

PROCEEDINGS HELD BEFORE THE
BALDWIN COUNTY COMMISSION

(Work Session)

Tuesday, July 23, 2019

The following proceedings were held on this the 23rd day of July, 2019, at the Baldwin County Administration Building, Conference Room, 322 Courthouse Square, Bay Minette, Alabama, before Susan C. Andrews, Certified Court Reporter Number 287.

A P P E A R A N C E

COUNTY COMMISSIONERS PRESENT:

Charles F. (Skip) Gruber, Chairman

Joe Davis, III

James E. (Jeb) Ball

ALSO PRESENT:

Wayne Dyess, County Administrator,
Administration Department

Ron Cink, Director, Budget/Purchasing
Department

Lisa Sangster, Administrative Support
Specialist IV, Highway Department

Terri Graham, Director, Environmental
Management (Solid Waste) Department

Donna Bryars, Acting and Interim
Clerk/Treasurer, Finance and Accounting
Department

Vince Jackson, Planning Director, Planning
Department

Kristen Rawson, Office Manager, Highway
Department

Matthew Brown, Director, BRATS Department

Mike Howell, Building Official, Building
Inspection Department

Wanda Gautney, Purchasing Director,
Budget/Purchasing Department

Brian Peacock, Director, CIS Department

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A P P E A R A N C E (cont.)

ALSO PRESENT (cont.):

Ed Fox, Deputy Development and Environmental
Director, Environmental Management
(Solid Waste) Department
Joey Nunnally, County Engineer, Highway
Department
David Conner, County Attorney
Cliff McCollum
Josh Duplantis
Todd Stewart
Stephen Pumphrey
Jane McNaughton

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P R O C E E D I N G S

WELCOME, INVOCATION AND PLEDGE OF ALLEGIANCE

COMMISSION CHAIRMAN CHARLES F. (SKIP)

GRUBER: Good morning, everyone.

COMMISSIONER JOE DAVIS, III: Good morning.

COMMISSION CHAIRMAN CHARLES F. (SKIP)

GRUBER: Welcome to the July the 23, 2019, work session of the Baldwin County Commission.

And at this time I've asked Commissioner Davis to lead us in the invocation and followed by the Pledge from Commissioner Ball.

COMMISSIONER JOE DAVIS, III: Please bow your heads.

(Commissioner Joe Davis, III, led in prayer.)

COMMISSIONER JAMES E. (JEB) BALL: Please join me in the Pledge.

(The Pledge of Allegiance was recited.)

A-1 - REVENUE COMMISSION - COMPUTER SOFTWARE SUPPORT

AGREEMENT ADDENDUM

COMMISSION CHAIRMAN CHARLES F. (SKIP)

GRUBER: Wayne. All right.

MR. WAYNE DYESS: Mr. Chairman, the

1 first item is A-1, Revenue Commission computer
2 software support agreement addendum.

3 COMMISSION CHAIRMAN CHARLES F. (SKIP)

4 GRUBER: Okay. Commissioners, y'all have any
5 questions on this one?

6 COMMISSIONER JAMES E. (JEB) BALL: No,
7 sir.

8 COMMISSIONER JOE DAVIS, III: No, sir.

9
10 **F-1 - BUILDING INSPECTION - COMPUTER SOFTWARE SUPPORT**
11 **AGREEMENT ADDENDUM**

12 MR. WAYNE DYESS: Mr. Chairman, and on
13 that same note, we also have further in your
14 agenda, F-1 is a Building Inspection computer
15 software support agreement addendum.

16 This is similar to the -- to the Revenue
17 Commission. Mr. Howell is here if you have any
18 questions. But this is very similar to the first
19 one.

20 MR. MIKE HOWELL: It's just the annual
21 payment for the Delta system that we operate on.

22 COMMISSION CHAIRMAN CHARLES F. (SKIP)

23 GRUBER: Yeah. Okay. Any questions?

24 COMMISSIONER JAMES E. (JEB) BALL: I
25 consent, Mr. Chairman.

26 COMMISSIONER JOE DAVIS, III: Yes, sir.

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)

28 GRUBER: All right. Consent on both of them.

1 COMMISSIONER JOE DAVIS, III: Consent on
2 that. Yes, sir.

3 MR. MIKE HOWELL: Thank you.

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)
5 GRUBER: Thank you.

6 MR. WAYNE DYESS: All right.

7
8 **B-1 - COMPETITIVE BID #WG19-37A - PURCHASE OF NINETY**
9 **(90) JERSEY BARRIERS FOR THE BALDWIN COUNTY COMMISSION**

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)
11 GRUBER: All right. Ms. Wanda.

12 MS. WANDA GAUTNEY: The first item I
13 have is Competitive Bid WG19-37A, the purchase of
14 ninety (90) jersey barriers.

15 This is to award the bid to the lowest
16 bidder, The Tamis Corporation, for purchase of
17 the jersey barriers as per the attached award
18 listing.

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)
20 GRUBER: All right. Commissioners?

21 COMMISSIONER JAMES E. (JEB) BALL:
22 Consent.

23 COMMISSION CHAIRMAN CHARLES F. (SKIP)
24 GRUBER: Consent?

25 COMMISSIONER JOE DAVIS, III: Consent.
26 Yes, sir.

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)
28 GRUBER: And these are the barricades up by

1 the -- these barricades are the ones for Gulf
2 Shores; correct?

3 MS. WANDA GAUTNEY: Yes.

4 COMMISSIONER JOE DAVIS, III: Yes.

5 MS. WANDA GAUTNEY: Uh-huh. (Indicates
6 affirmatively.) They are.

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)

8 GRUBER: To complete that -- that completes that
9 grant --

10 MS. WANDA GAUTNEY: We're finished with
11 that grant. Yes, sir. Uh-huh. (Indicates
12 affirmatively.)

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)

14 GRUBER: Okay.

15
16 **B-2 - COMPETITIVE BID #WG19-45 - PURCHASE OF ONE (1)**
17 **CHEMICAL INJECTOR SYSTEM UPGRADE TO MID-TECH TASC 6300**
18 **AND UPGRADE TO FRONT BUMPER MOUNTED/EXTENDED BOOM**
19 **BOOMLESS RADIAL MOUNT SPRAY HEADS OR EQUAL FOR THE**
20 **BALDWIN COUNTY COMMISSION**

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)

22 GRUBER: All right. Next.

23 MS. WANDA GAUTNEY: Competitive Bid
24 WG19-45, the purchase of one (1) chemical
25 injector system upgrade to a Mid-Tech TASC 6300
26 and an upgrade to the front bumper
27 mounted/extended boom boomless radial mount spray
28 heads or equal.

1 This is to award the bid to the lowest
2 bidder, IVM Solutions, LLC, doing business as
3 Roadside, Inc., in the amount of sixty-five
4 thousand, four hundred forty-four dollars and two
5 cents (\$65,444.02).

6 COMMISSIONER JAMES E. (JEB) BALL:
7 Consent.

8 COMMISSIONER JOE DAVIS, III: Consent.

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)

10 GRUBER: Okay. Joey, do you -- How is the
11 spraying going? Are we doing a whole lot right
12 now? I mean, is -- This is what's holding us up?

13 MR. JOEY NUNNALLY: Well, yes. But
14 there's also other complications. The -- the guy
15 we had certified to actually spray the --

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)

17 GRUBER: Yeah. He's gone.

18 MR. JOEY NUNNALLY: -- herbicide --

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)

20 GRUBER: He's not here.

21 MR. JOEY NUNNALLY: -- he's not here
22 anymore. So we're in the process of training
23 folks and updating our truck. So when we get
24 those two done, we'll be able to start our spray
25 program back.

26 COMMISSION CHAIRMAN CHARLES F. (SKIP)

27 GRUBER: Okay. All right.

28 COMMISSIONER JOE DAVIS, III:

1 Mr. Chairman, if I could.

2 That training, we're also going to be
3 training more than one person; is that right?

4 MR. JOEY NUNNALLY: Two.

5 COMMISSIONER JOE DAVIS, III: Very good.

6 Thank you.

7

8 **B-3 - COMPETITIVE BID #WG19-46 - PROVISION OF INSTANT**
9 **PRE-COOKED MEALS FOR THE BALDWIN COUNTY COMMISSION**

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)

11 GRUBER: All right. Next.

12 MS. WANDA GAUTNEY: Competitive Bid
13 WG19-46, provision of instant precooked meals.
14 This is to award the bid to the lowest bidder,
15 Nex-xos Worldwide, LLC, as per the attached award
16 listing.

17 COMMISSIONER JAMES E. (JEB) BALL:

18 Consent.

19 COMMISSIONER JOE DAVIS, III: Consent.

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)

21 GRUBER: Consent.

22

23 **B-4 - COMPETITIVE BID #WG19-47 - ANNUAL SCRAP METAL AND**
24 **WHITE GOOD RECYCLING SERVICES FOR THE BALDWIN COUNTY**
25 **COMMISSION**

26 COMMISSION CHAIRMAN CHARLES F. (SKIP)

27 GRUBER: All right. Next.

28 MS. WANDA GAUTNEY: The next item is

1 Competitive Bid WG19-47, annual scrap metal and
2 white good recycling services. This is to award
3 the bid to the highest bidder, SA Recycling, LLC,
4 and authorize the Chairman to execute the
5 contract.

6 COMMISSIONER JAMES E. (JEB) BALL:
7 Consent.

8 COMMISSION CHAIRMAN CHARLES F. (SKIP)
9 GRUBER: Consent.

10 COMMISSIONER JOE DAVIS, III: Consent.

11

12 **B-5 - COMPETITIVE BID #WG19-50 - PROVISION OF BALDWIN**

13 **COUNTY CIGARETTE STAMPS FOR THE BALDWIN COUNTY**

14 **COMMISSION**

15 MS. WANDA GAUTNEY: The next item is
16 Competitive Bid WG19-50, provisions of Baldwin
17 County cigarette stamps. This is just an annual
18 bid to place on the agenda for approval.

19 COMMISSIONER JAMES E. (JEB) BALL:
20 Consent.

21 COMMISSIONER JOE DAVIS, III: Consent.

22 COMMISSION CHAIRMAN CHARLES F. (SKIP)
23 GRUBER: All right. Consent.

24

25 **B-6 - COMPETITIVE BID #WG19-51 - PURCHASE AND**

26 **INSTALLATION OF ONE (1) 125 KW GENERATOR FOR THE BALDWIN**

27 **REGIONAL AREA TRANSIT SYSTEM (BRATS) BUILDING LOCATED IN**

28 **ROBERTSDALE, ALABAMA FOR THE BALDWIN COUNTY COMMISSION**

1 MS. WANDA GAUTNEY: The next item is
2 Competitive Bid WG19-51, purchase and
3 installation of one 125 KW generator for the
4 Baldwin County BRATS building.

5 This is just to place on the agenda for
6 approval. This is going to be funded through
7 that FEMA hazard mitigation --

8 COMMISSION CHAIRMAN CHARLES F. (SKIP)
9 GRUBER: Okay.

10 COMMISSIONER JAMES E. (JEB) BALL:
11 Consent.

12 MS. WANDA GAUTNEY: -- which is
13 eighty/twenty (80%/20%).

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)
15 GRUBER: All right. Consent.

16
17 **B-7 - FINAL DESIGN AND ARCHITECTURAL SERVICES FOR THE**
18 **INTERIOR BUILD-OUT OF THE SECOND FLOOR OF THE BALDWIN**
19 **COUNTY SATELLITE COURTHOUSE LOCATED IN FAIRHOPE, ALABAMA**

20 MS. WANDA GAUTNEY: The next item is the
21 final design and architectural services for the
22 interior build-out of the second floor of the
23 Baldwin County Satellite Courthouse located in
24 Fairhope.

25 Take the following actions: 1, approve the
26 attached AIA contract in the amount of
27 seven-point-two percent (7.2%) of the project
28 cost and authorize the Chairman to execute the

1 contract.

2 It says contingent upon legal review. And
3 Mr. Conner has already reviewed it. He did it
4 yesterday. And so I'll change that
5 recommendation part.

6 And approve the final design and authorize
7 the architect and me to place a bid once the
8 pre-qualification has been approved by the
9 Commission for contractors.

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)

11 GRUBER: Okay.

12 MS. WANDA GAUTNEY: And I have Todd
13 Stewart here, the architect, to go over the
14 design with y'all.

15 COMMISSIONER JAMES E. (JEB) BALL:

16 Sounds good.

17 COMMISSION CHAIRMAN CHARLES F. (SKIP)

18 GRUBER: Have y'all --

19 COMMISSIONER JOE DAVIS, III: Yeah.

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)

21 GRUBER: Y'all -- I think y'all have had a chance
22 to look at the layout and everything.

23 COMMISSIONER JOE DAVIS, III: Right.

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)

25 GRUBER: And everybody is happy with it?

26 COMMISSIONER JOE DAVIS, III:

27 Everybody's good with it, is my understanding.

28 MR. CLIFF McCOLLUM: I mean, you're

1 taking away my bowling alley. But, yeah.

2 COMMISSION CHAIRMAN CHARLES F. (SKIP)

3 GRUBER: Do what?

4 MR. CLIFF McCOLLUM: You're taking away
5 my bowling alley.

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)

7 GRUBER: Well, oh, well.

8 MR. CLIFF McCOLLUM: Okay.

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)

10 GRUBER: Hey, you just have to move -- you're
11 just going to have to move to the parking lot
12 somewhere.

13 COMMISSIONER JOE DAVIS, III: That's
14 right. Outdoors.

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)

16 GRUBER: Yeah.

17 MR. TODD STEWART: Any questions for me
18 on the design?

19 COMMISSIONER JAMES E. (JEB) BALL: I'm
20 good with it.

21 MR. TODD STEWART: Everybody looked it
22 over?

23 COMMISSIONER JOE DAVIS, III: Yeah.

24 MR. TODD STEWART: Okay.

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)

26 GRUBER: Okay.

27 COMMISSIONER JOE DAVIS, III: Todd, did
28 we look at and/or include any glass walls and

1 partitions?

2 COMMISSIONER JAMES E. (JEB) BALL: Yeah.

3 COMMISSIONER JOE DAVIS, III: And what's
4 your recommendation on that?

5 MR. TODD STEWART: Yeah. We -- we want
6 to incorporate as much of that as we can on that
7 interior corridor, where it's possible, so that
8 we can open that space up a little bit --

9 COMMISSIONER JOE DAVIS, III: Very good.

10 MR. TODD STEWART: -- for both
11 legislative areas as it applies. And then
12 privacy issues are -- have been discussed. And
13 we'll deal with that space-by-space. But, yeah,
14 in the end we'll -- we'll have that done.

15 COMMISSIONER JOE DAVIS, III: Yeah.
16 Keep people from feeling like they're in a small
17 box when they're actually in something a little
18 larger than that.

19 MR. TODD STEWART: Sure.

20 COMMISSIONER JOE DAVIS, III: Okay.
21 Very good. Thanks, Todd.

22 COMMISSIONER JAMES E. (JEB) BALL: Thank
23 you, Todd.

24 MR. TODD STEWART: Thank you.

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)
26 GRUBER: All right. So we're ready -- we're
27 ready actually to go start -- go to bid now?

28 COMMISSIONER JOE DAVIS, III: Yes, sir.

1 MS. WANDA GAUTNEY: Well --

2 COMMISSION CHAIRMAN CHARLES F. (SKIP)

3 GRUBER: That's what's --

4 MS. WANDA GAUTNEY: -- the
5 pre-qualifications are due back August the 5th.

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)

7 GRUBER: Yeah. But I'm saying, once we get --

8 MS. WANDA GAUTNEY: We've got a meeting
9 on the 6th to review those. So I'll have it on
10 the next workshop. And then -- then we'll be
11 ready by then and should be able to go ahead and
12 have the bids ready to go as soon as we approve
13 those.

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)

15 GRUBER: Okay. Yeah. Okay. But that's our next
16 step, though. Okay.

17 MS. WANDA GAUTNEY: Yeah.

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)

19 GRUBER: Thank you.

20 COMMISSIONER JOE DAVIS, III: Thank you.

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)

22 GRUBER: All right. Next. That's Consent on
23 that one?

24 COMMISSIONER JOE DAVIS, III: Yes.

25 COMMISSIONER JAMES E. (JEB) BALL:

26 Uh-huh. (Indicates affirmatively.)
27

28 **B-8 - LEASE OF ONE (1) POSTAGE MACHINE/LETTER OPENER FOR**

THE BALDWIN COUNTY REVENUE COMMISSION OFFICE

MS. WANDA GAUTNEY: Lease of one postage machine/letter opener for the Baldwin County Revenue Commission Office and authorize the Chairman to execute the lease agreement with Accurate Control of Fairhope, which is Neopost, for the one (1) postage machine and letter opener off the State of Alabama bid for thirty-six (36) months in the amount of six thousand, three hundred and ninety-one dollars and eight cents (\$6,391.08) for a year.

COMMISSION CHAIRMAN CHARLES F. (SKIP) GRUBER: Okay.

COMMISSIONER JAMES E. (JEB) BALL: Consent.

COMMISSION CHAIRMAN CHARLES F. (SKIP) GRUBER: Consent.

COMMISSIONER JOE DAVIS, III: Consent.

B-9 - REQUEST FOR PROPOSALS (RFP) FOR INMATE AND JUVENILE MEDICAL SERVICES PROGRAM FOR THE BALDWIN COUNTY CORRECTIONS CENTER AND JUVENILE DETENTION FACILITY

MS. WANDA GAUTNEY: The last item I have is a request for proposals for inmate juvenile medical services program for the Baldwin County Corrections Center and Juvenile Detention Center. This is to authorize the Purchasing Director, me, to solicit the request for proposals.

1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: Okay.

3 MS. WANDA GAUTNEY: And this is our
4 annual. We do it every year.

5 COMMISSION CHAIRMAN CHARLES F. (SKIP)

6 GRUBER: This is an annual bid. Consent?

7 COMMISSIONER JAMES E. (JEB) BALL:

8 Consent.

9 COMMISSIONER JOE DAVIS, III: Consent,
10 yes.

11 MS. WANDA GAUTNEY: That's all I have.
12 Thank you.

13 COMMISSIONER JOE DAVIS, III: Thank you,
14 Wanda.

15

16 **C-1 - CASE NO. S-19033 - PLANTATIONS AT FISH RIVER**

17 COMMISSION CHAIRMAN CHARLES F. (SKIP)

18 GRUBER: All right. Next.

19 MR. WAYNE DYESS: Next we have Highway
20 Department.

21 MR. JOEY NUNNALLY: Good morning.

22 COMMISSIONER JAMES E. (JEB) BALL: Good
23 morning.

24 MR. JOEY NUNNALLY: Item C-1 is going to
25 be Case Number S-19033, Plantations at Fish
26 River.

27 The staff recommendation on this would be to
28 approve the request from Plantations at Fish

1 River, LLC, to utilize a private road and a
2 right-of-way in the Plantations at Fish River
3 subdivision to access lots.

4 So this is basically just a formality that we
5 need to go through, according to the Subdivision
6 Regs Section 5.5.1. It requires the County
7 Engineer to advise the County Commission that
8 private streets are appropriate for this
9 subdivision under consideration. So --

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)

11 GRUBER: And those will -- that will be noted on
12 the deeds and everything else that it is a
13 private --

14 MR. WAYNE DYESS: The plats.

15 MR. JOEY NUNNALLY: The plat and
16 everything.

17 COMMISSION CHAIRMAN CHARLES F. (SKIP)

18 GRUBER: -- it is a private subdivision?

19 MR. JOEY NUNNALLY: Yes. So the
20 developer, Harold Sherman, petitioned the
21 Planning and Zoning Commission a while back to
22 actually give a -- a -- a variance for dirt roads
23 or gravel roads in the subdivision, but he was
24 turned down. And -- but -- and -- and he was
25 told that he had to pave them. So --

26 COMMISSION CHAIRMAN CHARLES F. (SKIP)

27 GRUBER: Uh-huh. (Indicates affirmatively.)

28 MR. JOEY NUNNALLY: So he's now going to

1 pave them. But he still wants to -- to keep it a
2 private, gated community. So --

3 COMMISSION CHAIRMAN CHARLES F. (SKIP)

4 GRUBER: Okay.

5 MR. JOEY NUNNALLY: -- this is -- this
6 is why I'm bringing it to y'all, just to make
7 sure y'all are okay with this --

8 COMMISSION CHAIRMAN CHARLES F. (SKIP)

9 GRUBER: As long as, you know, it's noted --

10 MR. JOEY NUNNALLY: -- and -- and know
11 what's going on.

12 COMMISSION CHAIRMAN CHARLES F. (SKIP)

13 GRUBER: As long as it's noted that, you know,
14 that it will be their responsibility on their
15 deeds and everything, so later on we don't come
16 back and say, well, you know, we need some help.
17 And we --

18 COMMISSIONER JOE DAVIS, III: Yeah. We
19 don't maintain --

20 COMMISSIONER JAMES E. (JEB) BALL: We
21 don't maintain it; right?

22 COMMISSION CHAIRMAN CHARLES F. (SKIP)

23 GRUBER: Nope.

24 MR. JOEY NUNNALLY: No.

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)

26 GRUBER: We don't do nothing with them.

27 COMMISSIONER JOE DAVIS, III: Very good.

28 COMMISSION CHAIRMAN CHARLES F. (SKIP)

1 GRUBER: You know --

2 MR. JOEY NUNNALLY: But we do require
3 them to build them to County standards --

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)

5 GRUBER: Yeah.

6 COMMISSIONER JOE DAVIS, III: Good.

7 MR. JOEY NUNNALLY: -- and pave the
8 roads. Because just like in -- in the Oaks
9 subdivision --

10 COMMISSIONER JAMES E. (JEB) BALL:

11 That's right.

12 MR. JOEY NUNNALLY: -- down in Lillian,
13 they're likely to come back in the future and
14 tell -- and ask us to take them back over for
15 maintenance. And, obviously, when that happens,
16 we encumber a lot of costs --

17 COMMISSIONER JOE DAVIS, III: Sure.

18 MR. JOEY NUNNALLY: -- we could
19 potentially encumber a lot of cost when that
20 happens.

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)

22 GRUBER: Okay.

23 MR. WAYNE DYESS: Mr. Chairman, this --
24 this is a large lot, low-density subdivision,
25 too. I believe it's not a dense subdivision at
26 all.

27 MR. JOEY NUNNALLY: That's right. It's
28 very -- like two-acre lots.

1 MR. WAYNE DYESS: I think so, yeah.

2 COMMISSION CHAIRMAN CHARLES F. (SKIP)

3 GRUBER: Two-acre lots?

4 MR. JOEY NUNNALLY: Yeah.

5 COMMISSION CHAIRMAN CHARLES F. (SKIP)

6 GRUBER: Okay. Okay. All right.

7 MR. STEPHEN PUMPHREY: Mr. Chairman, if
8 I could speak, too --

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)

10 GRUBER: Yes.

11 MR. STEPHEN PUMPHREY: I'm representing
12 him. And just so you know, he's also going to
13 live in this development. It's not like a
14 developer that's doing it and then going off and
15 leaving it for the homeowners association to
16 handle. He actually is going to live in it.

17 COMMISSION CHAIRMAN CHARLES F. (SKIP)

18 GRUBER: Okay.

19 MR. STEPHEN PUMPHREY: So this is his
20 subdivision. And he kind of designed it that
21 way. Like Joey said, he really wanted gravel
22 roads. Didn't get that. But he still would like
23 to keep the privacy of it. So that's why I
24 was --

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)

26 GRUBER: As long as he knows that the --

27 MR. STEPHEN PUMPHREY: He's been told
28 many times.

1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: He's been told many times. Yes, sir.

3 COMMISSIONER JOE DAVIS, III: Thanks,
4 Steve.

5 COMMISSION CHAIRMAN CHARLES F. (SKIP)

6 GRUBER: All right. Thank you.

7 MR. STEPHEN PUMPHREY: Thank you.

8 COMMISSION CHAIRMAN CHARLES F. (SKIP)

9 GRUBER: All right. That's Consent then.

10 COMMISSIONER JOE DAVIS, III: Consent.

11

12 **C-2 - FEDERAL TRANSIT ADMINISTRATION (FTA) - INTEGRATED**
13 **MOBILITY INNOVATION (IMI) DEMONSTRATION PROGRAM - GRANT**
14 **APPLICATION FOR TRANSIT DEMONSTRATION PROJECT**

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)

16 GRUBER: All right. Next.

17 MR. JOEY NUNNALLY: Item C-2 is going to
18 be an item for BRATS. It's going to be the
19 Federal Transit Authority Integrated Mobility
20 Innovation Demonstration Program.

21 It's basically a grant application for
22 Transit Administration projects. So, Matthew --
23 I'm going to let Matthew kind of go through this.
24 He's put together a little presentation for this.

25 We brought it to you before, just to make
26 sure that y'all didn't have a problem with us
27 going down this path. So Matthew -- Matthew has
28 got an update for you.

1 MR. MATTHEW BROWN: Thank you, Joey.
2 Thank you, Commissioners. This is kind of an
3 update from where we were a couple of weeks ago
4 when we discussed this in work session.

5 Again, this is kind of a grant that would
6 focus on retooling BRATS to make it focus on kind
7 of a virtual automated process to look at the
8 most efficient routes, the most efficient pickup,
9 the most efficient drop-off, and then use
10 computer software and a passenger scheduling app
11 to coordinate all that.

12 In the past couple of weeks, the company
13 we've been working with, Via, has run some
14 simulations just to kind of project the type of
15 services that might be applied in our area under
16 this type of innovation deployment. We can go to
17 the next slide.

18 This kind of just shows you some of their
19 modeling that they do utilizing some of our
20 current numbers to see how many vehicles they
21 would be required and to get down into the weeds
22 a little bit and just kind give you a glimpse
23 of -- of what they were doing in the background.

24 The little arrows on there represent
25 passenger trips and the direction that they're
26 going. And then that's -- as I understand it,
27 that's what their computer software looks at.
28 Next slide.

1 So, obviously, this is an innovation grant.
2 So they're looking at the best way. The
3 innovative part of what we're proposing, there's
4 lots of places that do these zones, a small zone
5 where -- where they do this on-demand service.
6 The -- the tricky part is how do you get people
7 in between zones? And that's been a large part
8 of their analysis.

9 And they kind of -- they kind of look at
10 three different options here. The first one was,
11 hey, we can make the entire county a giant zone.

12 And the positive to that, it gives you the
13 most immediate access to the most people. The
14 negative side is the lower quality of service,
15 just because of the land mass area that we'd be
16 trying to cover with an on-demand type service.

17 Again, we'd still be focusing on servicing
18 our entire area. But there are some areas, just
19 like there are today, that might be -- only have
20 service on a certain day of the week or maybe
21 twice a week.

22 The other option that they looked at was
23 something where we -- there'd be designated zones
24 that would be on demand. And then there would be
25 this inner zone pre-book function.

26 Now, I don't really like the term pre-book,
27 because that's kind of what we're trying to
28 get -- get away from. But the way that something

1 like this would work, it'd be a very kind of
2 high-quality service within the zones. And then
3 if you wanted to hop between the zones, you
4 would -- you would still book on your app.

5 It would look the same way on the app, but
6 there might be up to a three-hour delay time.
7 And that's -- so that way the app can -- or the
8 software can aggregate rides to -- to a vehicle,
9 to as many -- or as many rides to a vehicle as
10 possible before deploying that vehicle.

11 And then the third option they looked at
12 would be an inner zone option or -- and, again,
13 the inner zone on demand and then an inner zone
14 true fixed route.

15 And the positive of this is you have a
16 consistent schedule that they can know, hey,
17 here's when the inner zone trip would take place.
18 The negatives to something like that is it
19 doesn't allow people to flex trips.

20 For instance, if a bunch of people want to do
21 a trip different, on a different time than what
22 we have our set times, it's just fixed. And it'd
23 also require people to move from vehicle to
24 vehicle to vehicle.

25 And I was actually riding a -- a bus the
26 other day, viewing one of our routes, and talking
27 to a passenger. And she was saying how much she
28 hates switching vehicles. And I've gotten to see

1 that more and more, that passengers really hate
2 having to transfer between vehicles.

3 And so we -- kind of looking at those three
4 options, us, and coordinating the vehicles, we
5 kind of settled on this middle option as probably
6 being the best route to pursue in this innovative
7 approach, but kind of just showing some of the
8 analysis that's taken place there. Go to our
9 next slide.

10 So they -- they set up that scenario, and
11 they looked at a situation where eighty percent
12 (80) of our trips that take place within the
13 zones. Twenty percent (20%) would take place
14 between zones. And then they projected it at ten
15 (10) times the current demand.

16 And this was really important from our side,
17 because we certainly didn't want to set up a
18 system where we're meeting the same demand, yes,
19 that's maybe a little bit more efficient, but it
20 costs the same.

21 We want something that is -- for the same
22 cost, we're going to be providing, say, ten (10)
23 times the amount of demand, if possible.

24 So that's the metrics they used. And this
25 allowed them to analyze with their modeling mean
26 wait time, max wait time, average utilization,
27 and then met demand.

28 If we go to the next slide, we'll see some of

1 the results of that analysis. For the inner zone
2 service, they think with seven (7) to fifteen
3 (15) vehicles -- Seven (7) would be like the base
4 amount of vehicles. Fifteen (15) would be during
5 peak times -- that utilizing that number of
6 vehicles within zones -- And that's within one of
7 four primary zones within the county where we
8 have most of our trips take place -- that the
9 average wait time for someone to book a trip
10 would be eight (8) to fifteen (15) minutes on
11 average. And the max wait time would be
12 twenty-five (25) minutes. And, again, that is
13 from Via's modeling here.

14 The inner zone -- And, again, this is kind of
15 the -- the more innovative aspect of -- of the
16 service deployment -- they project seven (7) to
17 ten (10) vehicles. This would be a dedicated
18 fleet.

19 And, again, people would have to pre-book.
20 It would take place the same way on the app. But
21 it would say it may take up to three (3) hours
22 for you to get this bus. But we'll notify you
23 earlier if one is available earlier.

24 Again, the same process, fare collections,
25 booking, wheelchair accessibility, all of our
26 same service options, but, again, deployed
27 through this automated process. Next slide.

28 So just to kind of step through the Via -- or

1 the way that the experience would work -- Now,
2 one thing we asked Via about is they actually
3 deploy a whole new app.

4 And we went and looked at a couple other
5 agencies that are using Via. And they create --
6 Lone Tree, Colorado is an example of one.

7 And so people would go and download that app.
8 They wouldn't actually download Via's app, but
9 it's essentially Via's app with a new-brand --
10 our branding on top of it.

11 So this is kind of the -- what the user
12 experience would be for an inner zone trip. You
13 would select an origin or -- and destination.
14 You would get a proposal for a ride. You'd
15 confirm the ride. And then there would be
16 realtime tracking and notifications when that
17 ride is going to arrive.

18 For an inner zone trip -- And this is where
19 I -- we feel like it's so crucial to make it as
20 simple as possible for passengers. It would be
21 the same.

22 Select the origin and destination. But once
23 the app detected that you were trying to go
24 between cities or between zones, basically an
25 alert would pop up and say, by the way, this trip
26 may take up to three (3) hours to book.

27 And passengers, with time, would just know,
28 hey, I want to book this the night before or

1 something like that or possibly set up a standing
2 order. If they know they need to go to Foley
3 every day, they could set up a standing order.

4 After that, it'd be -- the ride would be
5 confirmed. They'd get a -- a confirmation that
6 the ride is on its way. And then they'd track
7 that ride in realtime. Next slide.

8 So in terms of cost, initially, when we came
9 to y'all a couple of weeks ago, I -- we were
10 looking at a cost of around four hundred and
11 seventy-five thousand (\$475,000). We have some
12 updated numbers on that.

13 On upfront configuration and install would be
14 around sixty thousand (\$60,000). Via has agreed
15 to provide the match, twenty percent (20%) match
16 on that. This is an eighty/twenty (80%/20%)
17 grant.

18 There would be an inner zone configuration,
19 service and configuration development. This will
20 be the first time someone has tried to deploy
21 this. And so there's going to be a lot of
22 customization. Via estimates that cost to be
23 around fifty thousand (\$50,000). They'll cover
24 the match on that.

25 And then there'll be a continuing licensing
26 and support. And this is -- this is like an
27 all-in-one fee that includes the customization to
28 our region and everything to customize the app.

1 And the County would be providing the match
2 on this. A twenty percent (20%) match for the
3 County is forty thousand dollars (\$40,000).

4 Now, currently, the County matches its
5 current software. It's about sixty thousand
6 (\$60,000) a -- a -- a year. So that's a twelve
7 thousand dollar (\$12,000) match. So in terms of
8 our net additional obligation under this, it
9 would be about twenty-eight thousand dollars
10 (\$28,000).

11 So kind of just a total sum of -- of this
12 particular grant, it's three hundred and eight
13 thousand (\$308,000). The Federal portion, eighty
14 percent (80%), is two hundred and forty-six
15 thousand (\$246,000). Via's local match would be
16 twenty-two thousand (\$22,000). The County's
17 local match would be thirty-nine thousand, six
18 hundred (\$39,600).

19 Now, we were crunching some numbers yesterday
20 to see if there might be a way for us to kind of
21 leverage numbers to be more advantage --
22 advantageous to the Commission by seeking
23 actually additional funds. And Joey and I were
24 discussing this this morning. And I wanted to
25 kind of just pop this out to y'all to get your
26 thoughts on it.

27 Currently we would be -- this would be
28 basically the technology side of things. We

1 would be providing our buses, providing our
2 drivers, which are all currently funded under a
3 Federal grant. Our drivers are funded at a
4 fifty/fifty (50%/50%) match, which means if it
5 costs five hundred thousand (\$500,000) for
6 drivers' salaries, we get two hundred and fifty
7 thousand (\$250,000) of that funded by the Federal
8 Government.

9 One thing we could do is we could look at our
10 inner zone trips, which is the innovative part of
11 that. And the base vehicles for that is seven
12 (7) vehicles.

13 To put a driver in that we figure is going to
14 cost about seven hundred -- I'm sorry -- about
15 five hundred thousand dollars (\$500,000). And we
16 could request that as part of this grant. And
17 then this grant would reimburse that eighty
18 percent (80%).

19 So instead of getting reimbursed for those
20 drivers at fifty percent (50%), which would be
21 two hundred and fifty thousand (\$250,000), we'd
22 be getting reimbursed four hundred thousand
23 (\$400,000), which could potentially result in
24 actually a net -- net gain for the Commission by
25 utilizing this grant.

26 The disadvantage to that, it does mean that
27 our grant ask goes up to eight hundred thousand
28 dollars (\$800,000). There's this whole program

1 cap of fifteen million (\$15,000,000) for all
2 applicants for all grants that they give out.

3 So certainly a bigger ask would probably, you
4 know, maybe lower our chances a little bit.

5 Obviously, the FTA is going to be more interested
6 in handing out more three hundred thousand dollar
7 (\$300,000) grants than eight hundred thousand
8 dollar (\$800,00) grants. So that's something we
9 wanted to throw out to the Commission.

10 We talked to Via. They didn't feel like
11 there was a big disadvantage of asking for that
12 extra five hundred thousand (\$500,000). They
13 seemed to think that FTA might award it and say,
14 well, we're going to award you this, but cut the
15 five hundred thousand (\$500,000).

16 I don't know for sure. They might just cut
17 it. They might just say yes or no to the grant.
18 So but there is that option to go ahead and ask
19 them to cover the drivers' salaries for the
20 innovative part of this.

21 Joey, I don't know if there's anything you
22 want to add to that.

23 MR. JOEY NUNNALLY: No. I mean, this
24 is -- this -- this other idea about us asking,
25 you know, for an additional money that may could
26 potentially save the County some matching cost
27 came up kind of late in the ball game.

28 So Matthew and I were talking this morning.

1 It's -- There's a fifteen million dollar
2 (\$15,000,000) cap that the FTA set up -- set for
3 this program. There's been how many applications
4 downloaded?

5 MR. MATTHEW BROWN: There's been like
6 two thousand (2,000), two (2,000) to three
7 thousand (3,000) hits on their website for people
8 like pulling down information about it. So --

9 MR. JOEY NUNNALLY: Yeah. So, now, how
10 many of those are going to be submitting and
11 asking for this grant? I don't know.

12 My gut feeling, if we just want to go off of
13 gut, is just to -- just to go after this amount
14 and -- and -- and -- and keep it small and
15 hope -- and hopefully to be able to get the --
16 the grant award.

17 Now, if somebody -- if -- if y'all choose
18 to -- choose different than that, I don't -- I
19 don't -- I don't have a heartburn with that at
20 all. It's y'all's decision on whether or not we
21 ask for the eight (\$800,000) or ask for the --
22 ask for the three -- three-oh-eight (\$308,000),
23 but it's -- it's probably not a big difference
24 one way or the other.

25 MR. MATTHEW BROWN: So maybe just jump
26 to the next slide or the final slide. Just kind
27 of -- so moving forward, what's so unique about
28 this grant is it's due at midnight the day of the

1 Commission meeting where this grant will be
2 approved.

3 So, obviously, a lot of times people are
4 working right up to the last minute to get a
5 grant in. We'll be working very hard.

6 The grant is probably like at eighty percent
7 (80%) process. There's a lot of data that goes
8 into forms and everything. We'll be working very
9 hard to get everything basically submitted so
10 it's just ready to click.

11 And then there'll be some final documents
12 once it's approved by the Commission. If that's
13 the action the Commission takes, that -- we'll
14 then swap up those documents in grants.gov.

15 grants.gov can be a little bit glitchy
16 sometimes. And so we're going to do our best to
17 make sure everything is just sitting on go for
18 that August 6th meeting to make sure we don't
19 have any glitches after it's approved in between
20 the midnight timeline to actually get it
21 officially submitted into grants.gov.

22 COMMISSION CHAIRMAN CHARLES F. (SKIP)
23 GRUBER: The -- Question. On the licensing of
24 it, that's the hundred -- hundred and
25 ninety-eight thousand (\$189,000) for one year?
26 Is -- And they're -- That grant that's a matching
27 grant, does that continue, or -- you know, if we
28 do it this year, next year when we go to whenever

1 the contract expires -- What is it, for one year,
2 or is -- how many year contract is it?

3 MR. MATTHEW BROWN: That's right. We're
4 required to do the deployment for one year. So
5 presumably it'd just be a one-year contract.

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)
7 GRUBER: Okay. So then next year if we've got
8 this app, are they going to still have the
9 matching funds for that license?

10 MR. MATTHEW BROWN: So the plan would
11 be -- And that's a great question -- is anything
12 that we pursue in this, to make sure it's
13 something -- We've already communicated with
14 ALDOT to make sure ALDOT is working with us the
15 whole time.

16 So, that way, anything we do under this will
17 be something that would be then approved under
18 their formula program for a continuing basis,
19 which would be matched. Software is matched at
20 that same eighty/twenty (80%/20%) under ALDOT's
21 formula program.

22 MR. JOEY NUNNALLY: So that'd be --

23 COMMISSION CHAIRMAN CHARLES F. (SKIP)
24 GRUBER: I just -- I just don't want to get it
25 the first year, get it, and then all of the
26 sudden, BAM, you know, we're -- you know, we're
27 stuck with, you know --

28 COMMISSIONER JOE DAVIS, III: Yeah.

1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: -- you know, a hundred and ninety-eight
3 (\$198,000), almost two hundred thousand dollars
4 (\$200,000) into a program, you know, that's --
5 you know, we're -- we're -- we're having to fund
6 anyway. And so, you know, --

7 MR. JOEY NUNNALLY: So FTA if making --
8 Let me make sure I understood that. FTA would
9 end up funding the license and software fees in
10 the future.

11 MR. MATTHEW BROWN: That's correct.

12 COMMISSION CHAIRMAN CHARLES F. (SKIP)

13 GRUBER: All right. Okay. All right.

14 COMMISSIONER JOE DAVIS, III:

15 Mr. Chairman, if I could.

16 Relative to providing this service, do we
17 have or should we have an idea of what our
18 fallback position is? If we ask for the bigger
19 amount and the bigger match and we don't get it,
20 that means we don't get anything?

21 MR. JOEY NUNNALLY: That's correct.

22 COMMISSIONER JOE DAVIS, III: Then how
23 would we provide the BRATS service?

24 MR. JOEY NUNNALLY: We would just stay
25 status quo.

26 COMMISSIONER JAMES E. (JEB) BALL:

27 Continue the way we're doing it.

28 COMMISSIONER JOE DAVIS, III: Continue

1 where we are.

