

WORKSHOP
JUNE 14, 2012

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BCC - WORKSHOP

THE BOARD OF COUNTY COMMISSIONERS, IN AND FOR WASHINGTON COUNTY MET ON THE ABOVE DATE AT 8:30 A.M. IN THE WASHINGTON COUNTY ANNEX BOARD MEETING ROOM, 1331 SOUTH BOULEVARD, CHIPLEY, FLORIDA WITH COMMISSIONERS ABBOTT, CARTER, STRICKLAND AND PATE PRESENT. ATTORNEY GOODMAN, CLERK COOK, DEPUTY CLERK BRANTLEY AND INTERIM COUNTY MANAGER STEVE JOYNER WERE ALSO IN ATTENDANCE. COMMISSIONER BROCK JOINED THE MEETING AT 8:45 A.M.

I.

A. CALL TO ORDER - CHAIRMAN CARTER

B. INVOCATION/PLEDGE- DAVID CORBIN/COMMISSIONER
STRICKLAND

II. ATTORNEY GOODMAN

EMPLOYEE POLICY UPDATE- ATTORNEY GOODMAN ADDRESSED THE BOARD AND PUBLIC IN REFERENCE TO DIRECTION HE PREVIOUSLY RECEIVED FROM THE BOARD TO REVIEW THE EMPLOYEE POLICY OF THE COUNTY. THE BOARD WAS PROVIDED WITH A DRAFT THAT WAS SUBMITTED LATE LAST WEEK OR EARLY THIS WEEK OF

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APPROXIMATELY 121 PAGES. IN THAT DRAFT A RED LINE EDIT HAS BEEN DONE, WHICH IS SHOWING THE BOARD WHAT HAS BEEN ADDED AND REMOVED REFLECTING A PROPOSAL TO THE BOARD.

SOME THINGS THAT HE HAS EXPERIENCED COMING ON BOARD WITH THE BOARD'S POLICY HAS BEEN NOT FOLLOWING POLICY AND THAT BEING USED AGAINST THE BOARD, SO TO SPEAK WHEN THE BOARD GETS INTO LITIGATION MATTERS. ATTORNEY GOODMAN HAS LOOKED AT THINGS **1)** IS WHAT THE BOARD DOING LEGAL AND **2)** HOW CAN THIS BE USED AGAINST OR TO THE COUNTY'S BENEFIT SHOULD THERE BE A DISPUTE WITH AN EMPLOYEE OR A 3RD PARTY CITIZEN BECAUSE THERE ARE PARTS OF THE POLICY THAT APPLY TO CITIZENS AS WELL. FROM A POLICY STAND POINT HE TRIED TO STAY AS FAR AWAY FROM THAT AS HE COULD AND WHAT HE MEANS BY THAT IS; WHATEVER THE BOARD DOES WITH BEREAVEMENT LEAVE, VACATION, PTO, HOURS OR PAY TO HIM THAT IS A POLICY DECISION AND HE CAN JUST ADVISE THE BOARD IF THOSE CHANGES ARE LEGAL AND ACCEPTABLE BUT HE HASN'T PUT HIS NAME ON ANY BALLOT TO MAKE THOSE TYPES OF DECISIONS. THOSE ARE REALLY BOARD AND MANAGEMENT DECISIONS.

ATTORNEY GOODMAN ADVISED THAT HE DIDN'T DRAFT THE POLICY AS A PRO EMPLOYEE POLICY. HE PURPOSELY WROTE IT TO PROTECT HIMSELF AND THE BOARD FROM POTENTIAL LITIGATION.

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HE LOOKED AT THE POLICY STRICTLY THROUGH THE EYES OF THE BOARD IN RESPECT TO LIABILITY AND MAKING SURE THE BOARD IS AT THE MINIMUM REQUIREMENTS UNDER THE LAW.

THERE WAS A REDUCTION IN FORCE LAST YEAR AND THE REDUCTION IN FORCE POLICY WAS BASICALLY NON EXISTENT.

