

AUGUST 5, 2011

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 ABBOTT, BROCK, PATE AND STRICKLAND PRESENT. INTERIM COUNTY MANAGER STEVE JOYNER, CLERK LINDA COOK, DEPUTY CLERK GLASGOW AND ATTORNEY JEFF GOODMAN WERE ALSO IN ATTENDANCE.

CHAIRMAN PATE CALLED THE RECESSED MEETING TO ORDER. DAVID CORBIN OFFERED PRAYER WITH CHAIRMAN PATE LEADING IN THE PLEDGE OF ALLEGIANCE.

HEATHER FINCH, HUMAN RESOURCE OFFICER, UPDATED THE BOARD ON THE HEALTH INSURANCE SAVINGS INFORMATION SHOULD THEY CONTRIBUTE 50% OR 25% OF THE DEPENDENT HEALTH CARE. SHE POINTED OUT TRACY SASSER WITH THE SHERIFF'S DEPARTMENT AND THE SHERIFF HELPED TO PUT THIS INFORMATION TOGETHER.

THE INFORMATION SHE PROVIDED THEM INCLUDED THE PREMIUMS IF THE BOARD AND THE SHERIFF DEPARTMENT'S EMPLOYEES STAY WHERE THEY ARE AT. THEY ARE PROPOSING TO TAKE THE EMPLOYEE DEPENDENT CONTRIBUTION DOWN TO 50% CONTRIBUTION BY THE BOARD AND THE INDIVIDUAL EMPLOYEE ONLY WILL ABSORB THE 3% INCREASE THEY SAW IN THEIR HEALTH PLANS FOR BOTH THE SHERIFF'S OFFICE AND THE REST OF THE COUNTY EMPLOYEES. THE TOTAL SAVINGS IS ESTIMATED AT \$142,827.12; THIS CAN FLUCTUATE A LITTLE BIT EITHER WAY DEPENDING ON WHICH PLAN THE EMPLOYEES CHOOSE DURING OPEN ENROLLMENT. THE EMPLOYEES WHO WORK FOR THE BOARD, CLERK, PROPERTY APPRAISER, TAX COLLECTOR AND SUPERVISOR OF ELECTIONS WILL BE OFFERED DIFFERENT PLANS IF THEY WANT TO BUY UP.

SHE PROVIDED THEM WITH THE MATH DONE TO COME UP WITH THE SAVINGS. SHE TOLD THE BOARD TRACY HAD WORKED LATE LAST NIGHT TO COME UP WITH THE MATH ON THE SAVINGS. SHE HAS THE SHERIFF'S MATH AS WELL; BUT, THE BOARD'S MATH IS IN THEIR PACKAGE. IT SHOWS ALL THE PLANS WHERE THEY ARE CURRENTLY AT, THE SAVINGS AND HOW IT WAS CALCULATED.

SHE WENT OVER THE INFORMATION SHE HAD PROVIDED ON JUST THE BOARD

EMPLOYEES. THE RECOMMENDATION OF THE INSURANCE COMMITTEE WAS TO GO WITH THE COMPLIANT PLANS WHICH ALLOWS THE BOARD TO MAKE THE CHANGES IN THE CONTRIBUTION RATES. THE COMMITTEE DISCUSSED AND WOULD LIKE FOR THE BOARD TO ALLOW HEATHER TO OFFER THREE PLANS TO THE EMPLOYEES WHICH SHE HAD PROVIDED. THE COMMITTEE WOULD LIKE FOR THE BOARD TO START WITH THE MIDDLE PLAN WHICH IS THE PLAN THAT HAS A 3% INCREASE AND THE PLAN THEY WORKED FROM TO GET THE NUMBERS. THE EMPLOYEE WILL PAY \$35 PER MONTH FOR THEIR PLAN FOR A \$1,000 DEDUCTIBLE; IF THE EMPLOYEE WANTS TO BUY UP, THEY CAN PURCHASE THE PLAN ON TOP WHICH IS ABOUT \$8 PER MONTH DIFFERENT OVER WHAT THEY ARE PAYING NOW.

SHE WENT OVER A PLAN THAT WAS PROVIDED THAT WOULD BE OFFERED FREE TO EMPLOYEES; THE PREMIUM IS ACTUALLY LESS THAN WHAT THE BOARD IS ACTUALLY PAYING CURRENTLY. THEREFORE, IT WOULD BE A SAVINGS TO THE BOARD AND TO THE EMPLOYEE. THE DEDUCTIBLE IS \$2500; BUT, IF YOU ARE THE TYPE OF EMPLOYEE WHO GOES TO THE FAMILY DOCTOR BECAUSE THEY GET A COLD ONCE A YEAR OR GET A PRESCRIPTION ONCE OR TWICE A YEAR, THEY WILL HAVE A PRETTY GOOD BENEFIT. THEY WOULD PAY \$35 TO THE FAMILY PHYSICIAN AND WHEN THEY GO TO THE PHARMACY, THEY WOULD HAVE THE EXACT SAME BENEFIT AS EVERYBODY ELSE HAS; \$10, \$30 AND \$50 WITH NO PRESCRIPTION DEDUCTIBLE. IF THEY HAVE A CATASTROPHE, THE MOST MONEY THEY WOULD HAVE TO PAY FOR COVERED SERVICES IS \$6500.