2 MR. JOEY NUNNALLY: Status quo.

3 COMMISSIONER JOE DAVIS, III: Okay.

4 MR. WAYNE DYESS: So the current funding
5 wouldn't go away.

6 MR. JOEY NUNNALLY: That's correct.

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)

8 GRUBER: Yeah.

9 COMMISSIONER JOE DAVIS, III: Okay.

10 That's part of my question. We're not rolling
11 the dice for all or nothing?

12 MR. WAYNE DYESS: Right. Yeah.

13 COMMISSIONER JAMES E. (JEB) BALL: How
14 does this roll into the budget, Joey? Like is
15 this in addition to monies that we already have
16 budgeted for BRATS?

17 MR. JOEY NUNNALLY: So --

18 COMMISSIONER JAMES E. (JEB) BALL: This
19 cost to -- to match this grant?

20 MR. JOEY NUNNALLY: So that's a great
21 question, too. The -- the -- the local match
22 that he's -- he's referring to here, Matthew, the
23 thirty-nine, six hundred (\$39,600) --

24 MR. MATTHEW BROWN: Sure. So the
25 thirty-nine thousand, six hundred dollars
26 (\$39,600), again, we have current software that
27 costs us about twelve thousand (\$12,000) to match
28 a year. So the net -- our net cost would be

1 twenty-eight thousand (\$28,000).

2 So we'll have a couple of options. This is
3 likely to land in the middle of next fiscal year,
4 possibly even at the start of the following
5 fiscal year, depending on how -- how long FTA
6 takes to award the grant. So we can ask for it
7 in this year's budget.

8 Another option is we have two vacancies that
9 we keep -- plan to roll forward, ask the
10 Commission to roll forward that allows us to
11 fill and to train someone if we know someone is
12 going to retire.

13 Well, those vacancies alone -- And our
14 commitment is to not fill them on a permanent
15 basis -- at the end of the year, the savings from
16 those would be sufficient to swap out to cover
17 the cost of this.

18 COMMISSIONER JOE DAVIS, III: Okay.

19 MR. MATTHEW BROWN: We're also doing
20 something unique this year where we're going to
21 ask FTA to allow the County's contribution to
22 BRATS in allowing us to use your real estate,
23 essentially, which we think is valued between
24 fifty (\$50,000) to seventy thousand (\$70,000) a
25 year in rental value. We're going to ask them to
26 allow the -- allow that to be used as local match
27 or an in-kind match.

28 COMMISSIONER JOE DAVIS, III: Yeah.

1 MR. MATTHEW BROWN: You know, we don't
2 know for sure if that's going to happen. They've
3 kind of given us some static about that. But the
4 MPO does it.

5 In-kind matches are used on some Highway
6 programs. We feel confident the FTA allows it.
7 It's going to be more of an ALDOT juggling thing
8 there.

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)

10 GRUBER: Okay.

11 MR. JOEY NUNNALLY: And that -- and that
12 item, I think, is --

13 MR. MATTHEW BROWN: That's correct.

14 MR. JOEY NUNNALLY: -- on the agenda for
15 today as well.

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)

17 GRUBER: Okay.

18 COMMISSIONER JAMES E. (JEB) BALL: Good.
19 I'm good with that.

20 COMMISSIONER JOE DAVIS, III: Yeah, I
21 am, too.

22 COMMISSION CHAIRMAN CHARLES F. (SKIP)

23 GRUBER: Consent.

24 COMMISSIONER JOE DAVIS, III: Consent.
25 Yeah.

26 MR. JOEY NUNNALLY: Three-oh-eight
27 (\$308,000), is that --

28 COMMISSIONER JOE DAVIS, III: Yeah.

1 MR. JOEY NUNNALLY: Good deal.

2
3 **C-3 - SALE OF SIX (6) HIGHWAY DEPARTMENT VEHICLES AND**
4 **ONE (1) HP PLOTTER ON GOVDEALS.COM**

5 MR. JOEY NUNNALLY: Okay. Item C-3 is
6 going to be the sale of six (6) Highway
7 Department vehicles and one (1) HP plotter on
8 govdeals.com.

9 So you can see there's two actions here. One
10 is to authorize the sale of the following
11 vehicles on govdeals.com. And then the second
12 would be to authorize the sale of one HP plotter
13 on govdeals.com.

14 These vehicles were approved, I think, in
15 last year's budget. These -- the new vehicles
16 are now starting to come in, so we're able to
17 give up the old ones and put them on GovDeals and
18 sell them and recoup some money.

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)
20 GRUBER: Okay. Consent?

21 COMMISSIONER JAMES E. (JEB) BALL:
22 Consent.

23 COMMISSIONER JOE DAVIS, III: Consent.

24
25 **C-4 - SOLICITATION OF QUOTES FOR PROCUREMENT OF**
26 **PROFESSIONAL ACCOUNTING SERVICES FOR NATIONAL TRANSIT**
27 **DATABASE (NTD) INDEPENDENT AUDITORS STATEMENT OF**
28 **FINANCIAL DATA**

1 MR. JOEY NUNNALLY: Item C-4 is going to
2 be -- Again, I'm going to punt it back over to
3 Matthew. He just touched on it, so it's a good
4 segue -- would be to solicit quotes for
5 procurement of professional accounting -- No.
6 This is something different. So -- But it is.

7 It's dealing with BRATS, so accounting
8 services for National Transit Database
9 independent auditor's statement of financial
10 data. Matthew.

11 MR. MATTHEW BROWN: Thank you, Joey.
12 Once every ten years BRATS is required to get
13 an -- an audit of its financial data. This was
14 first required in FY-16, and they've been giving
15 us a waiver for a couple of years. And so now
16 it's time. They're saying, you guys have to get
17 it for FY-19.

18 Initially we thought maybe the State auditors
19 would be able to provide this. And it turns out
20 they can't. So we've talked to some other
21 transit agencies, and they've said that there are
22 other accounting firms that use it.

23 So we've coordinated a little bit with
24 Purchasing. And essentially we're going to have
25 to just do a solicitation for quotes.

26 We think it's going to cost five (\$5,000) to
27 seven thousand dollars (\$7,000) to get this done.
28 It'll be done once, and then we won't have to do

1 it again for ten years.

2 COMMISSIONER JAMES E. (JEB) BALL:

3 Consent.

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)

5 GRUBER: Consent.

6 MR. JOEY NUNNALLY: But it's -- but it
7 is an FTA/ALDOT requirement.

8 COMMISSIONER JOE DAVIS, III: It's a
9 requirement. Yeah. Consent.

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)

11 GRUBER: Consent then.

12
13 **C-5 - SOLICITATION OF QUOTES FOR PROCUREMENT OF**
14 **PROFESSIONAL APPRAISAL SERVICES FOR PREPARATION OF RENT**
15 **ANALYSIS/REPORT FOR BRATS REAL ESTATE**

16 MR. JOEY NUNNALLY: Okay. So now this
17 is going to be the -- the one that he segued into
18 a little bit ago, the solicitation of quoting for
19 procurement of professional appraisal services
20 for preparation and rent analysis/report for
21 BRATS real estate. So --

22 MR. MATTHEW BROWN: So the way in-kind
23 match generally works is it's generally allowed
24 under grants as long as you can provide a market
25 value to it.

26 And so ALDOT has said, okay, if y'all want to
27 do this, we need you to get a rent analysis of
28 these properties to say essentially the

1 Commission is renting these to BRATS or leasing
2 these to BRATS for free. What's the in-kind
3 value?

4 Essentially a donation essentially is the way
5 the -- And then we're going to -- so we'll have
6 to hire an appraiser to get those values. And
7 once we have those values, I think it's going to
8 be good for around three years or so.

9 Then, hopefully, we're going to be able to
10 apply those as an in-kind match to our program.
11 And if you apply that eighty/twenty percent
12 (80%/20%) that ends up getting leveraged pretty
13 significantly against those Federal dollars.

14 COMMISSIONER JAMES E. (JEB) BALL: Can
15 we find out if -- I mean, how can we find out for
16 sure that we're going to get -- before we get --
17 waste money on appraisals and don't know if we're
18 going to get it, is there any way that we have
19 assurance that we're going to get it before we do
20 those appraisals?

21 MR. MATTHEW BROWN: So that's a great
22 question. We've communicated with ALDOT on this.
23 And they -- they say, we're -- we don't see a
24 problem with you being able to -- to get this
25 approved as an in-kind match.

26 What -- what's a little bit odd about the way
27 the Transit side is doing it up there is they say
28 that the in-kind match -- they're not sure how

1 they're going to let us apply the in-kind match
2 against our program.

3 Which, again, we've -- we've pulled up the
4 documents. We've even sent them their own
5 documents which says we can use this as part of
6 our local share. And it's very clear in the FTA
7 documents and their documents.

8 We're having some trouble just absolutely
9 nailing ALDOT down on -- on that, how -- how it's
10 going to work. But they said the next step is
11 for you guys to show that there's true value
12 here.

13 And so that's -- We see this as, you know,
14 maybe an investment that can hopefully roll into
15 many years moving forward.

16 COMMISSIONER JAMES E. (JEB) BALL:
17 What -- what are you looking at costwise on that,
18 just a rough estimate on all those appraisals?

19 MR. MATTHEW BROWN: So we -- we think
20 it's going to be between thirty-five hundred
21 (\$3,500) and five thousand (\$5,000). And we may
22 get these -- we may solicit these quotes.

23 And if it turns out to be a lot more, that --
24 that might say, okay, well, let's pause this and
25 get -- and try and really nail down ALDOT on --
26 on this.

27 COMMISSIONER JAMES E. (JEB) BALL: Okay.

28 COMMISSIONER JOE DAVIS, III:

1 Mr. Chairman.

2 Do we own these properties --

3 COMMISSION CHAIRMAN CHARLES F. (SKIP)

4 GRUBER: Yeah.

5 COMMISSIONER JOE DAVIS, III: -- debt
6 free, Ron? I mean, these --

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)

8 GRUBER: Uh-huh. (Indicates affirmatively.)

9 MR. RON CINK: Yeah.

10 COMMISSIONER JOE DAVIS, III: So we
11 don't have any cost obligation? Okay. Thought
12 so. Had to ask.

13 MR. MATTHEW BROWN: And -- and I guess
14 maybe one tricky thing about these is the one in
15 Fairhope has --

16 MR. RON CINK: Right.

17 MR. MATTHEW BROWN: -- been -- has been
18 approved with Federal dollars. But the ground
19 was not purchased with Federal dollars. It's
20 leased to us for free from Fairhope.

21 And Fairhope is actually paying twenty-four
22 thousand (\$24,000) a year for it, which is a -- a
23 clear cash value there that a public entity is
24 donating to the program.

25 The one in Robertsdale is also tricky,
26 because it's owned by the Commission, but there
27 was significant renovations done. But, again,
28 that didn't include the real estate value there,

1 the parking lot. So there's significant value
2 outside of that grant.

3 So those are some of the -- the things that
4 we're going to be navigating with this rent
5 analysis and specifically asking them to look at
6 the value of this property minus the grant
7 improvements to it.

8 COMMISSIONER JAMES E. (JEB) BALL: I'm
9 good with this, Mr. Chairman.

10 MR. JOEY NUNNALLY: If -- if I could --
11 if I may just add something in. I don't think --
12 Of course, you know, BRATS is just Baldwin
13 County's Rural Area Transportation System.
14 There's -- Every county in the State of Alabama
15 has got a BRATS; okay?

16 COMMISSIONER JAMES E. (JEB) BALL:
17 Right.

18 MR. JOEY NUNNALLY: I don't think you
19 see this match scenario going on in the State of
20 Alabama. This is the first time somebody's
21 really ever prodded ALDOT on this. So they're
22 trying to figure out exactly how to handle it.

23 I think we're going to get it approved.
24 They're -- just got to figure out exactly how to
25 show it and what -- In their mind, I think they
26 may be kind of thinking, okay, is this going to
27 be opening a door for all of the other counties
28 to do the same thing? And how are we going to

1 handle that?

2 So it's a bigger decision. So we just have
3 to be patient with ALDOT and be persistent with
4 them. I think this will be fine.

5 COMMISSIONER JAMES E. (JEB) BALL:
6 Looking under rocks. Thanks, man.

7 COMMISSIONER JOE DAVIS, III: That's it.

8 COMMISSIONER JAMES E. (JEB) BALL: Yeah.
9 They got a lot of rocks.

10 COMMISSIONER JOE DAVIS, III: That's
11 right. They've got a lot of rocks.

12 MR. WAYNE DYESS: That's Consent,
13 Mr. Chairman?

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)
15 GRUBER: Consent?

16 COMMISSIONER JAMES E. (JEB) BALL: Yes,
17 sir.

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)
19 GRUBER: Consent.

20 COMMISSIONER JOE DAVIS, III: Yeah.

21

22 **Q-3 - SPECIAL TRIP REQUEST FROM THE ASSOCIATION OF**
23 **COUNTY COMMISSIONS OF ALABAMA (ACCA)**

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)

25 GRUBER: All right. Joey, next.

26 MR. JOEY NUNNALLY: Since he's got the
27 floor, we will -- if you don't mind, I've got two
28 addendums.

1 COMMISSION3 CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: Go ahead.

3 MR. JOEY NUNNALLY: One of them is
4 dealing with BRATS. And this -- We just got this
5 request from ACCA late last week, so it wasn't
6 able to make the agenda. But they -- It's on a
7 tight timeframe.

8 Basically it's a special request from the
9 Association of County Commissions of Alabama to
10 provide a bus. The staff recommendation would be
11 to approve the request from ACCA for the use of a
12 BRATS managed bus, which is the -- which is the
13 County-owned bus, and a BRATS -- BRATS managed
14 driver to transport convention attendees on
15 August the 21st, 2019, from 6:00 p.m. to 9:00
16 p.m.

17 So they -- they -- they've got some stuff
18 going on they need a bus for. We've got a bus
19 and a driver that's paid for by the County funds.
20 And we don't violate any FTA rules. So we just
21 need y'all's permission to do that.

22 COMMISSIONER JAMES E. (JEB) BALL:
23 Consent, Mr. Chairman.

24 COMMISSIONER JOE DAVIS, III: Yeah.

25 MR. JOEY NUNNALLY: Okay.

26 COMMISSION CHAIRMAN CHARLES F. (SKIP)

27 GRUBER: Consent. And, now, this cost is --
28 we're going to eat the cost of this; right?

1 COMMISSIONER JAMES E. (JEB) BALL: Yeah.

2 COMMISSIONER JOE DAVIS, III: Three
3 thirty-six (\$336).

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)
5 GRUBER: Okay.

6 MR. JOEY NUNNALLY: Three hundred and
7 thirty-six dollars (\$336), I think, is the cost.

8 COMMISSION CHAIRMAN CHARLES F. (SKIP)
9 GRUBER: I mean, that's --

10 COMMISSIONER JOE DAVIS, III: Yeah.

11 MR. JOEY NUNNALLY: So it's -- it's very
12 little money for -- for a good cause.

13 COMMISSIONER JOE DAVIS, III: Sure.

14

15 **Q-4 - EMERGENCY WATERSHED PROTECTION (EWP) FUNDING FOR**
16 **DAMAGES TO A WATERSHED RESULTING FROM HURRICANE BARRY**

17 COMMISSION CHAIRMAN CHARLES F. (SKIP)
18 GRUBER: All right. Next.

19 MR. JOEY NUNNALLY: So the last addendum
20 I have would be an Emergency Watershed
21 Protection, better known as the EWP, funding
22 grant for damage to a watershed resulting from
23 Hurricane Barry.

24 This staff recommendation would be to approve
25 the Chairman to submit a letter to the Alabama
26 Department of Natural Resources and Conservation
27 Services requesting Emergency Watershed
28 Protection to repair a watershed located near

1 Tuberville Road in Baldwin County.

2 It's shown up here on the map. This is
3 Tuberville Road with -- in Spanish Fort. It
4 comes off of Old Mobile Road.

5 This is what we call a head cut that's been
6 giving us some problems for a while. If you'll
7 go forward. You can see we've tried to stabilize
8 the head cut with some rip rap. This head cut is
9 probably ten (10) or fifteen (15) foot deep.

10 We have a bunch of trees that are launching
11 into the gully now because it's widening. Is
12 that it or you got one more? Okay. Yeah.

13 So you can see, I mean, this is a very active
14 head cut that's fixing to take out Tuberville
15 Road. So we're struggling trying to keep it
16 stable.

17 The Department of Conservation and Natural
18 Resources have got a funding source called EWP
19 program that we've utilized and tapped into many
20 times in the past to try to fix some of these
21 problems. And --

22 COMMISSION CHAIRMAN CHARLES F. (SKIP)
23 GRUBER: Are they going to look at trying to fix
24 that whole gully, or are they going to just try
25 to just stabilize the road?

26 MR. JOEY NUNNALLY: Just stabilize the
27 road. And it'll stop the head cut from
28 happening. That gully runs for about a mile,

1 maybe a mile and a half. It's a long gully.

2 So --

3 COMMISSIONER JAMES E. (JEB) BALL: Joey,
4 have you -- have you looked into partnering with
5 the NEP on that?

6 MR. JOEY NUNNALLY: We've talked with
7 Roberta Swann about this.

8 COMMISSIONER JAMES E. (JEB) BALL:
9 Uh-huh. (Indicates affirmatively.)

10 COMMISSIONER JOE DAVIS, III: Uh-huh.
11 (Indicates affirmatively.)

12 MR. JOEY NUNNALLY: And she is aware of
13 it.

14 COMMISSIONER JAMES E. (JEB) BALL: And
15 that's a good project for them, if they could --
16 I mean, they -- I don't know.

17 COMMISSIONER JOE DAVIS, III: Yeah.

18 COMMISSIONER JAMES E. (JEB) BALL: That
19 would be a good project.

20 COMMISSIONER JOE DAVIS, III: Yeah.

21 MR. JOEY NUNNALLY: It -- it is. It is.

22 COMMISSIONER JAMES E. (JEB) BALL: To do
23 the whole thing.

24 MR. JOEY NUNNALLY: We -- we actually
25 submitted two projects, this one and the one in
26 Marlow, both head cuts to Roberta. She's took
27 the one in Marlow and kind of ran with it and
28 pushed that a little harder than this one.

1 COMMISSIONER JAMES E. (JEB) BALL: Okay.

2 MR. JOEY NUNNALLY: So we were kind of
3 pushing this hard. So we're kind of working in
4 two different directions with two different
5 people. So --

6 COMMISSIONER JOE DAVIS, III: The
7 engineering of the expansion, the four-laning of
8 31, now, that's a lot of water. Where does it go
9 now or where will it go once we deal with this
10 head cut?

11 MR. JOEY NUNNALLY: Yeah. So -- so the
12 widening of 31, I mean, the -- obviously, the
13 water that's running into this gully now is not
14 going to change. 31 widening is going to put a
15 little more water over there.

16 COMMISSIONER JOE DAVIS, III: There you
17 go.

18 MR. JOEY NUNNALLY: So -- But this --
19 this head cut has been going on a lot longer than
20 the 31 widening --

21 COMMISSIONER JOE DAVIS, III: Sure.

22 MR. JOEY NUNNALLY: -- project ever --

23 COMMISSIONER JOE DAVIS, III: Sure.

24 MR. JOEY NUNNALLY: -- thought about.
25 So it's -- So we want to -- we want to stop it
26 and not make -- you know, not -- not let the
27 project worsen it.

28 COMMISSIONER JOE DAVIS, III: Okay.

1 Because we're going to be paving Old Mobile Road
2 as part of the 31? It'll kind of be used?

3 MR. JOEY NUNNALLY: That's correct.
4 Which is what I -- we talked about at the last
5 work session.

6 COMMISSIONER JOE DAVIS, III: Right.

7 MR. JOEY NUNNALLY: And that -- this
8 thing will be cul-de-saced and the other one will
9 be cul-de-saced. It'll be a new connection and a
10 resurfaced road. So --

11 COMMISSIONER JOE DAVIS, III: Okay. All
12 right.

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)
14 GRUBER: Okay. Consent?

15 COMMISSIONER JAMES E. (JEB) BALL:
16 Consent.

17 COMMISSIONER JOE DAVIS, III: Consent,
18 yes.

19 MR. JOEY NUNNALLY: All right.

20 COMMISSIONER JAMES E. (JEB) BALL: Is
21 that it, Joey?

22 MR. JOEY NUNNALLY: That's it.

23 COMMISSIONER JAMES E. (JEB) BALL: Okay.

24

25 **E-1 - BALDWIN CLEAN SWEEP - OCTOBER 5, 2019 AND MARCH 7,**

26 **2020**

27 MR. WAYNE DYESS: Mr. Chairman, next we
28 have Environmental Management, Solid Waste.

1 Terri?

2 MS. TERRI GRAHAM: Good morning.

3 COMMISSION CHAIRMAN CHARLES F. (SKIP)

4 GRUBER: Good morning.

5 MS. TERRI GRAHAM: The first item I have
6 is for the Baldwin Clean Sweep. In years past,
7 we've done this annually.

8 After the first of the year, Commissioner
9 Underwood asked us to consider doing it two times
10 a year, making it a semiannual event. So we can
11 do that. It is, you know, some work for us to
12 get the site ready, extra employee hours,
13 extending those operation hours on Saturdays.

14 If that is something that you would like to
15 consider, we have proposed October 5th, Saturday,
16 October 5th, and then March 7th, 2020.

17 COMMISSIONER JAMES E. (JEB) BALL:
18 Terri, what's a roundabout estimate of the
19 overall extra cost involved?

20 MS. TERRI GRAHAM: We had done that.
21 We're open 7:00 to noon anyway. We had done that
22 a couple of years back. I don't -- I don't have
23 it --

24 COMMISSIONER JAMES E. (JEB) BALL: Okay.

25 MS. TERRI GRAHAM: -- now. I can -- I
26 can figure it out and put it on the agenda for
27 Tuesday, if you want.

28 COMMISSIONER JAMES E. (JEB) BALL: I

1 mean, I guess you can -- we can always try it.
2 And if it doesn't work out twice a year, we can
3 just go back to once a year. I mean, if we have
4 nobody show up or -- or whatever --

5 MS. TERRI GRAHAM: I think -- I think
6 they'll show up.

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)

8 GRUBER: I think --

9 COMMISSIONER JAMES E. (JEB) BALL: There
10 ain't no telling --

11 COMMISSION CHAIRMAN CHARLES F. (SKIP)

12 GRUBER: A lot of people showing up. I mean --

13 MS. TERRI GRAHAM: I think in years
14 past, we said it was going to be around five
15 thousand dollars (\$5,000) --

16 COMMISSIONER JAMES E. (JEB) BALL:
17 Right.

18 MS. TERRI GRAHAM: -- for us to do it.
19 It wasn't astronomical --

20 COMMISSIONER JAMES E. (JEB) BALL: I'm
21 good.

22 MS. TERRI GRAHAM: -- by any means.
23 So --

24 COMMISSIONER JAMES E. (JEB) BALL: I'm
25 good with that, Mr. Chairman.

26 COMMISSIONER JOE DAVIS, III: Sure.

27 MS. TERRI GRAHAM: But I can get a
28 better -- a better idea.

1 MR. WAYNE DYESS: Consent?

2 COMMISSIONER JAMES E. (JEB) BALL: Oh,
3 yeah.

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)
5 GRUBER: Consent.

6 COMMISSIONER JOE DAVIS, III: Yeah.

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)

8 GRUBER: Yeah. Yeah.

9

10 **E-2 - BALDWIN COUNTY SOLID WASTE DISPOSAL AUTHORITY**

11 MS. TERRI GRAHAM: The second item I
12 have is -- is for the Solid Waste Disposal
13 Authority.

14 In March of -- in March 12th of 2019, I came
15 to work session and talked to you about getting
16 Environmental Business Services to -- to work
17 with us to conduct a feasibility study for Solid
18 Waste Authority.

19 You may or may not know -- I think we know --
20 we have a Solid Waste Authority. It was
21 incorporated in 1993. It hasn't been active for
22 quite sometime.

23 So just -- just what advantages could that
24 bring us and how can that benefit us in the
25 future if we chose to revisit that idea? So
26 Mr. Jim McNaughton is here. I think he has a
27 PowerPoint that we're trying to figure out how to
28 get up there.

1 MR. JIM McNAUGHTON: Not having much
2 luck on that.

3 COMMISSIONER JAMES E. (JEB) BALL: Where
4 is Brian?

5 MR. JIM McNAUGHTON: Do you want to see
6 if she can get that open still or --

7 COMMISSIONER JAMES E. (JEB) BALL: Where
8 is Brian?

9 MR. JIM McNAUGHTON: I've got it on my
10 MAC, or would you like me to go ahead and begin?

11 COMMISSIONER JAMES E. (JEB) BALL: I
12 think we're going to look for a computer guy --

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)
14 GRUBER: Yeah.

15 COMMISSIONER JAMES E. (JEB) BALL: --
16 real quick.

17 COMMISSION CHAIRMAN CHARLES F. (SKIP)
18 GRUBER: Yeah. If you want to start, you can --

19 COMMISSIONER JAMES E. (JEB) BALL: Yeah.
20 COMMISSION CHAIRMAN CHARLES F. (SKIP)

21 GRUBER: -- go ahead and start, you know. And,
22 you know --

23 MR. JIM McNAUGHTON: Okay.

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)
25 GRUBER: -- if you can do without, you know --

26 MR. JIM McNAUGHTON: Sure. Again, my
27 name is Jim McNaughton. And our company -- This
28 is James McNaughton. We -- Our company is

1 Environmental Business Services.

2 We've been in the consulting business for --
3 the solid waste consulting business for over
4 twenty (20) years. My background prior to that
5 was twenty (20) -- twenty (20) years in the solid
6 waste industry.

7 So I worked for BFI, worked primarily in
8 Louisiana, Mississippi, Alabama, Tennessee, parts
9 of Georgia, and the Florida Panhandle for BFI,
10 and worked primarily in landfill development.

11 And so -- and what happened -- And many of
12 you may know -- in 1993, the EPA or the Congress
13 actually passed Subtitle D of the Resource
14 Recovery Act.

15 And what that did is it required every
16 state -- And every state had to adopt it or else
17 adopt their own regulations that were more
18 stringent.

19 And in that -- in Alabama, for example, there
20 used to be maybe a hundred and thirty (130)
21 landfills pre Subtitle D. And then after the
22 Subtitle D regulations that came in, which
23 required certain siting requirements, certain
24 operational standards, certain liner
25 requirements -- Every landfill has to have the
26 synthetic liner. After those regulations went
27 into effect, there -- there -- I think now
28 there's, what, Ed, thirty-five (35) landfills

1 left in Alabama?

2 MR. ED FOX: Something like that.

3 MR. JIM McNAUGHTON: Yeah. And so it
4 greatly diminished the number of landfills in the
5 state. And -- and it made the remaining
6 landfills a lot bigger than -- There are many
7 acres than what there used to be in the
8 situation.

9 We have worked -- for the last twenty (20)
10 years, we've worked with a lot of solid waste
11 authorities. We've worked with a lot of cities
12 and counties. We've worked with solid waste
13 authorities in Mississippi, worked with the
14 Harrison County there. They call it utility, but
15 it's a utility authority.

16 We started with a solid waste authority in
17 Central Mississippi, and then we've worked for --
18 in Alabama, we've worked for Mobile County Solid
19 Waste Authority since 2004. We worked until Joe
20 Roofer retired in about 2014. And then we've
21 worked for the City of Mobile Solid Waste
22 Authority since 2014. And we're still working
23 with them today.

24 We also work with Washington County, Chatom,
25 Alabama. We've worked with them since 2004.
26 We've got a contract. We've got another twenty
27 (20) years of working -- to work with Washington
28 County.

1 For them, for Washington County, we've
2 devised a long-term solid waste management plan.
3 Part of that plan, we actually optioned the
4 property on behalf of the -- the Authority and --
5 and helped them permit a landfill with a
6 long-term contract to manage that.

7 But, you know, along with Subtitle D, there
8 were other regulations that came into effect in
9 the early '90s. The Clear Air Act was amended
10 for the new source of performance standards and
11 requires air monitoring at the landfills, require
12 emission controls for landfills.

13 And then, also, at that time, in -- you know,
14 Alabama came up with the Holley Act in 1989.
15 And, again, 1989, everyone knew Subtitle D was
16 coming down the pike. They were going -- they
17 were going to be implemented.

18 And then in Alabama, they -- in the early
19 '80s, mid '80s or -- they actually -- the
20 legislature passed an act for solid waste
21 disposal authorities. It's titled 89-A11, if --
22 if there's any attorneys in the room.

23 But, anyway, and what that did is it gave --
24 it -- it gave cities and counties the ability to
25 work together or just to work as a single -- a
26 single authority to do long-term management of --
27 of their solid waste.

28 And, you know, generally, and the -- you

1 know, just like in Baldwin County, the -- the
2 main things are residential waste collection.
3 You have commercial waste regulation, but the big
4 item is the disposal of MSW the C&D.

5 But then the -- also, the emerging trend
6 right now is on, you know, recycling. And, you
7 know, it used to be called energy recovery or
8 waste combustion, but now it's really waste
9 conversion.

10 Which waste conversion can take a lot of --
11 can look a lot of different ways. It can be
12 incineration of the waste. It can be, you know,
13 mulching of green waste and, you know, composting
14 of green waste. It could be, you know, refuse
15 for live fuel, which, I think, you know, is
16 something that the Solid Waste Department here
17 may be looking at.

18 But it gave -- and so what that -- what that
19 legislation does is it gives the local entity the
20 tools it needs to be flexible, you know, to work
21 in the -- you know, more like a fly-by public
22 project environment.

23 It gives them the ability to do long-term
24 investments, long-term contracts. It gives them
25 flexibility to negotiate with other cities and
26 counties without going through a competitive bid
27 process.

28 And what it does, it allows that process to

1 be more performance -- you know, more of a
2 performance standard than necessarily a -- a -- a
3 cut-and-dry, you know, bid process sometimes
4 where you try to qualify or you try to write down
5 what all the requirements are. But, you know, a
6 year from now, they may change.

7 And a good examples right now is with
8 recycling. And what recycling was a few years
9 ago has changed drastically. Excuse me. You
10 know, just if you follow it at all, you know --
11 you know, we used to send -- we used to process a
12 lot of the recyclables and send them overseas to
13 China.

14 And then China initiated the first Green
15 Fence Program. Now they've got the National
16 Sword Program. And basically they're not taking
17 any contaminated recyclables. So what that means
18 is there's -- there's not a market for a lot of
19 the recyclables in the U.S.

20 But what that really means is we've got to do
21 a better job. Those people doing the, you know,
22 recycling have to do a better job of -- of
23 getting the commodities out.

24 And what that means now is it's more of a
25 high-tech process. It's going to involve optical
26 scanners. It's going to, you know, require,
27 again, more computer integrated systems.

28 And, also, you know, we're finding now

1 workers would rather manage more a computerized
2 system than -- It's -- it's harder to get -- just
3 the manual labor for someone to, you know, go
4 through waste and select, you know, hey, this
5 bottle is good. This plastic bottle is not.

6 So it's going to rely more on technology. So
7 that's -- that, again, is kind of an example of
8 how -- how the industry is going to more of a
9 performance-based system.

10 And -- and -- and it needs the -- You know,
11 the people managing it need the flexibility to
12 change as the industry changes.

13 The -- And, again, the -- the EPA has, you
14 know, identified -- They've got their definition
15 of an integrated solid waste system. It's got
16 four components.

17 One -- And it's -- it's a hierarchy, the way
18 they say it. In other words, the -- the first
19 things on the list are what -- are what should be
20 done first for the -- in -- in the ideal
21 situation.

22 So the first part of the hierarchy is source
23 reduction and reuse. So, ideally, you know, if
24 you can reduce everything at the source or reuse
25 everything at the source, then there's going to
26 be less waste to take care of, you know, down the
27 line, down the stream.

28 The next issue -- the next item in the

1 hierarchy is recycling and composting. The
2 next -- the third is waste conversion to energy
3 recovery.

4 That would be simple incineration. It would
5 be development of refuse to -- to raw fuel. And
6 then the third, as the last resort -- or fourth
7 as the last resort, would be treatment and
8 disposal.

9 So -- and I think, you know, that pretty much
10 anybody in a modern solid waste industry,
11 that's -- that's the -- the way -- I mean, that's
12 the way to do it in a -- in a modern -- kind of
13 in a modern program.

14 You know, some of the other -- you know, the
15 highlights of the Solid Waste Authority, you
16 know, it's -- it's a service motivated. It's a
17 performance motivated. It's driven by
18 performance and -- and not by profit.

19 It can be the low cost, a sustainable
20 low-cost provider. It could be charged with
21 developing the -- you know, an integrated solid
22 waste management system. It can work to develop
23 the recycling waste conversion facilities.

24 And, again, it can do that with what it finds
25 best in the marketplace and, you know, what the
26 best state of -- state of the art is in this
27 area.

28 Because what -- you know, what's available

1 here in -- in Lower Alabama and the Florida
2 Panhandle, it may be, you know, completely
3 different than what's available in Philadelphia,
4 Pennsylvania or on the West Coast, and, again,
5 because it deals with the markets that are
6 available.

7 For example, here in Alabama, you've got a
8 very good plastic recycler just north of here,
9 K&W Plastics. So, you know, that's something
10 that you can take advantage of here better than
11 maybe someone -- somebody in Missouri or, you
12 know, Michigan or some other area.

13 So, you know, our recommendations, after
14 going through everything -- You know, and Terri
15 already mentioned there is a Solid Waste
16 Authority that was already formed in 1993. And
17 it was formed under the Title 1189-A.

18 But not knowing -- And I've looked. We've
19 researched the history of what we could find on
20 that authority. But not -- not being able to
21 know everything that authority did from 1993
22 until now, our recommendation would be to
23 dissolve that authority so you didn't have -- so
24 any new authority that was going to be active
25 wouldn't have any liability for anything that may
26 have taken place in the past, and then just
27 reform a new authority under the act Title 1189-A
28 in Alabama.

1 The authority allows that -- that you have to
2 appoint an odd number of Commissioners. We
3 recommend -- The authority we've worked with
4 before that work well have three Commissioners.
5 But, again, that's something that the County
6 can -- It's -- it's got to be an odd number. I
7 think it's three or five, according to the
8 statute.

9 You know, then our recommendation, too, would
10 be then the County direct the Authority to
11 develop an integrated solid waste management
12 system but then allow the Authority, too, to have
13 the -- all the -- let them have all the powers
14 that are allowed by the statute.

15 MR. BRIAN PEACOCK: Here we go.

16 COMMISSIONER JAMES E. (JEB) BALL: Yeah.
17 I think we're good. I think we're good.

18 MR. WAYNE DYESS: Thanks, Brian.

19 COMMISSIONER JOE DAVIS, III: Yes.
20 Thanks, Brian.

21 COMMISSIONER JAMES E. (JEB) BALL:
22 Thanks, Brian.

23 MR. JIM McNAUGHTON: All right. Last
24 slide, please.

25 MR. BRIAN PEACOCK: Thank you.

26 MR. JIM McNAUGHTON: You need to start
27 at the beginning. I want to go -- start at the
28 first slide. I think there's only seven. Yeah.

1 So here's what we just talked about, you
2 know, the changes in the industry, Federal
3 regulations.

4 Subtitle D came into effect in 1993, Alabama
5 Code. There's been several changes. 1989
6 started it with the Holley Act. And then -- and
7 there's, you know, the statewide solid waste plan
8 that's required. And every county is required to
9 have a plan.

10 And then we talked about this, just kind of
11 general requirements for functional areas, so
12 probably, really, the way the department is now
13 and the way it would be under Solid Waste
14 Authority.

15 Next slide, please. And, again, the needs
16 for modern waste recycling, waste processing.
17 And -- Oh, I'm sorry. Go back one.

18 And, you know, one of the big things is this
19 need is -- is unmet by the private sector as far
20 as you -- I mean, you can find private sector
21 partners. But, again, the private sector is
22 interested in making a profit. And there's
23 nothing wrong with that. That's what private
24 businesses do. That's what we do in our
25 business.

26 But -- but because of the change -- because
27 of the complexities involved, the political
28 ramifications, it's more -- You're not going to

1 find this.

2 You're going to need to find a partner
3 that -- you know, in this -- in this area. In
4 other words, the private -- the private sector is
5 just not going to do a fuel center or they're not
6 going to do a waste conversion process. And --
7 and, again, we talked about that.

8 The next slide, please. Integrated waste.
9 Here are the -- here's the EPA definition for
10 integrated solid waste systems. And then here's
11 the -- the hierarchy I talked about, Item 1, 2,
12 3, and 4.

13 So, you know, the idea that first you start
14 resource, reduction, and reuse. Then go -- and
15 then whatever is left in that process would be
16 recycling compost, whatever is left from that
17 process to waste conversion. And then, finally,
18 if there's anything left, treatment and disposal.

19 Next slide, please. Again, Authority goals
20 and benefits, performance motivated, not profit
21 motivated, low cost and sustainable cost
22 provider.

23 Again, I -- you know, we recommend that
24 you -- an Authority be charged with developing
25 that -- that integrated solid waste system we
26 talked about, develop recycling waste conversion
27 facilities.

28 And -- and I think this is always, you know,

1 an important part for us. But to do all that,
2 too, that -- that same entity is -- You know,
3 they should have the control, a lot of control,
4 over illegal dumping, antilitter, and community
5 programs to coordinate, you know, everything else
6 they're doing up here and, of course, coordinate
7 that data.

8 And, again, here is our recommendations.
9 Just, you know, dissolve the existing authority,
10 because we don't know what liability may be out
11 there. Form a new authority according to the
12 Code.

13 We -- you know, we work with several
14 authorities that are three Commissioners. It
15 works very well. But, again, it's got to be an
16 odd number.

17 You know, direct the authority to do the
18 integrated system. And this is allowed. And,
19 again, I'm not a -- I'm just a garbage man. I'm
20 not an attorney.

21 But, you know, everything we've seen, other
22 authorities we've worked -- that we currently
23 work for in Alabama and everything we've seen and
24 read, there's a lot of leeway here for the
25 County, if they form the Authority, to still work
26 with the Authority to kind of -- to let it get --
27 let it get going.

28 You know, you've got a health -- or insurance

1 programs, retirement programs. You know, you --
2 Those -- those things needs to be looked at
3 closely, you know, for all the people that are
4 involved. You know, you don't want employee's
5 retirement changing, you know --

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)

7 GRUBER: Uh-huh. (Indicates affirmatively.)

8 MR. JIM McNAUGHTON: -- if they're
9 getting ready to retire in the next few. So --
10 But there's ways to transition through all of
11 that legally through the code.

12 And then, again, allow the Authority all the
13 leeway to have all the powers that the -- the
14 Legislature in Alabama prescribed.

15 And, you know, and some of that -- that
16 includes -- The Authority can do its own bonding
17 where it's not dependent on the County's bond --

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)

19 GRUBER: Uh-huh. (Indicates affirmatively.)

20 MR. JIM McNAUGHTON: -- bond rating, you
21 know, as far as revenue bonds. So next slide. I
22 think this may be the last one.

23 So, again, it's service oriented, low-cost
24 services, sustainability for recycling and waste
25 conversion. And a lot of this is sustainable --
26 sustainability because of the flexibility the
27 Authority has, but then still accountable for
28 the -- the other programs in coordination with

1 ADEM.

2 COMMISSION CHAIRMAN CHARLES F. (SKIP)

3 GRUBER: Quick question.

4 MR. JIM McNAUGHTON: Yes, sir.

5 COMMISSION CHAIRMAN CHARLES F. (SKIP)

6 GRUBER: In that process, is there -- Does that
7 Authority have -- give the authority to also get
8 a flow control system into it, or is that
9 something you have to go through legislation?

10 MR. JIM McNAUGHTON: That would be good.
11 It'd have to go through legislation.

12 COMMISSION CHAIRMAN CHARLES F. (SKIP)

13 GRUBER: Could that board do that?

14 MR. JIM McNAUGHTON: No. It -- I --

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)

16 GRUBER: It's --

17 MR. JIM McNAUGHTON: Well, I don't
18 believe so. I'm not an attorney. But --

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)

20 GRUBER: Okay.

21 MR. JIM McNAUGHTON: -- I don't believe
22 so. I think that would still have to be
23 county --

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)

25 GRUBER: Okay.

26 MR. JIM McNAUGHTON: -- legislation, be
27 a county ordinance.

28 COMMISSION CHAIRMAN CHARLES F. (SKIP)

1 GRUBER: Okay.

2 ATTORNEY DAVID CONNER: What -- what
3 was -- I missed that. Say that again.

4 MR. JIM McNAUGHTON: He was asking about
5 flow control.

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)

7 GRUBER: Flow control. Yeah.

8 MR. JIM McNAUGHTON: And he asked --

9 ATTORNEY DAVID CONNER: Okay.

10 MR. JIM McNAUGHTON: -- whether this
11 Authority would -- the Solid Waste Authority
12 would have the ability to pass flow control.