SOME THINGS WERE DONE TO THE REDUCTION IN FORCE POLICY SHOULD THERE HAVE TO BE ANOTHER REDUCTION IN FORCE. THE AT-WILL EMPLOYMENT HE REALLY TRIED TO DRIVE HOME.

SOMETIMES HE WOULD DRAFT VERSIONS AND RED LINE IT, SOMETIMES WITH HEATHER AND SOMETIMES NOT. HEATHER WOULD IMPLEMENT THOSE AND SEND THEM BACK TO HIS OFFICE FOR REVIEW BUT AT THE SAME TIME HEATHER WAS MEETING WITH DEPARTMENT HEADS, STEVE AND HE BELIEVES AT THE TIME COMMISSIONER CARTER WAS THERE ON BEHALF OF THE BOARD TO GO OVER SOME OF THE THINGS THAT ATTORNEY GOODMAN HAD BEEN IMPLEMENTING.

THE BOARD NEEDS TO BE AWARE THAT THERE WAS SOME THINGS REQUESTED TO BE ADDED BY THAT GROUP OF PEOPLE THAT WERE NOT NECESSARILY LEGAL RELATED BUT WERE POLICY RELATED. THERE WERE RED LINED EDITS THAT WERE MADE IN THE DRAFT POLICY THAT DIDN'T COME FROM HIS OFFICE. THE LEGAL ISSUES DID COME FROM HIS OFFICE AND THE BOARD NEEDS TO BE AWARE THAT THERE WERE 2 SETS OF PEOPLE INVOLVED IN

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EDITING THIS; **1)** ATTORNEY GOODMAN AND **2)** DEPARTMENT HEADS, MRS. HEATHER FINCH AND INTERIM COUNTY MANAGER STEVE JOYNER.

IT'S IMPORTANT THAT THE POLICY IS IMPLEMENTED. THE COUNTY HAS A PAST HISTORY OF NOT FOLLOWING ITS POLICY AND THAT CAN BE USED TO DESTROY THEIR CREDIBILITY IN LITIGATION. IF YOU HAVE SOMETHING AND IT SOUNDS GREAT, THAT IS GREAT BUT IF YOU DON'T DO IT, YOU SET STANDARDS.

IF THE COUNTY MANAGER AND ATTORNEY DO THEIR JOB THEN THE REST FLOWS, IF THEY DON'T DO THEIR JOB IT DOESN'T FLOW. THE SYSTEM IS SET UP FOR SUCCESS, IF YOU DON'T CIRCUMVENT OR CUT THE CHAIN OF COMMAND UNDERNEATH.

ATTORNEY GOODMAN OFFERED TO TALK TO THE BOARD AS FAR AS THE LEGALITY OF WHAT HE MAY OR MAY NOT HAVE IMPLEMENTED OR EDITED. THE PURPOSE OF TODAY IS FOR INTERIM COUNTY MANAGER STEVE AND ATTORNEY GOODMAN TO BE TAKEN BACK TO THE DRAWING BOARD AND TO BRING BACK SOMETHING THE BOARD FEELS MORE COMFORTABLE.

COMMISSIONER CARTER ASKED ATTORNEY GOODMAN IF HE HAD REVIEWED THE LATEST CHANGES AS FAR AS THE LEGAL ASPECT. ATTORNEY GOODMAN ADDRESSED THE BOARD THAT THERE HASN'T BEEN ANYTHING IMPLEMENTED SINCE THE LAST TIME HE MET WITH

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HEATHER FINCH. AS OF LAST WEEK THE DEPARTMENT HEADS AND THE DIRECTORS HADN'T COMPLETED THEIR REVIEW OF THE POLICY.

COMMISSIONER ABBOTT ASKED IF THIS IS AN EMPLOYEE POLICY OR A BOARD POLICY. ATTORNEY GOODMAN ADVISED THAT IT IS A COUNTY POLICY.