SHE EXPLAINED THE REST OF THE MATH PROVIDED WAS ON THE DEPENDENT PLAN; AGAIN, THEY STARTED WITH THE MIDDLE PLAN WITH THE BOARD PAYING 50% OF THOSE PREMIUMS FOR THE DEPENDENT CARE PLAN WHICH IS THE BLUE PLAN. HOW SHE GOT THE FIGURES ON THE OTHER TWO PLANS IS THE DIFFERENCE. THE BOARD WILL ALWAYS PAY WHAT IS IN THE OUTER RIGHT COLUMN; THAT IS THE BOARD'S RESPONSIBILITY NO MATTER WHAT PLAN THE EMPLOYEE HAS SO EACH EMPLOYEE IS TREATED FAIRLY.

SHE ADDRESSED THE LAST INFORMATION SHE PROVIDED WAS BASICALLY THE SAME INFORMATION THE BOARD RECEIVED LAST WEEK WHICH IS THE DETAILS OF THE PLANS, THE CORE AND THE MAIN BENEFIT HIGHLIGHTS.

COMMISSIONER ABBOTT COMPLIMENTED SHERIFF HADDOCK, TRACY,

HEATHER AND MR. JOYNER ON THE EFFORTS THEY PUT INTO THE INSURANCE DATA; HE LIKED THE END RESULTS THEY COME UP WITH AND FELT THEY DID A GOOD JOB.

COMMISSIONER BROCK ASKED IF THERE WOULD BE AN INCREASE IN THESE PREMIUMS IN JANUARY.

HEATHER SAID THAT IS A MAYBE; IF THE BOARD WANTS TO GO TO A JANUARY PLAN YEAR LIKE THEY HAD TALKED ABOUT, SHE WILL SUBMIT FOR RENEWALS IN OCTOBER AND ASK BLUE CROSS TO RENEW AGAIN IN JANUARY. THERE IS A CHANCE THE BOARD WILL SEE AN INCREASE; HOWEVER, THEIR AGENT FEELS PRETTY CONFIDENT THEY CAN NEGOTIATE THAT BACK DOWN. IF THERE IS AN INCREASE AND THEY CAN'T GET IT BACK DOWN, THEY DON'T HAVE TO TAKE IT; THEY CAN STAY ON THEIR OCTOBER PLAN YEAR AND THEN THEY CAN TRY AGAIN NEXT YEAR. IF CLAIMS HAVE STAYED WHERE THEY WERE A COUPLE OF MONTHS AGO WHEN THEIR ACCOUNT EXECUTIVE WAS HERE, THE BOARD PLAN BELONGS TO A PLAN CALLED PRO SHARE. ANY EXCESS PREMIUMS THEY PAY IN THAT ISN'T USED, THEY GET A PERCENTAGE BACK; RIGHT NOW THEY ARE LOOKING AT GETTING SOME MONEY BACK WHICH WAS ESTIMATED AT AROUND \$30,000 AFTER THE FIRST OF THE YEAR. IF THERE IS AN INCREASE IF THEY CHANGE THE PLANS TO JANUARY, MAYBE THEY COULD USE THIS MONEY TO HELP CUSHION THAT. HOPEFULLY, THERE WON'T BE AN INCREASE; BUT, IT WOULD MAKE THINGS A LOT EASIER IF THEY COULD HAVE A JANUARY PLAN YEAR.

COMMISSIONER ABBOTT HOPED THE BOARD WOULD LEAVE THAT MONEY IN ESCROW AND LEAVE IT THERE IN CASE THEIR RATES DO GO UP AND NOT HAVE TO AFFECT THE COUNTY OR THE EMPLOYEES.

COMMISSIONER PATE LIKED THE INFORMATION THE BOARD WAS PROVIDED GIVEN THE SITUATION. HE ENTERTAINED A MOTION TO APPROVE THIS WHERE HEATHER CAN GET STARTED WITH OPEN ENROLLMENT, ETC.

HEATHER ADDRESSED THEM HAVING THE INSURANCE INFORMATION MEETINGS WEEK AFTER NEXT TO ALLOW THE BOARD EMPLOYEES TO BE EDUCATED ON WHAT THE NEW PLANS ARE AND WHAT THEIR BENEFITS ARE. THEY WILL HAVE THE VENDORS HERE TO DISCUSS THE PLANS WITH THE EMPLOYEES. THE FOLLOWING WEEK THEY WILL HAVE OPEN ENROLLMENT WHERE THE EMPLOYEE WILL SIGN UP

FOR THE INSURANCE THEY WANT.