13 ATTORNEY DAVID CONNER: I think that has
14 to be legislative.

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)

16 GRUBER: Okay.

17 ATTORNEY DAVID CONNER: I think it would
18 have to be legislative.

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)

20 GRUBER: But, I mean -- but would the -- would
21 that group -- would the Authority be the one that
22 would go through the legislature and ask for it,
23 or would it have to come through the County?
24 That's --

25 ATTORNEY DAVID CONNER: Well, I think --
26 I think anybody could ask for it. They could ask
27 for it. I think coming from the County
28 Commission, it bears a little more weight --

1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: Okay.

3 ATTORNEY DAVID CONNER: -- if you -- if
4 you're working toward that way.

5 COMMISSION CHAIRMAN CHARLES F. (SKIP)

6 GRUBER: Because that would be vital. That would
7 be really something vital for this program, you
8 know. I mean, that's one of the reasons you
9 would want to try to get that. Because --

10 MR. JIM McNAUGHTON: Sure. And --
11 and --

12 COMMISSION CHAIRMAN CHARLES F. (SKIP)

13 GRUBER: You know, keep people from taking --

14 MR. JIM McNAUGHTON: And the Authority
15 could be the one that puts that all together,
16 the -- the business plan and business
17 argument and --

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)

19 GRUBER: All right.

20 MR. JIM McNAUGHTON: -- and show the
21 need for that.

22 COMMISSION CHAIRMAN CHARLES F. (SKIP)

23 GRUBER: And there is a big need for that.

24 MR. JIM McNAUGHTON: Oh, yeah. There
25 is.

26 COMMISSIONER JAMES E. (JEB) BALL: So
27 what are we doing here with this today?

28 ATTORNEY DAVID CONNER: I was going to

1 ask that.

2 COMMISSIONER JAMES E. (JEB) BALL: I
3 mean, I was thinking that we needed to maybe --
4 Should we table this until you look at this more
5 or --

6 ATTORNEY DAVID CONNER: I -- I think
7 this is just a presentation today.

8 COMMISSIONER JAMES E. (JEB) BALL: Okay.

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)
10 GRUBER: This is just a presentation.

11 COMMISSIONER JAMES E. (JEB) BALL:
12 Right.

13 ATTORNEY DAVID CONNER: I think --

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)
15 GRUBER: Just a presentation.

16 ATTORNEY DAVID CONNER: I think there's
17 a lot of -- a lot of questions that need to be
18 answered.

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)
20 GRUBER: It's not --

21 COMMISSIONER JOE DAVIS, III: Yeah.

22 COMMISSION CHAIRMAN CHARLES F. (SKIP)

23 GRUBER: It's not an item that will be on our --

24 MS. TERRI GRAHAM: So --

25 COMMISSIONER JOE DAVIS, III: Parts that
26 need to be --

27 MS. TERRI GRAHAM: So --

28 COMMISSIONER JAMES E. (JEB) BALL: Not

1 on --

2 MS. TERRI GRAHAM: So what I kind of had
3 in mind is if we could go forward with what --
4 forming the Authority, what would that look like?
5 Get with David Conner, maybe Mr. McNaughton, and
6 let them work together and see what that document
7 might look like.

8 COMMISSION CHAIRMAN CHARLES F. (SKIP)

9 GRUBER: Yeah.

10 MS. TERRI GRAHAM: And then, of course,
11 that would not have anything to do the
12 operational document, too.

13 So, you know, normally I would think that the
14 Commission still owns the assets. They lease
15 everything to the Authority.

16 And basically my thoughts, my ideas would be
17 for us to just be able to expand our program a
18 little bit more, be able to work more closely
19 with the municipalities to develop some of these,
20 I think, needs for Baldwin County, whether it be
21 recycling. What are we going to do to -- to help
22 us move forward? Because it's -- it's not just
23 us that has the issue. It's -- it's -- it's
24 everybody here.

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)

26 GRUBER: It's everybody.

27 MS. TERRI GRAHAM: Can -- Are there some
28 things that we can do? Could we get the flow

1 control? Could we make some of the these
2 waste-to-energy type programs benefit us more?
3 And -- and what does that look like?

4 And that's -- that's kind of where I see us
5 going. It's probably not going to be a -- a
6 super quick process.

7 But if we could move in that direction to try
8 to get the formation of the Authority, what --
9 you know, what is that document going to look
10 like? How do you -- Who -- who is the governing
11 body of the Authority and those kinds of things
12 and see -- and see how you feel about it.

13 MR. WAYNE DYESS: So, Terri, with all
14 the employees you have now, would they be --
15 would they go to work for the Authority?

16 MS. TERRI GRAHAM: Well, I think in the
17 beginning they would need to -- we would probably
18 need to lease them from the Commission.

19 And I think as we moved down the road, if we
20 wanted to set it up more like Riviera Utilities
21 or something like that where we have our own
22 personnel department and we manage that
23 ourselves, I mean, the Authority could do that.
24 But I -- I don't think we're ready to do that
25 today.

26 MR. WAYNE DYESS: But they will not
27 be -- but they will not be County employees at --
28 at -- In the end game, they would -- they would

1 not be County employees. They'd be Authority
2 employees?

3 MS. TERRI GRAHAM: Right. Same
4 benefits, though, I mean, you know, same RSA,
5 same health insurance. But it wouldn't
6 necessarily -- Workers' comp and all those
7 different things, the -- the Authority would hold
8 that piece.

9 MR. WAYNE DYESS: And the board has to
10 be Commissioners on the board?

11 MS. TERRI GRAHAM: Normally, no. I
12 think they're all set differently.

13 MR. JIM McNAUGHTON: Yeah.

14 MR. WAYNE DYESS: Okay.

15 MR. JIM McNAUGHTON: Yeah. In
16 Washington County, it's a mixture.

17 COMMISSION CHAIRMAN CHARLES F. (SKIP)
18 GRUBER: Uh-huh. (Indicates affirmatively.)

19 MR. JIM McNAUGHTON: In Mobile County,
20 it was no -- none of the Commissioners, none of
21 the County Commissioners were on the Solid Waste
22 Authority. The private people were on it. Like
23 I say, Washington County is mixed. Some of them
24 are City and County Commissioners, some aren't.

25 MS. TERRI GRAHAM: I think there needs
26 to be a Commission -- I think Commission
27 involvement needs to be there for sure. Because
28 you're the -- you're the owner of the -- owner of

1 it. And you -- you're going to set the rates and
2 policies.

3 COMMISSION CHAIRMAN CHARLES F. (SKIP)

4 GRUBER: Yeah.

5 COMMISSIONER JOE DAVIS, III:

6 Mr. Chairman, if I could.

7 The Shelby Counties, Madison Counties, Etowah
8 Counties of the world, are you familiar with --
9 Are they doing this or something like this?

10 MR. JIM McNAUGHTON: There's -- there's
11 seventy (70) counties -- well, there's seventy
12 (70) cities and counties in Alabama that have
13 solid waste authorities.

14 COMMISSIONER JOE DAVIS, III: And we
15 have one. We've just not utilized it.

16 MR. JIM McNAUGHTON: That -- that's
17 right. And some --

18 COMMISSIONER JOE DAVIS, III: Yeah.

19 MR. JIM McNAUGHTON: -- of those seventy
20 (70) probably are in the same situation you're
21 in. They -- they may have them and not use them.

22 COMMISSION CHAIRMAN CHARLES F. (SKIP)

23 GRUBER: Okay.

24 ATTORNEY DAVID CONNER: And if you had
25 to -- if you had to list the three or four
26 biggest reason why they would need to do this,
27 what would it be? I mean --

28 MR. JIM McNAUGHTON: Well, you know, I

1 mean, look, if all you're going to do is collect
2 residential garbage, you don't need this. If
3 you're going to have a municipal solid waste
4 landfill, it's to your advantage to have this.

5 Obviously, Baldwin County has an MSW landfill
6 and doesn't have an Authority that it's using
7 right now. But because of long-term investments,
8 landfill gas system development, the Authority is
9 the way to go.

10 If you're going to have a waste conversion
11 process and a modern recycling process, then this
12 is the way to go. Because the -- the
13 recycling -- I mean, we don't see it as
14 consumers. You know, we just -- everyone just
15 keeps putting things in the bin.

16 And but what happens on the other side when
17 that bin gets delivered? There's change that --
18 The industry has totally changed in the last
19 fourteen (14) months.

20 ATTORNEY DAVID CONNER: But other
21 than -- other than dealing with competitive
22 bidding and maybe having the authority to borrow
23 funds outside the debt limit of the County, what
24 could the Authority really do different than what
25 these guys can do with the same consultant
26 providing information or -- or a consultant
27 providing information as to how to proceed?

28 MR. JIM McNAUGHTON: The -- I mean, the

1 long-term contracts is a big thing, I mean. And
2 then -- and so that's outside the bid law, but
3 also having contracts that are performance based.

4 And, you know, so it's not based -- you know,
5 it's based on -- I need you -- I need all of this
6 waste recycled. I need all -- And -- and that --
7 Okay. Now, today I'm going to add another
8 item to the -- another recyclable item to the --
9 to the mix. And some -- Midstream, that
10 processor may need to change the method they're
11 doing because then markets have changed.

12 ATTORNEY DAVID CONNER: And do you see
13 the Authority and -- and the statute having the
14 power -- Which I think it does. That's what I'm
15 saying -- to -- Short of turning everything over
16 to the Authority, could they designate certain
17 powers to the Authority to do or does it have to
18 be -- is it all or nothing in your mind?

19 MR. JIM McNAUGHTON: To me, our
20 recommendation would be all or nothing.
21 Otherwise, you're going to handicap it. But I
22 think legally you could say we'll give them this
23 power, that power, and, you know.

24 ATTORNEY DAVID CONNER: Okay.

25 MR. JIM McNAUGHTON: But I'm not the
26 attorney. You know, that's --

27 ATTORNEY DAVID CONNER: I'm just
28 thinking about the ability to deal with

1 employees, retirements, those kind of things and
2 how and to what extent that y'all want to have --
3 Were y'all looking at the Commissioners
4 themselves serving on this board or what?

5 MS. TERRI GRAHAM: Yeah.

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)

7 GRUBER: Yeah.

8 COMMISSIONER JOE DAVIS, III: Yeah.

9 MR. JIM McNAUGHTON: I mean, it's
10 permissible but not required. It's permissible
11 but not required.

12 MS. TERRI GRAHAM: Yeah. I think they
13 have -- they have the power to set it up how they
14 want to. If -- if it's the Industrial Civic
15 Chair is the -- is the leader of the Authority at
16 the time or --

17 COMMISSION CHAIRMAN CHARLES F. (SKIP)

18 GRUBER: All right.

19 MS. TERRI GRAHAM: -- however. They're
20 the executive --

21 ATTORNEY DAVID CONNER: All right.

22 COMMISSION CHAIRMAN CHARLES F. (SKIP)

23 GRUBER: All right. Well, this is something
24 we -- I mean, we --

25 COMMISSIONER JOE DAVIS, III: One -- one
26 other question.

27 MR. JIM McNAUGHTON: Yes, sir.

28 COMMISSIONER JOE DAVIS, III: The

1 Federal agencies, the EPA and others, are there
2 rocks that we can look under to get financial
3 support to help do those kinds of things? Have
4 you had any experience with that, or is that just
5 not out there anymore?

6 MR. JIM McNAUGHTON: There's some rocks
7 you can look under. I don't know if you're going
8 to find any money. There's not a lot that I know
9 of. And, actually, I would look statewide is
10 usually the place to look.

11 COMMISSIONER JOE DAVIS, III: Okay.

12 MR. JIM McNAUGHTON: And I'm not --
13 Terri or Ed may be more current with what
14 Alabama's got. But I -- I don't think -- I don't
15 think there's any money out there to form an
16 Authority.

17 Now, if you want to do a waste conversion
18 type process, then there -- there may be some
19 Federal money, you know, some grant money for
20 that, you know. But it -- it would be a match
21 type situation.

22 COMMISSION CHAIRMAN CHARLES F. (SKIP)
23 GRUBER: Well, I think, you know, for years the
24 County has been trying to keep getting up and
25 doing more and more for --

26 COMMISSIONER JOE DAVIS, III: Sure.

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)
28 GRUBER: -- you know, recycling and -- and in

1 part with the environment, you know, like the --
2 collecting the -- the gas and everything else.

3 And, I mean, it's -- it's moving in that
4 direction. It's just -- it's -- I think, you
5 know, that it's -- We've had an Authority, but it
6 was -- it's been -- it's been sidelined. It's
7 been a very sidelined --

8 MR. JIM McNAUGHTON: And that happens
9 sometimes, you know.

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)
11 GRUBER: -- authority. I mean, you know, the
12 Commission has basically been the -- acting as
13 the Authority but not under the provisions
14 actually of the Authority. I mean, they --
15 they've -- they've been acting as Commissioners,
16 not board members of the -- of the thing.

17 MR. JIM McNAUGHTON: Right.

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)
19 GRUBER: Yeah.

20 MR. JIM McNAUGHTON: And sometimes an
21 intangible -- And I -- and I don't know if it
22 would, you know, mean anything to Baldwin County.
23 But sometimes it's like, oh, I'm -- I'm here.
24 I'm Terri from the County, and we want all your
25 waste from one of these cities.

26 It's like, oh, well, we're -- there's
27 something going on between the -- the County and
28 the Municipality. But if you're from the

1 Authority, you're not really from the County.
2 You're here for -- you know, you're -- you're
3 here for the benefit of everybody.

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)

5 GRUBER: Uh-huh. (Indicates affirmatively.)

6 MR. JIM McNAUGHTON: And sometimes it
7 helps bridge those gaps. I don't know if that's
8 an issue, but sometimes it can become an issue.
9 So --

10 ATTORNEY DAVID CONNER: It definitely
11 has its advantages. We just need to make sure it
12 fits what you all are wanting --

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)

14 GRUBER: Yeah.

15 ATTORNEY DAVID CONNER: -- to see and
16 using those advantages and -- and doesn't --
17 doesn't put you in a bind in a different way, if
18 that makes sense.

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)

20 GRUBER: Okay.

21 COMMISSIONER JAMES E. (JEB) BALL:
22 Sounds good.

23 COMMISSIONER JOE DAVIS, III: Yep.

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)

25 GRUBER: All right. So we'll -- we can sit down
26 and make -- discuss this some more and, you know,
27 and try to, you know, look at this.

28 COMMISSIONER JOE DAVIS, III: Okay.

1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: You know, get some more -- give us a
3 little bit more -- some of the figures and stuff
4 like that. Okay.

5 MR. JIM McNAUGHTON: Thank y'all so much
6 for your time.

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)

8 GRUBER: Thank you so very much.

9 MR. JIM McNAUGHTON: Sorry. I apologize
10 for the technical difficulties.

11 COMMISSION CHAIRMAN CHARLES F. (SKIP)

12 GRUBER: No. That's okay.

13 COMMISSIONER JOE DAVIS, III: Good
14 program. Thank you.

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)

16 GRUBER: All right.

17

18 **E-3 - BALDWIN COUNTY SOLID WASTE POLICIES**

19 MS. TERRI GRAHAM: The third item I have
20 is for Solid Waste policies. And I have -- I
21 have quite a -- quite a few on here.

22 I talked to Commissioner Ball several months
23 ago about just kind of looking through all the
24 policies and seeing if there's anything that we
25 needed to revamp or revisit. And so that's what
26 I'm bringing today.

27 Policy 7.1 is not on here. That's the bulky
28 yard waste policy that we've already addressed.

1 We addressed that a couple months ago. So that's
2 not in here.

3 Policy -- the -- the current resolution in
4 there -- And I put that in there for reference.
5 But the Policy 7.2 is the four-or-more policy.
6 And that's going to be for the all -- all the
7 entities, I guess you could say, in the county
8 that have four or more residential units.

9 So there's quite a few changes, the redline
10 and strikeouts. So when we changed the bulky
11 yard debris policy to the monthly pickup, I
12 needed to take some of this language out --

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)
14 GRUBER: Okay.

15 MS. TERRI GRAHAM: One of the incentives
16 to have a four-or-more, I would let you do a --
17 a -- a sweep or a scheduled pickup. But they
18 don't really need that anymore, so I -- I took
19 that out.

20 And I added in here: Solid Waste Officer
21 shall have the right to require owners of
22 properties which have four or more residential
23 units, by written notice, to rent more or
24 additional containers.

25 And the reason that's in there is since
26 January, we've added ten (10) mobile home parks,
27 two hundred and thirty-nine (239) units. We've
28 got one more this month to come on. And we've

1 got two more in -- in -- in August.

2 So they're growing rapidly. And the owner of
3 the park doesn't always want to have more cans,
4 but they really need them. And so that's kind of
5 why we put it in there. So --

6 COMMISSIONER JAMES E. (JEB) BALL: So
7 they -- they don't a choice now.

8 MS. TERRI GRAHAM: If -- if I say, hey,
9 you -- you need to have more cans, you need to --
10 we need to --

11 COMMISSIONER JAMES E. (JEB) BALL:
12 Right.

13 MS. TERRI GRAHAM: -- be able to make
14 them get more cans. And that's the same thing
15 that we've kind of done on Fort Morgan --

16 COMMISSIONER JAMES E. (JEB) BALL:
17 Right.

18 MS. TERRI GRAHAM: -- in the beach
19 areas. If -- if you don't have enough cans to
20 hold your waste, we're going to -- we're going to
21 help you realize that you -- you need to have
22 more cans.

23 COMMISSION CHAIRMAN CHARLES F. (SKIP)
24 GRUBER: Okay.

25 MS. TERRI GRAHAM: Okay. So that's the
26 Policy 7.2. Policy 7.4 is Solid Waste tipping
27 fees and commercial account late fees.

28 And because we're -- we would be adding a

1 rate, there's a resolution attached to that which
2 you would need to pass.

3 So the only things I'm adding here are
4 commercial paint, which is something that we've
5 tried to do in the past.

6 So a lot of these small painters that don't
7 have anywhere to take their paint, so we can take
8 it. We basically have a very rudimentary
9 solidification process at the landfill. We'll
10 take care of it for them.

11 But it is labor intensive, or if it's too
12 much for us to handle and we needed to actually
13 have that shipped out, it's -- it's about ten
14 dollars (\$10) a gallon for us to do that. So I
15 wanted to make sure our cost was covered.

16 So it -- it looks a little higher, especially
17 compared to our residential rate of two dollars
18 (\$2) per gallon, but that is why.

19 And the other rate we added on here is
20 commercial e-waste, ten dollars (\$10) per item.
21 So that's going to be any of your electronics,
22 computers, anything like that to get rid of.

23 We have some -- well, we've had a
24 conversation with Wise Recycling. They will take
25 the commercial e-waste, but they won't take the
26 old like tube TV. There's certain things that
27 they will take.

28 So there's going to be profiling involved if

1 we take those items, for us to actually dispose
2 of them properly. So, again, it's -- it's to
3 cover the cost of -- of doing that process.

4 And those are just a couple of different
5 things that we had looked at. Commissioner
6 Underwood had asked about the e-waste
7 specifically.

8 And the commercial paint we talked about in
9 budget two years ago. And I thought we added it,
10 and somehow it didn't get added. So that's why
11 that one is being brought back. So that's Policy
12 7.4.

13 The next policy is 7.6. This is Solid Waste
14 residential garbage service fees, service rates,
15 and late fees. This one here we've added a
16 couple of definitions.

17 What does back and forth private drive mean?
18 What does shared private drive mean? What are
19 the differences in those, and then the knuckle
20 boom truck special service -- special pickup
21 service so that we could add those to the -- to
22 the rate chart. And that's what we did with
23 Policy 7.1 a few months back.

24 But the biggest thing on this policy is to
25 remove the deposit, the thirty dollar (\$30)
26 deposit required for all residential accounts.

27 Currently that sits on the books as a
28 liability. We have close to four hundred

1 thousand dollars (\$400,000) in deposits. And
2 unless they terminate service, there's not really
3 a way to give that money back to the customer.

4 Or if they're past due, we can use it as an
5 offset, but it's not even a quarter of service.
6 So it doesn't -- I don't think it's giving --
7 it's providing us a benefit that we maybe
8 intended it to provide.

9 So I felt like doing away with that deposit
10 requirement and then during the last quarter of
11 this year, October, November, December, anybody
12 that has a deposit on hold, we would -- we would
13 credit that back. It'd be a service credit on
14 their bill.

15 So it will take us a while. Because, if you
16 do the math, that's a lot of customers. It's
17 about twelve thousand (12,000) accounts that
18 we're going to have to --

19 COMMISSIONER JAMES E. (JEB) BALL: Some
20 of them may not even be still alive.

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)
22 GRUBER: Yeah.

23 COMMISSIONER JOE DAVIS, III: Well, will
24 the doing away with the deposit potentially
25 increase the number of people that will leave us
26 owing us money? Because isn't the concept of a
27 deposit is to kind of cover the last --

28 COMMISSIONER JAMES E. (JEB) BALL: Well,

1 it's only thirty bucks (\$30).

2 MS. TERRI GRAHAM: It's not even
3 covering a whole quarter of service.

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)
5 GRUBER: It's not even covering a quarter.

6 MS. TERRI GRAHAM: So it -- it's not --

7 COMMISSIONER JAMES E. (JEB) BALL: I
8 think it'll actually increase an incentive to get
9 a can if you don't have to pay a thirty dollar
10 (\$30) deposit. I mean, people will look at that
11 like, hey, you know --

12 COMMISSIONER JOE DAVIS, III: That was
13 arrived at by the cost of the can or what? Where
14 that did come from?

15 MS. TERRI GRAHAM: It didn't originally
16 start out at thirty (\$30). I don't -- I'm not
17 really -- Kim, when she was over the Solid Waste
18 Department, the billing office years ago, that
19 was kind of her thing.

20 I'm not really sure how they got to the
21 thirty dollars (\$30). But I think it started at
22 a hundred (\$100), and I think we ended up at --
23 at thirty (\$30). So that's just kind of where we
24 got to.

25 But I will say it is a mandatory service.
26 They've got to have service where they pay thirty
27 dollars (\$30) a month.

28 COMMISSIONER JAMES E. (JEB) BALL:

1 Right.

2 MS. TERRI GRAHAM: So what ends up
3 happening is, you know, Customer A gives us
4 thirty dollars (\$30) and we're providing service.
5 Customer B just doesn't give us thirty dollars
6 (\$30), but we've still got to provide the
7 service. So you --

8 COMMISSIONER JAMES E. (JEB) BALL: I
9 mean, this is one of those things, Commissioner
10 Davis, that's just building up on the books as
11 a --

12 MS. TERRI GRAHAM: It's a lot.

13 COMMISSIONER JAMES E. (JEB) BALL: --
14 more money that we've got to give back to
15 everybody in case something ever happens. I
16 mean, it's just sitting there.

17 COMMISSIONER JOE DAVIS, III: Yeah.

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)
19 GRUBER: Yeah. Okay. Sounds good with that one.

20 COMMISSIONER JOE DAVIS, III: Okay.

21 MS. TERRI GRAHAM: Okay.

22 COMMISSIONER JOE DAVIS, III: Yeah.

23 MS. TERRI GRAHAM: Yeah. Okay. Policy
24 7.8, this is the litter patrol service request.
25 This is a policy that we have in place.

26 And this is -- this is actually when people
27 request litter patrol services to move boxes,
28 furniture, anything like that, it's supposed to

1 be a fee of sixty-five dollars (\$65) an hour.

2 The previous Commission didn't really want us
3 to, I guess, enforce this policy. So I'm
4 bringing it to you for review. This is something
5 that we would like to start -- start doing.

6 COMMISSIONER JOE DAVIS, III III: Okay.

7 MS. TERRI GRAHAM: I will say things
8 have changed a little bit. We are at a -- we are
9 at an arm's length now.

10 You know, we issue a PO every year to pay for
11 in-kind services with the Commission, whether it
12 be for CIS service or the lease of the space at
13 the Central Annex, all those different things.

14 This does fall more in line with that. But
15 if it's something that you just want them to do
16 at -- at no cost, I think we should -- we should
17 look at abolishing the policy.

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)
19 GRUBER: Okay. Anybody got questions on that
20 one?

21 COMMISSIONER JAMES E. (JEB) BALL: Tell
22 me, again, that first part of what you said,
23 what -- what it's going to do.

24 MS. TERRI GRAHAM: So this is sixty-five
25 dollars (\$65) an hour. And that would give a
26 truck, a trailer, and a County supervisor and
27 four (4) inmates. And that's for moving
28 furniture, moving boxes, doing the voting

1 machines.

2 So a lot of department use litter patrol
3 to -- to move -- move them around the county. So
4 it's supposed at be a -- at a charge of
5 sixty-five dollars (\$65) an hour.

6 The previous Commission, they didn't really
7 want us to -- to charge those fees, and so we
8 haven't been doing it. But in looking at all the
9 policies, I just felt like we should bring it up.

10 Is this is something that we want to actually
11 charge the other departments for -- for service,
12 or do we want to abolish -- abolish that policy?

13 COMMISSIONER JOE DAVIS, III: But that
14 fee is only paid by internal groups?

15 MS. TERRI GRAHAM: Well, and the State,
16 too.

17 COMMISSIONER JOE DAVIS, III III:
18 Uh-huh. (Indicates affirmatively.)

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)
20 GRUBER: So we --

21 MS. TERRI GRAHAM: The State
22 Departments.

23 COMMISSION CHAIRMAN CHARLES F. (SKIP)
24 GRUBER: Yeah.

25 MS. TERRI GRAHAM: Which would be the
26 bigger ones that I think you would want to look
27 at.

28 COMMISSIONER JOE DAVIS, III: Uh-huh.

1 (Indicates affirmatively.)

2 MS. TERRI GRAHAM: So, you know, for --
3 for any of the Courts or -- or the D.A., anybody
4 like that, too.

5 COMMISSION CHAIRMAN CHARLES F. (SKIP)
6 GRUBER: Y'all want to leave the policy like it
7 is then and we'll start charging it? I mean --

8 COMMISSIONER JAMES E. (JEB) BALL:
9 Terri -- Terri, what do you recommend?

10 MS. TERRI GRAHAM: We do it on the other
11 side. For -- for everything that -- that we need
12 from the other County departments, we pay for,
13 for the most part.

14 So I feel like it's an in-kind service for
15 us -- for us to provide this back. And, you
16 know, that -- that -- I would feel that it needs
17 to be here. I feel that we need to charge it.

18 But we could -- we could have a -- a rate for
19 County departments, and we could have a rate
20 for -- for other departments. We're outside of
21 the County, too. And that might be -- I'm not
22 trying to --

23 COMMISSIONER JAMES E. (JEB) BALL:
24 Well --

25 MS. TERRI GRAHAM: -- break the bank or
26 I'm not trying to use this as a moneymaker.
27 That -- that's not -- that's not what it is. But
28 I --

1 COMMISSIONER JAMES E. (JEB) BALL:

2 You're just enforcing a policy that's there.

3 MS. TERRI GRAHAM: Right.

4 COMMISSIONER JOE DAVIS, III: Yeah.

5 ATTORNEY DAVID CONNER: Mr. Chairman,
6 was -- was the reason for this policy to avoid
7 any question about using Solid Waste assets for
8 other purposes?

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)
10 GRUBER: Uh-huh. (Indicates affirmatively.)
11 Yep.

12 COMMISSIONER JAMES E. (JEB) BALL:
13 That's exactly right.

14 ATTORNEY DAVID CONNER: So if --

15 COMMISSIONER JOE DAVIS, III: So the
16 enterprise concept versus the County --

17 ATTORNEY DAVID CONNER: Yes. I -- I
18 certainly think it makes sense to have a policy
19 that's there.

20 COMMISSIONER JOE DAVIS, III: I think
21 so, too.

22 ATTORNEY DAVID CONNER: Again, the
23 pricing of that policy, as long as you're
24 recovering costs --

25 COMMISSIONER JOE DAVIS, III: Uh-huh.
26 (Indicates affirmatively.)

27 ATTORNEY DAVID CONNER: -- I think you
28 could establish classifications for that,

1 potentially, as long as you're covering the cost.

2 COMMISSIONER JOE DAVIS, III: Uh-huh.

3 (Indicates affirmatively.)

4 ATTORNEY DAVID CONNER: But I think
5 that's -- I think that's probably the reason it
6 was done, although I wasn't here at the time.

7 MS. TERRI GRAHAM: Yeah.

8 COMMISSION CHAIRMAN CHARLES F. (SKIP)

9 GRUBER: Okay. Y'all better put it in your
10 budget.

11 ATTORNEY DAVID CONNER: And I don't
12 know. I don't know. Is sixty-five dollars (\$65)
13 an hour your cost, or is the cost lower than
14 that?

15 Y'all may decide you want to lower it down.
16 It's all up to y'all. But having something there
17 probably helps keep things clear.

18 COMMISSIONER JOE DAVIS, III: Yeah.

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)

20 GRUBER: Well, you know, that -- that -- that --
21 I think that amount was established, you know.
22 They had to do some way of coming up with it in
23 the beginning. I mean --

24 COMMISSIONER JAMES E. (JEB) BALL: And
25 it's never been charged, to your knowledge?

26 MS. TERRI GRAHAM: It's been charged
27 very -- maybe a couple of times to some State
28 agencies, but I don't think it's been charged to

1 any other County departments, no.

2 COMMISSIONER JOE DAVIS, III: And the
3 County departments have the option of using Two
4 Men and a Truck for something like that if they
5 chose to.

6 MS. TERRI GRAHAM: I'm sure.

7 MR. RON CINK: They would pay for it.

8 COMMISSIONER JOE DAVIS, III: Yeah. I
9 understand. But in this case, they're going to
10 be paying for this.

11 MR. RON CINK: Yeah.

12 COMMISSIONER JOE DAVIS, III: So --

13 MS. TERRI GRAHAM: Yeah. This -- Yes.
14 I think this is the cheaper option.

15 COMMISSIONER JAMES E. (JEB) BALL: No
16 doubt.

17 MS. TERRI GRAHAM: But I think, too,
18 maybe -- maybe it'll help. Because we do get a
19 lot of moving requests. Maybe it would help them
20 consolidate their efforts a little bit for it,
21 you know, maybe not move like one desk here and
22 there but maybe let's -- let's -- let's figure
23 out a plan and let's -- let's do -- And that way
24 they can spend more time out on the roads picking
25 up the litter.

26 MR. RON CINK: They -- they are
27 invaluable during election time.

28 COMMISSIONER JOE DAVIS, III: Oh, yeah.

1 ATTORNEY DAVID CONNER: Ron, do you
2 think the policy should stay in place?

3 MR. RON CINK: Sir?

4 ATTORNEY DAVID CONNER: I said, do you
5 think the place should stay in place for that
6 reason?

7 MR. RON CINK: Yes. Strictly as
8 Commissioner Davis said, the enterprise funds
9 needs to be arm's length.

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)

11 GRUBER: Yeah.

12 COMMISSIONER JOE DAVIS, III: Yeah.
13 Yeah.

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)

15 GRUBER: All right.

16 COMMISSIONER JOE DAVIS, III: That
17 protects them --

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)

19 GRUBER: Okay.

20 COMMISSIONER JOE DAVIS, III: -- us, and
21 everything. And the State should understand that
22 and will understand that, I believe.

23 COMMISSION CHAIRMAN CHARLES F. (SKIP)

24 GRUBER: All right. Okay.

25 MS. TERRI GRAHAM: I don't think we're
26 talking about a ton of money here.

27 COMMISSIONER JOE DAVIS, III: No.

28 COMMISSION CHAIRMAN CHARLES F. (SKIP)

1 GRUBER: All right. Next.

2 MS. TERRI GRAHAM: The fifth item is
3 7.9. And this is the Solid Waste residential
4 garbage customer payment plan agreement.

5 I'm going to request that we abolish this
6 policy. And that's only because we -- we get the
7 payment plan through the courts. Me having a --
8 a different payment plan isn't going to really
9 help me any.

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)

11 GRUBER: Okay.

12 COMMISSIONER JAMES E. (JEB) BALL: So,
13 Terri, you're going to bring back these -- each
14 one of these --

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)

16 GRUBER: Separate.

17 COMMISSIONER JAMES E. (JEB) BALL: -- at
18 another work session that will eventually --
19 or -- or will this be broken up at the next -- at
20 our next meeting to vote on each one of these
21 separately?

22 MS. TERRI GRAHAM: We can do that. We
23 can vote on each one of them separately, how --
24 however you --

25 MR. WAYNE DYESS: At the next meeting?

26 MS. TERRI GRAHAM: Or I can bring them
27 back. What --

28 COMMISSIONER JAMES E. (JEB) BALL: I

1 mean, I just saw today it was just for
2 discussion. So --

3 MS. TERRI GRAHAM: We -- we can. Well,
4 yes. If there's something that you didn't
5 want -- want --

6 COMMISSIONER JAMES E. (JEB) BALL:
7 Right.

8 MS. TERRI GRAHAM: -- to see, I could
9 take that off and work on it more.

10 COMMISSIONER JAMES E. (JEB) BALL: I
11 just didn't know how we were going to -- I mean,
12 I didn't know that -- if we could -- I might be
13 wrong, David -- but if we could just vote on all
14 these in -- in a lump or we have to do each one
15 separately. Each --

16 ATTORNEY DAVID CONNER: I -- I think you
17 can vote on them all in a lump.

18 COMMISSIONER JAMES E. (JEB) BALL: Okay.

19 ATTORNEY DAVID CONNER: If you feel like
20 there's some that y'all are in favor of and maybe
21 split on some, you can certainly isolate those
22 out.

23 COMMISSIONER JAMES E. (JEB) BALL: Okay.

24 ATTORNEY DAVID CONNER: I think that's a
25 discussion that y'all need to determine, like I
26 say, in the work session about --

27 COMMISSIONER JAMES E. (JEB) BALL: Okay.

28 ATTORNEY DAVID CONNER: -- whether or

1 not you want to -- There may be -- like Terri
2 said, there may be a policy you don't even want
3 to see at all, you just don't want it on there at
4 all. All other ones you may want to vote on and
5 you --

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)

7 GRUBER: Uh-huh. (Indicates affirmatively.)

8 ATTORNEY DAVID CONNER: -- may decide
9 you want to be able to vote yes on some and no on
10 others --

11 COMMISSIONER JAMES E. (JEB) BELL: Okay.

12 ATTORNEY DAVID CONNER: -- you know,
13 for -- for -- for different reasons.

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)

15 GRUBER: Okay.

16 COMMISSIONER JAMES E. (JEB) BALL: So
17 you want to abolish this one?

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)

19 GRUBER: Yep.

20 MS. TERRI GRAHAM: Abolish this one.

21 COMMISSIONER JAMES E. (JEB) BALL: Okay.

22 MS. TERRI GRAHAM: And that's just
23 because it's not really -- it's not necessary.

24 COMMISSIONER JAMES E. (JEB) BALL: Okay.

25 COMMISSIONER JOE DAVIS, III: Well,
26 Mr. Chairman, my approach, personally, will be to
27 take -- I want Terri to give us
28 recommendations --

1 COMMISSIONER JAMES E. (JEB) BALL:

2 Uh-huh. (Indicates affirmatively.)

3 COMMISSIONER JOE DAVIS, III: -- of what
4 our policies need to move forward. I appreciate
5 people that are in the garbage business, but I'm
6 not, and I don't want to be.

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)

8 GRUBER: Uh-huh. (Indicates affirmatively.)

9 COMMISSIONER JOE DAVIS, III: So I want
10 you to -- my thought is for you to come us to and
11 say, here are the enhancements and improvements
12 that we need to have to our policies.

13 COMMISSIONER JAMES E. (JEB) BALL:

14 Right.

15 COMMISSIONER JOE DAVIS, III: And that
16 will -- that will go a long way with me.

17 MS. TERRI GRAHAM: The last one I have
18 is 7.10. And that's a brand-new policy. And
19 this is the cart policy.

20 So this is taking the resolution, this is
21 taking health law, all those different
22 regulations that are out there and incorporating
23 them into one policy for us.

24 And then this will -- We have a -- we have a
25 personal compatible cart agreement. So if they
26 want to use their second cart, it's going to be
27 attached to this policy.

28 It's something that they -- that we kind of

1 do in the field and they sign. And then there's
2 a flyer that we send out to each customer as we
3 incorporate more automated routes. It's in the
4 policy, too.

5 So this is a brand-new policy. And I guess
6 that was -- I did -- I did say on my
7 recommendation for work session for discussion
8 and consideration. But my -- my thing is to
9 adopt, adopt, adopt. And then --

10 COMMISSIONER JAMES E. (JEB) BALL: So
11 just I -- what I would like to see is just put
12 all that together and --

13 COMMISSIONER JOE DAVIS, III: That's
14 right.

15 COMMISSIONER JAMES E. (JEB) BALL: --
16 and just let us know what you do and what you
17 want to do. And then --

18 MS. TERRI GRAHAM: Okay.

19 COMMISSIONER JAMES E. (JEB) BALL: --
20 we'll just vote on the whole lump thing --

21 COMMISSIONER JOE DAVIS, III: Yeah.

22 MS. TERRI GRAHAM: Okay.

23 COMMISSIONER JAMES E. (JEB) BALL: -- at
24 the -- at the next -- We'll put that on the next
25 meeting.

26 COMMISSIONER JOE DAVIS, III: Because
27 you'll be able to identify --

28 COMMISSIONER JAMES E. (JEB) BELL:

1 Right.

2 COMMISSIONER JOE DAVIS, III: -- major
3 changes or clarifications or modernizations. And
4 that's part of what --

5 COMMISSIONER JAMES E. (JEB) BALL:
6 Right.

7 COMMISSIONER JOE DAVIS, III: -- we need
8 to deal with, with policies, I think.

9 MS. TERRI GRAHAM: And in your packet,
10 did y'all have the strikethroughs, the redlines?

11 COMMISSIONER JAMES E. (JEB) BALL: Yeah.

12 COMMISSIONER JOE DAVIS, III: Uh-huh.
13 (Indicates affirmatively.)

14 MS. TERRI GRAHAM: Okay. All right.
15 Perfect.

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)
17 GRUBER: Okay.

18 MR. WAYNE DYESS: So that was for
19 discussion only. There won't be an item on the
20 agenda.

21 MS. TERRI GRAHAM: This will be on the
22 agenda.

23 MR. WAYNE DYESS: Okay. It will be.

24 COMMISSIONER JAMES E. (JEB) BALL: So
25 we -- we need to consent to that?

26 MR. WAYNE DYESS: You want it on Consent
27 or Other Staff Recommendations? How do you want
28 that?

1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: Well, you know, Commissioner Underwood
3 isn't here, so in case she wants to do something.
4 So we'll do it Other Staff.

5 COMMISSIONER JAMES E. (JEB) BALL: Other
6 Staff.

7 COMMISSIONER JOE DAVIS, III: Other
8 Staff Recommendations.

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)

10 GRUBER: Yeah.

11 COMMISSIONER JOE DAVIS, III: I think
12 that's better.

13 COMMISSIONER JAMES E. (JEB) BALL:
14 Terri, on that last policy, that one --

15 MS. TERRI GRAHAM: Yes, sir.

16 COMMISSIONER JAMES E. (JEB) BALL: That
17 one is going to -- That will clean up everything;
18 right?

19 MS. TERRI GRAHAM: I hope so.

20 COMMISSIONER JAMES E. (JEB) BALL: Okay.

21 MS. TERRI GRAHAM: I really do. We also
22 put in here property access agreement. And
23 that's just -- that's just how we can go down
24 these private drives and stuff like that to -- to
25 maintenance the cans and stuff.

26 COMMISSIONER JOE DAVIS, III: Where we
27 can park the cans, how we park the cans --

28 COMMISSION CHAIRMAN CHARLES F. (SKIP)

1 GRUBER: Uh-huh. (Indicates affirmatively.)

2 COMMISSIONER JOE DAVIS, III: Which
3 person does -- Yeah. A lot of information --

4 MS. TERRI GRAHAM: I'm trying to --

5 COMMISSIONER JOE DAVIS, III: -- for
6 people about that.

7 COMMISSIONER JAMES E. (JEB) BELL: Give
8 instructions.

9 COMMISSIONER JOE DAVIS, III: Uh-huh.
10 (Indicates affirmatively.)

11

12 **E-4 - BALDWIN COUNTY SOLID WASTE UNCOLLECTIBLE**

13 **RESIDENTIAL ACCOUNTS**

14 MS. TERRI GRAHAM: Okay. All right.
15 Two more -- No. Three more.

16 COMMISSIONER JAMES E. (JEB) BALL: Three
17 more.

18 MS. TERRI GRAHAM: Three more. Okay.
19 So the E-4 is the uncollectible accounts for
20 July, seven hundred and forty-four dollars
21 (\$744).