COMMISSIONER ABBOTT ASKED IF THE COUNTY POLICY SHOULD ADDRESS EMPLOYEES AS FAR AS EQUIPMENT, BEHAVIOR, ETC. ATTORNEY GOODMAN ADVISED THE BOARD THAT THERE ARE CERTAIN THINGS THAT SHOULD BE INCLUDED WITH RESPECT TO EQUIPMENT AND HOW THEY ARE USED BY EMPLOYEES. IN REFERENCE TO THE OPERATIONAL POLICY IT'S A LITTLE DIFFERENT IN NATURE BEING THAT IT'S HOW THE COUNTY OPERATES AS A COUNTY WITH CERTAIN RESPECTS.

COMMISSIONER ABBOTT ADDRESSED ATTORNEY GOODMAN THAT HIS UNDERSTANDING IS THE BOARD DOESN'T HAVE THE MOST UPDATED VERSION BECAUSE HEATHER FINCH HAS SOME ADDITIONAL UPDATES THAT AREN'T INCLUDED. ATTORNEY GOODMAN ADVISED THAT AS FAR AS HE KNOWS THE BOARD DOES HAVE THE MOST UPDATED VERSION.

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HEATHER FINCH ADDRESSED THE BOARD THAT THE ONLY THING THAT SHE IS WORKING ON IS GRAMMATICAL CHANGES AND ADDING WORDS ABOUT GPS.

COMMISSIONER PATE ASKED IF GPS IS SOMETHING THAT SHOULD FALL UNDER OPERATIONAL POLICY. ATTORNEY GOODMAN ADVISED THAT IT SHOULD BE IN THE EMPLOYEE POLICY SO THAT THEY ARE AWARE THAT THERE MAY BE A TRACK ON THEIR VEHICLE.

COMMISSIONER CARTER ADVISED THE MEMBERS OF THE BOARD TO GIVE QUESTIONS TO MRS. ZOLA AND COMMISSIONER ABBOTT. FROM THERE COMMISSIONER ABBOTT WILL COMPILE THEM AND MEET WITH ATTORNEY GOODMAN AND HEATHER FINCH.

COMMISSIONER CARTER ADDRESSED THE LANGUAGE IN REFERENCE TO THE MEAL ALLOWANCE AND THAT IT SHOULD BE A DAYS TRAVEL OUT OF THE COUNTY.

ATTORNEY GOODMAN ADDRESSED COMMISSIONER CARTER THAT HE SHOULD HAVE TAILORED THE LANGUAGE IN REFERENCE TO THE MEAL ALLOWANCE. THE REASON WHY IT WAS MISSED IS BECAUSE THE COUNTY PROBABLY ISN'T GOING TO GET SUED BASED ON BREAKFAST NUMBERS AND SO THE SECTION WAS PROBABLY SKIMMED MORE THAN SOME OTHER SECTIONS BUT HE AGREED TO TAKE AN EYE BACK TO THOSE THINGS. HIS FOCUS WAS ON SECTIONS WHERE HE THOUGHT THE BOARD COULD GET BEAT OVER THE HEAD.

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COMMISSIONER CARTER ASKED ATTORNEY GOODMAN TO LOOK AT THE WAGE AND SALARY SCHEDULE CONSISTING OF AN ENTRY LEVEL COMPENSATION RATE FOR EACH POSITION AND LONGEVITY PAY INCREASES AT SO MANY YEARS. HE FEELS THAT NEEDS TO BE IF FUNDS ARE AVAILABLE OR IF APPROVED.

COMMISSIONER ABBOTT ADDRESSED THE BOARD THAT ON ONE SIDE THE BOARD IS SAYING THE FUNDS AREN'T THERE, CUTS ARE BEING MADE AND RAISES AREN'T BEING GIVEN. THEN ON THE OTHER SIDE THE FACT IS, IF YOU ARE HERE 3, 6, 9, ETC. YOU GET A LONGEVITY RAISE. ALSO THE PERCENTAGE ISN'T ADDRESSED AND THAT REALLY CONCERNS HIM.