SHERIFF HADDOCK STATED THIS IS NOT THEIR CHOICE; BUT, THIS IS THE HAND THEY HAVE BEEN DEALT. HE ADDRESSED HIM SPEAKING UP NUMEROUS TIMES SAYING HE WOULD TRY AND STICK UP FOR HIS EMPLOYEES; BUT, THEY ONLY CAN DO WHAT THEY HAVE TO DO WITH AND HE UNDERSTANDS THAT. HE GIVE THE OTHER CONSTITUTIONAL OFFICERS A COURTESY CALL AND MS. DIANNE LAST NIGHT; THESE NUMBERS ARE CONTINGENT ON HER DOING AN AUDIT AND MAKING SURE THEY ARE CORRECT AS THESE NUMBERS ARE APPROXIMATE. HE WANTED THE BOARD TO UNDERSTAND THE SAVINGS COULD BE MORE. HE RECOMMENDED THEY ALL NEED TO START WHEN THEY GET THEIR RATES, IF THEY DON'T CHANGE TO THE JANUARY ENROLLMENT TIME, THEY START IN JUNE SETTING DOWN AND AGRESSIVELY ADDRESS THIS AND HAVE IT DONE WITHIN 30 DAYS OF THE TIME THEY GET THE RATES. NOT BEING INVOLVED WITH THE INSURANCE BOARD OF LATE; BUT, HE ASKED MR. CARTER THE SHERIFF'S DEPARTMENT BE MORE INVOLVED BECAUSE THEY HAVE TO GET THEIR NUMBERS AND HAVE GOT TO GET THE WHOLE TEAM PULLING TOGETHER BECAUSE WHAT HE DOES AFFECTS THE BOARD AND WHAT THE BOARD DOES AFFECTS THE SHERIFF'S DEPARTMENT. HE POINTED OUT THIS WAS NOT HIS CHOICE AS HE HAD RATHER HAVE THE BETTER PLAN FOR THEIR EMPLOYEES; BUT, THEY HAVE TO DO WHAT THEY HAVE TO DO. HE HOPES THE EMPLOYEES UNDERSTAND AND THIS IS WHY HE ADDRESSED HIS ALL HANDS MEETING THIS WEEK AND INFORMED HIS EMPLOYEES ABOUT THE INSURANCE. HE ALSO SUGGESTED TO HIS EMPLOYEES THEY NEED TO LOOK OUTSIDE FOR THEIR INSURANCE AND HE OFFERED TO HELP THEM LOOK OUTSIDE; IF THE COST TO THEM IS CHEAPER TO STAY WITH THE SPOUSE ON THE COUNTY'S POLICY AND GO WITH THE FAMILY PLAN OUTSIDE, THEY WILL WORK AND HELP THEM TO DO AN ANALYSIS ON WHAT IS THE BETTER PLAN FOR THEM.

COMMISSIONER BROCK, FOR INFORMATION, QUESTIONED WHY THE SCHOOL BOARD ALWAYS PAID MORE IN FOR THEIR EMPLOYEES THAN THE COUNTY DOES FOR THEIR EMPLOYEES. HE ASKED WHY THE COUNTY DIDN'T RAISE THE AMOUNT FOR THEIR EMPLOYEES TO TAKE THE BURDEN OFF THE EMPLOYEES.

HEATHER EXPLAINED THE COUNTY EMPLOYEES USE TO PAY NOTHING

BEFORE SHE STARTED HERE AND IT HAS GRADUALLY GONE UP; THE EMPLOYEES COST WENT TO \$3.00, \$7.50, \$10, \$15 AND NOW THEY ARE AT \$35 SO THEY HAVE GRADUALLY INCREASED.