22 COMMISSION CHAIRMAN CHARLES F. (SKIP)

23 GRUBER: All right. Consent.

24 COMMISSIONER JAMES E. (JEB) BALL: Yes,
25 sir.

26

27 **E-5 - MANDATORY GARBAGE FEES - LOW INCOME EXEMPTION**

28 **APPLICATIONS 2019**

1 MS. TERRI GRAHAM: The next one is the
2 low income applications for second quarter. This
3 is going to be approve thirty-three (33) and deny
4 ten (10).

5 COMMISSIONER JAMES E. (JEB) BALL: Okay.
6 Consent.

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)
8 GRUBER: Consent.

9 COMMISSIONER JOE DAVIS, III: Consent.

10 MS. TERRI GRAHAM: And, Commissioner
11 Gruber, just -- just for you, that was going to
12 be three thousand, one hundred and sixty-eight
13 dollars (\$3,168) in service fees.

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)
15 GRUBER: Yeah. Yeah. And, you know, you go back
16 and looking at what it's costing us, you know,
17 just like this one here, we're -- we're -- we're
18 forgoing three thousand, one hundred and
19 sixty-eight dollars (\$3,168) of money by having
20 this thing, which is done by the State. It's
21 mandatory, so we have to do that.

22
23 **E-6 - MANDATORY GARBAGE FEES - SOCIAL SECURITY EXEMPTION**

24 **APPLICATIONS 2019**

25 MS. TERRI GRAHAM: The last item is the
26 Social Security exemptions for second quarter.
27 That's approve eight (8), deny two (2). And
28 that's going to be one thousand, five hundred and

1 thirty-six dollars (\$1,536) --

2 COMMISSIONER JAMES E. (JEB) BELL: Okay.

3 MS. TERRI GRAHAM: -- in service fees or
4 service fees.

5 COMMISSIONER JAMES E. (JEB) BALL:

6 Consent.

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)

8 GRUBER: Okay. All right. Consent.

9 MS. TERRI GRAHAM: Now I'm done.

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)

11 GRUBER: You finished?

12 MS. TERRI GRAHAM: I'm done. Thank you.

13

14 **N-1 - PERSONNEL DEPARTMENT - PERSONNEL CHANGES**

15 MR. WAYNE DYESS: Mr. Chairman, we've
16 already handled F-1, so we'll --

17 COMMISSION CHAIRMAN CHARLES F. (SKIP)

18 GRUBER: Okay.

19 MR. WAYNE DYESS: -- move to N on our
20 agenda, which is Personnel. I believe Deidra is
21 here to discuss some Personnel Department
22 changes.

23 MS. DEIDRA HANAK: Yes. I'm going to
24 start charging fifty-five dollars (\$55) an hour
25 for my fees, my services.

26 MR. RON CINK: We need to bill them more
27 for our administrative tasks.

28 MS. DEIDRA HANAK: That's right.

1 COMMISSIONER JOE DAVIS, III: Who said
2 that?

3 MR. JOEY NUNNALLY: Let her -- let her
4 ask for me to resurface a road.

5 MS. TERRI GRAHAM: You charge me, too.

6 MS. DEIDRA HANAK: All right. What I
7 have is sort of a reorganization of my
8 department. I posted and did interviews for the
9 Assistant Personnel Director. And I'd like to
10 promote Bo Bonner into that position.

11 He has -- he has done a great job for me in
12 this whole transition. He has a great rapport
13 with County employees. And I think it'll be a
14 very smooth transition into that position.

15 The position that he's in right now, Benefits
16 Coordinator, we've been cross training within the
17 department. And -- and we've been doing that
18 since Brittany started. And she's been doing a
19 great job with that.

20 I'd actually like to downgrade that position
21 to an H grade and laterally transfer her into it.
22 There's a lot of the benefits portion that she
23 has not learned that will take a lot of time,
24 that it's -- it's knowledge that you accumulate
25 over years, especially with the way that the
26 County does the benefits and -- and working with
27 the County.

28 And so I think in a -- in a another year or

1 two, she'll be there. And maybe at that time I
2 would be -- ask to upgrade the position.

3 And then the position she's in now, the Admin
4 Support Specialist II, I would just like to
5 downgrade that to I at a G grade.

6 And with these changes, it'll actually result
7 in a savings of about thirty-three thousand
8 dollars (\$33,000) in salaries.

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)

10 GRUBER: Okay. Do --

11 COMMISSIONER JAMES E. (JEB) BALL:

12 Mr. Chairman, I've got a --

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)

14 GRUBER: Do we have to --

15 COMMISSIONER JAMES E. (JEB) BALL: I've
16 got a question about that, Mr. Chairman, that --
17 that if we're doing this here, wouldn't this be
18 something that we do in budget on her?

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)

20 GRUBER: Well, I mean, we --

21 MS. DEIDRA HANAK: We -- we can.

22 COMMISSION CHAIRMAN CHARLES F. (SKIP)

23 GRUBER: Yeah.

24 MS. DEIDRA HANAK: We -- we absolutely
25 can do it in budget.

26 COMMISSION CHAIRMAN CHARLES F. (SKIP)

27 GRUBER: Well, the thing about it, she's an open
28 position.

1 COMMISSIONER JAMES E. (JEB) BALL: Okay.

2 COMMISSION CHAIRMAN CHARLES F. (SKIP)

3 GRUBER: So, I mean, it's not -- she's not
4 creating a position.

5 COMMISSIONER JAMES E. (JEB) BALL: Oh, I
6 know. I know. And it's saving money. So I
7 didn't -- I didn't know.

8 MS. DEIDRA HANAK: So my savings, I'll
9 be asking for other person in budget. So --

10 COMMISSIONER JAMES E. (JEB) BALL: There
11 you go. I knew --

12 MS. DEIDRA HANAK: I mean, it's worked
13 out well for me. It -- it all lined up.

14 COMMISSIONER JAMES E. (JEB) BALL: I got
15 it. Consent on this one, Mr. Chairman.

16 COMMISSIONER JOE DAVIS, III: Consent.

17 COMMISSION CHAIRMAN CHARLES F. (SKIP)

18 GRUBER: The only thing I had was -- question was
19 we're doing this lateral, moving these folks? I
20 mean, are we --

21 MS. DEIDRA HANAK: It -- it -- it'd
22 really just be a title change for Brittany, just
23 moving her into -- to doing benefits.

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)

25 GRUBER: All right. I didn't want us to get
26 stuff -- you know, have them say, well, I didn't
27 get an opportunity to apply for that position.

28 COMMISSIONER JAMES E. (JEB) BALL:

1 Right. I know what you're saying.

2 COMMISSIONER JOE DAVIS, III: And when
3 we --

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)

5 GRUBER: But --

6 COMMISSIONER JOE DAVIS, III: --
7 reference a salary amount or a dollar amount,
8 say, like the thirty-three thousand (\$33,000),
9 that does not include benefits?

10 MS. DEIDRA HANAK: No, sir. That's --
11 that's strictly salaries.

12 COMMISSIONER JOE DAVIS, III: Thank you.

13 MS. DEIDRA HANAK: So of all her
14 benefits would stay about the -- it'd be about
15 the same.

16 COMMISSIONER JOE DAVIS, III: Okay.

17 COMMISSIONER JAMES E. (JEB) BALL:
18 Consent.

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)

20 GRUBER: Consent. All right.

21 MS. DEIDRA HANAK: Thank you.

22 COMMISSIONER JOE DAVIS, III: Yeah.

23

24 **O-1 - BALDWIN COUNTY TRAP-NEUTER-RETURN (TNR) PROGRAM -**
25 **RENEWAL OF EASTERN SHORE PET HOSPITAL AGREEMENT**

26 MR. WAYNE DYESS: Mr. Chairman, next on
27 the agenda is Animal Control. And on the agenda
28 is the request to approve a professional services

1 agreement with Eastern Shore Pet Hospital for the
2 trap and neuter program for the cats.

3 COMMISSION CHAIRMAN CHARLES F. (SKIP)

4 GRUBER: Okay.

5 COMMISSIONER JAMES E. (JEB) BALL:

6 Consent.

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)

8 GRUBER: Consent. Okay.

9 COMMISSIONER JOE DAVIS, III: Consent.

10
11 **O-2 - PURCHASE OF ONE (1) POLARIS RANGER 500 FOR THE**
12 **BALDWIN COUNTY ANIMAL SHELTER**

13 MR. WAYNE DYESS: Mr. Chairman, the next
14 item is the purchase one (1) Polaris Ranger 500
15 for the Baldwin County Animal Shelter.

16 I believe this will help them in -- in
17 handling some of their required tasks, moving
18 things around. Rather than getting a truck,
19 the -- this Polaris would make it a little bit
20 easier and a little more efficient for them. So
21 that's the request to purchase the Polaris.

22 COMMISSION CHAIRMAN CHARLES F. (SKIP)

23 GRUBER: All right.

24 COMMISSIONER JOE DAVIS, III: And

25 that'll be purchasing a new vehicle --

26 COMMISSION CHAIRMAN CHARLES F. (SKIP)

27 GRUBER: Yeah.

28 COMMISSIONER JOE DAVIS, III: -- not

1 reassigning one?

2 MR. WAYNE DYESS: That's right.

3 COMMISSIONER JOE DAVIS, III: Is that
4 right?

5 MR. WAYNE DYESS: Yes, sir.

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)

7 GRUBER: Okay. All right.

8

9 **P-1 - UPDATE ON SOUTHWEST ALABAMA WORKFORCE DEVELOPMENT**

10 **COUNCIL (SAWDC) ACTIVITIES**

11 MR. WAYNE DYESS: Mr. Chairman, next we
12 have Item P-1. And we have Dr. Josh Duplantis
13 here to give us an update on the Southwest
14 Alabama Workforce Development Council activities.

15 DR. JOSH DUPLANTIS: Very good. All
16 right. Appreciate it. Long time.

17 COMMISSIONER JOE DAVIS, III: Oh, this
18 has been a short meeting, but it's not over yet.

19 MR. JOSH DUPLANTIS: I've got one extra.

20 *****

21 *ATTACHMENT 1 - "SAWDC ALABAMA WORKS!" HANDOUT*

22 *****

23 MR. JOSH DUPLANTIS: All right. I just
24 wanted to give you -- there's a funny story about
25 SAWDC's interaction with Commission. You guys
26 have been supporting us for -- for many years.

27 I've been on board one year. And I think the
28 first text I got on my work phone, the second day

1 was from Lee Lawson telling me to go to
2 Robertsdale to get in front of the previous
3 Commission on my second day of work.

4 So, of course, I didn't have a whole lot to
5 say, but now I do. So before budget time came
6 around, I wanted to make sure that all of our
7 supporters and our funders understand exactly
8 what we're doing at the Workforce Council, in
9 particular, you know, what does our local economy
10 look like.

11 So as you guys open up that packet, yeah, the
12 ones -- the one in front of it, you can kind of
13 see that's an economic overview of where we sit
14 in Baldwin County today.

15 That data is pretty fresh, I think June or --
16 or ending May data. And I'll cover some of that
17 with you guys and kind of let you know the --
18 the -- the programs that we're running in the
19 nine (9) county region.

20 So for those of you not familiar, the state
21 is broken down into seven (7) workforce
22 development divisions per the Department of
23 Commerce. We sit in Region 7, so perfect.

24 So here's what our organization is
25 responsible for from a workforce development
26 standpoint: Mobile, Baldwin, go all the way to
27 Choctaw, and Wilcox.

28 It's probably the most unique region in the

1 state simply because eighty-two percent (82%) of
2 our jobs are here; right? Eighteen (18%) remain
3 in the seven (7) counties; okay.

4 We also -- where most of our jobs sit from a
5 labor standpoint, we've got a one eighty (180).
6 Everybody else has got a three sixty (360);
7 right?

8 You go -- you go to Birmingham, you've got a
9 circle. You go to Tuscaloosa, you've got a three
10 sixty (360). We've got a one eighty (180) for
11 most of our jobs. It creates some unique
12 challenges.

13 You know, we're also a commute-through state,
14 right, where we've actually got employees that
15 commute through the State of Alabama. For
16 example, a bus leaves every morning to Pensacola
17 and goes to Ingall's; right?

18 So there's a lot of unique things about
19 Region 7. But, again, we spend most of our time
20 in Mobile and Baldwin County. We -- we
21 operate -- I live in Baldwin County. We operate
22 out of Brookley Field in Mobile.

23 We can skip that. So I pulled the data just
24 to -- to highlight for you guys in Baldwin
25 County, because we do see some significant things
26 in Baldwin County as it relates to our region and
27 the State of Alabama.

28 So wage trends, as of 2019, Quarter 1, wages

1 per worker increased three-point-seven percent
2 (3.7%) in Baldwin County. That's pretty
3 exceptional considering the State of Alabama it
4 was two-point-two percent (2.2%), and the United
5 States is two-point-three percent (2.3%). So in
6 this county we see wages rising at a more
7 significant level than really anywhere else in
8 the country.

9 Unemployment rate, as you guys know,
10 everybody in the room probably knows, is that is
11 absolutely a record low. Baldwin County just
12 dipped below -- And I think if you click the
13 thing, I put a little thing in here. I don't
14 know if it carried over. Or we can go back to
15 that other one. I'm sorry. It didn't work. But
16 we're at two-point-nine percent (2.9%) in this
17 county, two-point-nine percent (2.9%).

18 I'm an economist, workforce development by
19 trade. When you run the numbers on that, that's
20 negative unemployment. We've got more jobs than
21 bodies to fill those jobs, at least bodies that
22 are actively looking --

23 COMMISSION CHAIRMAN CHARLES F. (SKIP)

24 GRUBER: Uh-huh. (Indicates affirmatively.)

25 MR. JOSH DUPLANTIS: -- for work; right?
26 And that's a significant thing. It hadn't -- we
27 haven't even seen numbers close to this in the
28 last fourteen (14) years.

1 So that creates a lot of opportunities for
2 us. In the Workforce Council, I can tell you
3 we've got business and industry folks coming to
4 the table, having the conversation that haven't
5 really had to have this conversation, because
6 talent has been available.

7 Now it's not; right? I mean, it's really not
8 available. If you want a job, you've got one in
9 this marketplace.

10 Like I said, three-point-four percent (3.4%),
11 that was May 2019 numbers. I got the June
12 numbers yesterday. And Baldwin County is sitting
13 at two-point-nine percent (2.9%), one of the best
14 in the state when historically that region ticks
15 a little bit higher.

16 And you can really attribute that to some
17 pockets of inner city Mobile and our Black Belt
18 communities. You know, we've got six (6%), seven
19 (7%), eight percent (8%) unemployment in our
20 Black Belt communities, although they are
21 following the same trend.

22 We can move on. This is one thing that we
23 think about a lot and we work on it at the
24 Workforce Council; right: Labor participation.

25 That's one of the things we really need to
26 work on in the State of Alabama. So you can see
27 labor participation is the amount of people of
28 working age that participate in the workforce.

1 So in the State of Alabama, we're actually
2 the third worst in the country. This is a
3 significant area for us, you know, for our
4 chambers of commerce, everybody that's focused
5 on --

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)

7 GRUBER: Uh-huh. (Indicates affirmatively.)

8 MR. JOSH DUPLANTIS: -- workforce and
9 economic development. You can see in Baldwin
10 County we're -- we're a tick higher, about a half
11 a percent (.5%) higher than -- I'll break down
12 our region when I run data, because it is like
13 two separate economies when you look at Mobile,
14 Baldwin, and then you look at those seven (7)
15 counties; right? It's totally different.

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)

17 GRUBER: Yeah.

18 MR. JOSH DUPLANTIS: So we're ticking a
19 little bit higher in prime age labor
20 participation rate. Again, this is not Josh
21 Duplantis that says if you're over fifty-four
22 (54) years old, you're not prime age. This is
23 the Bureau of Labor Statistics. It's the Federal
24 Government. So please don't offend anybody. I
25 always like to put a disclaimer there or the age
26 of twenty-five (25); right?

27 But that's -- that's how, you know, DLS, the
28 prime participation a little higher there at

1 seventy-nine-point-eight (79.8%).

2 But you can see, and you can see how the
3 numbers differ when we get into the rural parts,
4 you know, of this region, which, you know, is
5 important.

6 And we're doing a lot of work there. You
7 know, the conversation I always have with -- with
8 Lee Lawson is if -- you know, when we put
9 something in the megasite, how it's going to
10 affect Escambia, Monroe, Conecuh Counties; right?
11 They'll all come down to the tip of northern
12 Baldwin County; right?

13 And so probably the most challenging part of
14 our work is -- is some of that rural work. But
15 one of the good things is we have seen the first
16 uptick in this labor participation rate in the
17 last fifteen (15) years; okay?

18 So especially after the recession, trimming
19 down for years, right, less people participating
20 in the workforce. The private economy is the
21 first uptick.

22 And when I say first, that's like May of '19;
23 okay? So that's very, very recent data there.
24 So we're seeing that trend change. We -- we need
25 it to change a lot more to get above this
26 national average. We've got a long way to go
27 before we get up to this United States average of
28 sixty-three point three percent (63.3%) of

1 participants.

2 This is a Baldwin County snapshot of what's
3 available in Baldwin County; right? If you were
4 looking for a job today in Baldwin County, this
5 is what's posted.

6 Our -- our data modeling systems pulls from
7 Indeed, pulls from Monster, pulls from the
8 University of South Alabama's job page, Baldwin
9 County's job page, you name it.

10 Of course, retail, supervisors in retail,
11 food prep, frontline supervisors of food prep,
12 right, and, now, this doesn't calculate wage or
13 anything like that. That's straight-up just job
14 postings in this county for the period ending
15 7/18. So this is within a week.

16 This is just fun stuff. There's more in your
17 packet. And, guys, in your packets, if there's
18 any singular piece of data that you say, hey, I'd
19 like to know more about that, my card is in
20 there. Shoot me an e-mail. We can dig down and
21 drive down a little further than what you have.
22 That's a little -- a little bit more of a
23 high-level report.

24 So for those two -- two thousand (2,000)
25 people in Baldwin County that are that
26 two-point-nine percent (2.9%), right, why do they
27 not work?

28 Top four barriers, we talked about it a

1 little bit earlier: Transportation, okay,
2 especially the further north you get in the rural
3 communities, the more of an issue that is.

4 Next. Sorry. I didn't know if I'd be
5 controlling it or you. Sorry. Transportation.
6 Childcare, right, second issue. We can move on
7 through. There's four of them. Substance abuse
8 and skills, top four barriers, right, why people
9 are not engaging in our workforce. And this is
10 nationally. This is nationally.

11 You can see us. This is kind of what we do.
12 This is the job circuits we seek -- you know, the
13 job seekers we've -- we've served, you know,
14 helping with resumés, doing different kinds of
15 things.

16 We're trying to drive people into the four
17 main -- really five main areas that make up this
18 economy. Manufacturing is a driver, right;
19 five-point-two billion (\$5,200,000,000) gross
20 domestic products in our seven -- nine-county
21 region.

22 Healthcare continues to be an issue, right,
23 from a talent standpoint. Of course,
24 Mobile/Baldwin, we're kind of the healthcare hub
25 for the region.

26 Maritime, when you think about Ingalls
27 also -- When I say Ingalls, of course, they're in
28 Mississippi. They pump about three-point-two

1 million dollars (\$3,200,000) in payroll every
2 month into Mobile County. I don't know the
3 number for Baldwin County, but I'm sure it's
4 significant.

5 Hospitality is another one, okay, and then,
6 of course, aviation with the booming aviation
7 industry. Some of our key partners, Collins
8 Aerospace, they sit on my board of directors, as
9 does Airbus, as does Austal and some of those
10 folks.

11 So you can see I came onboard about a year
12 ago. We brought in a new team. We're serving a
13 lot more people. So that's a little bragging.
14 Sorry about that.

15 And, you know, these are the kinds of things
16 that are happening in our organization every day.
17 You know, we've reached out to local groups of
18 pastors in the region to say, hey, we know
19 there's not many people unemployed. Where are
20 they, you know?

21 So we've had to get deep down in -- in those
22 communities. And where do you do that; right?
23 You do it through the churches. That's -- that's
24 been a great strategy for us.

25 And so that's in our office in Brookley. And
26 that's our Operations Director speaking in the
27 pulpit. They will not let me do church speeches.
28 I barely get to come to County Commissions.

1 And -- and here's our project managers. You
2 know, we've got people just coming in here.
3 And -- and it was funny. That is a slide I've
4 used for the last couple of months in these
5 presentation.

6 But I heard this gentlemen say that, like,
7 man, I've been looking for a better career for a
8 while. I should come here. Y'all know
9 everybody. And this gentlemen was not unemployed
10 but underemployed; right?

11 We've got a lot of high-wage jobs out there
12 and high demand. And we've got a lot of talent
13 that's -- that's really underemployed. So that's
14 actually something we're exploring at the
15 Workforce Council; right? How do we identify
16 where to find those folks that are underemployed
17 and get them into these higher-wage jobs?
18 Because we know that exists. That's a little bit
19 of a challenge, but it's something we're working
20 towards.

21 Cluster management, again, all five of those
22 things I recommended. We have project teams on
23 the ground working with those things, starting up
24 apprenticeship programs.

25 We just -- we started one with Collins. You
26 guys may have heard about it, a very innovate
27 program. We had a student from Baldwin County
28 High. We had a student from Fairhope High, and

1 then a student from Foley High. Three students
2 started that program. We're working with other
3 companies on how to do that; right?

4 Even small companies, Five Star Plumbing in
5 Foley just started an apprenticeship program.
6 So, again, a lot of the high-wage jobs is
7 non-four -- four-year degree; right?

8 That's a demand in America over the next ten
9 (10) years; middle skill jobs. I hate to even
10 call them that, because with this temperature --
11 And I'm getting a little break today; right? I
12 don't want my air conditioner repair guy to be
13 middle skilled. I want him to be high skilled;
14 right? Because do I want to -- So -- But that's
15 our demand, right, post-high school education,
16 but not necessarily a four-year degree; okay?

17 And we're seeing evidence of about a twenty
18 (20) year gap where we pushed nothing but
19 university educations.

20 You can go to GP in -- in Pennington,
21 Alabama, which is probably the northernmost large
22 industry that I have in my territory. And you
23 can talk to every young man on the line, and all
24 of them have a degree from Alabama.

25 Now, they're making good money. They're
26 making sixty-five thousand dollars (\$65,000) a
27 year working that line. But did they need to do
28 that? No; right? Hope they had a good time.

1 But --

2 COMMISSIONER JOE DAVIS, III: I bet they
3 did.

4 MR. JOSH DUPLANTIS: I bet they did.

5 COMMISSIONER JOE DAVIS, III: I'm just
6 saying.

7 MR. JOSH DUPLANTIS: Probably one of the
8 things that we're most, you know, famous for,
9 this is the 10th year of Worlds of Opportunity,
10 which is a big event for -- for the Workforce
11 Council.

12 Every 8th grader in the region comes to a
13 large 3-D career fair at the Mobile Civic Center.
14 When I came onboard, it was huge. I mean, it's
15 huge, nine thousand (9,000) kids, you know.

16 We have the largest and the third largest
17 school district in the state in our region,
18 right, Mobile and Baldwin County.

19 So what we've done is we've actually split
20 it. So Mobile and Baldwin County 8th graders
21 this year are going to have their own Worlds of
22 Opportunity.

23 And then our rural communities, we actually
24 are working with Coastal Alabama in Monroeville.
25 We're going do a second one, partly because the
26 big employers in our rural communities, and maybe
27 down to -- to Mobile and Baldwin, they're not a
28 big employer anymore. That's right. So

1 they're -- they're a small fish in a big pond.

2 So that's one of the things we've done to try
3 to get more of a regional approach to this
4 workforce department deal; right? You give those
5 companies their space to shine.

6 Because we've gotten really good employers
7 north of Mobile and Baldwin County; right? We've
8 seen some really neat development there from an
9 economic standpoint. So that's a big thing
10 that -- that we do. And it's a lot of work.

11 This year we're doing a varsity event. So
12 I'm actually meeting with a lot of the chamber
13 folks in Baldwin County, you know, Ashley and
14 Christina over at Eastern Shore and Ed Bushaw
15 down in South Baldwin. Because we're going to
16 open up that civic center in the afternoon for
17 11th and 12th graders to come back and see those
18 careers.

19 We -- we can't -- you know, we can't expect
20 kids to choose our high-demand careers if they
21 don't really know about them; right? And we see
22 a lot of this, especially in the manufacturing
23 sector. Which, you know, again, from a job
24 standpoint, every one manufacturing job brings
25 you back seven in personal services and retail
26 and food service.

27 We can move on. This is another thing we've
28 implemented here this year is that Ready to Work

1 programs in the high schools; okay?

2 I'm leaving tomorrow to go to Birmingham to
3 get some local teachers trained on how to do the
4 IDT Ready to Work program; how to show up on
5 time; how to stay the whole time; how to pull
6 your pants up; how to stay off drugs, right, all
7 those types of things. Then we move onto things
8 like graphic literacy, workplace documents, how
9 do you read things at work; right?

10 Then, hey, what? You're going to a get
11 paycheck. What do you do with that paycheck;
12 right? So those things -- And we've been
13 developing industry-specific curriculum in these
14 industries.

15 So students in our high schools will get
16 curriculum straight from Ebonic, right, straight
17 from -- What was the -- God. I'm drawing a blank
18 on -- on -- AGC, the Association of General
19 Contractors, you know, straight from Airbus and
20 Collins Aerospace, straight from the Grand Hotel,
21 onboarding materials, okay, things that they're
22 going to see when they go to apply for a job.

23 And -- and that's what we want to do. So
24 we're driving that down to the high school.
25 That's another very new initiative for us.

26 This is just what our learning management
27 system that we're building and handing over to
28 teachers is going to look like; right? Little

1 folders with all these different things.

2 This is just an example from construction;
3 right? Huge demand, and especially in a county
4 where the growth is the size it is in Baldwin
5 County.

6 This is one thing. And -- and, Commissioner
7 Davis, you came to our kickoff. I appreciate
8 that. But one of the things we've launched as
9 well is what we call an educative workforce
10 academy.

11 And this is an open invitation. I always
12 invite all our Commissioners if you want to come
13 on one of these dates and jump on the bus.

14 But we -- we decided that, hey, you know, our
15 career tech teachers get it. They -- they --
16 they kind of get to see. But a lot of our school
17 administrators -- And, you know, I was one of
18 them. I spent like twenty (20) years in
19 education; okay?

20 If -- if you're not exposed to it -- Most of
21 the time, you've gone to school, you've gone to
22 more school, and then you've worked at school.
23 So how are you supposed to know that there's a
24 plant called BASF sitting up Highway 43 where the
25 average salary is a hundred grand (\$100,000) a
26 year?

27 COMMISSIONER JOE DAVIS, III: There you
28 go.

1 MR. JOSH DUPLANTIS: And only
2 two-and-a-half percent (2.5%) of the population
3 gets a hundred thousand dollars (\$100,000) or
4 more; all right? That's significant; right?

5 That's stuff that we need to tell our young
6 people. And this is what we've designed to do.
7 So we've got -- again, doing the same thing.
8 We're doing it in the South, Baldwin and Mobile
9 County teachers. They're going to come
10 August 27th.

11 We're going to start with healthcare. I did
12 not necessarily want to bring the steel mill in
13 late August; okay? So healthcare was a good
14 start; right?

15 And -- and so -- But it's about exposing our
16 assistant principals, our counsellors. And so
17 when they have one of those -- I think the
18 numbers in Baldwin County were we graduated
19 seventeen hundred (1,700) kids. Not this past
20 year but the year before, eight hundred (800)
21 went directly into workforce; okay? That's what
22 the data shows. It's even more in Mobile.

23 We're obviously in the nine (9) counties. I
24 serve the most college-going counties. And
25 that's our numbers; eight (8) out of seventeen
26 hundred (1,700).

27 So we've -- we've got to pay attention to
28 some of those kids; right? And -- and because

1 there are opportunities out there for them.

2 And we feel like getting those assistant
3 principals, getting those counsellors in a
4 program like this where we're taking them on the
5 deck of the Austal ship, we're taking them
6 through the floor of Airbus, we're taking them
7 around in Foley at UCC, we're taking them down to
8 the resorts, that's something that we wanted to
9 do as an organization.

10 We feel like it's important for workforce
11 development, particularly when you're sitting at
12 two-point-nine percent (2.9%) unemployment;
13 right?

14 Okay. Last one, and I'll wrap this up.
15 Here's some pictures, Collins Aerospace right
16 here. Here's some of the young Baldwin County
17 folks. Mark Sloan.

18 That -- that's going to go -- that's going to
19 be our next crop of aircraft mechanics in Foley
20 going through an apprenticeship program. Guess
21 how much student loans that these kids will have.

22 MR. RON CINK: Zero.

23 MR. JOSH DUPLANTIS: Right? This is
24 actually one we worked with Ed Bushaw and Julia
25 Bryant here in Baldwin County to do the
26 hospitality thing.

27 One of the best apprenticeship programs in
28 our state right now is happening in South Baldwin

1 County. We've got fourteen (14) resorts and
2 hotels all agreeing on one apprenticeship program
3 for a lodging manager.

4 So now we can go out and tell groups of kids,
5 hey, guess what? You take this apprenticeship
6 program to be a lodging manager -- Which the
7 average salary is about twenty percent (20%) over
8 median income to start. And there's fourteen
9 (14) company ready to hire you.

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)

11 GRUBER: Uh-huh. (Indicates affirmatively.)

12 MR. JOSH DUPLANTIS: That's really cool;
13 right? That's really cool. And so we're seeing
14 a lot of this.

15 Here's the Governor shaking one of the kid's
16 hands that is going to the Airbus fast track
17 program; okay? So, again, right out of high
18 school, going to the fast track program, getting
19 the skills to go get him a high-wage job.

20 You can move on. And I think that about --
21 Oh. Oh. Yeah. Nope. One more thing we've done
22 is you see Baldwin County in this, too. But
23 about two -- Baldwin County is right here. April
24 2019, about four (4) months ago, we were able to
25 get this county certified as an ATT work-ready
26 community.

27 And what that is, every senior in the high
28 schools in Baldwin County takes a work

1 assessment. For years, they just kind of took
2 it. Nobody really knows what it meant.

3 So we've been working to make sure our
4 business community understands what that means,
5 and not necessary say yea or nay or hiring a
6 young person, but at least having a general idea;
7 right?

8 If a kid walks in your business with a
9 platinum, they're -- they're -- at least have the
10 aptitude for ninety-nine percent (99%) of the
11 jobs out there; right? You need to put that kid
12 in a job and get him into a job that -- that
13 he'll be able to do and so on and so forth.

14 You got a bronze? Hey, he might have a hell
15 of a work ethic, you know. But what do we need
16 to do to get his aptitude level a little bit
17 higher?

18 So we have six (6) of our nine (9) counties.
19 We're really trying to be the first region in the
20 state to get the whole region certified as work
21 ready.

22 All right. Next slide. One of the things
23 that's coming down the pike from a Federal
24 perspective, some of the things all the career
25 tech programs are funded on in Baldwin County and
26 everywhere else is the Perkins Act. You guys
27 probably know that.

28 We're in a transition year this year; okay?

1 Perkins 5, the next generation, that Federal
2 piece of legislation is coming down. That'll be
3 in effect July 1, 2020.

4 We've added a couple of local needs
5 assessments. I would encourage you guys,
6 especially as Commissioners, if you can fit this
7 on your calendar, to come and listen.

8 Because what's going to happen and one of the
9 most important things of Perkins 5 is going to be
10 that our CTE programs across the region are going
11 to have much more responsibility to a local needs
12 assessment and local business and industry needs.

13 So I hate to pick on a program like
14 cosmetology, for example. And I'm not -- I mean,
15 I like the ladies that -- that cut my hair. But
16 if there's not significant job demand --

17 COMMISSIONER JOE DAVIS, III: That's
18 right.

19 MR. JOSH DUPLANTIS: -- with a
20 significant wage, then we don't need to be using
21 this Federal money. And we're not going to be
22 able to anymore; okay?

23 And so a lot of things are coming down that I
24 always encourage -- especially, you know, our
25 County -- our County Commissioners, our local
26 government to get engaged in this process.
27 Because this is going to have a huge impact on K
28 through 12. And I think you guys actually might

1 get an invite. Because --

2 COMMISSIONER JOE DAVIS, III: Hopefully.

3 MR. JOSH DUPLANTIS: Y'all probably did
4 from the Governor's Office. That was me. Sorry.
5 Try to drag you into something else. But I had
6 to make sure, per that statute, that all of these
7 people in these categories come -- some to these
8 meetings so we can influence how that's going to
9 work in our region moving forward.

10 And, of course, we've got local elected
11 officials. So when you guys got your invitation,
12 that's -- that's -- that's kind of why. So you
13 probably got an invite from the Governor's Office
14 for that.

15 And then that is it, I believe. Yeah. What
16 are you hearing now; right? We -- we're really
17 working with apprenticeships. I mean, we
18 really -- My goal is that we make apprenticeship
19 as sexy as college.

20 One of the data points I use all the time is
21 that if you graduate from an Alabama four-year
22 institution right now, your starting salary,
23 thirty-four thousand, six hundred and seven bucks
24 (\$34,607). Average wage of an apprentice
25 graduating in the State of Alabama is sixty-two
26 thousand bucks (\$62,000); right?

27 So the tide is changing. Our economy is
28 changing. The -- the demands for the jobs that

1 we have in the State of Alabama are changing;
2 okay? And so that's kind of what we're doing on
3 the back end.

4 We are bringing in a national expert. I
5 think it's going to be at the Mobile Chamber on
6 August 23rd. I'm sorry I didn't put the date.
7 But it is August 23rd. It's a Friday morning.

8 If any of you guys want to come to that, you
9 let me know. I'll get you in. It's -- We're
10 capping it at fifty (50). And it's mostly
11 business industry folks that are either running
12 an apprenticeship program or want to run an
13 apprenticeship program, so we can help them
14 understand what that means.

15 Because there's a quality component to that;
16 right? We want to make sure they're doing it the
17 right way. And we're kind of spearheading that
18 all across.

19 We've got more pending apprenticeships,
20 again, in this region than anywhere else in the
21 state. And we want to continue to do that.

22 So, again, I appreciate your time, guys. I
23 just didn't want to be in the situation I was
24 last year.

25 And, of course, it was my second day on the
26 job. And I was sitting in front of the
27 Commission. And y'all were asking what -- what
28 does -- what does a Regional Workforce Council

1 do?

2 I hope I've answered that question for you so
3 you kind of know exactly what we're doing and --
4 and what value we add not just to Baldwin County
5 but this nine (9) county region in -- in
6 Southwest Alabama.

7 So any -- any questions for me?

8 COMMISSION CHAIRMAN CHARLES F. (SKIP)

9 GRUBER: I'd like to make -- make a comment. You
10 know --

11 MR. JOSH DUPLANTIS: Yes, sir.

12 COMMISSION CHAIRMAN CHARLES F. (SKIP)

13 GRUBER: -- we're -- now with the way everything
14 is moving, you know, the -- the building industry
15 and everything, you know, it's -- it's getting
16 very hard to find people with skills. Plumbers
17 are just about -- you know, you don't -- you
18 can't hardly find a plumber anymore --

19 MR. JOSH DUPLANTIS: That's right.

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)

21 GRUBER: -- electricians, I mean, and -- and just
22 trades people. And there's something that --
23 something has got to change. I mean, we've got
24 to get those. And -- and they're -- and these
25 folk make decent wages.

26 MR. JOSH DUPLANTIS: They really do.

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)

28 GRUBER: I mean, they make more than -- I know --

1 And I'm not cutting down the college thing. But
2 they make more than what a lot of people come out
3 of college, But they don't have that hundred and
4 something thousand dollar (\$100,000), you know,
5 that they've had to go get students loans for.

6 You know, not everybody wants to go to
7 college. But, you know, to have a trade is so
8 important. If somehow we could instill that into
9 the schools, you know, to bring back some of
10 these trade schools that we used to have, you
11 know.

12 MR. JOSH DUPLANTIS: Right.

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)
14 GRUBER: I mean, you know, I can remember when
15 they -- they used to have trade schools, you
16 know. And -- and Mobile had them, you know. And
17 you could go there for carpentry, masonry, you
18 know, welding, and then all this stuff. You
19 don't have --

20 MR. JOSH DUPLANTIS: Right.

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)
22 GRUBER: -- that much anymore, you know. And
23 it's --

24 MR. JOSH DUPLANTIS: Well, I'd like to
25 encourage --

26 COMMISSION CHAIRMAN CHARLES F. (SKIP)

27 GRUBER: And these cosmetologists, you know --

28 MR. JOSH DUPLANTIS: I mean, those

1 Perkins meetings, that if -- if you guys can fit
2 that into your schedule, I would encourage you
3 to -- to show up and come to that. Because
4 that's -- what -- what you just described,
5 Commissioner, that's exactly what we're trying to
6 get back to with this -- with process.

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)

8 GRUBER: Yeah.

9 MR. WAYNE DYESS: Mr. Chairman, to get
10 additional exposure, do we want to see if Josh
11 can come to the meeting on Tuesday and give this
12 presentation, or do you want to leave it here?

13 We -- we have a meeting on Tuesday, Josh,
14 that's televised. I don't know if the Commission
15 would think that would be beneficial to show it.

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)

17 GRUBER: Y'all -- What do y'all think, you know?

18 COMMISSIONER JOE DAVIS, III: I
19 definitely think it's --

20 MR. WAYNE DYESS: Let me know --

21 MR. JOSH DUPLANTIS: What -- what time
22 is it?

23 COMMISSIONER JAMES E. (JEB) BALL:
24 Tuesday week.

25 MR. WAYNE DYESS: I'm sorry. Yeah.

26 COMMISSIONER JAMES E. (JEB) BALL:
27 August 6th.

28 MR. WAYNE DYESS: Yeah. August 6th.

1 MR. JOSH DUPLANTIS: Yeah. I'll check.

2 MR. WAYNE DYESS: Okay.

3 COMMISSION CHAIRMAN CHARLES F. (SKIP)

4 GRUBER: Okay.

5 COMMISSION CHAIRMAN CHARLES F. (SKIP)

6 GRUBER: If you can do it --

7 MR. JOSH DUPLANTIS: If I can, I'm happy
8 to.

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)

10 GRUBER: Yeah. Okay.

11 MR. JOSH DUPLANTIS: Because -- because
12 I've got more where-the-rubber-meets-the-road
13 examples of -- especially in this kind of new
14 model of some companies, that being -- being very
15 successful. Like I said, I mean, the -- probably
16 the highlight in this county right now is Collins
17 in -- in Foley.

18 COMMISSIONER JOE DAVIS, III: That's
19 right.

20 MR. JOSH DUPLANTIS: You know, Scott has
21 been excellent. And -- and, you know, companies
22 like that, that are fully participating with us,
23 they're doing the apprenticeship deal. When I do
24 aviation days and that educative workforce
25 academy and carry those educators around --

26 COMMISSIONER JOE DAVIS, III: Right.

27 MR. JOSH DUPLANTIS: -- we are going to
28 UTC. And -- and so, you know, we want -- I want

1 to make sure you guys know that, because the
2 companies that kind of take advantage of the menu
3 of things that -- that I saw, those are the
4 companies that are really being aggressive and --
5 and really going to -- going to get their labor
6 demands met.

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)

8 GRUBER: Uh-huh. (Indicates affirmatively.)

9 COMMISSIONER JOE DAVIS, III: They're
10 going to grow --

11 MR. JOSH DUPLANTIS: Right.

12 COMMISSIONER JOE DAVIS, III: They're
13 going to grow our workforce like they need it.

14 MR. JOSH DUPLANTIS: Grow your own.

15 COMMISSIONER JOE DAVIS, III: Yeah.

16 MR. JOSH DUPLANTIS: You know, that's --
17 that's where we're at.

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)

19 GRUBER: Okay. All right. Well, we appreciate
20 it.

21 MR. JOSH DUPLANTIS: Thank you, guys. I
22 appreciate your time.

23 COMMISSIONER JOE DAVIS, III: Yes, sir.

24 MR. JOSH DUPLANTIS: All right.

25 COMMISSIONER JAMES E. (JEB) BALL:
26 Thanks, Josh.

27 COMMISSIONER JOE DAVIS, III: Thanks,
28 Josh.

1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: If you can make it, that's fine. Just
3 let us know. And then we can -- you know,
4 before --

5 MR. WAYNE DYESS: August 6th.

6 MR. JOSH DUPLANTIS: Yeah. If you
7 can -- In the morning?

8 MR. WAYNE DYESS: Yeah. At 8:30.

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)

10 GRUBER: 8:30. Okay.

11 MR. JOSH DUPLANTIS: I'm in a Perkins
12 meeting in Montgomery, so I have them both. Oh.
13 August 6th. Yeah. Yeah. All right.