COMMISSIONER PATE ASKED HEATHER FINCH HOW MUCH IS THE LONGEVITY RAISE. HEATHER ADVISED HIM THAT IT IS 1.5% AND THAT WAS DONE IN 2006/2007 WHEN THE NEW SALARY CHART WAS CREATED. IT IS AUTOMATICALLY EVERY 3 YEARS.

ATTORNEY GOODMAN ADVISED THE BOARD TO TAKE THE TIME AND MAKE SURE THEY FEEL COMFORTABLE WITH WHAT THEY ARE PASSING WHILE UNDERSTANDING IT TO BE A SENSITIVE ISSUE.

COMMISSIONER PATE ADDRESSED THE BOARD THAT HE WANTS A POLICY THAT IS FAIR TO THE EMPLOYEES, FAIR TO THE BOARD AND THERE IS NO UNDERSTANDING WHAT THE EMPLOYEES JOBS ARE AND WHAT THEY ARE SUPPOSE TO BE DOING NO MISUNDERSTANDING

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OF WHAT THE BOARD SHOULD BE DOING. EVERYONE SHOULD FOLLOW IT AND MAYBE IT WON'T BE AS MANY THREATS OF LAWSUITS AND SUCH.

COMMISSIONER ABBOTT COMMENDED THE CHAIN OF COMMAND THAT WAS INCLUDED IN THE DRAFT POLICY. ATTORNEY GOODMAN SAID THAT A LOT OF THE CREDIT FOR THAT SHOULD BE GIVEN TO THE OTHER SIDE; WHICH IS YOUR EMPLOYEES.

INTERIM COUNTY MANAGER JOYNER ADDRESSED THE BOARD THAT HIMSELF, THE DEPARTMENT HEADS AND HUMAN RESOURCE DIRECTOR HAVE SPENT A LOT OF TIME ON THIS PRELIMINARY. HE ASSURED THE BOARD THAT THE DEPARTMENT HEADS ARE TRYING TO CREATE A BETTER POLICY FOR THE COUNTY WHILE TAKING THE EMPLOYEES IN CONSIDERATION. HE AGREED WITH ATTORNEY GOODMAN THAT IT ISN'T A TIME SENSITIVE THING AS IT IS AN IMPORTANT THING TO TAKE THE STEPS AND GO THROUGH IT.

COMMISSIONER ABBOTT ADDRESSED THE BOARD THAT TO HIM THERE ARE SOME POLICIES THAT THE BOARD CURRENTLY HAVE THAT ARE TIME SENSITIVE ISSUE. HE ISN'T TRYING TO RUSH THROUGH SOMETHING BECAUSE EVERYTHING SHOULD BE ADDRESSED BUT THE COUNTY HAS A TRAIN WRECK.

ATTORNEY GOODMAN RESPONDED THAT IT WOULD HAVE BEEN NICE TO HAVE THIS LAST YEAR IN REFERENCE TO THE REDUCTION IN

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FORCE POLICY WHEN THE BOARD WAS TRYING TO FIGURE OUT STAFFING CUTS TO MAKE.

COMMISSIONER STRICKLAND ADDRESSED THE BOARD THAT HEATHER FINCH HAD BROUGHT UP THE F.A.C.T. ATTORNEY'S AND HE WOULD LIKE FOR ATTORNEY GOODMAN TO LOOK AT IT SINCE HE IS THE COUNTY ATTORNEY. ONE WORD CAN BE CHANGED AROUND AND IT THROWS THE WHOLE BALLGAME OUT. ATTORNEY GOODMAN ADDRESSED THE BOARD THAT IS A GOOD POINT AND HE ASSURED THE BOARD THAT EVERYTHING THAT HAS COME BEFORE HIM FROM A LEGAL STANDPOINT HE HAS READ IT AND HE WILL CONTINUE TO DO SO.