SHERIFF HADDOCK GAVE THE BOARD AN EXAMPLE OF HOW THE SHERIFF DEPARTMENT INSURANCE COMPARES TO THE BOARD OF COUNTY COMMISSIONER'S INSURANCE. THIS IS THE REASON WHY A FEW YEARS AGO THE SHERIFF'S DEPARTMENT WENT OUT ON THEIR OWN AND GOT RATES FOR THEIR DEPARTMENT. HE TOLD HEATHER AT THAT TIME IF THIS SAVES MONEY, THE SHERIFF DEPARTMENT WOULD PULL OUT; IF IT DON'T SAVE MONEY, THEY WOULD STAY WITH THE COUNTY. WHEN THEY GOT THE NUMBERS BACK, IT SAVED WELL OVER A \$100,000 A YEAR FOR THE SHERIFF'S DEPARTMENT TO PULL OUT. THIS WAS DUE TO THE GROUP AS A WHOLE FOR THE COUNTY IS A LITTLE OLDER AND MORE PEOPLE GO INTO THE HOSPITAL AND HAVE MORE HEALTH PROBLEMS THAN THE YOUNGER GROUP AT THE SHERIFF'S DEPARTMENT. IF THE BOARD WILL LOOK AT THE SHERIFF DEPARTMENT NUMBERS PROVIDED WITH THE RECOMMENDATION OF FUNDING 50%, THE EMPLOYEE PLAN IS \$554.00 FOR THE COUNTY; BUT THE SHERRIF DEPARTMENT'S EMPLOYEE COST WAS \$445 SO THERE IS OVER \$100 DIFFERENCE WHAT THEY PAY FOR A COUNTY EMPLOYEE INSURANCE VERSUS WHAT THEY PAY FOR THE INDIVIDUAL PLAN FOR THE SHERIFF DEPARTMENT'S INDIVIDUAL COVERAGE. ON THE FAMILY PLAN, IT IS \$1700 FOR THE COUNTY EMPLOYEE AND \$1300 FOR THE SHERIFF DEPARTMENT'S FAMILY COVERAGE; SO THAT IS \$400 A MONTH, \$4,800 A YEAR MORE THE BOARD HAS TO PAY FOR THE FAMILY PLAN THAN THE SHERIFF'S GROUP HAS TO PAY FOR IT. TO ANSWER COMMISSIONER BROCK'S QUESTION, SOMETIMES IT HAS TO DO WITH THE GROUP AND WHAT THE SCHOOL BOARD IS WILLING TO PAY AND WHAT THE BOARD IS WILLING TO PAY TOWARD THE INSURANCE. USE TO YEARS AGO THE GROUP PLANS WERE CHEAPER THAN AN INDIVIDUAL PLAN; BUT, NOW IT HAS FLIP FLOPPED. THE INDIVIDUAL PLAN IS A LOT CHEAPER IF THEY HAD WENT OUT ON THEIR OWN AND GOT IT IF THEY DON'T HAVE ANY PRE EXISTING CONDITIONS THAN THE GROUP PLAN NOW. WHAT BRINGS THE RATES UP IS IF YOU HAVE A LOT OF EMPLOYEES WHO HAVE SURGERIES, PREGNANCIES, ETC. THE INSURANCE IS GETTING MORE AND

MORE COMPLICATED AND THAT IS WHY THEY WERE UP UNTIL 10:00 LAST NIGHT WORKING ON THIS SO THEY COULD GET IT WHERE THEY COULD ALL UNDERSTAND IT.

COMMISSIONER BROCK GAVE AN EXAMPLE ON HIMSELF; HE WAS PAYING \$35 PER PAY PERIOD ON HIMSELF FOR BCBS INSURANCE. HIS SPOUSE'S COST WOULD BE \$75 PER PAY PERIOD AND SHE WORKED WITH THE SCHOOL BOARD. HE HAS ALWAYS WONDERED IF THE SCHOOL BOARD DIDN'T HOLD OUT MORE FOR THE PREMIUM FOR THE EMPLOYEE.

SHERIFF HADDOCK SAID IF YOU HAD THE SAME PLAN; MR. BROCK WOULD HAVE TO LOOK TO SEE IF THEY HAD THE SAME PLAN. HE REFERRED TO HEATHER HAVING PROVIDED THE BOARD WITH THREE DIFFERENT PLANS AND WHAT THE DEDUCTIONS WOULD BE, ETC. IF YOU HAVE THE SAME PLAN, AS AN EMPLOYEE AT THE SCHOOL BOARD, THEY PROBABLY HAD TO PAY MORE; THAT IS THE WAY THE SCHOOL BOARD CONDUCTS THEIR BUSINESS. IF THEY DON'T HAVE THE SAME PLAN, THE COST DIFFERENCE MIGHT BE BECAUSE THAT PLAN IS A LITTLE MORE OR A LITTLE LESS AND THAT IS WHAT THE SCHOOL BOARD REQUIRES THE EMPLOYEE TO PAY. HE REITERATED IT IS JUST ACCORDING TO WHAT YOU COMPARE PLANS TO.

COMMISSIONER ABBOTT SAID THE COUNTY COULD BE OFFERING BETTER BENEFITS THAN THE SCHOOL BOARD ALSO. DEPUTY CLERK GLASGOW TOLD THE BOARD IT WAS UP TO THEM WHAT BENEFITS THEY GIVE THEIR EMPLOYEES.

SHERIFF HADDOCK GAVE THE BOARD ANOTHER EXAMPLE; THE SHERIFF DEPARTMENT'S DEDUCTIBLE IS \$500 AND THEIR PREMIUMS ARE A LOT CHEAPER THAN THE BOARD'S PREMIUM. THE BOARD'S DEDUCTIBLE IS \$1,000 AND THEIR PREMIUM IS WAY HIGHER. IN THE INSURANCE BUSINESS NOW, THERE IS NO RHYME OR REASON AND IF YOU THINK IT IS CONFUSING NOW, WAIT UNTIL 2014. IT IS GOING TO GET EVEN WORSE. THEY SAY EVERYONE IS GOING TO HAVE INSURANCE; BUT, IT MIGHT BREAK THE BACKS OF EVERYBODY TO EVEN HAVE IT. IT IS VERY FRUSTRATING WHEN YOU ARE TRYING TO BUDGET EVEN FOR A SINGLE PERSON.