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)

15 GRUBER: All right.

16

17 **P-2 - DISCUSSION - COUNTY ADMINISTRATOR, WAYNE DYESS,**

18 **WISHES TO DISCUSS IMPACT FEES**

19 MR. WAYNE DYESS: Mr. Chairman, the next
20 item is for discussion and direction. We had a
21 meeting several weeks ago, the Chairman and I,
22 with some -- a municipality, and this was
23 discussed briefly. It's about impact fees.

24 And just to give you a little background on
25 impact fees, a bill was passed in the legislature
26 in 2006 -- It's 2006-300 -- for the local
27 delegation for Baldwin County. Bradley Byrne was
28 the State Senator who kind of spearheaded --

1 spearheaded the impact fee legislation.

2 And the impact fee legislation was a way to
3 recoup costs for demands that new development
4 caused on -- on the county infrastructure and
5 municipal infrastructure.

6 The act defined the government infrastructure
7 as stormwater drainage, flood control, roads,
8 bridges, capital expenditures, related law
9 enforcement, public safety, fire protection,
10 emergency medical services, public parks and
11 recreational facilities, and public schools.
12 Those are all the items that could -- that could
13 be addressed by impact fees.

14 Just to give you a little background, Gulf
15 Shores, Orange Beach, Fairhope, I believe
16 Robertsdale, and Summerdale collect impact fees.

17 The County did an impact fee study in about
18 2007. TischlerBise was the firm that -- that I
19 think everybody uses in Baldwin County to do
20 these impact fee studies. They're actually a
21 nationwide firm.

22 And -- and when we were getting ready to
23 implement it, the recession hit, and so we -- we
24 backed off of that because of the recession.
25 There wasn't really any -- any more impact,
26 because the growth had -- had stopped.

27 If this is something we want to pursue from
28 the Commission's standpoint, we would need to do

1 a -- a study. The study could -- again, it can
2 include several different things or just one
3 thing. It could be just roads, for example. And
4 then you would collect impact fees on new
5 development.

6 The impact fee is one percent (1%) of the
7 value of the property. And it's typically done
8 at the building permit stage.

9 However, if you -- if you are a development,
10 for example, you can do some upfront work. If
11 it's a turn signal or lighting or whatever it is,
12 that can be credited back to the -- back to your
13 impact fees and would not be -- so you -- you
14 could offset it with that.

15 But, again, if -- if -- if this something the
16 Commission is interested in doing, we would need
17 to do an RFP, release that, and -- and hire a
18 firm to do the study.

19 I would anticipate, if a study was done, you
20 can only charge an impact fee where there's an
21 impact. And I wouldn't see this -- you know,
22 like North Baldwin, at this point in time,
23 there's not a lot of demand. So I don't think
24 you would -- you could -- the impact fees
25 would -- in my opinion, would be relegated to
26 the -- basically the Eastern Shore in South
27 Baldwin County is what -- what I would probably
28 guess the study would come back with, just from

1 past previous experience with it.

2 But, again, if we want to pursue that, we --
3 you know, we need to release an RFP. The study
4 can be paid back by the impact fees collected.

5 I just wanted to put that out there for
6 the -- for the Commission to -- to study and
7 evaluate. And if you want us to move forward on
8 it, we can have it on a future Commission
9 agenda -- Commission meeting to release the RFP.

10 MR. JOEY NUNNALLY: I've got a question.
11 Wayne, who collects the -- the impact fees in
12 ETJ's?

13 MR. WAYNE DYESS: Well, if it's in an
14 ETJ, it's still going to be -- You -- you're
15 talking about PJ's?

16 MR. JOEY NUNNALLY: Yeah.

17 MR. WAYNE DYESS: Police jurisdictions.
18 And that's -- that's something that -- that is
19 probably a -- a unique issue we'll -- we'll need
20 to work out. Because we have some cities that
21 are -- that are collecting building permits in
22 the PJ.

23 We would have to work with them to collect --
24 if the County were to pass the impact fee, we'd
25 have to work with them to -- to -- for them to
26 collect it for us, or we could do it at the time
27 of the --

28 MR. JOEY NUNNALLY: The statute doesn't

1 address that?

2 MR. WAYNE DYESS: No. The statute just
3 basically kind of -- It differentiates between
4 cities and counties, the city and the county.
5 But in -- in these areas where you have
6 overlapping police jurisdiction, the -- The act
7 doesn't say you have to collect it at building
8 permit stage.

9 It -- So we could -- we would have to
10 probably look at some other method. If the
11 cities didn't want to help us with that, we'd
12 have -- have to look at some other method to
13 evaluate how that should be collected.

14 If it means -- if it means them coming in --
15 if it's in a zoned area, getting their land use
16 permit, you know, something like that. That's
17 something we need to evaluate.

18 But I just wanted to put it out there for
19 the -- for the Commission to -- to discuss and --

20 COMMISSIONER JAMES E. (JEB) BALL: I
21 want to make one comment.

22 MR. WAYNE DYESS: Yeah.

23 COMMISSIONER JAMES E. (JEB) BALL: So
24 when you start talking about this, Wayne --

25 MR. WAYNE DYESS: Uh-huh. (Indicates
26 affirmatively.)

27 COMMISSIONER JAMES E. (JEB) BALL: --
28 there is not going to be any cost passed on to

1 any developer?

2 MR. WAYNE DYESS: Right.

3 COMMISSIONER JAMES E. (JEB) BALL: That
4 developer is going to pass the cost on to a
5 homebuilder. And --

6 COMMISSIONER JOE DAVIS, III: Those are
7 our constituents.

8 MR. WAYNE DYESS: Right.

9 COMMISSIONER JAMES E. (JEB) BALL: Those
10 are our constituents.

11 MR. WAYNE DYESS: Sure.

12 MR. JOEY NUNNALLY: And, you know, I
13 just don't know. I mean, it's -- The developers
14 aren't going to pay an impact fee.

15 MR. WAYNE DYESS: Right.

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)
17 GRUBER: They'll pass it on to the consumer. The
18 consumer pays that.

19 MR. WAYNE DYESS: Right. But I just --
20 I just wanted to bring it up. I know we had a
21 meeting with -- with another municipality, and
22 that -- that was being discussed. And just to
23 bring it up.

24 And, again, if -- This is -- this is not
25 mandatory whatsoever. If it's permissible, I
26 just wanted to get that out there and discussed.
27 And -- and, like I said, it's something that --
28 that you can do. Some have and some haven't.

1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: You think maybe we can -- after we do
3 our master -- master plan, comprehensive thing,
4 which is the next subject --

5 MR. WAYNE DYESS: Yes, sir.

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)

7 GRUBER: -- then maybe that's something we --
8 maybe then we can look at incorporating it to see
9 what -- what it looks like.

10 MR. WAYNE DYESS: Sure.

11 COMMISSION CHAIRMAN CHARLES F. (SKIP)

12 GRUBER: I mean --

13 MR. WAYNE DYESS: Certainly, as far
14 as --

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)

16 GRUBER: I mean, I think this can be incorporated
17 into this --

18 MR. WAYNE DYESS: Right.

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)

20 GRUBER: -- if we do that. That way, you know,
21 you're -- you're -- you're tying it into
22 something instead of just saying, well, we're
23 just --

24 MR. WAYNE DYESS: Right.

25 COMMISSIONER JOE DAVIS, III: Yeah.

26 Because it will be viewed by some constituents as
27 y'all are just trying to figure out a way to
28 raise my taxes.

1 MR. WAYNE DYESS: Right.

2 COMMISSIONER JOE DAVIS, III: Now,
3 whether that's right or wrong doesn't matter.
4 That's their perception.

5 So if we can have it as part of a process --
6 Just like, Vince, I'm going to get with you as
7 we've talked about, to understand how we have
8 things near each other. I'm not saying buffer
9 zones. But what are the rules?

10 And maybe those rules need to be refreshed.
11 I don't know. But I don't know what they are.
12 So when I get questions, I need to get the latest
13 answer.

14 Impact fees, getting things done, I mean,
15 we've got projects going on now that they're
16 doing exactly what they're supposed to do at
17 their site, but it's channeling water and all
18 kind of things in directions that create problems
19 for somebody else.

20 And that's what we've got -- That's part of
21 the growth. And that's part of our challenge
22 is --

23 MR. WAYNE DYESS: Right.

24 COMMISSIONER JOE DAVIS, III: -- to
25 manage the growth.

26

27 P-3 - MASTER PLAN - COMPREHENSIVE PLAN FOR BALDWIN

28

COUNTY

1 MR. WAYNE DYESS: Mr. Chairman, the next
2 item is P-3. It's the master plan. I know we've
3 had some discussions through the -- through the
4 past few months about this.

5 The County does have a master plan right now.
6 It's probably a little short on details. And
7 there's been some discussion about the County
8 redoing or reevaluating that master plan.

9 I will -- In -- in your background, you can
10 see that the master plan is required by our local
11 legislation we have to enable planning and
12 zoning.

13 As you know, we're one of only a few counties
14 in the State of Alabama that does has planning
15 and zoning authority.

16 What our goal would be is to -- is to have
17 a -- a master plan or a land use plan, long-range
18 plan that would identify areas of growth in the
19 county and where we would anticipate and we would
20 encourage that growth.

21 We'd identify areas that, due to natural
22 constraints such as wetlands or flood -- flood
23 zones or lack of utilities or lack of
24 infrastructure, we would probably try to limit
25 the growth and kind of gear it toward the areas
26 that already have the proper infrastructure.

27 But, also, because we do have these ETJ's in
28 the county, which is unique to -- unique to

1 Alabama for the most part, we would work with the
2 Cities on any land use planning, because they do
3 have control outside their corporate limits.

4 Many have land use plans of their own that
5 apply outside the corporate limits. Because as
6 they grow, they want to be able to grow, you
7 know, wisely.

8 And so part of our charge, I think, if we had
9 a new master plan, we'd have to work very
10 collaboratively with these Cities --

11 COMMISSIONER JOE DAVIS, III: Certainly.

12 MR. WAYNE DYESS: -- and make sure that
13 their plans and our plans kind of mesh together
14 so we can help one other with some of these
15 issues.

16 And, also, we have some unincorporated
17 communities such as Lillian that, for all intents
18 and purposes, kind of serve as a town, but is not
19 incorporated.

20 But, again, the -- the same land use concepts
21 apply to -- to a town like -- an unincorporated
22 town like Lillian as it would to, say, Summerdale
23 or Silverhill or someplace like that.

24 We wanted to promote the -- the walkable
25 communities. That's -- that's a big thing these
26 days. The walkable communities are -- bring
27 value and brings benefits of quality of life to
28 the citizens.

1 But, also, I think, from the zoning
2 standpoint, you know, the Code of Alabama kind of
3 makes -- in the notes makes a distinction between
4 planning and zoning.

5 They're not the same thing. They're not
6 synonymous. Planning is more of a long-range
7 view of how you -- how you develop. Zoning it
8 more of a -- of a building code aspect of the
9 planning process.

10 One of the things that we want to do is -- is
11 have a document that provides clear and concise
12 guidelines for someone who is looking to develop
13 in the county.

14 I think when you have long-range plans, it
15 makes our process easier. Our whole goal for
16 this process would make it -- would be to make it
17 fair, consistent, and predictable for -- for
18 people who want to invest money in the county.

19 When you have an unstable process that's not
20 predictable, it's -- it causes problems for all
21 of us. You have -- you know, you have a -- a lot
22 of issues.

23 If you can identify these areas upfront, meet
24 with the -- the development community as they
25 begin their process of looking for sites, then
26 when you have these areas already laid out, it
27 makes it very easy.

28 And during my career, I've seen it work very,

1 very well. And if you don't have things like
2 this, it can work very, very poorly, where you
3 have ad hoc decisions and nothing is really
4 stable, I guess you would call it.

5 Our other goal would be to create a healthy
6 business climate for the County's respective,
7 cities, towns, and rural communities by enhancing
8 the quality of life of residents and sustaining
9 quality growth for the future.

10 And so, Mr. Chairman, that's -- that would be
11 our goal is to try to, again, provide enough
12 details, a long-range plan with enough
13 flexibility to -- because things do change.

14 But we want to be able to provide a -- the
15 guidance and direction so we can have our
16 development process be stable and predictable and
17 be fair, and it can be applied consistently from
18 place to place.

19 And, Mr. Chairman, if this is something we
20 want to pursue, we would need to put together an
21 RFP and release an RFP similar to like we did
22 to -- with the strategic plan.

23 COMMISSION CHAIRMAN CHARLES F. (SKIP)
24 GRUBER: Well, the plan we've got needs to be --
25 definitely it needs to be upgraded. I mean, you
26 know -- you know, it's --

27 COMMISSIONER JOE DAVIS, III: No
28 question.

1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: Actually -- it was actually created in
3 2010, something like that, or was it --

4 MR. WAYNE DYESS: After my time.

5 COMMISSION CHAIRMAN CHARLES F. (SKIP)

6 GRUBER: No, it -- no, it was earlier than that.

7 MR. WAYNE DYESS: Well --

8 COMMISSIONER JOE DAVIS, III:

9 Something --

10 MR. WAYNE DYESS: Yeah. Yeah. Well, so
11 we -- so we had a -- a plan before the strategic
12 plan in 2006 identified the need to have a more
13 comprehensive land use plan. That plan was
14 adopted, I think, in 2008, right about the same
15 time we had the recession.

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)

17 GRUBER: But then it was abolished.

18 MR. WAYNE DYESS: That's right. And it
19 was abolished sometime after I left.

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)

21 GRUBER: The -- that one we're working off was
22 the one that was prior to that --

23 MR. WAYNE DYESS: Right.

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)

25 GRUBER: -- which was --

26 MR. WAYNE DYESS: Right.

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)

28 GRUBER: -- 2006 or -- no. No.

1 MR. WAYNE DYESS: It was '96.

2 COMMISSION CHAIRMAN CHARLES F. (SKIP)

3 GRUBER: '96.

4 MR. WAYNE DYESS: '96.

5 COMMISSION CHAIRMAN CHARLES F. (SKIP)

6 GRUBER: Yeah. So we're actually, you know,
7 working off of -- of a --

8 MR. WAYNE DYESS: Right.

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)

10 GRUBER: -- '96 program, you know.

11 MR. VINCE JACKSON: Are we talking if
12 it's on a --

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)

14 GRUBER: Yeah.

15 MR. VINCE JACKSON: Are we talking
16 strategic plan or master plan?

17 MR. WAYNE DYESS: The master plan. So
18 we had a strategic plan in '96, and we had a
19 master plan in '96 or '99, I forgot which.

20 MR. VINCE JACKSON: We -- we adopted a
21 new master plan in 2013.

22 MR. WAYNE DYESS: Right. And that's --
23 that's what -- that's what --

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)

25 GRUBER: That's what I'm saying.

26 MR. WAYNE DYESS: -- the Chairman is
27 referencing.

28 COMMISSION CHAIRMAN CHARLES F. (SKIP)

1 GRUBER: We adopted it, you know. But it was
2 actually the one that was from -- it was an old
3 plan that we just updated --

4 MR. WAYNE DYESS: Right.

5 COMMISSION CHAIRMAN CHARLES F. (SKIP)

6 GRUBER: -- if I'm not mistaken, you know.

7 MR. VINCE JACKSON: There -- there were
8 parts of it.

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)

10 GRUBER: The parts of it. Yeah. So -- Yeah.
11 Yeah.

12 MR. WAYNE DYESS: But it -- it closely
13 resembles the old plan.

14 COMMISSIONER JOE DAVIS, III: And that
15 was six years ago. That's the other thing we've
16 got. What's next?

17 MR. WAYNE DYESS: But I -- I think our
18 goal would be to create a document that would
19 give enough direction to you, as elected
20 officials, making decisions.

21 It would give enough direction to the public
22 to know what to expect in their community. Also,
23 it would give enough direction to the development
24 community to know what they need to do to -- to
25 make their project happen, and where.

26 I think when you do that, it's a win-win for
27 everybody. I mean, obviously, this is, you know,
28 your -- your -- Having land use decisions aren't

1 popular with everybody.

2 But I think when you can stabilize a process,
3 it -- it goes a long ways in -- in making the
4 process efficient and makes your job easier from
5 the standpoint of looking ahead at long range.

6 Instead making piecemeal, ad hoc decisions
7 based on the day, you're making decisions based
8 on the long-range vision that a community has.
9 And, again, in the ETJ's is kind of a shared
10 vision between the Cities and the County.

11 COMMISSION CHAIRMAN CHARLES F. (SKIP)

12 GRUBER: Okay. All right. Y'all want--

13 MR. WAYNE DYESS: So, Mr. Chairman,
14 if -- if --

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)

16 GRUBER: Y'all want to go ahead and do an RFP,
17 you know? And then see what -- You know, that
18 way we could get some costs on what it would --

19 COMMISSIONER JOE DAVIS, III: Sure.

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)

21 GRUBER: -- what it would be.

22 MR. WAYNE DYESS: And, Mr. Chairman, we
23 will be looking for grant funding. I've -- I've
24 already put out some feelers to various groups in
25 looking for some, you know, funds.

26 COMMISSION CHAIRMAN CHARLES F. (SKIP)

27 GRUBER: Uh-huh. (Indicates affirmatively.)

28 MR. WAYNE DYESS: The last time we did

1 this, I think it was -- We -- The plan was all --
2 was paid for with grant funds, except for about
3 twenty thousand dollars (\$20,000).

4 Now, it's a different day today. The grant
5 funds are a little hard to get. And so -- But I
6 think it may be a little bit cheaper to do it now
7 than it was --

8 COMMISSION CHAIRMAN CHARLES F. (SKIP)

9 GRUBER: Yeah.

10 MR. WAYNE DYESS: -- do the plan now
11 than it --

12 COMMISSIONER JOE DAVIS, III: Sure.

13 MR. WAYNE DYESS: -- was back in --

14 COMMISSIONER JOE DAVIS, III: I think
15 that ought -- ought to be on the agenda for us to
16 vote on --

17 COMMISSION CHAIRMAN CHARLES F. (SKIP)

18 GRUBER: Okay.

19 COMMISSIONER JOE DAVIS, III: -- at the
20 next meeting.

21 COMMISSIONER JAMES E. (JEB) BALL: So do
22 Other Staff. So --

23 COMMISSION CHAIRMAN CHARLES F. (SKIP)

24 GRUBER: Yeah. Just do Other Staff.

25 MR. WAYNE DYESS: And, Mr. Chairman,
26 what I'll do at this coming meeting, what I'll do
27 is just -- we'll -- we'll just get an RFP
28 together and put it on the agenda.

1 And it'd just -- it'd just be a pretty
2 straight RFP. Put it on the agenda to discuss
3 and have y'all approve it and sent it out.

4 COMMISSIONER JOE DAVIS, III: Good.

5 COMMISSION CHAIRMAN CHARLES F. (SKIP)

6 GRUBER: Okay. All right.
7

8 **Q-2 - REQUEST FROM FRANKLIN PRIMARY HEALTH CENTER, INC.**
9 **FOR A LETTER OF SUPPORT - PUBLIC HEALTH SERVICE SECTION**

10 **330 GRANT**

11 MR. WAYNE DYESS: All right,
12 Mr. Chairman. We have a couple of addendums.
13 I'll through those real quick.

14 The first one is for a request from Franklin
15 Primary Health Center, Incorporated, for a letter
16 of support for a Public Health Service Section
17 330 grant.

18 I believe, Mr. Chairman, you said this is
19 a -- a grant for indigent care healthcare.

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)

21 GRUBER: Yeah. It's for the low income and stuff
22 like that.

23 MR. WAYNE DYESS: The problem we have
24 is -- is -- is that grant is due August 1st. Our
25 meeting is not until August 6th. If you -- if --
26 I think the Chairman could sign -- sign a letter
27 of support, if -- if you're in agreement with
28 that.

1 COMMISSIONER JAMES E. (JEB) BALL: I'm
2 good.

3 COMMISSIONER JOE DAVIS, III: I'm good
4 it with.

5 MR. WAYNE DYESS: We'll do that.

6

7 **Q-1 - PROBATE COURT - COMPUTER SOFTWARE SUPPORT**

8 **AGREEMENT ADDENDUM**

9 MR. WAYNE DYESS: And, Mr. Chairman, the
10 next -- the last item is Probate Court computer
11 software support agreement addendum. I think
12 this is similar to what we had before with Mike
13 Howell and also --

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)
15 GRUBER: Uh-huh. (Indicates affirmatively.)

16 COMMISSIONER JAMES E. (JEB) BALL: I'm
17 good with that.

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)
19 GRUBER: All right.

20 COMMISSIONER JOE DAVIS, III: Yeah.

21 MR. WAYNE DYESS: And so do you want to
22 put it on Consent?

23 COMMISSIONER JAMES E. (JEB) BALL: Yeah.

24 COMMISSIONER JOE DAVIS, III: Okay.

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)

26 GRUBER: Yeah.

27 MR. WAYNE DYESS: Mr. Chairman, I don't
28 think I have anything else.

1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: All right.

3

4 **R - PUBLIC COMMENT**

5 COMMISSION CHAIRMAN CHARLES F. (SKIP)

6 GRUBER: Well, let's see. Public comments?

7 (No response.)

8

9 **S - PRESS QUESTIONS**

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)

11 GRUBER: Press questions?

12 MR. GUY BUSBY: No, thank you.

13

14 **T - COMMISSIONER COMMENTS**

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)

16 GRUBER: Commissioner comments?

17 COMMISSIONER JOE DAVIS, III: Yes, sir,
18 if I could. I attended Sunday afternoon a -- a
19 program dealing with the -- what they refer to or
20 what is referred to as the Blue Economy, having
21 to do with the seafood industry worldwide.

22 And there's several aspects that are under --
23 in their radar screen, so to speak, not only
24 seafood production but tourism and recreation,
25 ocean exploration, marine transportation, and
26 coastal resilience.

27 It was a very productive meeting. I met a
28 lot of folks that we'll be in touch with. By

1 2030, the global ocean economy will double in
2 value from one and a half trillion to three
3 trillion. And that's from the data that -- that
4 NOAA deals with.

5 But, of course, seafood production and
6 tourism and recreation and costal resilience, I
7 mean, that's definitely in our -- in our purview.

8 But it was -- it was very productive. And
9 Steve McMillan was there, Jimmie Lyons with the
10 Corp. The -- it was sponsored by the -- or put
11 together by the Sea Lab down in Dauphin Island.

12 But that's a big part of our economy and will
13 be -- and become even a bigger part. So we'll be
14 seeing more information on that. But I thought
15 it was very informative. I'm glad I was able to
16 attend. That's all I have.

17 COMMISSION CHAIRMAN CHARLES F. (SKIP)

18 GRUBER: Okay. Commissioner Ball?

19 COMMISSIONER JAMES E. (JEB) BALL: No,
20 sir. I'm good.

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)

22 GRUBER: All right.

23 ATTORNEY DAVID CONNER: Mr. Chairman, we
24 do have a couple of executive session items.

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)

26 GRUBER: Go ahead. Yes. Please.

27 ATTORNEY DAVID CONNER: When y'all get
28 finished --

1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: Okay.

3 ATTORNEY DAVID CONNER: -- with the work
4 session.

5

6 **Q-5 - PURCHASE OF ONE (1) COMPUTER FOR THE BALDWIN**
7 **COUNTY HISTORIC DEVELOPMENT COMMISSION**

8 MR. WAYNE DYESS: Mr. Chairman, I forgot
9 one quick item, the computer for Gloria Bitto and
10 the Historic --

11 COMMISSION CHAIRMAN CHARLES F. (SKIP)

12 GRUBER: Yes.

13 MR. WAYNE DYESS: -- Development
14 Commission.

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)

16 GRUBER: Yes.

17 MR. WAYNE DYESS: So that -- that will
18 be on the agenda as well.

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)

20 GRUBER: Yeah.

21 MR. WAYNE DYESS: So --

22 COMMISSION CHAIRMAN CHARLES F. (SKIP)

23 GRUBER: Now, it'll only be used just strictly
24 for --

25 MR. WAYNE DYESS: Historic Development
26 Commission.

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)

28 GRUBER: -- Historic Development. It won't be

1 linked into none of our other stuff.

2 MR. WAYNE DYESS: That's correct.

3 COMMISSIONER JOE DAVIS, III: Strictly
4 for her to continue to be the secretary of that
5 organization --

6 COMMISSIONER JAMES E. (JEB) BALL:
7 Right.

8 COMMISSIONER JOE DAVIS, III: -- and
9 provide them the support they need.

10 MR. WAYNE DYESS: Right. That's right.

11 COMMISSION CHAIRMAN CHARLES F. (SKIP)
12 GRUBER: Okay. All right.

13

14 **Q-6 - REQUEST FOR EXECUTIVE SESSION**

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)
16 GRUBER: Okay. All right. Mr. Conner.

17 ATTORNEY DAVID CONNER: Yes, sir. I
18 make the recommendation we go into executive
19 session in accordance with the Alabama Open
20 Meetings Act, Section 36-25A-7(a)(1) to discuss
21 the general reputation and character, physical
22 condition, professional competence or mental
23 health of individuals, or subject to the
24 limitations setout herein, to discuss the job
25 performance of certain public employees.

26 Also, in accordance with Section 3, to
27 discuss with your attorney the legal ramification
28 of and legal options for pending litigation,

1 controversies not yet being litigated but
2 imminently likely to be litigated or imminently
3 likely to be litigated if the governmental body
4 pursues a proposed course of action.

5 Also, in accordance with Section 6, to
6 discuss the consideration the governmental body
7 is willing to offer or accept when considering
8 the purchase, sale, exchange, lease, or market
9 value of real property.

10 It is anticipated the executive session will
11 last approximately thirty (30) minutes. And
12 you -- since you have no more business, you can
13 adjourn from the executive session.

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)
15 GRUBER: Okay.

16 COMMISSIONER JOE DAVIS, III: I'd like a
17 ten-minute break. But I --

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)
19 GRUBER: Okay.

20 COMMISSIONER JOE DAVIS, III: -- make
21 the motion that we adopt the attorney's
22 recommendation.

23 COMMISSION CHAIRMAN CHARLES F. (SKIP)
24 GRUBER: Okay.

25 COMMISSIONER JAMES E. (JEB) BALL:
26 Second.

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)
28 GRUBER: I've got a motion made by Commissioner

1 Davis, seconded by Commissioner Ball to go in
2 executive station -- executive session as stated
3 by our attorney for approximately -- How long did
4 you say?

5 ATTORNEY DAVID CONNER: Thirty (30).

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)

7 GRUBER: -- thirty (30) minutes. All right. Any
8 other questions?

9 (No response.)

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)

11 GRUBER: If not, all in favor, signify by saying
12 aye.

13 (Commissioners say "aye" in unison.)

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)

15 GRUBER: We'll go into executive session for
16 roughly thirty (30) minutes.

17
18 (The Baldwin County Commission Work Session was recessed
19 into Executive Session at 10:47 a.m.)

20
21
22
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27
28
Susan C. Andrews

C E R T I F I C A T E

STATE OF ALABAMA)

BALDWIN COUNTY)

I hereby certify that the above and foregoing transcript was taken down by me in stenotype and the proceedings were transcribed by means of computer-aided transcription, and that the foregoing represents a true and correct transcript of the meeting given by said parties upon said meeting.

I further certify that I am neither of counsel nor of kin to the parties, nor am I in anywise interested in the result of said proceedings.



SUSAN C. ANDREWS,
Certified Court Reporter,
Certification No. 287

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WORKING TOGETHER TO MEET BUSINESS
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Executive Director

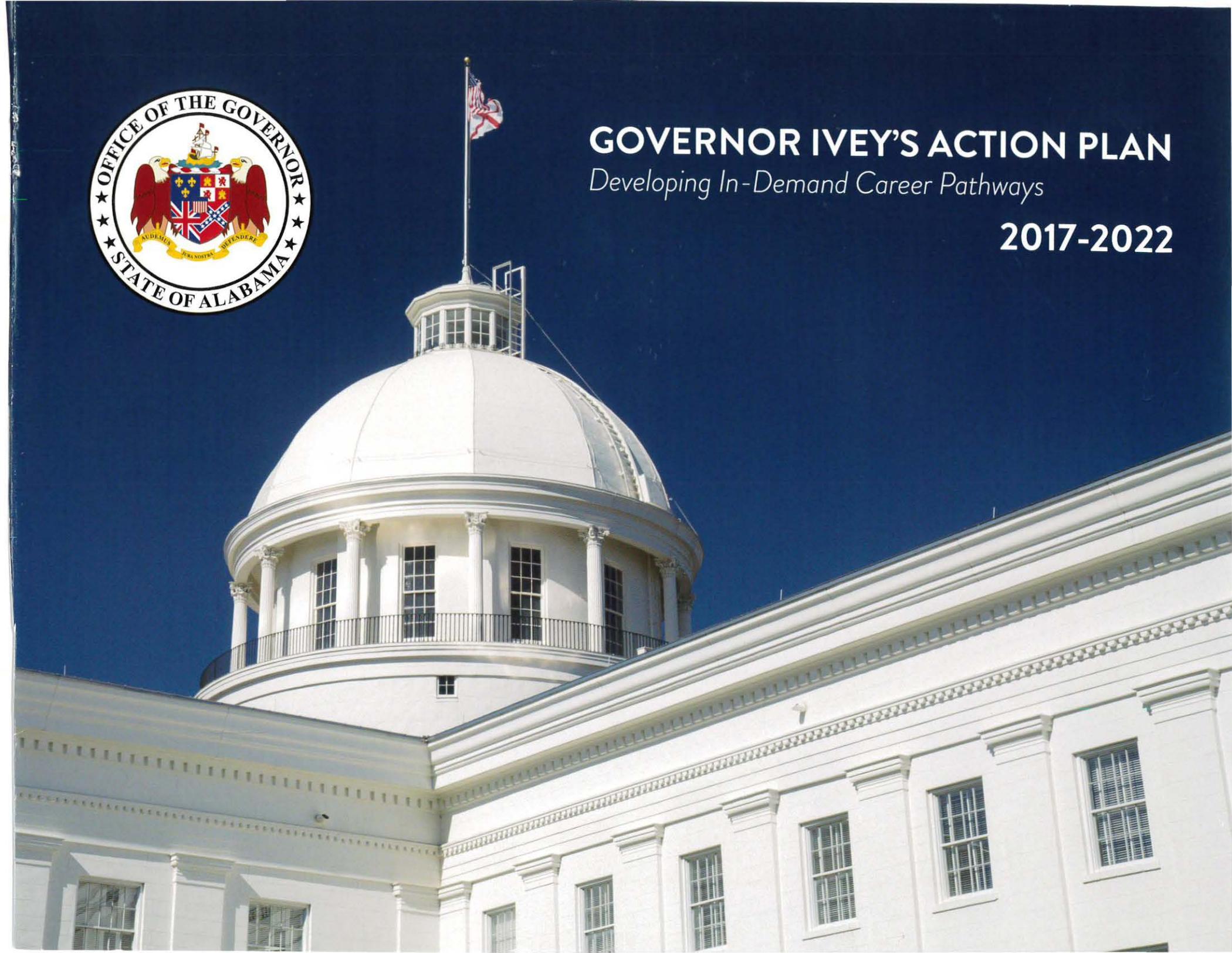
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GOVERNOR IVEY'S ACTION PLAN

Developing In-Demand Career Pathways

2017-2022



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GOVERNOR IVEY'S MESSAGE

My fellow Alabama Education and Workforce Stakeholders:

There is no place like Sweet Home Alabama. Alabama's economy is thriving with an unemployment rate of 4.1 percent and a record high 2,098,377 Alabamians in the workforce. Jobs are continuing to pour into Alabama, and we are open for business.

However, it is imperative that Alabama's workforce development programs are capable of training enough Alabamians to fill the thousands of new jobs flooding into the state. Alabama's September 2018 labor force participation rate was 57.3 percent, which is the third lowest in the nation. Alabama's 2017 postsecondary education attainment rate was 43 percent, while the experts project that Alabama's demand for postsecondary education attainment in 2025 will be 51 percent. Shortfalls are expected to be particularly acute in fields that are growing in Alabama, such as computer technology, nursing, and advanced manufacturing.

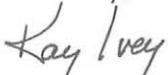
By committing to Alabama's current and future workforce demands through developing in-demand career pathways that align workforce development programs around the attainment of valuable credentials, postsecondary graduation credit, and work-based learning experience; adding 500,000 skilled workers to the workforce by 2025; and surpassing the labor force participation rate national average, we will continue to lead the way in industry recruitment and have the best workforce in America. That's why I am charging you to be a part of this effort in growing our state's talent pipeline.

I have already started moving this effort forward. I have established the Governor's Office of Education and Workforce Transformation (GOEWT) to implement my *Strong Start, Strong Finish* education initiative and the Alabama Workforce Development Strategic Plan. The GOEWT is charged with increasing the labor force participation rate; surpassing the Alabama post-secondary attainment goal; and creating career pathways in all 16 career clusters for in-school youth, adult learners, and people who are disconnected from the workforce. To meet these goals, the GOEWT will: (1) braid Alabama's federal education and workforce development funding streams to support in-demand career pathways, (2) steward the development of the Alabama Terminal for Linking and Analyzing Statistics (ATLAS) on Career Pathways, and (3) develop the Alabama Industry-Recognized and Registered Apprenticeship (AIRRAP) program.

This plan is the result of many diverse stakeholders in education, industry and business, students, and community partners providing their ideas and feedback on how we can continue to make a meaningful difference in the great State of Alabama. I am proud of the work that went into the Work-based Learning Initiative and together we will meet our vision.

I look forward to working with all of you to help every Alabamian reach the full measure of their God-given potential.

Sincerely,


Kay Ivey



New Skills are needed for today's jobs

Aging Workforce

High youth unemployment rate

Growing gap in supply of qualified workers

Retiring Baby Boomers

Low migration to the state



ALABAMA'S WORKFORCE CHALLENGES

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Low Participation Rate

Alabama's September 2018 labor force participation rate was 57.3% which is the third lowest in the nation.

Since 2016, Alabama has held the 3rd lowest labor participation rate in the U.S.

Alabama's labor force and economy are among the hardest hit by the opioid crisis. The crisis caused the total prime-age labor force participation rate in Alabama to decline 2.6%, a loss of 46,300 workers as of 2015.

Forgotten Middle Skill Jobs

Alabama has more job openings than skilled workers to fill them.

As of 2015, 59% of Alabama's labor market is middle skilled jobs, but only 47% of the state's workers are trained to the middle skill level.

In 2014, Alabama ranked in the top 10 states with the highest concentration of jobs in occupations that typically require a certificate or some postsecondary education.

Middle-skill jobs require education beyond high school but not a 4-year degree.

Unemployment Rate

Alabama is experiencing record low unemployment. This creates a struggle for many business and industries needing to fill their openings due to lack of workers seeking employment.

Alabama's unemployment rate is holding steady at 4.1% as of November 2018.

A record 2.1 million people are currently working in the state as of October 2018.

However, Alabama's youth unemployment rate (Age 20-24) is 10.4% as of October 2018.

Education Numbers

Alabama's 2017 postsecondary education attainment rate was 43%. Experts project that Alabama's demand for postsecondary education attainment in 2025 will be 51%.

Alabama will need to add 500,000 highly-skilled employees to the state's workforce by 2025 to meet the growing workforce demand.

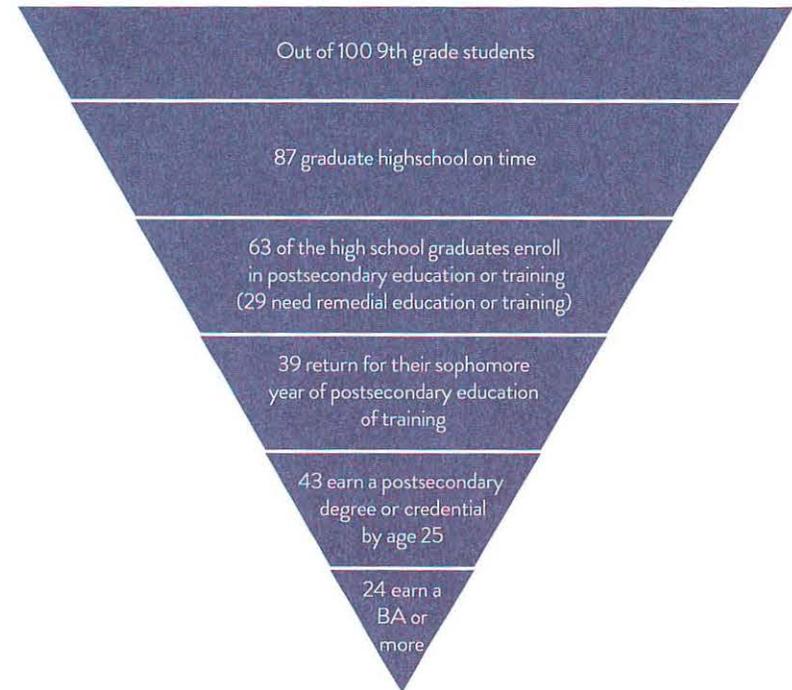
ALABAMA'S NEED FOR IN-DEMAND CAREER PATHWAYS

Alabama is experiencing rapid growth in aerospace, auto industry, biomedicine, cybersecurity, and advanced manufacturing. **In one single generation, Alabama became one of the leading automakers in the country.** Ranked #3 in the U.S. in auto exports, the state's automobile exports totaled \$7.75 billion in 2017, trailing only Michigan and South Carolina. We have a **robust economy with jobs pouring into the State, and Alabama's demand for an education-to-workforce pipeline has never been more strong than it is today.**

It's imperative to align our workforce development programs around attainment of valuable credentials, postsecondary graduation credit, and work-based learning (WBL) experiences to ensure we can meet Alabama's current workforce demand. We currently have more jobs in Alabama than skilled people to fill them. To address our workforce demand, the State of Alabama will deliver work-based learning opportunities to diverse subgroups of Alabamians through a two-prong career pathways model. This Career Pathways model is founded on a data-driven and aligned delivery of federal funding streams of Carl Perkins CTE and Workforce Innovation Act (WIOA) programs, attainment of stackable credentials that are mapped onto a traditional postsecondary degree, and high quality WBL programs.

EDUCATIONAL ATTAINMENT

Educational attainment generally refers to the highest level of school of education an individual has completed. Post-secondary education attainment is the level of education an individual has completed. This includes any certificates, credentials, or degrees an individual has earned.