COMMISSIONER CARTER ADDRESSED THE BOARD THAT IF HEATHER FINCH HAS ANY LEGAL QUESTIONS THEY SHOULD BE SUBMITTED TO ATTORNEY GOODMAN AND NOT F.A.C.T. IF ANYONE MAKES THE CALL TO THEM IT SHOULD BE ATTORNEY GOODMAN.

COMMISSIONER BROCK ASKED HEATHER FINCH WHERE THE ISSUE OF PTO CAME FROM. HEATHER SAID WHAT LED TO PTO WAS LOOKING AT OTHER COUNTY'S AND ABOUT 14/15 SURVEY'S WERE DONE TO SEE HOW IT WAS WORKING IN THOSE COUNTY'S.

ATTORNEY GOODMAN ADDRESSED THE BOARD THAT HE WOULD ADVISE ANY EMPLOYEE OR BOARD MEMBER THAT HAS A QUESTION ON PTO TO TALK TO EMPLOYEES IN OTHER COUNTY'S WHO HAVE CHANGED

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FROM SICK AND ACCRUED LEAVE TO PTO AND SEE WHAT THEY THINK IS BETTER. IF IT IS TRANSFERRED CORRECT AND BENEFITS ARE ACCRUED; THAT IS A DIFFERENT ISSUE. IT IS A PRO-EMPLOYEE AND PRO-COUNTY POLICY. EMPLOYEES DON'T HAVE TO ANSWER THE QUESTIONS AS TO WHETHER THEY ARE SICK OR NOT BECAUSE IT IS THEIR TIME. THE EMPLOYER DOESN'T HAVE THE RIGHT TO ASK IN THE MAJORITY OF CIRCUMSTANCES, IF THEY GIVE PROPER NOTICE.

COMMISSIONER ABBOTT ADDRESSED THE ISSUE OF VACATION WHETHER YOU GO TO THE MOUNTAINS OR CHOOSE TO STAY HOME AND MOW THE GRASS. THE BOARD DOESN'T HAVE THE RIGHT TO DICTATE HOW A PERSON USES VACATION.

HEATHER FINCH ADDRESSED THE BOARD THAT THERE IS A MECHANISM IN THERE FOR ABUSE. IF A PERSON CONSISTENTLY CALLS IN, IF THERE IS A REPETITIVE PATTERN FOR THAT THERE IS A PROVISION FOR THE COUNTY MANAGER TO DO SOMETHING ABOUT IT.

COMMISSIONER BROCK ASKED ABOUT THE EARNINGS OF WHAT THE BOARD CURRENTLY HAS VERSUS THE NEW PTO TIME. HEATHER FINCH ADVISED THE BOARD THAT WHAT WAS RECOMMENDATION WAS TO KEEP IT VERY SIMILAR. IF SHE REMEMBERS CORRECTLY AN INITIAL EMPLOYEE WOULDN'T EARN THE SAME AMOUNT OF TIME AS SOMEONE WHO HAS BEEN HERE 5 OR 6 YEARS BUT THEY WERE

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CAREFUL SO NOT TO AFFECT A 2 YEAR EMPLOYEE. THE LEAVE ACCRUAL WAS LEFT THE SAME; 8 HOURS PER PAY PERIOD. FOR PTO IT'S 8 HOURS PER PAY PERIOD, SHE BELIEVES UP TO YEAR 10 OR 12. THERE WAS A BENEFIT CREATED FOR LONG TERM EMPLOYEES BECAUSE IT WAS ADDRESSED THAT AS PEOPLE GET OLDER THEY MAY HAVE MORE DOCTORS APPOINTMENTS. TO ENCOURAGE LONG TERM EMPLOYMENT AT 2 YEAR INTERVALS AFTER THE FIRST YEAR THE PTO LEVEL WAS INCREASED SOMEWHAT. NO LEAVE HAS BEEN TAKEN AWAY.