SHERIFF HADDOCK PROVIDED ANOTHER EXAMPLE; THEIR INSURANCE WAS GOING TO GO UP 6% THIS YEAR. HIS CONTENTION WAS IF THEY STAY THE

SAME CAN THEY PASS THAT 6% ON TO HIS EMPLOYEES; THEY COULDN'T AS THEY COULD ONLY PASS 5% PER YEAR TO AN EMPLOYEE UNLESS THEY CHANGE TOTAL PLANS. HE ASKED HIS AGENT TO GO BACK, GIVE HIM A DIFFERENT PLAN AND THEY CAME BACK WITH A 3% PLAN. HE ASKED IF THEY COULD PASS THAT TO THE EMPLOYEES TO HELP WITH THE CRISIS THE COUNTY IS IN. THAT IS WHAT THEY ARE ALL WRESTLING WITH.

DUE TO NO ONE HAVING ANY FURTHER COMMENTS, COMMISSIONER ABBOTT OFFERED A MOTION, SECONDED BY COMMISSIONER STRICKLAND FOR DISCUSSION TO APPROVE OF THE BOARD PAYING 50% OF THE EMPLOYEE DEPENDENT COVERAGE AND THE EMPLOYEES ABSORBING THE 3% INCREASE.

HEATHER, FOR CLARIFICATION, SAID THE EMPLOYEE WILL PAY 50% OF THE DEPENDENT COVERAGE AND THE BOARD WILL PAY 50% OF THE \$1,000 DEDUCTIBLE PLAN; IF THEY WANT TO PICK ANOTHER PLAN, THEY WILL HAVE TO BUY UP.

COMMISSIONER ABBOTT SAID THE BOARD HAS GONE FROM PAYING 71% DOWN TO 50% AND THE ADDITIONAL 3% INCREASE THE INSURANCE HAS PASSED ON WILL BE PASSED ON TO THE EMPLOYEE. HEATHER SAID ALL THE BOARD IS GOING TO PAY IS THE AMOUNT IN THE BLUE COLUMN NO MATTER WHAT PLAN THE EMPLOYEE GETS AND THAT IS WHAT THE FIGURES IS BASED ON. COMMISSIONER ABBOTT ADVISED THAT IS CORRECT.

COMMISSIONER STRICKLAND SAID SO THE EMPLOYEES COULD CHOOSE WHICH PLAN THEY WANT. HEATHER SAID THAT IS CORRECT; KNOWING THE CONTRIBUTION THEY HAVE, IF THEY WANT SOMETHING A LITTLE BETTER, THEY CAN PAY A LITTLE MORE.

THE MOTION CARRIED 4 TO 0.

SHERIFF HADDOCK ASKED ABOUT THE THIRD PLAN. DEPUTY CLERK GLASGOW AND HEATHER ADVISED THAT PLAN WOULD BE FREE TO THE EMPLOYEES.

SHERIFF HADDOCK ADVISED THE SHERIFF DEPARTMENT WOULD BE LOOKING AT THAT PLAN ALSO BECAUSE THEY MIGHT BE ABLE TO SAVE A LITTLE MORE MONEY.

COMMISSIONER STRICKLAND WANTED HEATHER TO MAKE SURE THEY LET SHERIFF HADDOCK KNOW WHEN THE INSURANCE COMMITTEE STARTS WORKING ON INSURANCE NEXT YEAR SO HE COULD BE ON THE COMMITTEE.

COMMISSIONER PATE FELT LIKE ALL THE CONSTITUTIONAL OFFICERS SHOULD HAVE INPUT ON THE INSURANCE COMMITTEE. SHERIFF HADDOCK AGREED BECAUSE IT AFFECTS THEIR EMPLOYEES TOO; HE POOLED THEM LAST NIGHT AND FELT LIKE THEY WERE ALL ON BOARD BECAUSE THIS IS WHAT WE ARE STUCK WITH.

COMMISSIONER STRICKLAND SAID THE BOARD COULD DO THAT; BUT, HE DON'T WANT SIX MONTHS LATER FOR THIS TO COME BACK BEFORE THE BOARD TO DECIDE WHO IS GOING TO BE ON THE INSURANCE COMMITTEE AND WHO IS NOT.

SHERIFF HADDOCK INTERJECTED HIS OPINION THE ONLY ONE THAT NEEDED TO BE ON THE COMMITTEE IS THE CLERK, DEPUTY CLERK GLASGOW AND THE CONSTITUTIONAL OFFICERS. THAT IS OVERALL WHO HAS TO MAKE THE DECISION.