ATTAINMENT GOAL

+500,000

high-skilled employers to Alabama's workforce by 2025

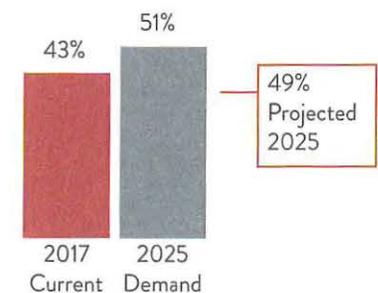
= 60%

of the states working age population holding some type of certificate, credential, or degree of value

ALABAMA EDUCATIONAL ATTAINMENT

Gap projected in post-secondary education and training beyond high school

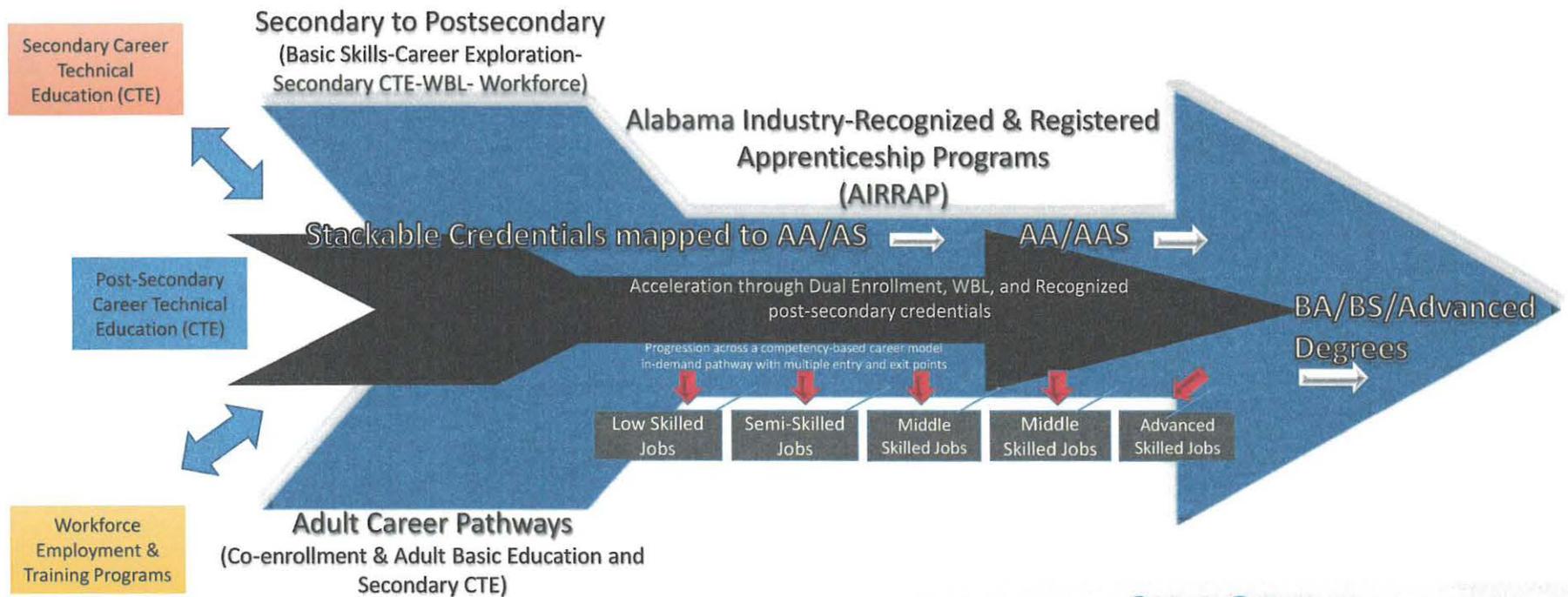
FACT
Many of Alabama's high school students can earn certifications called credentials that could lead to real jobs in high demand fields.



ALABAMA'S CAREER PATHWAYS MODEL

Alabama's model provides a career-specific seamless educational continuum that consists of multiple entry and exit points and credential attainment levels. The state's Career Pathways System seeks to coordinate program efforts, people and resources to meet the state's workforce demand. This includes aligning our K-12 and postsecondary education systems and the career and technical education services provided within and across education and workforce sectors. Aligning our career pathways will support career and technical education students in obtaining the academic, employability, and technical skills that employers demand.

Alabama Career Pathways Model



System Outcomes

- Delivers a two-prong career path approach for traditional and non-traditional learners in all 16 career clusters and 79 career pathways
- Provides a targeted approach for reaching the State's education attainment goal
- Increases labor force participation rate
- A "credential currency" based on stackable credentials will provide participants multiple entrance and exit points between education and workforce without losing credit

KEY PRIORITIES OF THIS ACTION PLAN

Bridging Alabama's Education-to-Workforce
Talent Pipeline to Advance Work-based
Learning.



Align Alabama's Workforce Development, Secondary and Post-Secondary Career Technical Education (CTE), and Adult Education Programs



Develop the Alabama Terminal for Linking and Analyzing Statistics (ATLAS) on Career Pathways



Braid Education and Workforce Funding Streams



Identify Valuable Credentials and Career Pathways



Establish the Alabama Office of Apprenticeship



Advance Awareness of Career Pathways in Work-based Learning (WBL) and Middle Skill Training Programs

KEY INDICATORS OF SUCCESS IN ALABAMA

ALABAMA STATEWIDE GOAL	OBJECTIVE	PERFORMANCE OBJECTIVE	DATA SOURCE	2018 METRIC	2019 TARGET	2020 TARGET	2021 TARGET	2022 TARGET
Workforce Participation	Labor Force Participation	Increase total labor participation rate from 57.3% 2017 to 63% by 2022	AL Department of Labor (ADOL)	57.3%	58.3%	60.5%	62%	63%
College Preparedness	College Ready Benchmarks	Increase the percentage of high school students FAFSA completion rates from 23% in 2017 to 100% by 2022	AL State Department of Education (ALDSE)	24.9%	38%	58%	78%	100%
Student Performance	3rd Grade Reading Proficiency	Increase the percentage of third grade students statewide who score proficient or above in reading from 35% to 100% by 2022	AL State Department of Education (ALDSE)	35%	50%	65%	80%	100%
Employment Growth	State Youth Unemployment	Decrease state youth unemployment rate (Age 20-24) from 10.4% to 7.1%	AL Department of Labor (ADOL)	10.4%	9.4%	8.4%	7.4%	7.1%
CTE Concentrators	Career Technical Education Participation	Increase the number of CTE concentrators participating in youth apprenticeship programs	ACCS	24%	29%	35%	42%	50%
Registered Apprenticeship	Employer Participation	Increase number of businesses hosting a registered apprentice	AL Department of Commerce	400	450	525	600	700
Registered Apprentices	Participation among Youth and Young Adults	Increase number of registered apprentices	AL Department of Commerce	3,995	4,665	5,335	6,000	6,670
Career Exploration	Online access to education and career options	Students will complete the Alabama College & Career Exploration Tool (ACCET)	AL State Department of Education (ALDSE)	0%	25%	45%	70%	100%

ALABAMA'S MAIN GOALS AND OUTCOMES OF WBL

Key Outcomes by 2019

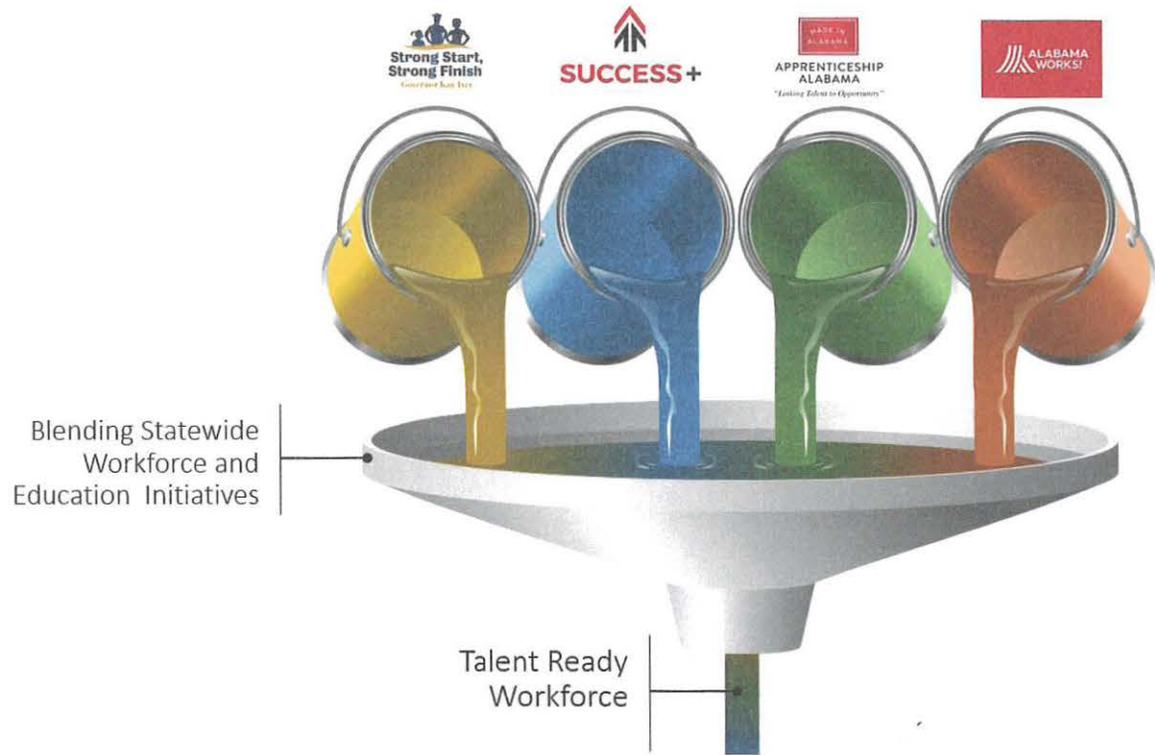


Key Outcomes by 2020



A FRAMEWORK FOR ALABAMA'S FUTURE

The goals and strategies described in this plan address current and future workforce demands, challenges, and opportunities. Each goal is supported by a number of strategies and actions to be implemented to align Alabama's Workforce Development, Secondary and Postsecondary Career Technical Education (CTE), and Adult Education Programs. The basis of this collaborative framework is to blend statewide workforce and education initiatives by braiding our Federal Education and Workforce Funding streams, developing and modifying state plans to focus on in-demand career pathways, industry-recognized credentials, and work-based learning. To meet high demand workforce needs, the goals advance work-based learning and middle-skills training programs and the development of the Alabama Terminal for Linking and Analyzing Statistics (ATLAS) for career pathways to ensure data driven policy decisions lead to the greatest efficiency and continuous improvement.



OUR STATE'S VISION

Work-based learning will be a standard component of Alabama's education system to align workforce readiness and economic growth.

GOAL NUMBER 1

Align Alabama’s Workforce Development, Secondary and Post-Secondary Career Technical Education (CTE) and Adult Education Programs

STRATEGIES	COMPLETION YEAR						LEAD AGENCIES*
	2017	2018	2019	2020	2021	2022	
1.1 Create the Governor’s Office of Education and Workforce Transformation (GOEWT) and appoint the Advisors for Pre-K-12 Education, Secondary CTE, and Workforce		DEC					Governor’s Office of Education and Workforce Transformation (GOEWT), AL Community College System, AL State Dept of Education (ALSDE) Alabama Workforce Council (AWC) WIOA State Board
1.2 Develop a statewide definition of college and career readiness and promote innovative partnerships between ALSDE and ACCS to remediate students in basic skills before they graduate highschool			APRIL				GOEWT, ALSDE, ACCS
1.3 Align CTE program offerings with the credentials in the Alabama Compendium of Valuable Credentials			APRIL				GOEWT, ALSDE, ACCS, Commerce
1.4 Create a strategy to promote co-enrollment in WIOA Title II adult education programs, secondary and post secondary CTE programs and WIOA Title I Adult programs			APRIL				GOEWT, ALSDE, ACCS, WIOA State Board
1.5 Develop career pathways for all 16 CTE career clusters and map them to secondary and postsecondary CTE courses of study			APRIL				GOEWT, AWC, ALSDE, ACCS
1.6 Advance articulation agreements for all 16 CTE career pathway clusters that lead to seamless matriculation from secondary to postsecondary CTE coursework			APRIL				GOEWT
1.7 Develop metrics to target skills gaps, unemployment and labor force participation by subgroups with a focus on equity			APRIL				GOEWT
1.8 Add postsecondary education, credentials, and Work-based Learning (WBL) as a state-determined indicator of program performance for CTE in State’s Perkin Transition Plan			APRIL				GOEWT, ALSDE, ACCS
1.9 Monitor ongoing progress of alignment and revise efforts as necessary in the State’s Action Plan for bridging our Career Pathways Model						DEC	GOEWT

*Not a comprehensive list of all stakeholders who will be involved

GOAL NUMBER 2

Develop the Alabama Terminal for Linking and Analyzing Statistics (ATLAS) for Career Pathways, the P20W Council, and the Alabama College and Career Exploration Tool (ACCET)

STRATEGIES	COMPLETION YEAR						LEAD AGENCIES*
	2017	2018	2019	2020	2021	2022	
2.1 Align the workforce data quality initiative (WDQI) grant project with the Governor's Workforce Development Strategic Plan by submitting modifications to USDOL		DEC					GOEWT, AL Department of Labor
2.2 Allocate WIOA federal funding set-asides to develop a new evaluation model and tool for the core WIOA Programs		DEC					GOEWT, AWC, ACCS, ALSDE, WIOA State Board, Commerce
2.3 Appoint the P20W Council			JAN				GOEWT
2.4 P20W Council will hold first meeting to determine the data sharing and privacy parameters for the ATLAS			FEB				GOEWT, AWC, ACCS, ALSDE, P20W Council
2.5 Will sign updated MOUs to reflect adopted by the P20W Council			FEB				GOEWT, AWC, ACCS, ALSDE, ACHE, ADHR, ADOL, Commerce
2.6 Complete the unified ATLAS by intergrating Alaworks and job link			JUNE				GOEWT, ADOL, Commerce
2.7 Develop the ATLAS data sharing bridge				JUNE			GOEWT, AWC, ACCS, ALSDE, ACHE, ADHR, ADOL, Commerce
2.8 Develop the Alabama College and Career Exploration Tool (ACCET) and online dashboard using data that allows students to compare a myriad of college and career options by offering head-to-head comparisons of program prerequisites, expenses and employment statistics				JUNE			GOEWT, ADOL, Commerce
2.9 Intergrate the ETPL; a FAFSA completion tool; a college admissions tool; and the WIOA one stop system into the ACCET				JUNE			GOEWT, P20W Council
2.10 Launch the States ATLAS				JUNE			GOEWT, ADOL, Commerce
2.11 Launch Alabama College and Career Expoloration Tool (ACCET)				JUNE			GOEWT, ADOL, Commerce
2.12 Monitor on going process of Goal #2 and revise effort as necessary to scale work-based learning and middle-skills training programs, advance best practices, and ensure efficient/effective funding appropriations						DEC	GOEWT, AWC, ACCS, ALSDE, Commerce, ADOL, P20W Council

*Not a comprehensive list of all stakeholders who will be involved

GOAL NUMBER 3

Braid Education and Workforce Funding Streams to include Modifications of State Plans

STRATEGIES	COMPLETION YEAR						LEAD AGENCIES*
	2017	2018	2019	2020	2021	2022	
<p>3.1 Expand the availability of WIOA funds to in- school youth to support the AIRRAP Model, provide guidance on to allow 25 percent of Title I WIOA youth funds to be spent in support of in- school youth, seek a waiver to allow 14 and 15 year olds to participate in WIOA- funded programs for in- school youth</p>		DEC					GOEWT, ACCS, ALSDE, Commerce
<p>3.2 Request waivers from the USDOL to allow in-school youth participating in registered or industry recognized apprenticeships to receive an individual training account (ITA) for wrap-around services, such as career coaching and counseling</p>		DEC					GOEWT, WIOA State Board, Commerce
<p>3.3 Braid Alabama's WIOA and CTE funding streams to support apprenticeships for in-school youth</p>			JAN				GOEWT, AWC, ACCS, ALSDE, WIOA State Board
<p>3.4 Develop WIOA Title I strategies for opioid response, add workforce representatives to the Alabama Opioid Response Task Force, and add workforce strategies to the Governor's Opioid Action State Plan and WIOA State Plan</p>			JAN				GOEWT, ACCS, ALSDE, Commerce
<p>3.5 Analyze, sync, and modify Alabama's ESSA, CTE, and WIOA state plans to focus in demand career pathways, industry-recognized credentials, and work-based learning to ensure that WIOA and CTE funds are used to provide complementary services for programs aligned to in-demand career pathways</p>			APRIL				GOEWT, ACCS, ALSDE, Commerce
<p>3.6 Establish consensus among partners to the combined state WIOA plan, including Perkins CTE, on a four-year planning process and timeline that will incorporate the SLDS for program coordination and evaluation</p>			APRIL				GOEWT, ACCS, ALSDE, Commerce
<p>3.7 Submit a Perkins CTE transition plan that outlines Alabama's CTE partnership in the state's WIOA 2020 Plan</p>			APRIL				GOEWT, ACCS, ALSDE, Commerce
<p>3.8 Modify Perkins CTE state plan to include performance indicators focused on attaining industry-recognized credentials, dual enrollment, and work-based learning</p>			APRIL				GOEWT, ACCS, ALSDE, Commerce
<p>3.9 Modify state WIOA to include Perkins CTE as a partner for the 2020 combined State WIOA plan</p>				JUNE			GOEWT, ACCS, ALSDE, Commerce
<p>3.10 Continuously analyze and review WIOA and Perkins performance measures and program outcomes to scale work-based learning, opioid workforce strategies and middle-skills training programs to advance best practices and efficient/effective funding appropriations</p>						DEC	GOEWT, ACCS, ALSDE, Commerce, ADOL

GOAL NUMBER 4

Identify Valuable Credentials and Career Pathways

STRATEGIES	COMPLETION YEAR						LEAD AGENCIES*
	2017	2018	2019	2020	2021	2022	
4.1 Regional Workforce Council's (RWC) share of the 500,000 additional degrees, certificates, and credentials required to meet Alabama's postsecondary education attainment goal by 2025 will be determined and targets set for each region to reach			JAN				GOEWT
4.2 Align the goals of the state and local Workforce Development Boards and the Alabama Workforce Council to create a unified Workforce brand and marketing strategy for Valuable Credentials and Career Pathways			FEB				GOEWT, AWC, WIOA State Board
4.3 Fully develop career pathways in all 16 career clusters and map them to secondary and postsecondary CTE courses of study through articulation agreements			APRIL				GOEWT, ALSDE, ACCS, Commerce
4.4 Create the Alabama Commission on Credentialing and Career Pathways (ACCCP)			SEPT				GOEWT, ACCS, ALSDE, Commerce
4.5 Create Technical Advisory Committees (TACs) for each of the 16 career clusters who will create competency-based career lattices and frameworks for each of the 79 career pathways			SEPT				GOEWT, ACCS, ALSDE, Commerce
4.6 Develop an incentive program for earning valuable credentials			SEPT				GOEWT, ACCS, ALSDE, Commerce
4.7 Develop a five-star system for ranking career pathways and create a formula for fully-funding credentials on the Compendium of Valuable Credentials and will revise the state ESSA accountability framework to only offer "career ready" status to students who earn credentials on the Compendium of Valuable Credentials			SEPT				GOEWT, ACCS, ALSDE
4.8 Develop the first line of regional and state in demand career pathways and the Compendium of Valuable Credentials				JUNE			GOEWT, AWC, ACCS, ALSDE, WIOA State Board, RWCs
4.9 Finalize and implement CTE program offerings with the credentials in the Alabama Compendium of Valuable Credentials				JUNE			GOEWT, AWC
4.10 Establish a continuous review process of regional and state in-demand career pathways and the Compendium of Valuable Credentials to update changes as needed as workforce needs change						DEC	GOEWT, AWC, ACCS, ALSDE, WIOA State Board

*Not a comprehensive list of all stakeholders who will be involved

GOAL NUMBER 5

Establish the Alabama Office of Apprenticeship

STRATEGIES	COMPLETION YEAR						LEAD AGENCIES*
	2017	2018	2019	2020	2021	2022	
5.1 Outline a development and implementation plan for establishing the Alabama Office of Apprenticeship(AOA), which will be housed within the Department of Commerce Workforce Division			JAN				GOEWT, AWC
5.2 Alabama will establish the Alabama Office of Apprenticeship via executive order			JAN				GOEWT, Commerce
5.3 Integrate the Governor's Advisory Council for Excellence in STEM and the Campaign for Grade-Level Reading into the early phase of the ARRAP model focused on basic skills development			FEB				GOEWT, Commerce
5.4 Create and outline in the plan a federally recognized state apprenticeship credential, equivalent to the Department of Labor's Registered Apprenticeship Credential			FEB				GOEWT, Commerce
5.5 Apply to the U.S. Department of Labor to become an SAA to the U.S. Department of Labor			FEB				GOEWT, Commerce
5.6 Cultivate a consortium of state agency and private sector partners who will employ in-school youth apprentices			APRIL				GOEWT
5.7 Develop an AIRRAP pathway for out-of-school youth, adults, and dislocated workers through co-enrollment in WIOA Title II adult education programs and postsecondary CTE programs			APRIL				GOEWT, ACCS, Commerce
5.8 Create the Alabama Industry-Recognized and Registered Apprenticeship Program (AIRRAP) beginning in middle school and culminating with a high school student earning their diploma, industry-recognized credentials, or associates degree				JUNE			GOEWT, ALSDE, ACCS, Commerce
5.9 Alabama Office of Apprenticeship will begin certifying Alabama's Industry Recognized apprentice programs (IRAPs) and registered apprenticeships (RAs) and begin to oversee the quality of Apprenticeship programs				JUNE			GOEWT, Commerce
5.10 The Alabama Office of Apprenticeship will go through a two-year review process and will become fully operational at the end of the year in 2020. The AOA will develop a state apprenticeship credential				DEC			GOEWT, Commerce
5.11 Track on-going progress of Goal #5 and revise as needed to ensure the Alabama Industry Recognized Apprenticeship Program is advancing the credentials as needed						DEC	GOEWT, ALSDE, ACCS, Commerce

*Not a comprehensive list of all stakeholders who will be involved

GOAL NUMBER 6

Advance Awareness of Career Pathways in Work-Based Learning (WBL) and Middle Skills Training Programs

STRATEGIES	COMPLETION YEAR						LEAD AGENCIES*
	2017	2018	2019	2020	2021	2022	
6.1 Create a unified workforce marketing, outreach, and incentive strategy			APRIL				GOEWT, AWC, ACCS, ALSDE, DOC
6.2 Solidify the brand AlabamaWorks! as the unified workforce brand for the state			APRIL				GOEWT, AWC, ACCS, ALSDE, WIOA State Board
6.3 Unify marketing strategies and budgets to target disconnected individuals (long term unemployed, ex felons, SSI recipients, TANF/SNAP recipients) for intergration into adult education and career pathway through the AIRRAP and promote WOTCs to hire them as apprentices			APRIL				GOEWT, AWC, ACCS, ALSDE, WIOA State Board DHHR, ADOL, Commerce
6.4 Target skills gaps, unemployment, and labor force participation by subgroups with a focus on equity and set metrics to increase participation			APRIL				GOEWT, AWC, ACCS, ALSDE, WIOA State Board DHHR, ADOL, Commerce
6.5 Promote dual-enrollment, postsecondary graduation credit for work based learning credits earned while participating in secondary in-school youth AIRRAP programs and set metrics to increase participation			APRIL				GOEWT, AWC, ACCS, ALSDE, WIOA State Board DHHR, ADOL, Commerce
6.6 Promote the use of Perking for 5th grade and up and WIOA for 14 and 15 year olds to encourage career exploration and discovery in STEM-specific career pathways and set metrics to increase participation			APRIL				GOEWT, AWC, ACCS, ALSDE, WIOA State Board DHHR, ADOL, Commerce
6.7 Create incentive programs for employers who hire AIRRAP participants			SEPT				GOEWT, AOA, AWC, ACCS, ALSDE, WIOA State Board
6.8 Establish awards and recognition programs for employers who employ in-school and out-of-school AIRRAP participants			SEPT				GOEWT, AOA, ALSDE
6.9 Monitor on-going progress of Goal #6 and revise as necessary to scale work-based learning and middle-skills training programs to advance best practices						DEC	GOEWT, ALSDE, ACCS, and Commerce

*Not a comprehensive list of all stakeholders who will be involved

POLICY RECOMMENDATIONS FOR ADVANCING WORK-BASED LEARNING

NGA WBL POLICY ACADEMY OUTCOMES

1. Develop the following

- Commission on Credentialing and Career Pathways
- College and Career Exploration Tools
- Office of Apprenticeship that will certify all registered and industry-recognized apprenticeships
- Compendium of Valuable Credentials
- P20W Councils
- Credential Attainment Incentive Programs
- Apprenticeship Tax Credits
- Alabama Terminal for Linking and Analyzing Statistics (ATLAS) on Career Pathways to include WBL program data

2. Create a state definition of career pathways, industry-recognized credentials, in-demand careers and credentials

- Create statutorily defined career pathways that begin with numeracy and literacy, progress to career exploration, diverges into a youth pre-apprenticeship in a chosen career pathway, and culminates in the completion of a registered or industry recognized apprenticeship program
- Apprenticeship Pathways must be competency-based and with a clear alignment and progression

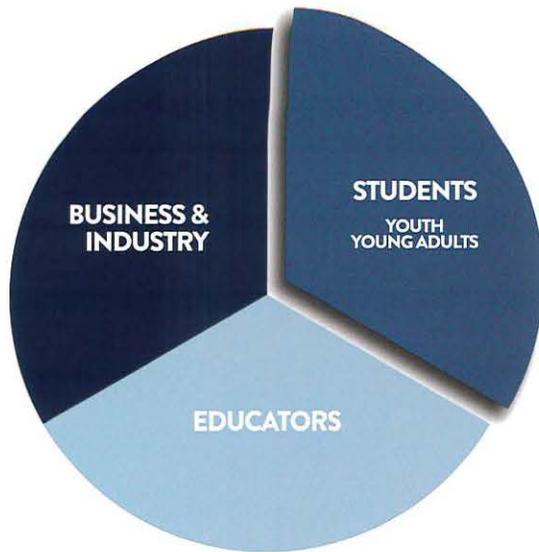
3. Create an incentive program for employers who hire apprenticeship participants

4. Support a framework for career coaches that require a minimum number of in-demand co-op placements for their students. Merge the role of work-based learning instructors and career coaches

- Connect K-12 Career Coaches with statewide Job Centers/Career Centers that provide WIOA services
- Record Standard Occupational Classification (SOC) data for WBL programs

Strategic Planning Process

Strategic Planning Model



Governor Ivey's Office in conjunction with Alabama Department of Commerce established a strategic planning Core Team in October 2017. To ensure a comprehensive work product with a successful plan of implementation, the approach included the following list:

- 1 Develop and agree on statewide, unified Vision Statement for developing and sustaining a statewide WBL Initiative for 16-29 youth and young adults to fill middle-skill STEM related jobs
- 2 Conduct statewide assessment of work-based learning programs to scale high-quality programs
- 3 Identify financial support by examining all federal, state, and local funding for work-based programs
- 4 Gather a variety of stakeholder input through face to face meetings, surveys, and round-table discussions
- 5 Condense and unify initiatives to establish a data collection and measurement for WBL programs

Acknowledgments

Governor's Core Work-based Learning Team

Office of the Governor - Nick Moore, Baker Allen, *Policy Advisors*

Alabama Department of Commerce - Ed Castile, *Deputy Secretary*; Lori Frazier Bearden, *Assistant Director of Federal Workforce Programs*

Alabama Community College System - Jeff Lynn, *Vice Chancellor of Workforce and Economic Development*

Alabama Department of Labor - Fitzgerald Washington, *Secretary*

Alabama State Department of Education - Tommy Glasscock, *Deputy Superintendent of Career Technical Education*

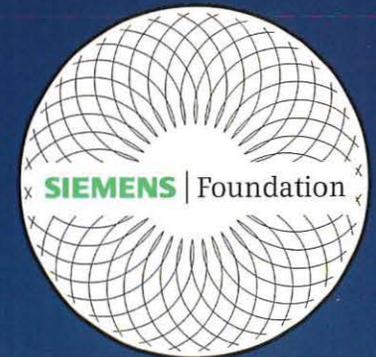
Alabama Commission on Higher Education - James Purcell, Ph.D. *Executive Director*



Governor Ivey's Work-Based Learning Initiative

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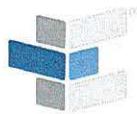
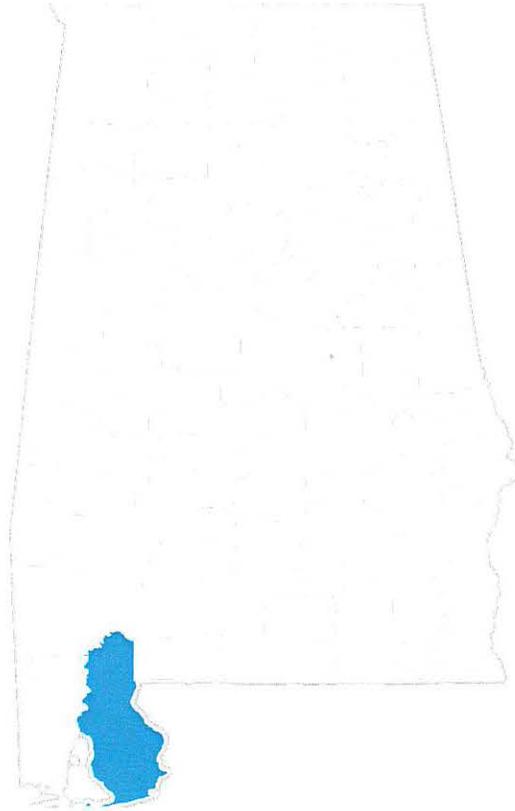
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Economic Overview

Baldwin County, Alabama



JOBS eQ

July 22, 2019

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Demographic Profile

The population in Baldwin County, Alabama was 203,360 per American Community Survey data for 2013-2017.

The region has a civilian labor force of 94,742 with a participation rate of 57.9%. Of individuals 25 to 64 in Baldwin County, Alabama, 30.8% have a bachelor's degree or higher which compares with 32.3% in the nation.

The median household income in Baldwin County, Alabama is \$52,562 and the median house value is \$182,000.

Summary¹

	Percent			Value		
	Baldwin County, Alabama	SAWDC	Alabama	Baldwin County, Alabama	SAWDC	Alabama
Demographics						
Population (ACS)	—	—	—	203,360	755,181	4,850,771
Male	48.9%	48.3%	48.5%	99,527	364,580	2,350,806
Female	51.1%	51.7%	51.5%	103,833	390,601	2,499,965
Median Age ²	—	—	—	42.6	39.6	38.7
Under 18 Years	22.1%	23.2%	22.7%	44,999	174,836	1,102,682
18 to 24 Years	7.5%	8.8%	9.7%	15,339	66,764	471,452
25 to 34 Years	11.2%	12.5%	12.9%	22,749	94,346	628,088
35 to 44 Years	12.5%	12.1%	12.4%	25,367	91,154	601,634
45 to 54 Years	13.6%	13.3%	13.4%	27,641	100,359	648,384
55 to 64 Years	14.1%	13.5%	13.1%	28,578	101,814	636,499
65 to 74 Years	11.5%	9.9%	9.3%	23,312	74,886	448,837
75 Years, and Over	7.6%	6.8%	6.5%	15,375	51,022	313,195
Race: White	86.5%	65.9%	68.4%	175,961	497,528	3,317,702
Race: Black or African American	9.5%	29.4%	26.5%	19,414	221,696	1,287,167
Race: American Indian and Alaska Native	0.8%	0.9%	0.5%	1,668	7,173	25,098
Race: Asian	0.7%	1.3%	1.3%	1,405	10,095	62,815
Race: Native Hawaiian and Other Pacific Islander	0.0%	0.0%	0.0%	0	130	2,213
Race: Some Other Race	0.8%	0.8%	1.4%	1,591	5,869	66,942
Race: Two or More Races	1.6%	1.7%	1.8%	3,321	12,690	88,834
Hispanic or Latino (of any race)	4.4%	2.9%	4.1%	9,029	22,033	198,375
Population Growth						
Population (Pop Estimates) ⁵	—	—	—	218,022	765,637	4,887,871
Population Annual Average Growth ⁵	2.2%	0.5%	0.4%	4,220	3,586	16,967
Economic						
Labor Force Participation Rate and Size (civilian population 16 years and over)	57.9%	55.4%	57.5%	94,742	332,484	2,220,900
Prime-Age Labor Force Participation Rate and Size (civilian population 25-54)	79.8%	75.2%	76.7%	60,306	214,290	1,432,990
Armed Forces Labor Force	0.1%	0.2%	0.3%	226	935	12,309
Veterans, Age 18-64	7.5%	6.3%	6.3%	8,980	28,461	186,899
Veterans Labor Force Participation Rate and Size, Age 18-64	73.9%	68.7%	71.2%	6,636	19,565	133,108
Median Household Income ²	—	—	—	\$52,562	\$45,282	\$46,472
Per Capita Income	—	—	—	\$29,364	\$24,728	\$25,746
Poverty Level (of all people)	11.8%	18.5%	18.0%	23,728	136,856	849,699
Households Receiving Food Stamps/SNAP	8.1%	15.3%	15.0%	6,167	43,105	278,382
Mean Commute Time (minutes)	—	—	—	27.0	25.7	24.6

Summary¹

	Percent			Value		
	Baldwin County, Alabama	SAWDC	Alabama	Baldwin County, Alabama	SAWDC	Alabama
Commute via Public Transportation	0.1%	0.3%	0.4%	95	988	7,433
Educational Attainment, Age 25-64						
No High School Diploma	9.2%	12.0%	12.9%	9,578	46,559	324,365
High School Graduate	27.1%	32.6%	29.7%	28,259	126,342	747,746
Some College, No Degree	22.3%	22.2%	22.6%	23,294	85,997	567,773
Associate's Degree	10.6%	9.6%	9.1%	11,107	37,365	229,603
Bachelor's Degree	21.1%	16.0%	16.6%	21,968	62,091	416,195
Postgraduate Degree	9.7%	7.6%	9.1%	10,129	29,319	228,923
Housing						
Total Housing Units	—	—	—	110,023	361,807	2,231,126
Median House Value (of owner-occupied units) ²	—	—	—	\$182,000	\$133,804	\$132,100
Homeowner Vacancy	4.9%	2.9%	2.2%	2,876	5,889	29,547
Rental Vacancy	41.0%	20.4%	10.0%	15,020	23,157	66,525
Renter-Occupied Housing Units (% of Occupied Units)	27.1%	31.1%	31.4%	20,663	87,259	583,478
Occupied Housing Units with No Vehicle Available (% of Occupied Units)	3.4%	6.1%	6.2%	2,552	17,182	115,889
Social						
Enrolled in Grade 12 (% of total population)	1.4%	1.4%	1.3%	2,948	10,379	64,317
Disconnected Youth ⁴	3.4%	4.5%	3.2%	338	1,752	8,399
Children in Single Parent Families (% of all children)	25.4%	40.8%	39.3%	10,907	66,275	403,863
With a Disability, Age 18-64	10.8%	13.1%	14.3%	12,679	58,111	418,171
With a Disability, Age 18-64, Labor Force Participation Rate and Size	33.6%	30.4%	32.9%	4,261	17,646	137,754
Foreign Born	3.2%	2.7%	3.5%	6,606	20,649	167,926
Speak English Less Than Very Well (population 5 yrs and over)	1.6%	1.5%	2.1%	3,037	10,616	96,885
Union Membership						
Total ³	5.2%	7.2%	8.3%	—	—	—
Private Sector ³	1.7%	3.9%	5.0%	—	—	—
Manufacturing ³	1.9%	4.9%	6.4%	—	—	—
Public Sector ³	28.8%	25.5%	22.8%	—	—	—

Source: [JobsEQ®](#)

1. American Community Survey 2013-2017, unless noted otherwise

2. Median values for certain aggregate regions (such as MSAs) may be estimated as the weighted averages of the median values from the composing counties.

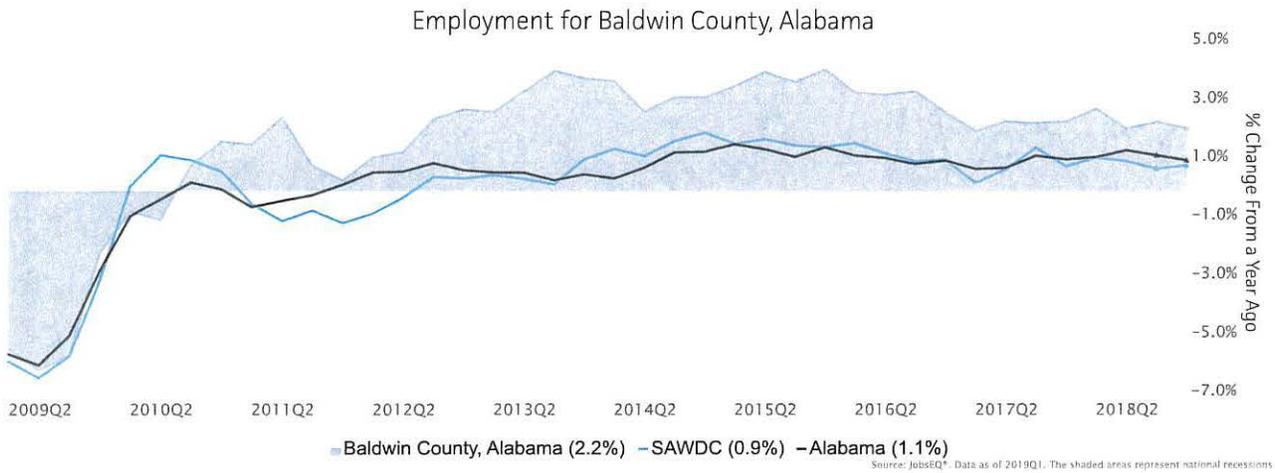
3. 2018; Current Population Survey, unionstats.com, and Chmura; county- and zip-level data are best estimates based upon industry-, MSA-, and state-level data

4. Disconnected Youth are 16-19 year olds who are (1) not in school, (2) not high school graduates, and (3) either unemployed or not in the labor force.

5. Census 2018, annual average growth rate since 2008

Employment Trends

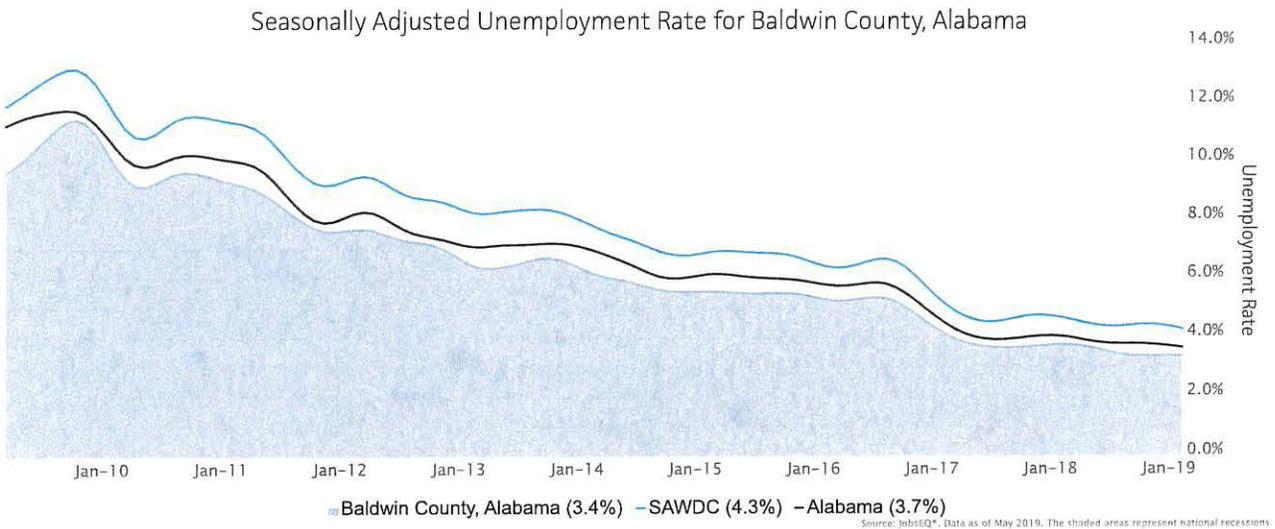
As of 2019Q1, total employment for Baldwin County, Alabama was 82,957 (based on a four-quarter moving average). Over the year ending 2019Q1, employment increased 2.2% in the region.



Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2018Q3 with preliminary estimates updated to 2019Q1.

Unemployment Rate

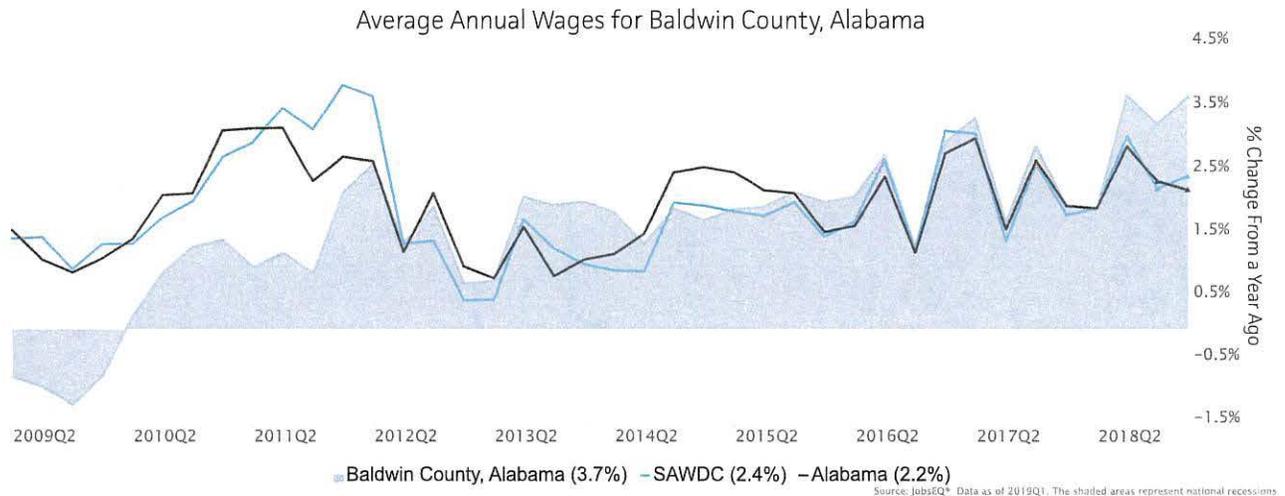
The seasonally adjusted unemployment rate for Baldwin County, Alabama was 3.4% as of May 2019. The regional unemployment rate was lower than the national rate of 3.6%. One year earlier, in May 2018, the unemployment rate in Baldwin County, Alabama was 3.8%.