COMMISSIONER CARTER ADDRESSED THE BOARD THAT HE WOULD LIKE TO SEE SOME LANGUAGE IN THERE THAT AN EMPLOYEE HAS TO GIVE SOME TYPE OF ADVANCED NOTICE IF HE IS AWARE THAT HE IS GOING TO BE OFF. IT IS EXTREMELY HARD TO GET OUT AND SCHEDULE ANY KIND OF WORK WHEN YOU DON'T KNOW WHO IS GOING TO BE AT WORK UNTIL THE DAY OF. THERE HAS TO BE SOMETHING IN THERE OF CONTROL. IF YOU GO BACK THROUGH AT ALL THE TIME OFF; HOLIDAYS AND VACATION YOU ARE LOOKING AT ABOUT 8 WEEKS A YEAR THAT AN EMPLOYEE IS GETTING WHICH ONLY LEAVES 10 MONTHS OUT OF A YEAR. IS THAT FAIR TO THE PEOPLE OUT HERE THAT'S PAYING ALL OF THIS? HE ISN'T AGAINST THE EMPLOYEES, BUT HE WANTS THE PEOPLE OUT THERE TO KNOW WHAT THEY ARE PAYING FOR BECAUSE THEY ARE ENTITLED TO THAT.

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COMMISSIONER CARTER ADDRESSED THE BOARD THAT COMMISSIONER BROCK MADE A GOOD POINT. THERE NEEDS TO BE SOME LANGUAGE IN THERE WHERE YOU GET THIS MUCH BUT YOU NEED TO BE A GOOD EMPLOYEE AND NOT JUST USE IT BECAUSE IT IS THERE.

ATTORNEY GOODMAN ADDRESSED THE BOARD THAT WHATEVER THE AMOUNT IS THEY HAVE EARNED IT. THEY HAVE EARNED THE RIGHT TO DO WHAT THEY CHOOSE WITH IT.

COMMISSIONER ABBOTT ADDRESSED THE BOARD THAT A LOT OF AREAS CHOOSE A WEEK AND SHUT DOWN FOR THAT PARTICULAR TIME. HE RECOGNIZES THERE ARE SOME OFFICES THAT CAN'T SHUT DOWN BECAUSE THEY ARE AVAILABLE FOR THE PUBLIC BUT THERE ARE SOME AREAS THAT CAN SHUT DOWN FOR A WHOLE WEEK.

COMMISSIONER BROCK ADDRESSED THE BOARD THAT HE THOUGHT FOR THE EMPLOYEES THAT CHOOSE TO SAVE THEIR TIME AND WHEN THEY LEAVE THE COUNTY THEY HAVE A PRETTY GOOD CHECK COMING AT THE END AND HE SEES THAT AS A REWARD FOR BEING A DEDICATED EMPLOYEE.

ATTORNEY GOODMAN AGREED BUT FURTHER SAID THAT THE PROBLEM WITH THAT IS SOMETIMES THE BOARD MAY BE HIT WITH HAVING TO WRITE A BIG CHECK AT THE END AND THAT MAY HURT FROM A FINANCIAL STANDPOINT.

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COMMISSIONER ABBOTT ADDRESSED THE BOARD THAT THE REASON LEAVE IS GIVEN IS FOR THEM TO TAKE IT AND NOT TO PUT MONEY IN THE BANK WHEN THEY RETIRE. IF THEY WANT A BANK ACCOUNT THEY SHOULD DO LIKE THE AVERAGE PERSON AND PUT SO MUCH IN A SAVINGS ACCOUNT PER MONTH.

ATTORNEY GOODMAN ASKED HEATHER IF THE EMPLOYEES ARE MADE TO CASH OUT LEAVE AT THE END OF THE YEAR. HEATHER RESPONDED THAT EMPLOYEES CAN ACCRUE UP TO 240 ANNUAL AND 480 SICK. ANYTHING OVER THAT AS OF DECEMBER 31 THE AMOUNT OVER GOES AWAY WITH THE EXCEPTION OF SICK. AS FAR AS THE PTO THE NUMBER WAS LEFT THE SAME. AS YOU KNOW MANY OF THE EMPLOYEES DON'T TAKE VACATION BUT USE LEAVE TO TAKE CARE OF THEM SELF OR LOVE ONES AND THAT IS WHY THE PTO WOULD BE BENEFICIAL TO THEM.

