTISE THE PROPERTY FOR SALE.

COMMISSIONER FINCH SAID HE TOLD SNARE HE COULDN'T IMAGINE THE COUNTY JUST SELLING LAND TO AN INDIVIDUAL. BUT, PETE HAD MENTIONED SOMETHING ON SELLING PROPERTY.

PETE SAID AT ONE TIME THE COUNTY SOLD AN EASEMENT ON ORANGE HILL TO THE ADJACENT PROPERTY OWNER. ATTORNEY HOLLEY SAID THERE IS A STATUTE THAT ADDRESSES IT AND HE WILL LOOK AT IT AND ADVISE THE BOARD NEXT THURSDAY.

ATTORNEY HOLLEY ASKED IF IT HAD BEEN VERIFIED THE COUNTY OWNED THE LAND SNARE IS WANTING TO PURCHASE; HE SAID THEY NEED TO MAKE SURE THE COUNTY OWNS IT. FINCH SAID SNARE AGREED TO PAY FOR THE SURVEY OF THE PROPERTY TOO.

ATTORNEY HOLLEY SAID THEY ALSO NEED TO MAKE SURE, IF THEY DO OWN IT, IT IS NOT INCLUDED IN THE LEASE AGREEMENT WITH NORTH FLORIDA HEALTH CARE.

COMMISSIONER HOLMAN OFFERED A MOTION, SECONDED BY COMMISSIONER SAPP AND CARRIED TO ADJOURN. ATTEST: _____

DEPUTY CLERK

CHAIRMAN

END OF MINUTES FOR 03/18/08