Unemployment rate data are from the Local Area Unemployment Statistics, provided by the Bureau of Labor Statistics and updated through May 2019.

Wage Trends

The average worker in Baldwin County, Alabama earned annual wages of \$36,842 as of 2019Q1. Average annual wages per worker increased 3.7% in the region over the preceding four quarters. For comparison purposes, annual average wages were \$57,204 in the nation as of 2019Q1.



Annual average wages per worker data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2018Q3 with preliminary estimates updated to 2019Q1.

Cost of Living Index

The Cost of Living Index estimates the relative price levels for consumer goods and services. When applied to wages and salaries, the result is a measure of relative purchasing power. The cost of living is 1.5% higher in Baldwin County, Alabama than the U.S. average.

Cost of Living Information

	Annual Average Salary	Cost of Living Index	
		(Base US)	US Purchasing Power
Baldwin County, Alabama	\$36,842	101.5	\$36,287
SAWDC	\$42,995	94.4	\$45,526
Alabama	\$46,017	89.6	\$51,339
USA	\$55,825	100.0	\$55,825

Source: [JobsEQ®](#)

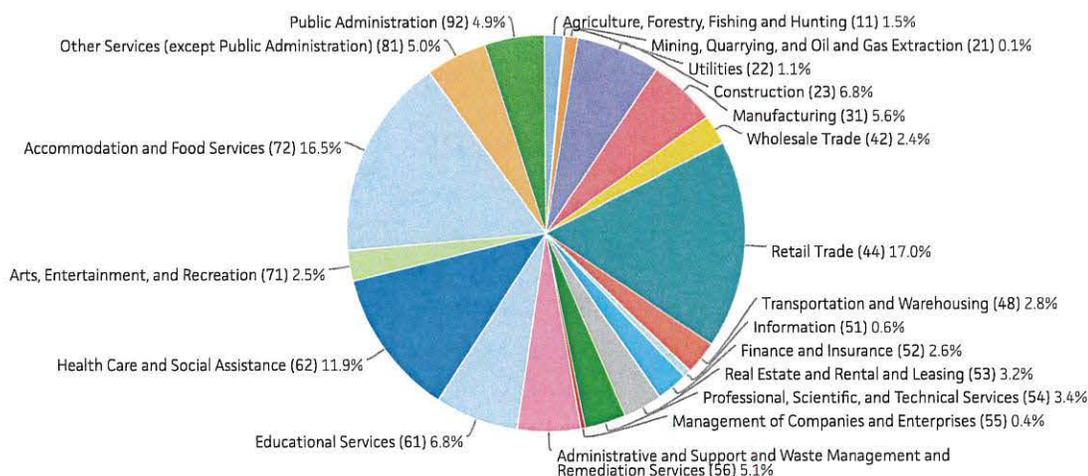
Data as of 2019Q1

Cost of Living per C2ER, data as of 2019q1, imputed by Chmura where necessary.

Industry Snapshot

The largest sector in Baldwin County, Alabama is Retail Trade, employing 14,104 workers. The next-largest sectors in the region are Accommodation and Food Services (13,684 workers) and Health Care and Social Assistance (9,910). High location quotients (LQs) indicate sectors in which a region has high concentrations of employment compared to the national average. The sectors with the largest LQs in the region are Utilities (LQ = 2.05), Real Estate and Rental and Leasing (1.84), and Accommodation and Food Services (1.83).

Total Workers for Baldwin County, Alabama by Industry



Source: JobsEQ®, Data as of 2019Q1

Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2018Q3 with preliminary estimates updated to 2019Q1.

Sectors in Baldwin County, Alabama with the highest average wages per worker are Management of Companies and Enterprises (\$59,934), Mining, Quarrying, and Oil and Gas Extraction (\$58,587), and Finance and Insurance (\$58,583). Regional sectors with the best job growth (or most moderate job losses) over the last 5 years are Health Care and Social Assistance (+2,115 jobs), Accommodation and Food Services (+2,017), and Construction (+1,333).

Over the next 5 years, employment in Baldwin County, Alabama is projected to expand by 7,272 jobs. The fastest growing sector in the region is expected to be Health Care and Social Assistance with a +2.8% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Health Care and Social Assistance (+1,456 jobs), Accommodation and Food Services (+1,149), and Retail Trade (+900).

NAICS	Industry	Current			5-Year History		5-Year Forecast				
		Four Quarters Ending with 2019q1			Total Change	Avg Ann % Chg in Empl	Separations (Approximate)			---Growth---	
		Empl	Avg Ann Wages	LQ	Empl	Region	Total New Demand	Exits	Transfers	Empl	Avg Ann Rate
44	Retail Trade	14,104	\$28,867	1.62	816	1.2%	10,584	4,278	5,406	900	1.2%
72	Accommodation and Food Services	13,684	\$20,890	1.83	2,017	3.2%	12,652	5,093	6,410	1,149	1.6%
62	Health Care and Social Assistance	9,910	\$44,972	0.83	2,115	4.9%	6,423	2,441	2,527	1,456	2.8%
23	Construction	5,649	\$47,125	1.20	1,333	5.5%	3,509	1,045	1,865	599	2.0%
61	Educational Services	5,615	\$40,143	0.83	283	1.0%	3,257	1,306	1,405	546	1.9%
31	Manufacturing	4,623	\$48,493	0.67	621	2.9%	2,603	905	1,544	153	0.7%
56	Administrative and Support and Waste Management and Remediation Services	4,254	\$28,320	0.79	904	4.9%	2,993	1,089	1,476	428	1.9%
81	Other Services (except Public Administration)	4,149	\$28,663	1.14	273	1.4%	2,754	1,113	1,325	316	1.5%
92	Public Administration	4,045	\$43,075	1.03	54	0.3%	2,196	814	1,104	278	1.3%
54	Professional, Scientific, and Technical Services	2,795	\$56,098	0.50	412	3.2%	1,526	469	783	274	1.9%
53	Real Estate and Rental and Leasing	2,622	\$42,810	1.84	286	2.3%	1,612	633	752	226	1.7%
48	Transportation and Warehousing	2,287	\$48,309	0.62	570	5.9%	1,457	538	721	197	1.7%
52	Finance and Insurance	2,120	\$58,583	0.65	239	2.4%	1,219	397	641	180	1.6%
71	Arts, Entertainment, and Recreation	2,065	\$19,652	1.25	854	11.3%	1,699	678	831	191	1.8%
42	Wholesale Trade	2,013	\$58,445	0.64	338	3.7%	1,245	413	682	151	1.5%
11	Agriculture, Forestry, Fishing and Hunting	1,257	\$34,159	1.12	131	2.2%	794	303	399	92	1.4%
22	Utilities	882	\$57,977	2.05	172	4.4%	462	148	261	53	1.2%
51	Information	506	\$51,066	0.31	59	2.5%	275	92	160	24	0.9%
55	Management of Companies and Enterprises	296	\$59,934	0.24	-9	-0.6%	163	52	87	24	1.6%
21	Mining, Quarrying, and Oil and Gas Extraction	81	\$58,587	0.22	10	2.7%	50	14	29	7	1.7%
	Total - All Industries	82,957	\$36,842	1.00	11,477	3.0%	54,377	20,185	26,920	7,272	1.7%

Source: [JobsEQ®](#)

Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2018Q3 with preliminary estimates updated to 2019Q1. Forecast employment growth uses national projections adapted for regional growth patterns.

Occupation Snapshot

The largest major occupation group in Baldwin County, Alabama is Food Preparation and Serving Related Occupations, employing 12,162 workers. The next-largest occupation groups in the region are Sales and Related Occupations (11,954 workers) and Office and Administrative Support Occupations (10,637). High location quotients (LQs) indicate occupation groups in which a region has high concentrations of employment compared to the national average. The major groups with the largest LQs in the region are Food Preparation and Serving Related Occupations (LQ = 1.70), Building and Grounds Cleaning and Maintenance Occupations (1.52), and Sales and Related Occupations (1.44).

Occupation groups in Baldwin County, Alabama with the highest average wages per worker are Management Occupations (\$92,000), Life, Physical, and Social Science Occupations (\$87,400), and Architecture and Engineering Occupations (\$79,000). The unemployment rate in the region varied among the major groups from 1.4% among Healthcare Practitioners and Technical Occupations to 5.6% among Food Preparation and Serving Related Occupations.

Over the next 5 years, the fastest growing occupation group in Baldwin County, Alabama is expected to be Healthcare Support Occupations with a +2.9% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Food Preparation and Serving Related Occupations (+1,106 jobs) and Sales and Related Occupations (+781). Over the same period, the highest separation demand (occupation demand due to retirements and workers moving from one occupation to another) is expected in Food Preparation and Serving Related Occupations (11,203 jobs) and Sales and Related Occupations (8,950).

Occupation Snapshot in Baldwin County, Alabama, 2019q1

SOC	Occupation	Current						5-Year History		5-Year Forecast				
		Four Quarters Ending with 2019q1						Total Change	Avg Ann % Chg in Empl	--Separations--			---Growth---	
		Empl	Avg Ann Wages ¹	LQ	Unempl	Unempl Rate	Online Job Ads ²			Total New Demand	Exits	Transfer	Empl	Avg Ann Rate
35-0000	Food Preparation and Serving Related	12,162	\$23,200	1.70	746	5.6%	751	1,751	3.2%	12,309	4,876	6,327	1,106	1.8%
41-0000	Sales and Related	11,954	\$32,400	1.44	618	4.4%	1,107	875	1.5%	9,732	4,025	4,925	781	1.3%
43-0000	Office and Administrative Support	10,637	\$33,200	0.90	437	3.2%	467	1,386	2.8%	6,927	2,925	3,391	611	1.1%
47-0000	Construction and Extraction	4,542	\$38,900	1.18	234	4.5%	85	937	4.7%	2,949	869	1,609	470	2.0%
53-0000	Transportation and Material Moving	4,496	\$30,800	0.79	237	4.1%	289	849	4.3%	3,266	1,171	1,727	368	1.6%
37-0000	Building and Grounds Cleaning and Maintenance	4,337	\$27,800	1.52	226	4.7%	275	625	3.2%	3,327	1,413	1,506	409	1.8%
29-0000	Healthcare Practitioners and Technical	4,239	\$67,400	0.89	79	1.4%	261	656	3.4%	1,817	629	633	554	2.5%
11-0000	Management	4,062	\$92,000	0.80	88	1.6%	146	446	2.4%	2,096	646	1,061	388	1.8%
51-0000	Production	3,955	\$34,300	0.79	162	3.1%	94	472	2.6%	2,471	881	1,431	159	0.8%
25-0000	Education, Training, and Library	3,951	\$44,700	0.85	144	2.8%	108	223	1.2%	2,214	909	889	416	2.0%
49-0000	Installation, Maintenance, and Repair	3,651	\$40,400	1.14	97	2.3%	227	567	3.4%	2,191	691	1,169	331	1.7%
39-0000	Personal Care and Service	3,373	\$23,700	0.93	162	4.1%	180	942	6.8%	3,266	1,431	1,372	463	2.6%
13-0000	Business and Financial Operations	2,337	\$64,600	0.54	97	2.5%	55	268	2.5%	1,340	377	738	225	1.9%

Occupation Snapshot in Baldwin County, Alabama, 2019q1

SOC	Occupation	Current						5-Year History		5-Year Forecast				
		Four Quarters Ending with 2019q1						Total Change	Avg Ann % Chg in Empl	--Separations--			---Growth---	
		Empl	Avg Ann Wages ¹	LQ	Unempl	Unempl Rate	Online Job Ads ²			Total New Demand	Exits	Transfer	Empl	Avg Ann Rate
31-0000	Healthcare Support	2,077	\$27,300	0.91	69	2.7%	110	413	4.5%	1,649	662	666	321	2.9%
33-0000	Protective Service	1,922	\$40,400	1.07	66	2.7%	39	357	4.2%	1,231	499	578	154	1.5%
27-0000	Arts, Design, Entertainment, Sports, and Media	1,127	\$32,400	0.77	52	3.0%	56	119	2.3%	664	256	319	89	1.5%
21-0000	Community and Social Service	1,120	\$39,400	0.82	32	2.0%	66	88	1.7%	796	257	408	131	2.2%
17-0000	Architecture and Engineering	921	\$79,000	0.66	34	1.9%	19	196	4.9%	431	125	224	82	1.7%
15-0000	Computer and Mathematical	834	\$77,200	0.34	33	2.1%	44	120	3.2%	376	77	217	82	1.9%
45-0000	Farming, Fishing, and Forestry	557	\$22,300	1.04	31	5.4%	7	86	3.4%	457	108	315	35	1.2%
23-0000	Legal	493	\$72,700	0.71	11	1.6%	10	72	3.2%	210	65	94	51	2.0%
19-0000	Life, Physical, and Social Science	209	\$87,400	0.32	10	2.3%	3	28	3.0%	121	31	69	21	2.0%
Total - All Occupations		82,957	\$38,100	1.00	n/a	n/a	4,400	11,477	3.0%	59,863	22,924	29,667	7,272	1.7%

Source: [JobsEQ®](#)

Data as of 2019Q1 unless noted otherwise

Note: Figures may not sum due to rounding.

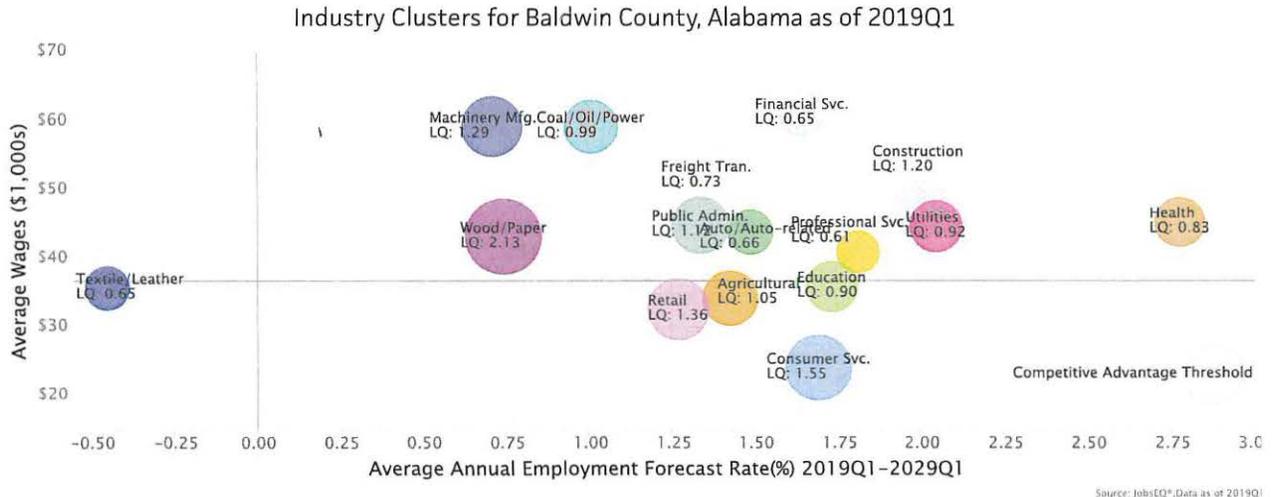
1. Occupation wages are as of 2018 and should be taken as the average for all Covered Employment

2. Data represent found online ads active within the last thirty days in the selected region; data represents a sampling rather than the complete universe of postings. Ads lacking zip code information but designating a place (city, town, etc.) may be assigned to the zip code with greatest employment in that place for queries in this analytic. Due to alternative county-assignment algorithms, ad counts in this analytic may not match that shown in RTI (nor in the popup window ad list).

Occupation employment data are estimated via industry employment data and the estimated industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2018Q3, imputed where necessary with preliminary estimates updated to 2019Q1. Wages by occupation are as of 2018 provided by the BLS and imputed where necessary. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

Industry Clusters

A cluster is a geographic concentration of interrelated industries or occupations. The industry cluster in Baldwin County, Alabama with the highest relative concentration is Wood/Paper with a location quotient of 2.13. This cluster employs 1,437 workers in the region with an average wage of \$43,206. Employment in the Wood/Paper cluster is projected to expand in the region about 0.7% per year over the next ten years.

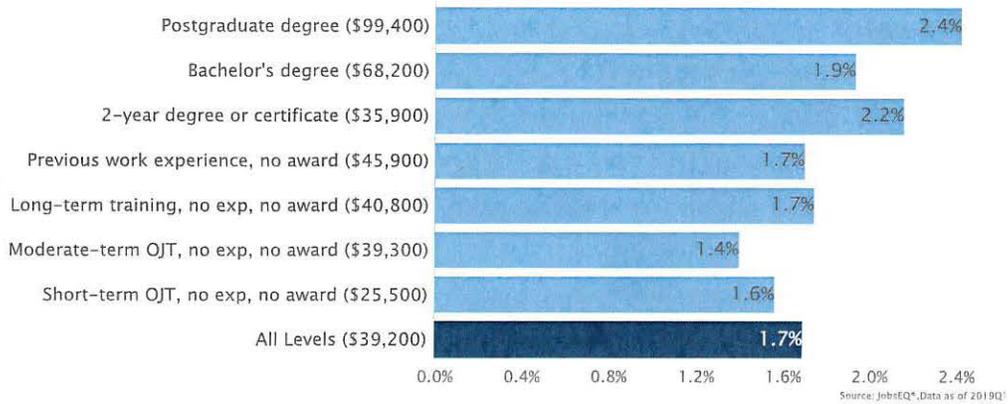


Location quotient and average wage data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics, imputed where necessary, and updated through 2018Q3 with preliminary estimates updated to 2019Q1. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

Education Levels

Expected growth rates for occupations vary by the education and training required. While all employment in Baldwin County, Alabama is projected to grow 1.7% over the next ten years, occupations typically requiring a postgraduate degree are expected to grow 2.4% per year, those requiring a bachelor's degree are forecast to grow 1.9% per year, and occupations typically needing a 2-year degree or certificate are expected to grow 2.2% per year.

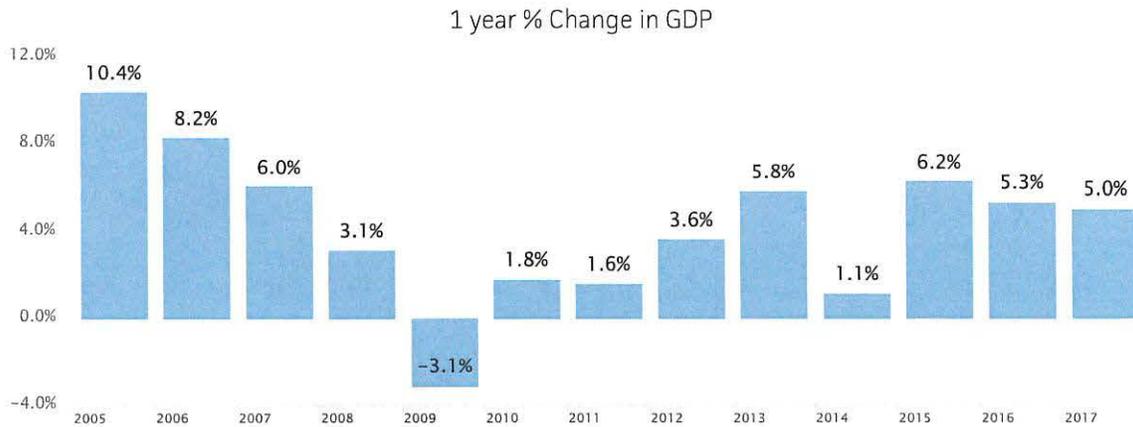
Annual Average Projected Job Growth by Training Required for Baldwin County, Alabama



Employment by occupation data are estimates as of 2019Q1. Education levels of occupations are based on BLS assignments. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

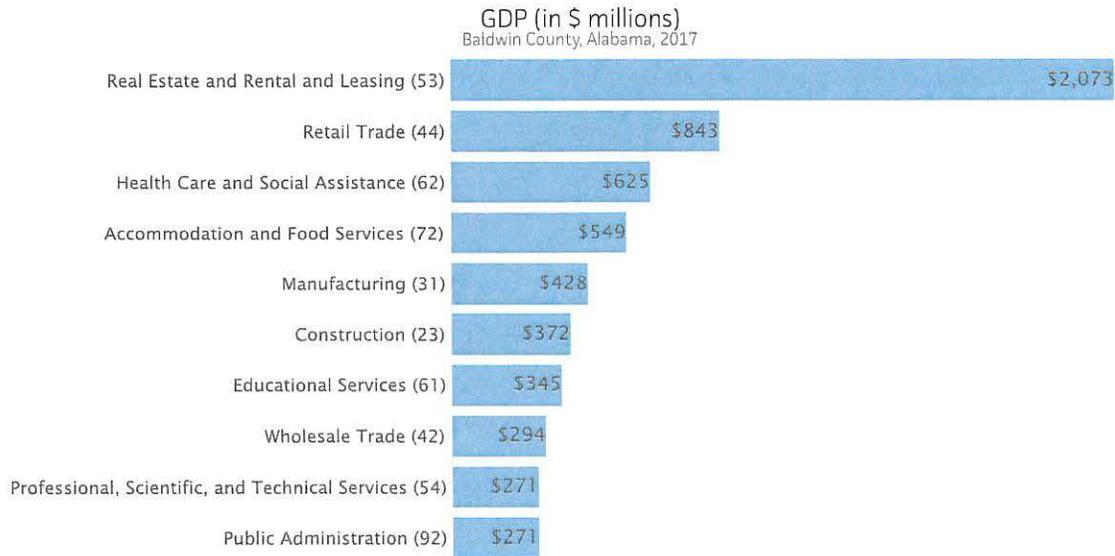
Gross Domestic Product

Gross Domestic Product (GDP) is the total value of goods and services produced by a region. In 2017, nominal GDP in Baldwin County, Alabama expanded 5.0%. This follows growth of 5.3% in 2016. As of 2017, total GDP in Baldwin County, Alabama was \$7,380,026,000.



Gross Domestic Product data are provided by the Bureau of Economic Analysis, imputed by Chmura where necessary, updated through 2017.

Of the sectors in Baldwin County, Alabama, Real Estate and Rental and Leasing contributed the largest portion of GDP in 2017, \$2,073,466,000. The next-largest contributions came from Retail Trade (\$842,616,000); Health Care and Social Assistance (\$625,194,000); and Accommodation and Food Services (\$549,052,000).



Gross Domestic Product data are provided by the Bureau of Economic Analysis, imputed by Chmura where necessary, updated through 2017.

Region Definition

SAWDC is defined as the following counties:

Baldwin County, Alabama

Choctaw County, Alabama

Clarke County, Alabama

Conecuh County, Alabama

Escambia County, Alabama

Mobile County, Alabama

Monroe County, Alabama

Washington County, Alabama

Wilcox County, Alabama

FAQ

What is a location quotient?

A location quotient (LQ) is a measurement of concentration in comparison to the nation. An LQ of 1.00 indicates a region has the same concentration of an industry (or occupation) as the nation. An LQ of 2.00 would mean the region has twice the expected employment compared to the nation and an LQ of 0.50 would mean the region has half the expected employment in comparison to the nation.

What is separation demand?

Separation demand is the number of jobs required due to separations—labor force exits (including retirements) and turnover resulting from workers moving from one occupation into another. Note that separation demand does not include all turnover—it does not include when workers stay in the same occupation but switch employers. The total projected demand for an occupation is the sum of the separation demand and the growth demand (which is the increase or decrease of jobs in an occupation expected due to expansion or contraction of the overall number of jobs in that occupation).

What is a cluster?

A cluster is a geographic concentration of interrelated industries or occupations. If a regional cluster has a location quotient of 1.25 or greater, the region is considered to possess a *competitive advantage* in that cluster.

What is the difference between industry wages and occupation wages?

Industry wages and occupation wages are estimated via separate data sets, often the time periods being reported do not align, and wages are defined slightly differently in the two systems (for example, certain bonuses are included in the industry wages but not the occupation wages). It is therefore common that estimates of the average industry wages and average occupation wages in a region do not match exactly.

What is NAICS?

The North American Industry Classification System (NAICS) is used to classify business establishments according to the type of economic activity. The NAICS Code comprises six levels, from the “all industry” level to the 6-digit level. The first two digits define the top level category, known as the “sector,” which is the level examined in this report.

What is SOC?

The Standard Occupational Classification system (SOC) is used to classify workers into occupational categories. All workers are classified into one of over 820 occupations according to their occupational definition. To facilitate classification, occupations are combined to form 23 major groups, 96 minor groups, and 449 occupation groups. Each occupation group includes detailed occupations requiring similar job duties, skills, education, or experience.

About This Report

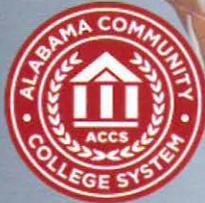
This report and all data herein were produced by JobsEQ®, a product of Chmura Economics & Analytics. The information contained herein was obtained from sources we believe to be reliable. However, we cannot guarantee its accuracy and completeness.



2019

BUILDING ALABAMA'S TALENT PIPELINE THROUGH APPRENTICESHIPS

A TOOL-KIT FOR BUSINESSES, EDUCATORS,
PARENTS, AND STUDENTS



APPRENTICESHIP
ALABAMA



Learning that works for Alabama

CTE[™]

HOW DO YOU FIT INTO APPRENTICESHIP ALABAMA?

FOR BUSINESSES

Today's businesses are faced with numerous challenges in finding skilled workers who will show up on time and remain committed to their job after investing time and money in training them. **Apprenticeship programs are a proven solution to recruiting, training, and retaining highly skilled-talent to meet your specific workforce needs.** Employers are the foundation of every apprenticeship program, which combine on-the-job training with related classroom instruction. Businesses play an active role in designing an apprenticeship program that develops the specific workforce needs of the employer. The results show that more than 91% of apprentices stay with their employer after their programs ends. **Contact Apprenticeship Alabama by calling 334-280-4400** or visit <https://www.apprenticeshipalabama.org> today.



FOR EDUCATORS

Preparing our future workforce is vitally important. Apprenticeships connect classroom learning with hands-on, practical learning which results in a deep level of knowledge, skills, and abilities for the student. Through partnerships with local businesses your school district can build a quality workforce by creating opportunities for learning and growth through Youth Apprenticeship programs. The high school curriculum and career and technology education (CTE) you offer are the tried-and-true approach for preparing workers for today's jobs. What's more, youth apprenticeship enhances your academic success goals and places students on a career pathway.

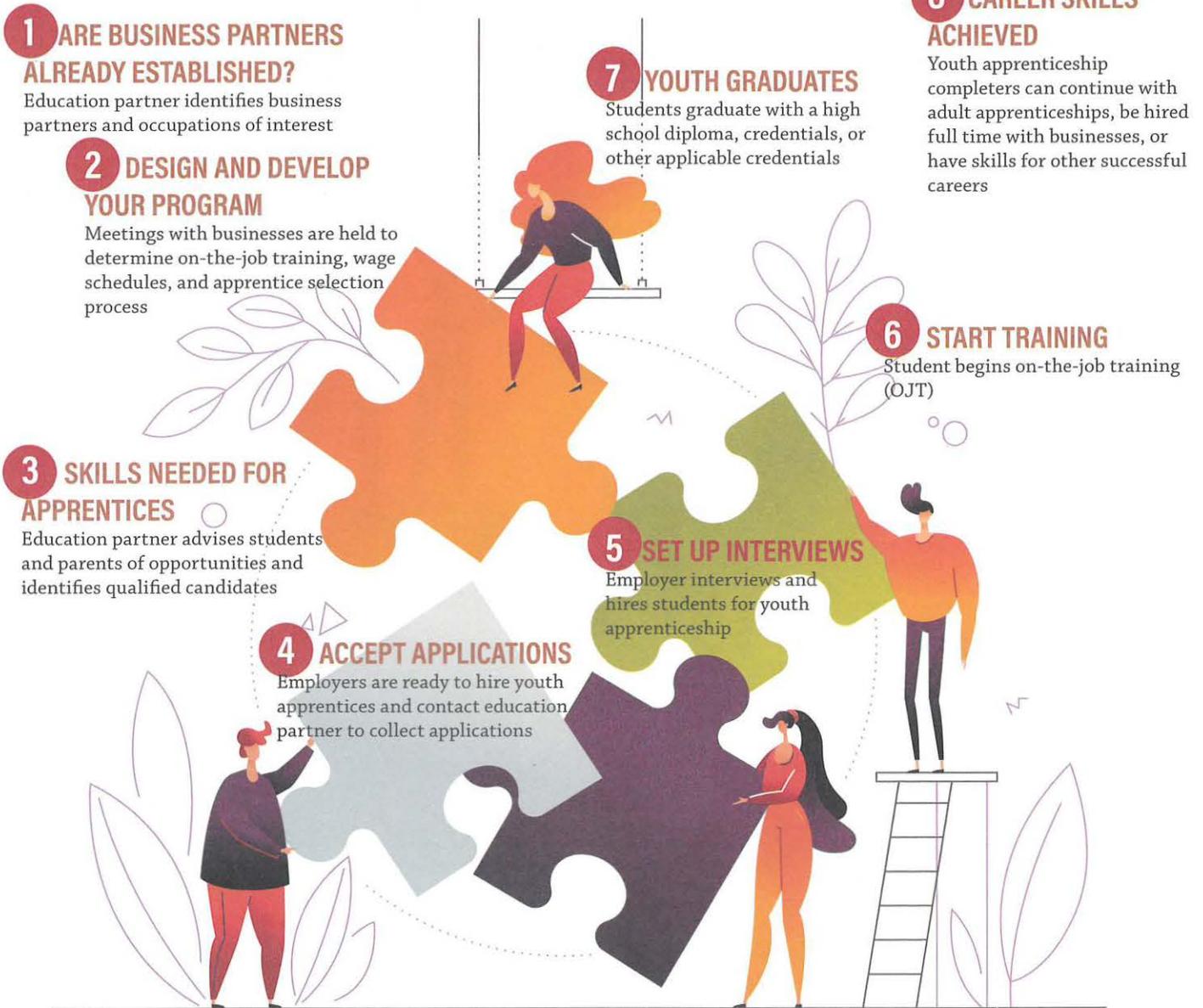
FOR PARENTS

The workforce has changed since you entered it. And like all parents, you want the very best for your child. With so many changing job fields and options, it's important to know the numerous career pathways available to your child. Many of the jobs that exist today were not even created when you graduated from high school, and the pace of change is faster than ever! However, youth apprenticeship is a proven "earn while you learn" model allowing apprentices to receive a paycheck from day one. More than 500,000 apprentices participate in Registered Apprenticeship programs across the country. You can use this guide to help your student connect what they learn in the classroom with real jobs that interest them.

FOR STUDENTS

Students can gain incredible, hands-on experience through a registered apprenticeship program, while earning a paycheck. **The average wage for a fully-proficient worker who completed an apprenticeship translates to approximately \$50,000 annually and more than \$300,000 in lifetime earnings** over non-apprenticeship participants. Apprenticeship programs allow students to gain direct on-the-job training from a local employer while receiving an education through their high school classrooms. After completing an apprenticeship program, students hold skills in high-demand occupations, and their highly sought-after skills make them very marketable. This "learn while you earn" approach is a growing career pathway for many youth and young adults across the country. **Talk with your guidance counselor today about youth apprenticeship.**

BUSINESS + EDUCATION = PARTNERS FOR SUCCESS



APPRENTICESHIP IS GOOD FOR BUSINESS

ALABAMA'S WORKFORCE CHALLENGES

Alabama has more job openings than skilled workers to fill them. Challenges faced by businesses include:

Highly-skilled workers are aging out of the workforce.

The ability to attract a new and more diverse talent pool during record low unemployment

As of 2015, 59% of the jobs in Alabama's Labor markets were middle-skilled jobs (those requiring more than high school diploma but less than a four-year college degree), but only 47% of the state's workers are trained to the middle-skilled level.

More than one-half of jobs in Alabama are skilled jobs and there are not enough workers with the right skills to fill all the openings.

In 2014, Alabama ranked among the top 10 states with the highest concentration of jobs in occupations that typically require a certificate or some post-secondary education.



WHY CONSIDER A REGISTERED APPRENTICESHIP?

IF YOUR COMPANY CAN ANSWER "YES" TO ANY OF THESE QUESTIONS, THEN STARTING AN APPRENTICESHIP PROGRAM WILL HELP YOU MEET YOUR NEEDS FOR SKILLED WORKERS.



WHY START AN APPRENTICESHIP PROGRAM?

WHAT INCENTIVES EXIST FOR BUSINESSES TO BECOME APPRENTICESHIP SPONSORS?



INCENTIVES

The Alabama Apprenticeship Tax Credit Program offers tax credits to participating companies that have qualified apprentices who receive classroom instruction and on-the-job training.

The program provides an income tax credit of \$1,000 to an employer for each qualified apprentice and caps the cumulative tax credits allowed at \$3,000,000. The cap can be extended to \$5,000,000 for each tax year thereafter until 2021 when it expires.

The Apprenticeship Alabama Tax Credit will soon be enhanced to provide a \$500 additional credit for hiring in-school youth apprentices.

The Apprenticeship Alabama Tax Credit Program will soon be modified to increase the base tax credit from \$1,000 to \$1,250.

For more information visit:

<https://www.apprenticeshipalabama.org>

BENEFITS OF REGISTERED APPRENTICESHIP

- ✓ Registered Apprenticeship programs are part of the ApprenticeshipUSA Network,
- ✓ Provide a nationally-recognized and industry-recognized credential,
- ✓ Provide strong quality standards, and
- ✓ Federal resources and programs exist to support your program.

APPRENTICESHIP IS GOOD FOR BUSINESS

RETENTION

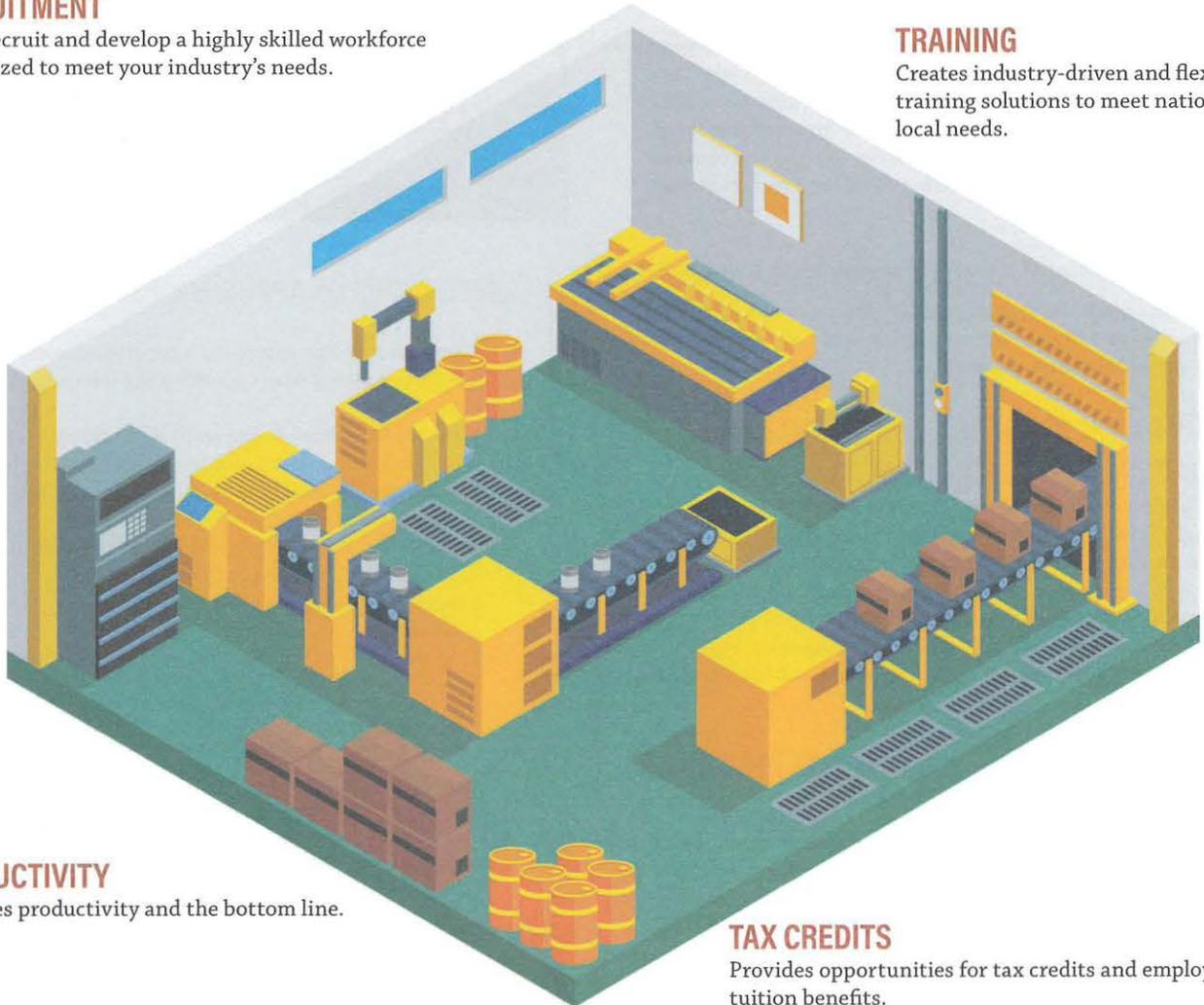
Reduces turnover costs and increases employee retention.

RECRUITMENT

Helps recruit and develop a highly skilled workforce customized to meet your industry's needs.

TRAINING

Creates industry-driven and flexible training solutions to meet national and local needs.



PRODUCTIVITY

Improves productivity and the bottom line.

TAX CREDITS

Provides opportunities for tax credits and employee tuition benefits.

PROVEN SOLUTIONS

APPRENTICESHIP PROGRAMS ARE PROVEN SOLUTIONS TO RECRUITING, TRAINING, AND RETAINING

Employers working with young people have reported that doing so has strengthened their organizations in several key ways. The benefits for business include:

DEVELOPMENT OF A ROBUST TALENT PIPELINE

Employers see working with young people as part of a **grow-your-own strategy** that will increase the number of workers who are qualified for positions that have historically been difficult to fill. Some employers also view apprenticeships as “**pre-employment screenings**” that give them an opportunity to train and observe potential employees before committing to hiring them for vacant positions.



ACCESS TO A DIVERSE AND INNOVATIVE WORKFORCE

Employers who work with young people often report that they are favorably impressed by the innovative ideas and new perspectives that young people bring to their workplaces.

BRANDING OPPORTUNITIES, INCREASED NAME RECOGNITION, AND POSITIVE PRESS

Business leaders often report that their work with young people has earned a great deal of positive publicity and goodwill in their communities. Employers have successfully capitalized on increased name recognition and positive publicity to build their brands and reputations. In addition, as young people, their teachers, and their families become more familiar with specific companies, employers have an opportunity to correct any misconceptions about their companies and industries.

ECONOMIC DEVELOPMENT THAT BOOSTS BUSINESS PROSPECTS

Many employers see working with young people as a way not only to give back to their communities, but also to strengthen and encourage economic growth in those communities. In the long run, the creation of a skilled workforce can contribute to economic development that benefits everyone in the region by reducing unemployment, increasing consumer spending, and attracting new businesses to the area. This type of robust economic growth benefits existing businesses in a region.

THREE TYPES OF APPRENTICESHIPS

1. **Time-based:** The apprentice's progress is measured by the number of hours spent on the job and in the classroom.
2. **Competency-based:** The apprentice's progress is measured by his or her ability to demonstrate the mastery and application of relevant knowledge, skills, and workplace competencies.
3. **Hybrid:** The apprentice's progress is measured through a combination of hours spent in the program and competencies demonstrated in the workplace.



5 ELEMENTS OF REGISTERED APPRENTICESHIPS

1. BUSINESS INVOLVEMENT

Employers are the foundation of every registered apprenticeship program.

2. STRUCTURED ON-THE-JOB TRAINING

A registered apprentice receives on-the-job training from an experienced mentor.