COMMISSIONER CARTER ADDRESSED THE BOARD FOR EACH OF THEM TO LOOK AT THE PTO VERSUS WHAT IS IN PLACE NOW AND COME UP WITH WHAT THEY FEEL LIKE THEY WANT.

ATTORNEY GOODMAN ASKED HEATHER TO ADDRESS THE BOARD ON SOME OF THE THINGS THAT WERE CHANGED IN THE POLICY.

HEATHER FINCH ADDRESSED THE BOARD THAT IF THEY WOULD BE WILLING TO DO THE PTO AND THE LEAVE SUGGESTIONS THAT HAVE BEEN MADE WITH THE ACCRUALS SHE FEELS THE EMPLOYEES CAN

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BE GOOD STEWARDS OF THEIR TIME ENOUGH SO THAT IF THERE IS A PERSONAL CRISIS SUCH AS A DEATH THE PTO CAN BE USED, SO BEREAVEMENT LEAVE WAS DELETED. 15 MINUTE BREAKS AND VOTING LEAVES WERE OMITTED. THEY FELT THAT THEY COULD GIVE THEIR BREAKS IN ORDER TO KEEP THEIR LUNCHESES AS THEY ARE. COMMISSIONER CARTER ASKED THAT HEATHER FINCH GO THROUGH THE POLICY AND PULL OUT ANY ADDITIONS AND DELETIONS THAT WERE MADE.

COMMISSIONER PATE ADDRESSED THE BOARD THAT IF THEY CHOOSE TO GO TO PTO IT MAY NEED TO BE 2 WEEKS, DEPENDING ON THE SCHEDULE THAT IS GOING ON. HE DIDN'T LIKE IT WHEN HE WORKED UNDER THAT AFTER HE RETIRED FROM THE DEPARTMENT OF TRANSPORTATION BECAUSE IT WAS TOO HARD TO SCHEDULE THE WORK AND GET IT OUT ON TIME. REGARDLESS OF WHAT VACATION YOU HAVE EMPLOYEES HAVE THE RESPONSIBILITY TO TAKE THEIR VACATION. THE COUNTY SHUTS DOWN 2 WEEKS AT THE END OF THE YEAR AND THAT IS WHEN THERE IS USUALLY RAIN, WASHOUTS AND OVERTIME.

HEATHER FINCH ADVISED THE BOARD THAT IN THE DRAFT POLICY 7 DAYS NOTICE FOR LEAVE REQUEST WAS ADDED TO THE POLICY WHICH IS SUBJECT TO THE DEMANDS OF THE COUNTY, WHICH MEANS THE SUPERVISOR CAN DENY IT BASED ON THE NEEDS OF

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THE COUNTY. IT CAN ALSO BE REVOKED IF THERE HAS BEEN A FLOOD, ETC.

ATTORNEY GOODMAN ASKED ABOUT THE COUNTY'S CURRENT NOTICE PROCEDURE FOR TAKING LEAVE. HEATHER ADVISED HIM THAT THERE IS A LEAVE REQUEST FORM.

COMMISSIONER BROCK ADDRESSED THE BOARD THAT HE THINKS THAT THE NEW BOARD THAT IS COMING ON SHOULD BE THE ONES THAT ARE DOING THE NEW PERSONNEL POLICY.

COMMISSIONER ABBOTT ADDRESSED THE BOARD THAT IF THE NEW BOARD DOESN'T LIKE IT THEY HAVE THE OPTION TO CHANGE IT.

COMMISSIONER PATE ADDRESSED THE BOARD THAT THE EXPERIENCE IS HERE NOW ON THE BOARD. IF YOU GET 3 NEW ONES THEN THERE WILL ONLY BE 2 SITTING ON THE BOARD WITH EXPERIENCE.