COMMISSIONER ABBOTT RECOMMENDED ZOLA AND HEATHER PUT THIS ON THEIR CALENDAR AND WHEN THEY GET THE NEW RATES IN JUNE, AGGRESSIVELY GET BUSY ON THE INSURANCE PREMIUMS AND HAVE IT DONE WITHIN THIRTY DAYS.

SHERIFF HADDOCK ADDRESSED EVERY YEAR THEY ARE WAITING LATER AND LATER; THEN, THE BOARD IS IN A PUSH AND HAS TO HAVE AN EXTRA MEETING. LAST YEAR IT WAS BECAUSE OF THE RATES THEY COULDN'T GET.

COMMISSIONER BROCK EXPLAINED MOST OF THE TIME SINCE HE HAS BEEN ON THE BOARD, THEY HAVE HAD A PROBLEM GETTING THE QUOTES OF HOW MUCH THE INCREASE IS GOING TO BE; THE INSURANCE COMPANY WAITS UNTIL THE LAST MINUTE.

SHERIFF HADDOCK SAID THEY HAD THE RATES IN JUNE THIS YEAR AND USUALLY IT IS IN JUNE; BUT, WHAT THEY DO IS DRAG THEIR FEET AND THEN THEY ARE ALL JUMPING UP AND DOWN. THEN HEATHER AND HIS STAFF HAS TO RUN AROUND AND HE THINKS THIS NEEDS TO BE BROUGHT TO THE BOARD'S ATTENTION AND INFORM THEM AS A GROUP. HE DON'T THINK THIS IS WHAT HAS BEEN HAPPENING IN THE PAST. WHEN THEY GET THEIR RATE, THEY NEED TO SIT DOWN AND START WORKING ON WHAT THEY SHOULD BE DOING ON THE INSURANCE.

COMMISSIONER BROCK SAID SOMEWHERE DOWN THE LINE HE HEARD THERE WAS GOING TO BE A 12% INCREASE. SHERIFF HADDOCK INFORMED THE BOARD THE FIRST QUOTE THEY RECEIVED WAS 12% AND THE FIRST QUOTE HIS OFFICE GOT WAS 6%; THEY WENT BACK TO THEIR REPRESENTATIVES AND GOT IT DOWN TO 3% BY CHANGING PLANS. IT IS ALMOST EXACTLY THE SAME PLAN THEY CURRENTLY HAVE; BUT, THEY HAD TO CHANGE THE PLAN TO GET THE RATE INCREASE DOWN TO 3%.

HEATHER AGREED 12% IS WHAT THEY WERE TOLD VERBALLY OVER THE PHONE; BUT, THIS WAS NEVER PROVIDED IN WRITING. THE FIRST QUOTE SHE GOT IN WRITING, THE RATES WEREN'T THAT HIGH.

COMMISSIONER BROCK REFERRED TO THE BOARD HAVING THIS DISCUSSION A FEW MONTHS AGO AND IT WAS MORE OR LESS TABLED BECAUSE THEY DIDN'T KNOW EXACTLY WHAT THE QUOTES WAS GOING TO BE. THAT IS WHY WE HAVE GOT THIS FAR.

CLERK COOK, ON BEHALF OF HERSELF AND THE OTHER CONSTITUTIONAL OFFICERS, THANKED SHERIFF HADDOCK, TRACY, STEVE AND HEATHER FOR DOING A WONDERFUL JOB. SHE REFERRED TO HER HAVING TOLD THE BOARD IF THEY WOULD GET OUT OF THIS COMMITTEE BUSINESS IT WOULD GET DONE AND IT DID.

DISCUSSION WAS HELD ON THE PROPERTY APPRAISER'S BUDGET NEEDING TO BE APPROVED PRIOR TO AUGUST 14TH. DEPUTY CLERK GLASGOW TOLD THE BOARD IF THEY ARE GOING TO APPEAL THE PROPERTY APPRAISER'S BUDGET, THEY NEED TO DO IT BY AUGUST 15TH. SHE INFORMED THE BOARD THE PROPERTY APPRAISER'S REQUEST IS FOR \$530,786 AND HIS BUDGET WAS CUT BY 4% FROM THE CURRENT YEAR.

COMMISSIONER BROCK OFFERED A MOTION, SECONDED BY COMMISSIONER ABBOTT AND CARRIED TO APPROVE THE PROPERTY APPRAISER'S BUDGET FOR FISCAL YEAR 2011-2012 FOR \$530,786.

CHAIRMAN PATE UPDATED THE BOARD AT THEIR LAST MEETING THERE HAD BEEN A PROPOSAL ON EXTENDING AN EMPLOYEES PROBATIONARY PERIOD AND IT WAS DECIDED THEY NEEDED A LITTLE BIT MORE INPUT ON THIS.