3. RELATED INSTRUCTION

A registered apprenticeship receives technical education at community colleges, technical schools, apprenticeship training schools, on-line, or at the job site.

4. REWARD FOR SKILL GAINS

A registered apprentice receives an increase in wages as they gain higher level skills.

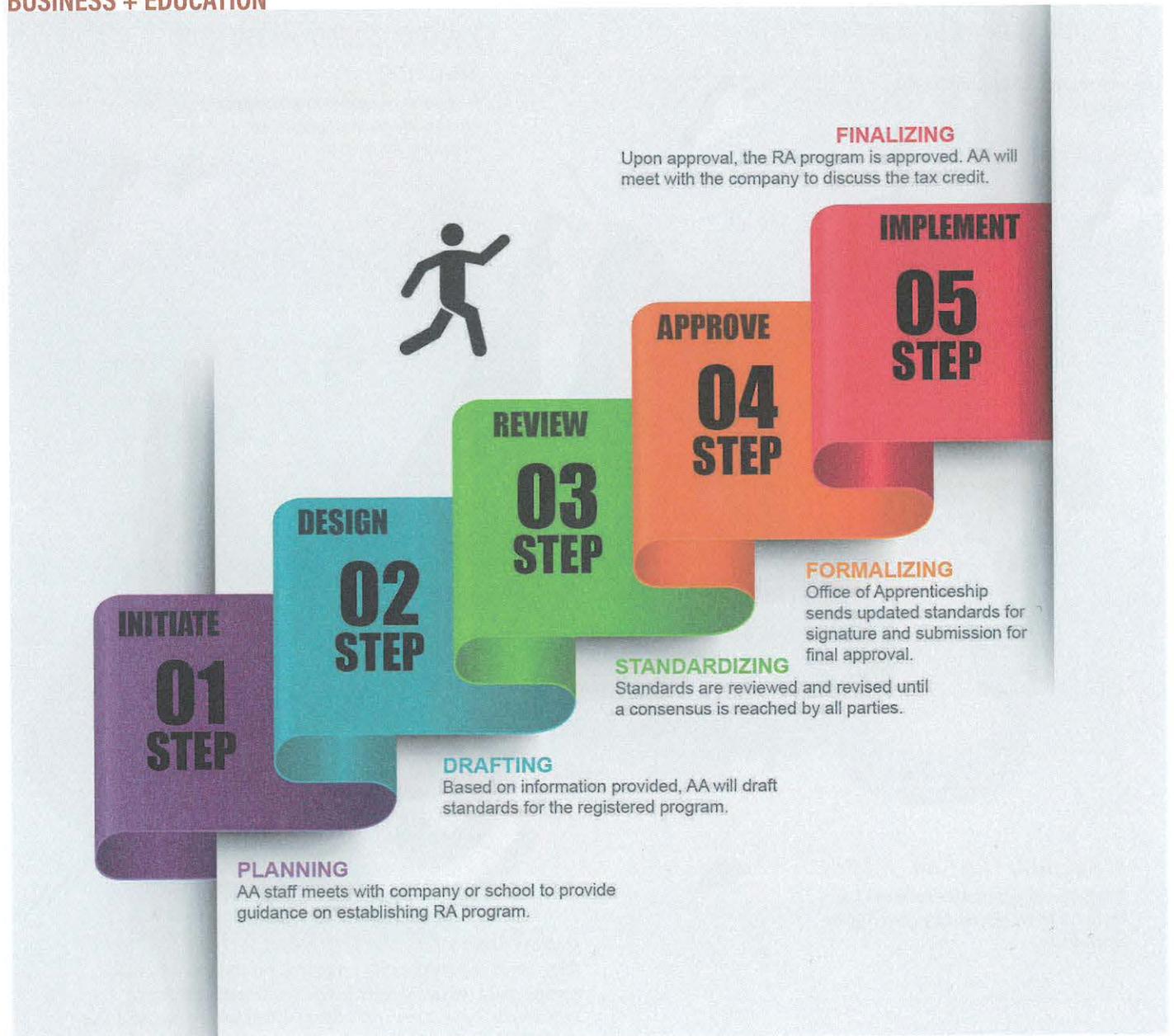
5. NATIONAL OCCUPATIONAL CREDENTIAL

Registered apprenticeship programs result in a nationally-recognized credential, which signals to employers that registered apprentices are fully qualified for the job, and the credential can be used anywhere in the country.



HOW TO START AN APPRENTICESHIP PROGRAM

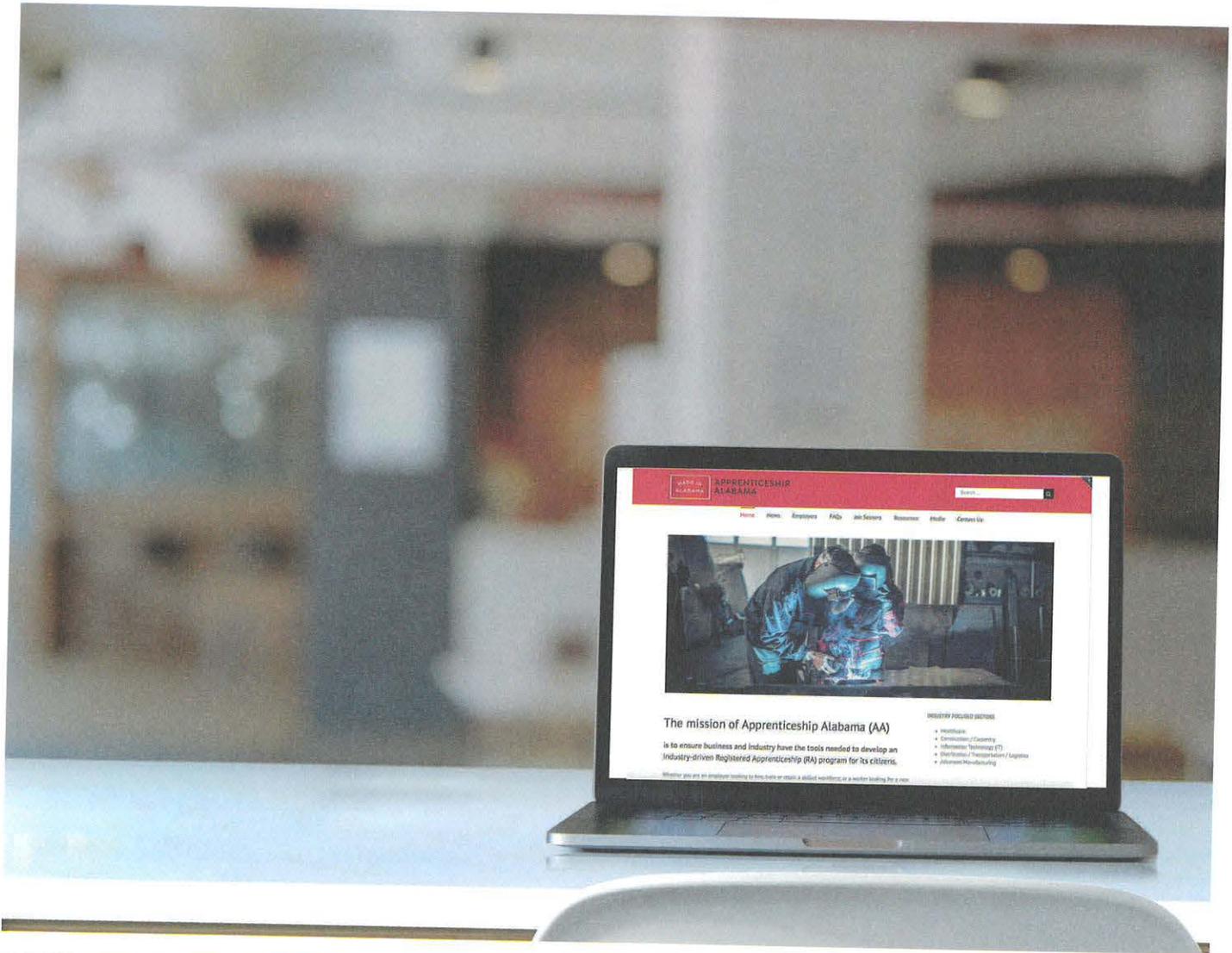
BUSINESS + EDUCATION



TECHNICAL SUPPORT IS AVAILABLE

THE OFFICE OF APPRENTICESHIP ALABAMA HAS REPRESENTATIVES THAT CAN HELP YOU DESIGN YOUR APPRENTICESHIP PROGRAM TODAY

Visit www.ApprenticeshipAlabama.org or call 334-280-4440. AA staff will come to your business or school to customize your needs.



HOW TO CREATE A HIGH SCHOOL PROGRAM

KEY ELEMENTS NECESSARY TO MAKE HIGH SCHOOL APPRENTICESHIP PROGRAMS SUCCESSFUL

STEP 1: BUILD STRONG BUSINESS AND COMMUNITY PARTNERSHIPS.

Regions and communities interested in developing high school apprenticeship programs begin by partnering across economic development, workforce development, and educational agencies. Strong partnerships among high schools and colleges, businesses, students and parents, and other community organizations are vital to successful apprenticeships. Each partner has a key role to play and each supplies resources needed to sustain high-quality programs.

STEP 2: ALIGN PROGRAMS TO INDUSTRY WORKFORCE NEEDS.

Contact area businesses to identify existing workforce shortages, which should include occupations they currently need additional workers and in which occupations they project having skilled workforce shortages in the next two to five years. Successful apprenticeships are business-driven, and the programs must be aligned to the skill needs of businesses to be effective in helping businesses build a pipeline of future workers.



STEP 3: DESIGN QUALITY APPRENTICESHIP PROGRAMS.

Apprenticeships can be created in multiple ways that work for businesses, school systems, and students, but all are based on high-quality, on-the-job learning combined with related classroom instruction. Successful programs also align coursework with both high school and college requirements so that students receive all educational credentials possible and can continue their education.

STEP 4: PROMOTE STUDENT SUCCESS.

Successful programs engage in thorough recruitment and selection processes, provide students with the support they need to complete the apprenticeship, and take the next steps to succeed in college and career.

16 CAREER CLUSTERS

ALABAMA'S YOUTH APPRENTICESHIP PROGRAM FOCUSES ON 16 CAREER CLUSTERS

The Alabama Office of Apprenticeship and education will work closely with industry representatives to develop skills frameworks that regional programs can use in building career cluster-specific curriculum. This ensures that curricula include a level of rigor and standardization that provides students with portable credentials recognized by Alabama employers throughout the industry. **For more information on Alabama's Career Cluster Pathways, please visit: <https://alabamaworks.com/successguides/>**



Agriculture, Food, & Natural Resources



Architecture & Construction



Arts, A/V Technology, & Communications



Business Management & Administration



Education & Training



Finance



Government & Public Administration



Health Science



Hospitality & Tourism



Human Services



Information Technology



Law, Public Safety, Corrections, & Security



Manufacturing



Marketing



Science, Technology, Engineering, & Mathematics



Transportation, Distribution, & Logistics

SUCCESSFUL RECRUITMENT AND SELECTION

HOW CAN WE CREATE A SUCCESSFUL HIGH SCHOOL APPRENTICESHIP PROGRAM?

Once the apprenticeship program is created through business and community partnerships and the alignment of the current workforce needs, recruiting and the selection process are key components to a successful high school apprenticeship program.



WHAT IS THE RECRUITMENT AND SELECTION PROCESS?

1. Create a strong interest for high school students to participate in an apprenticeship program;
2. Select students who will succeed in both the apprenticeship program and as a future employee in the field; and
3. Provide a compatible match of employees and employers.

HOW DO WE RECRUIT NEW APPRENTICES?

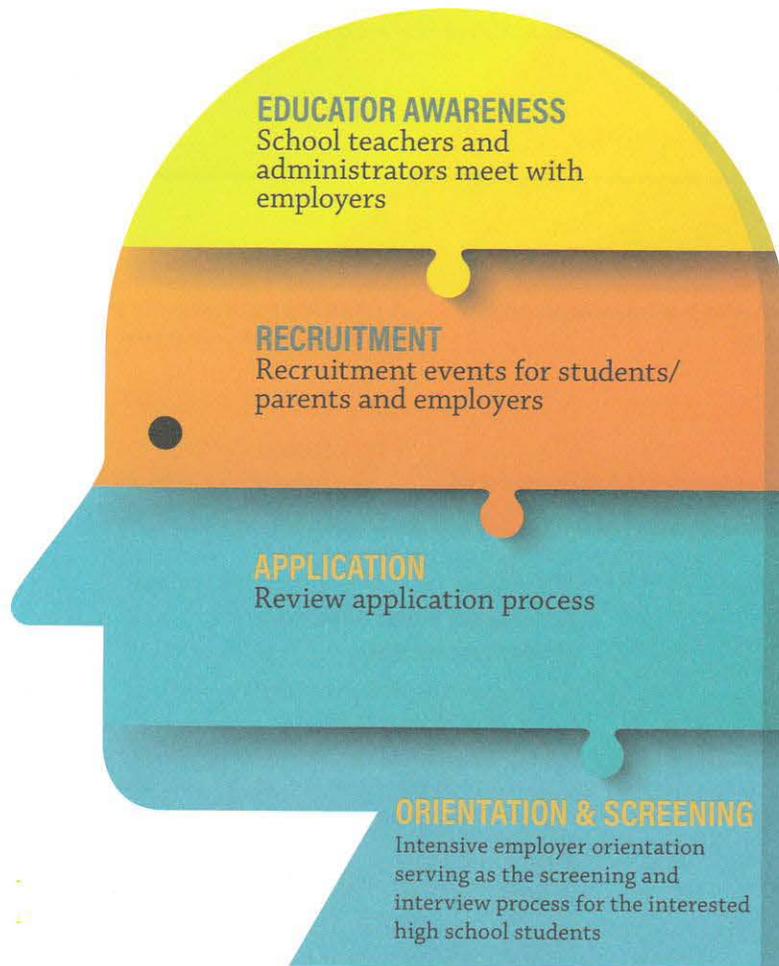
1. Hold career fairs for both students and employers;
2. Hold Informational meetings for parents at schools and widely disseminate and post program information;
3. Include web and paper resources for students, parents, community partners; and
4. Invite high school students who successfully completed an apprenticeship program to share experiences at school forums and career days.

WHAT CAN WE DO TO ASSIST STUDENTS IN THE SELECTION PROCESS?

1. Provide resume workshops, since a formal application package may be required for entry into apprenticeship programs;
2. Introduce students to the employment application process; and
3. Provide mock interview sessions for students.

MULTI-STEP RECRUITMENT PROCESS

EXAMPLE MULTI-STEP RECRUITMENT PROCESS FOR HIGH SCHOOL APPRENTICESHIP PROGRAMS



THERE ARE DIFFERENT TYPES OF APPRENTICESHIPS

APPRENTICESHIPS ARE ESTEEMED OPPORTUNITIES

Apprenticeships afford students a chance to earn money while they learn in a non-traditional classroom setting.

Apprenticeships allow students to gain theoretical and real-world skills even though they are still in high school. Another perk of being an apprentice is that the skills students learn often turn into careers after high school. To achieve the goal of increasing the labor participation rate to the national average and adding 500,000 credentialed workers to Alabama's workforce, businesses, workforce professionals, educators, community stakeholders must work together. Apprenticeship programs are one of the most effective ways to reach our labor force participation and attainment goals and to ensure that Alabamians are on career pathways leading to economic mobility.

COMPETENCY-BASED APPRENTICESHIPS

APPRENTICESHIP

An apprenticeship is a formal, on-the-job training program that typically has five components:

1. Employer involvement;
2. On-the-job training;
3. Related technical instruction;
4. Paid work experience; and
5. Award of a portable, nationally recognized industry credential.

PRE-APPRENTICESHIP

- ✓ A pre-apprenticeship is a program or set of strategies designed to prepare individuals for entry into an apprenticeship program. Instruction may vary in length and scope and may include basic skills training, academic skills remediation, or introduction to the industry.
- ✓ Individuals who complete pre-apprenticeships may be given preferential consideration for entry into an apprenticeship program and apply time served or credits earned toward fulfilling program requirements.

YOUTH APPRENTICESHIP

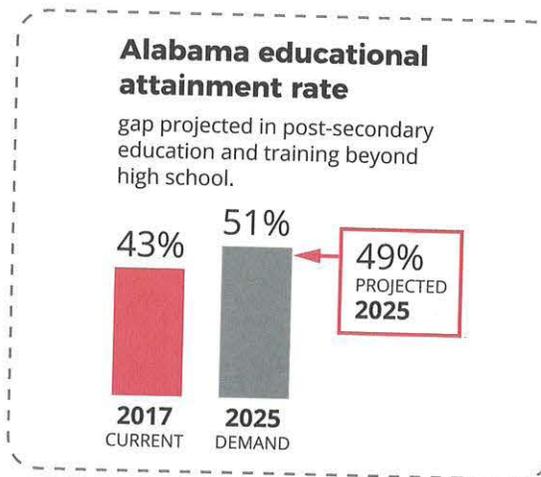
A Youth Apprenticeship is a program that is designed to connect to an adult apprenticeship program.

INDUSTRY-RECOGNIZED APPRENTICESHIP PROGRAMS (IRAP)

- ✓ Industry-Recognized Apprenticeships are high-quality apprenticeship programs that include a paid-work component and an educational or instructional component, wherein an individual obtains workplace-relevant knowledge or skills.

✓ An IRAP is developed or delivered by third parties, may include trade or industry groups, companies, non-profit organizations, educational institutions, unions, and joint labor-management organizations.

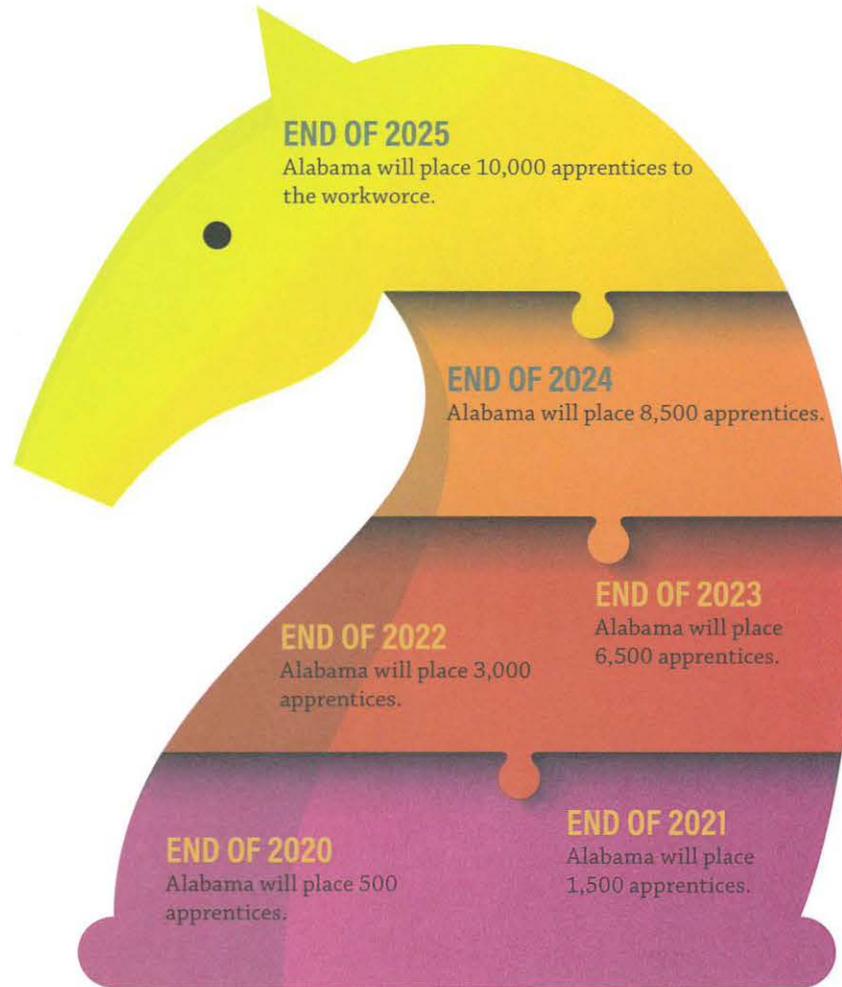
✓ These programs have been certified as a high-quality program by a third-party certifier that has received a favorable determination for the Department of Labor, or through the Office of Apprenticeship Alabama.



THE KEY TO ALABAMA'S FUTURE WORKFORCE

Alabama's education and workforce sectors are collaborating to ensure that 10,000 new apprentices will be placed by 2025. The apprenticeship initiative will assist in meeting Governor Ivey's attainment goal of adding 500,000 credentialed workers to the workforce by 2025, by advancing pre-apprenticeships, youth apprenticeships, registered apprenticeships, and industry-recognized apprenticeship programs.

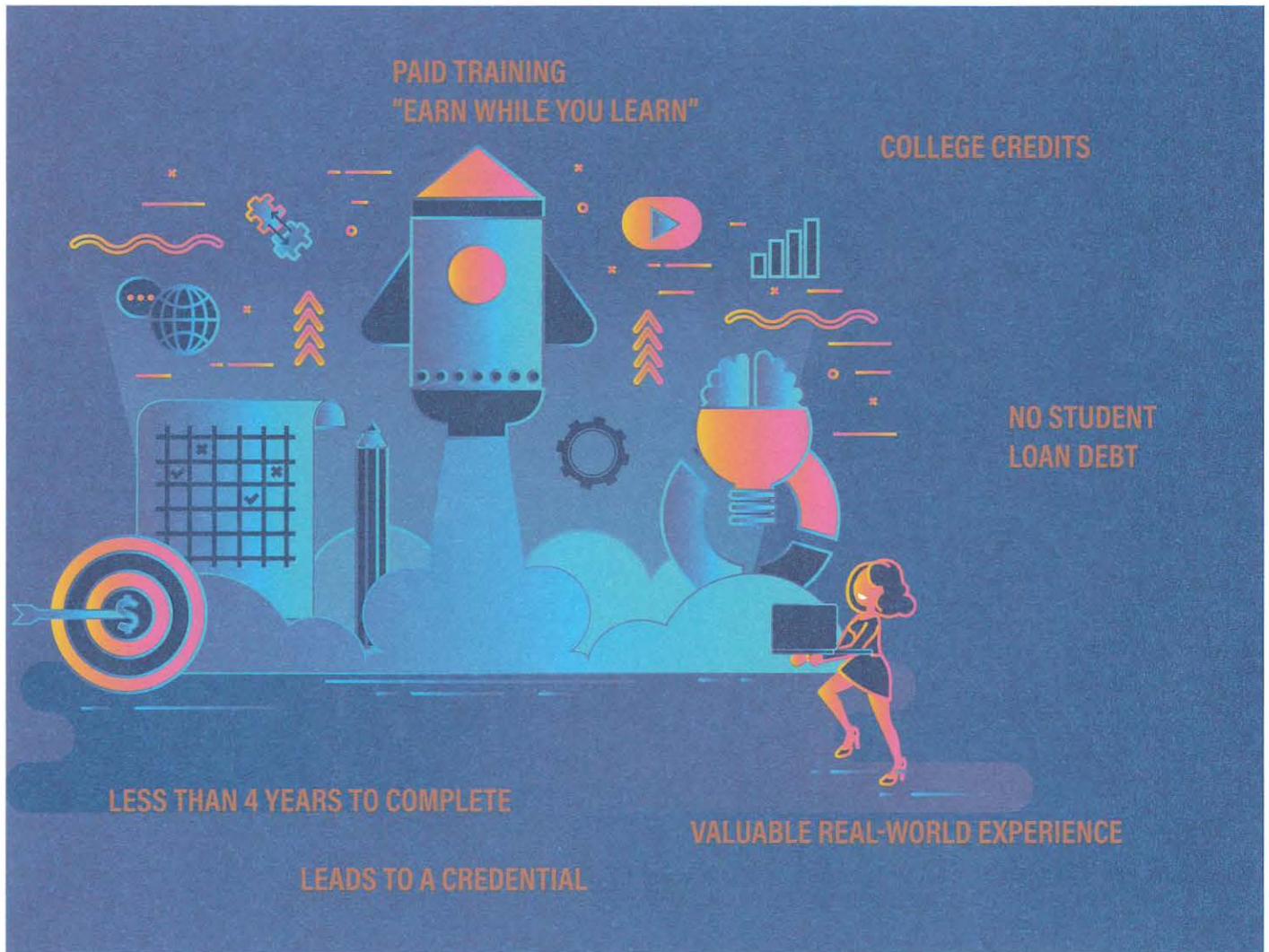
APPRENTICESHIP ATTAINMENT GOAL



PARENTS GUIDE TO APPRENTICESHIPS

As a family member, you can teach your child to develop employability skills that are necessary for today's jobs. These skills include the importance of being on time, having a good attitude, responsibility, and the ability to follow instructions. Once your child acquires employability skills, they can be used throughout your child's life to secure long-term employment.

APPRENTICESHIPS ADVANTAGES



QUESTIONS AND ANSWERS

HOW IS APPRENTICESHIP DIFFERENT FROM A PART-TIME JOB OR OTHER TRAINING?

Apprentices are hired by employers and receive a paycheck from the first day of work while earning educational credit toward a credential that can lead to an associate or four-year degree. Wages increase over time as apprentices advance in their knowledge, skills, and workplace competencies.

An apprenticeship can be completed in one year – depending on the occupation and model – and connect education and work simultaneously. Apprentices take classes while they are working, combining education and hands-on learning. The average apprenticeship is completed in 12 - 18 months, and an advanced apprenticeship on average is 24 months.



HOW MUCH MONEY CAN MY CHILD EARN AS AN APPRENTICE?

Apprentices earn competitive wages, which includes a paycheck from the first day of employment and incremental raises as skill levels increase. **The average wage for a fully-proficient worker who completes an apprenticeship is \$50,000 annually.** Apprentices who complete their program earn approximately \$300,000 more during their career than non-apprenticed workers.

HOW DOES APPRENTICESHIP FIT INTO CAREER PATHWAYS FOR MY CHILD?

Apprenticeships can be a partner in the K-12 educational system and an integral part of career and technical (CTE) programs in high schools. Apprenticeship programs pave the way for career-building and lifelong learning through the attainment of stackable credentials. The foundation of the apprenticeship model is the continual building of skills and the ability for workers to obtain higher levels of employment in an occupation.

HOW DOES MY CHILD BENEFIT FROM AN APPRENTICESHIP?

- ✓ **Employment:** Apprenticeships are good jobs. All apprentices enter employment when they begin an apprenticeship program.
- ✓ **Earnings:** The average starting wage for apprentices is \$15.00 an hour, with wage increases as apprentices advance in skills and knowledge.
- ✓ **Credential Attainment:** All apprenticeship completers earn a national, industry-recognized credential. In many cases they can receive college credits that may lead to an associate or bachelor's degree.
- ✓ **Retention:** Apprenticeship programs have high retention rates; 91% of apprentices retain employment after the program ends.

DEBUNKING YOUTH APPRENTICESHIP MYTHS

MYTH

Apprenticeships are for people who do not do well in school.

TRUTH

Apprenticeships are simply an alternative route into skilled employment. They are a great way to earn while you learn, gain real work experience. The goal of these program is to help youth attain the education and employability skills that are necessary to get a job, keep a job, and advance through a chosen career pathway

MYTH

An apprenticeship won't lead to a full-time job.

TRUTH

More than 91% of apprentices stay in employment after their apprenticeships end



MYTH

Businesses can't employ anyone under 18 in certain occupations due to legal and liability issues.

TRUTH

- ✓ Fair Labor Standards Act (FLSA) list 17 hazardous occupations for youth under 18
- ✓ OSHA generally does not distinguish between youth and adult employees
- ✓ Liability coverage can be provided by employers, schools/districts, and intermediaries

MYTH VS TRUTH

MYTH

Employers see no benefit to them to employ and train high school students.

TRUTH

- ✓ Helps recruit and develop highly skilled workforce
- ✓ Improves productivity and profitability
- ✓ Provides opportunities for tax credits and employee tuition benefits in some states
- ✓ Reduces turnover and increases retention
- ✓ Creates flexible, industry-driven training solutions to meet state, regional, and local workforce needs

MYTH

Apprenticeships are only for occupations such as the construction and building trades.

TRUTH

Traditional apprenticeship occupations include automotive tech, bricklayer, carpenter, electrician, machinist, roofers; however, newer apprenticeship occupations include computer programmer, dental assistant, environmental analyst, insurance claims adjuster, laboratory technician, and many other occupations.



DEBUNKING YOUTH APPRENTICESHIP MYTHS

MYTH

Apprenticeships are only available in manual industries.

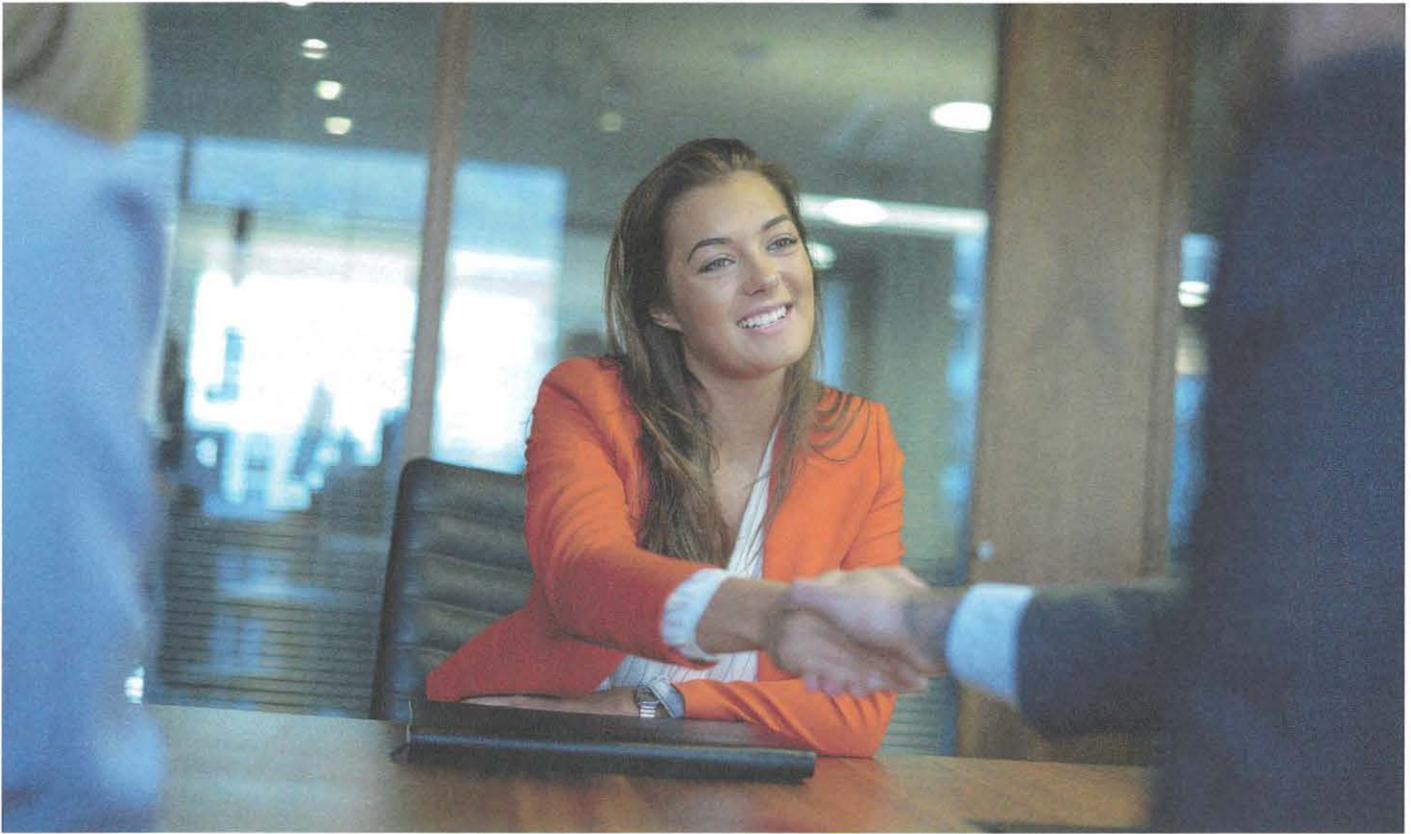
TRUTH

Apprenticeship Alabama's 16 Career Clusters:

- ✓ Agriculture, Food & Natural Resources Career Cluster
- ✓ Architecture & Construction Career Cluster
- ✓ Arts, A/V Technology & Communications Career Cluster
- ✓ Business Management & Administration Career Cluster
- ✓ Education & Training Career Cluster
- ✓ Finance Career Cluster
- ✓ Government & Public Administration Career Cluster
- ✓ Health Science Career Cluster
- ✓ Hospitality & Tourism Career Cluster
- ✓ Human Services Career Cluster
- ✓ Information Technology Career Cluster
- ✓ Law, Public Safety, Corrections & Security Career Cluster
- ✓ Manufacturing Career Cluster
- ✓ Marketing Career Cluster
- ✓ Science, Technology, Engineering & Mathematics Career Cluster
- ✓ Transportation, Distribution & Logistics Career Cluster



MYTH VS TRUTH



MYTH

Apprenticeships do not lead to a good income.

TRUTH

Apprentices earn competitive wages, a paycheck from day one and incremental raises as skill levels increase. **The average wage for a fully proficient worker who completed an apprenticeship translates to approximately \$50,000 annually.**

MYTH

Apprenticeships don't lead to good qualifications.

TRUTH

The basic program components are: business involvement, on the job training, and competitive wages. **Apprentices who complete their program earn approximately \$300,000 more over their career than non-apprenticeship participants.**

ALABAMA'S CAREER PATHWAYS



IF I AM A HIGH SCHOOL STUDENT, HOW DO I LEARN MORE TO BECOME AN APPRENTICE?

Please contact your school counselor or career coach to connect to Apprenticeship resources.

Also visit: www.ApprenticeshipAlabama.org or call 334-280-4440.

WHERE CAN I FIND A LIST OF BUSINESSES IN ALABAMA WITH APPRENTICESHIP PROGRAMS BY COUNTY?

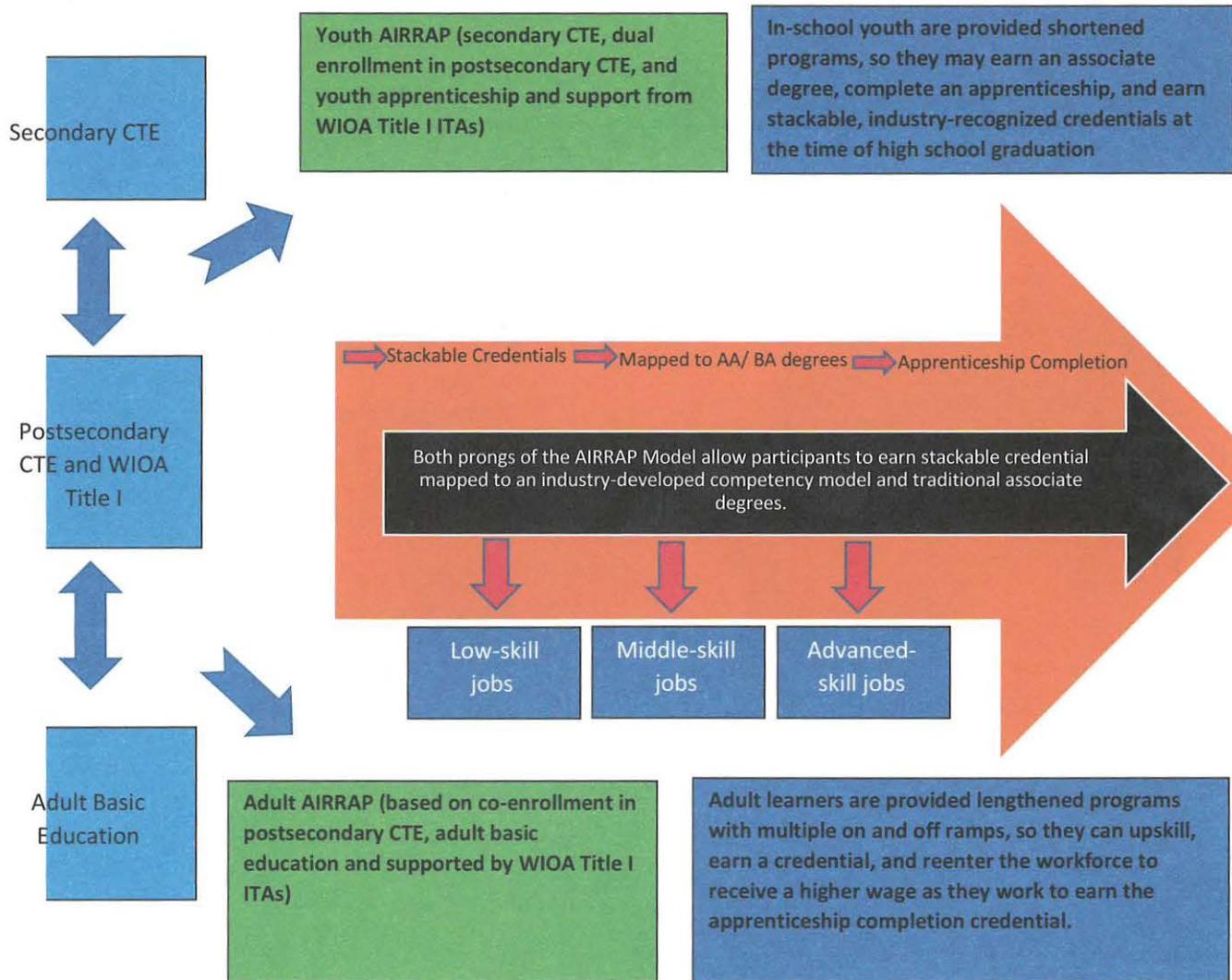
www.careeronestop.org/Toolkit/Training/find-apprenticeships.aspx.

WHERE CAN I FIND APPRENTICESHIP PROGRAMS IF I AM NOT IN SCHOOL?

- ✓ Visit your local Career Center. Find your local Career Center by visiting:
- ✓ www.ApprenticeshipAlabama.org or call 334-280-4440
- ✓ www.jobslink.alabama.gov

ALABAMA'S CAREER PATHWAYS

THE ALABAMA INDUSTRY-RECOGNIZED AND REGISTERED APPRENTICESHIP PROGRAM (AIRRAP)



APPRENTICESHIP RESOURCES

APPRENTICESHIP ALABAMA REGIONAL COORDINATOR:

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REGION 3 & 7

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Apprenticeship Alabama Coordinator
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sguan@aidt.edu

REGION 1

Katanga Mants

Apprenticeship Alabama Coordinator
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kmants@aidt.edu

REGION 5 & 6

Patsy Richards

Apprenticeship Alabama Project Manager
Montgomery, AL
334.546.4984
prichards@aidt.edu

REGIONAL WORKFORCE COUNCILS



APPRENTICESHIP PROGRAMS

APPRENTICESHIPS ARE AVAILABLE NOW!



Go to: www.apprenticeships.gov/apprenticeship-finder to find an apprenticeship in your area. Businesses include:

Mercedes Benz
Roto Rooter
ManTech
Werner Enterprises
Walgreens Pharmacy
FedEx
CarMax
Petco
Dixie Electric

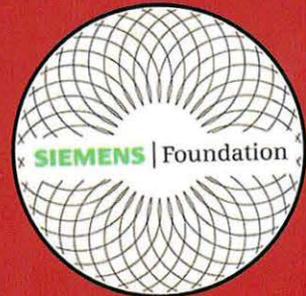
Alabama Power
Chambers Bottling Company
CR England
Werner Enterprises Inc
Michel Electric
Ingersoll Rand
Tradesman International Inc.
Sysco Central Alabama

Brose
Sunbelt Rental
Dover Corporation
ST Engineering
Aerospace
Cummins, Inc.
Shape Corp.
Goodman Networks
OPW

Governor Ivey's Work-Based Learning Initiative

Alabama's Primary Contact Person:
Lori Frazier Bearden, Assistant Director of Federal Workforce Programs
Alabama Department of Commerce
401 Adams Avenue Suite 380 Montgomery, Alabama 36104
Phone: 334-242-5882
Email: Lori.Bearden@commerce.alabama.gov

Alabama Governor's Office Team Leader
Nick Moore, Education Policy Advisor
Office of Governor Kay Ivey
600 Dexter Avenue Montgomery Alabama 36130



**FUNDED BY THE NATIONAL GOVERNORS ASSOCIATION (NGA)
CENTER FOR BEST PRACTICES AND SIEMENS FOUNDATION**



sawdcalabamaworks.com