COMMISSIONER ABBOTT ADDRESSED COMMISSIONER BROCK THAT HE WANTS HIS EXPERIENCE ON THE POLICY IF HE ISN'T RE-ELECTED.

III. CLIFF KNAUER, COUNTY ENGINEER

CLIFF KNAUER, COUNTY ENGINEER ADDRESSED THE BOARD IN REFERENCE TO THE RURAL WORKS PROGRAM LIST. IT IS THE DEPARTMENT OF TRANSPORTATION'S METHOD OF TRYING TO HELP

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OUT COUNTY'S THAT AREN'T IN TPO'S. THE TPO'S INCLUDE THEIR CITIES. CURRENTLY THERE HAS BEEN A LIST RECEIVED FROM EBRO, VERNON AND THE CITY OF CHIPLEY. THERE NEEDS TO BE A LIST FROM THE COUNTY AND THE TOWN OF WAUSAU. THE RURAL WORKS PROGRAM ISN'T CURRENTLY FUNDED BUT IS EXPECTED TO BE IN THE FUTURE. THE IDEA THAT HE HAS BEEN GIVEN THROUGH THE DEPARTMENT OF TRANSPORTATION IS THE PROJECTS NEED TO BE SMALL.

HE RANKED PROJECTS BY COST AND THE AMOUNT OF HOUSES ON A PARTICULAR ROAD WHICH ARE LISTED AS FOLLOWS:

MILLER LANE - ABOUT \$100,000 46 HOUSES

KANE MILL ROAD - ABOUT \$94,000 13 HOUSES

THERE ARE ALSO 2/3 MORE THAT HE HAS LISTED ON THE SHEET PASSED OUT TO THE COMMISSIONERS. THE INFORMATION ON THE HOUSES WAS OBTAINED FROM THE E911 OFFICE.

THE BOARD WILL BE ABLE TO UPDATE THE LIST EVERY YEAR.

COMMISSIONER BROCK ADDRESSED THE BOARD IN REFERENCE TO SHAKEY JOE ROAD AND THE ROAD NEEDS A LOT OF WORK AND IT IS UNDER \$100,000.00.

COUNTY ENGINEER KNAUER AGREED AND WENT ON TO SAY THAT THERE ARE A NUMBER OF ROADS LIKE THAT AND GRIFFIN ROAD IS

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ONE THAT COMMISSIONER PATE HAS BROUGHT UP A NUMBER OF TIMES.

COMMISSIONER ABBOTT ADDRESSED THE BOARD THAT HE WOULD LIKE TO SEE AS MANY DIRT ROADS AS POSSIBLE PAVED IN ORDER TO ELIMINATE SOME OF THE EVERY DAY MAINTENANCE THE TAXPAYERS ARE INCURRING.

COMMISSIONER ABBOTT ADDRESSED THE BOARD THAT IF YOU TAKE THE NUMBER OF GRADERS THAT THE COUNTY HAS AND THE AVERAGE NUMBER OF MILE PER ROAD GRADER, EVERY DIRT ROAD IN WASHINGTON COUNTY SHOULD BE PAVED EVERY WEEK; EVERY 4 DAYS ACTUALLY.

COUNTY ENGINEER KNAUER ADDRESSED THE BOARD THAT SOME OF THE ROADS THAT ARE DRIVEN AWAYS TO FOR GRADING MIGHT BE ONES THAT THE BOARD WANTS TO CONCENTRATE ON PAVING.

COUNTY ENGINEER KNAUER ASKED CHAIRMAN CARTER IF THE LIST COULD BE ADOPTED AT THE NEXT BOARD MEETING. COMMISSIONER CARTER SAID THAT IT CAN BE DISCUSSED AT THE NEXT MEETING AND THEY SHOULD HAVE THE CHANGES MADE TO ADOPT IT.

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COMMISSIONER CARTER ADJOURNED THE MEETING.

ATTEST: _____

DEPUTY CLERK

CHAIRMAN