ATTORNEY GOODMAN REPORTED HE HAD A CHANCE TO LOOK AT THE ISSUE WITH HEATHER AND TALKED TO MR. JOYNER ABOUT IT; THE POLICY MANUAL DOESN'T NECESSARILY ADDRESS THE EXTENSION OF A PROBATIONARY PERIOD IN CIRCUMSTANCES LIKE THIS. BUT, IN SECTION 1, THE BOARD IS GIVEN PRETTY BROAD LATITUDE WITH RESPECT TO SOMETHING THAT WOULD PROBABLY FALL UNDER EXTENDING THE PROBATIONARY PERIOD. IF THE BOARD DECIDES TO DO IT, HE WOULD RECOMMEND PROBABLY TRYING TO KEEP IT WITHIN 90 DAYS, A REASONABLE PERIOD OF TIME, AND ADDRESS IT IN THAT RESPECT. PURSUANT TO THE COUNTY POLICY, THE BOARD HAS THE ABILITY TO EXTEND A PROBATIONARY PERIOD.

COMMISSIONER STRICKLAND OFFERED A MOTION, SECONDED BY COMMISSIONER BROCK TO EXTEND TODD BARFIELD'S PROBATIONARY PERIOD FOR 90 DAYS ON THE LAWYERS RECOMMENDATION.

COMMISSIONER ABBOTT SAID IT SADDENS HIM TO SEE ANYTHING LIKE THIS BROUGHT UP IN FRONT OF THE BOARD AND ALL THE PEOPLE. ALL THE COUNTY EMPLOYEES WORK FOR THE COUNTY MANAGER. ALL THESE BOARD MEMBERS, ANYBODY THAT WORKS WITH THE COUNTY HAS ACCESS TO THE COUNTY MANGER WHICH HANDLES ALL PERSONNEL ISSUES; THE COUNTY MANAGER AND HUMAN RESOURCE. HE SAID THAT WAS ALL HE HAD TO SAY THAT THE BOARD DON'T FEEL COMFORTABLE ENOUGH TO GO TO THE COUNTY MANAGER AND DISCUSS ANY PROBLEMS WITH HIM.

COMMISSIONER PATE EXPLAINED ONE OF THE PROBLEMS IS THE WAY MR. BARFIELD WAS HIRED; NOT THE PROCESS. THE BOARD HIRED HIM AND IT SHOULD HAVE BEEN THROUGH THE COUNTY MANAGER AND THAT STAFF AT THAT TIME. THE BOARD HAS GOT TO GET OUT OF THE BUSINESS OF MEDDLING AND THAT MEANS ALL THE BOARD AT ALL TIMES AND ALL THINGS.

THE MOTION ON THE FLOOR TO EXTEND MR. BARFIELD'S PROBATIONARY PERIOD BY 90 DAYS CARRIED WITH COMMISSIONER ABBOTT OPPOSED.

CHAIRMAN PATE ASKED MR. JOYNER TO GIVE MR. BARFIELD SOME STANDARDS FOR THIS 90 DAY PROBATIONARY PERIOD.

MR. JOYNER AGREED TO DO SO AND POINTED OUT HE ALREADY HAD SOME THINGS IN MOTION WITH MR. BARFIELD AND WILL CONTINUE WITH THAT AND ADDRESS THAT PROBLEM.

MR. BARFIELD ADDRESSED THE BOARD STATING, SINCE THIS CAME UP THE WAY IT CAME UP AND THEY ARE DIRECTING MR. JOYNER TO GET WITH HIM ON GOALS OR OBJECTIVES HE GUESSED; BUT, HE WOULD LIKE TO KNOW WHAT THE BOARD WANTS. THEY COULD TALK ABOUT THIS INDIVIDUALLY WITH MR. JOYNER OR TALK ABOUT AND AGREE ON IT HERE AT THE MEETING ON WHAT THAT WANT. HE DON'T WANT TO GET HIS PROBATION EXTENDED FOR 90 DAYS AND THEN TURN AROUND AFTER THAT 90 DAYS AND NOT BE DONE WHAT THEY ARE LOOKING FOR. HE IS LOOKING FOR SOME DIRECTION IN WRITING. HE IS GOING TO DO WHAT MR. JOYNER WANTS HIM TO DO; BUT, IF THE BOARD HAS SOME THINGS THEY AREN'T SATISFIED WITH, AND OBVIOUSLY THEY DO, HE WANTS THEM TO CONVEY THAT TO MR. JOYNER. OTHERWISE, THEY ARE WASTING TIME.

COMMISSIONER STRICKLAND TOLD MR. BARFIELD WHEN HE TALKED TO HIM ON THE PHONE YESTERDAY, HE MADE HIS POINT CLEAR. HE DON'T WANT TO BRING IT OUT IN HERE IN FRONT OF EVERYBODY. HE TALKED TO MR. JOYNER AND TOLD HIM HIS PROBLEMS AND HE DIDN'T WANT TO BRING ANYTHING OUT HERE IN THE PUBLIC. THERE IS A PLACE THEY CAN TALK BEHIND CLOSED DOORS. MR. BARFIELD SAID THAT WAS FINE AND AGREED WITH THAT.

COMMISSIONER PATE TOLD MR. BARFIELD HE HAD A COUPLE OF DISCUSSIONS WITH HIM ON HIS FEELINGS ABOUT IT. AS FAR AS INSTRUCTIONS, THE POSITION MR. BARFIELD IS IN, HE SHOULDN'T HAVE TO HAVE ANY SPECIFIC INSTRUCTIONS. HE IS SUPPOSE TO STRAIGHTEN UP THINGS AT PUBLIC WORKS THAT SHOULD BE DONE. THAT IS AS FAR AS HE WAS GOING AS HE AND MR. BARFIELD HAD TALKED EXTENSIVELY ON IT.

COMMISSIONER BROCK SAID HE HAD TALKED TO MR. JOYNER ON HIS CONCERNS ON SEVERAL OCCASIONS.

COMMISSIONER PATE SAID HIS CONVERSATIONS WITH MR. BARFIELD HAS

BEEN MOSTLY AT HIS REQUEST IN A HELPFUL WAY HOPEFULLY.

COMMISSIONER ABBOTT SAID HE WAS CONFUSED AS HE DON'T EVER RECALL CALLING AND ASKING MR. BARFIELD TO DO ANYTHING; ALL OF HIS COMMUNICATIONS COMES THROUGH MR. JOYNER. IF HE HAS AN ISSUE AT ROAD AND BRIDGE, HIS JOB AS COUNTY COMMISSIONER IS GO TO THE ONE MR. BARFIELD WORKS FOR; HE DON'T GO TO THE DEPARTMENT HEADS, HE GOES TO MR. JOYNER AND HE HANDS DOWN ALL THE ISSUES FOR PUBLIC WORKS. IF HE HAS MISUNDERSTOOD HE APOLOGIZES; BUT, MR. BARFIELD WORKS FOR MR. JOYNER AND HIS INSTRUCTIONS GOES THROUGH MR. JOYNER. MR. ABBOTT SAID HIS JOB IS NOT TO RUN ROAD AND BRIDGE OR DICTATE WHAT ROAD AND BRIDGE DOES; THAT IS WHAT THEY HIRED THE COUNTY MANAGER TO DO.

COMMISSIONER BROCK DISAGREED. THE COUNTY MANAGER CAN'T GET INVOLVED IN THE DAILY OPERATIONS OF ROAD AND BRIDGE ON EVERY PIPE OR EVERY ROAD, EVERY BUSH TO BE CUT DOWN, EVERY PIECE OF TRASH TO BE PICKED UP. HE CAN'T GO THAT FAR; HE HAS ENOUGH UP HERE IN THIS OFFICE TO TEND TO. THERE IS A LOT OF ELEMENTS GOING ON IN THIS COUNTY EVERY DAY. THEY HAVE 56 MILES TO EAST RIVER DOWN YONDER AND THERE IS A LOT GOING ON; THERE IS A LOT OF GRASS TO CUT, A LOT OF PAPER TO PICK UP, A LOT OF ROADS TO GRADE, A LOT OF PIPES TO CLEAN OUT AND MR. JOYNER CAN'T SEE AFTER THE DAILY OPERATIONS. SOMEBODY HAS GOT TO GO TO MR. BARFIELD. THAT IS JUST THE WAY IT IS. THEY NEED TO SET GUIDELINES AND POLICIES AT ROAD AND BRIDGE FOR MR. BARFIELD TO CARRY OUT.

COMMISSIONER PATE AGREED THE BOARD SHOULD HAVE POLICIES AT ROAD AND BRIDGE THAT IS WRITTEN WITH MR. JOYNER MAKING SURE IT IS FOLLOWED AND THEY NEED TO STAY OUT OF IT.

COMMISSIONER BROCK SAID IT HAS BEEN A BAD TIME OUT THERE RIGHT NOW BECAUSE OF FEMA OPERATIONS. HE SAID THAT IN THE BEGINNING. THERE WAS ONE THING OUT THERE TO DO; HAUL ROCK, HAUL ROCK AND HAUL ROCK WHEN MR. BARFIELD CAME ON AND THAT IS BASICALLY WHAT THE COUNTY HAS BEEN DOING, HAULING ROCK.

COMMISSIONER ABBOTT ADDRESSED THEM SITTING HERE CRITICIZING

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MR. BARFIELD FOR HAULING ROCK AND NOT DOING ANYTHING ELSE.
COMMISSIONER BROCK AND PATE DISAGREED.

COMMISSIONER BROCK OFFERED A MOTION, SECONDED BY COMMISSIONER
STRICKLAND AND CARRIED TO ADJOURN.

ATTEST:

DEPUTY CLERK

CHAIRMAN