

PROCEEDINGS HELD BEFORE THE
BALDWIN COUNTY COMMISSION

(Work Session)

Tuesday, August 13, 2019

The following proceedings were held on this
the 13th day of August, 2019, at the Fairhope
Satellite Courthouse, Conference Room, 1100
Fairhope Avenue, Fairhope, 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

Billie Jo Underwood

Joe Davis, III

James E. (Jeb) Ball

ALSO PRESENT:

Ron Cink, Director, Budget/Purchasing
Department

Wayne Dyess, County Administrator,
Administration Department

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

Vince Jackson, Planning Director, Planning
Department

Deidra Hanak, Director, Personnel Department

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

Matthew Brown, Director, BRATS Department

Huey (Hoss) Mack, Sheriff

Brian Peacock, Director, CIS Department

Anu Gary, Administration/Records Manager,
Administration Department

Celena Boykin, Planner, Planning and Zoning
Department

David Conner, County Attorney

I N D E X (cont.)**ALSO PRESENT (cont.):**

Joey Nunnally, County Engineer, Highway
Department

Zachary Hood, Director, Emergency Management
Agency

Lisa Sangster, Administrative Support
Specialist IV, Highway Department

Ron Ballard, Director, Juvenile Detention
Center

Alainna Elliott, Human Resources Director,
Sheriff's Department

Suzanne Doughty, Senior Accountant, Solid
Waste Department

Russell Dinkins

Valery Wiseman Smith

Sherry Sullivan

Melissa Ballard

Nancy Johnson

Kristen Rawson

Jeremy Portillo

Jennifer Vestal

Charlene Lee

Cliff McCollum, Mobile Press Register

VIA VIDEOCONFERENCE:

Wanda Gautney, Purchasing Director,
Budget/Purchasing Department

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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. Welcome to the August the 13th, 2019, work session of the Baldwin County Commission.

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

COMMISSIONER JAMES E. (JEB) BALL: Bow with me, please.

(Commissioner James E. (Jeb) Ball led in prayer.)

COMMISSIONER JOE DAVIS, III: Proudly help me pledge allegiance to the flag.

(The Pledge of Allegiance was recited.)

Q-5 - REQUEST FOR EXECUTIVE SESSION

COMMISSION CHAIRMAN CHARLES F. (SKIP)

GRUBER: Okay. All right. Brad, did you want to go ahead --

ATTORNEY BRAD HICKS: Thank you, Commissioners. We have a need for a brief executive session this morning that I estimate will take maybe 15, 20 minutes at most.

1 So I would suggest that someone make a motion
2 that we go into executive session to discuss the
3 consideration of governmental body -- the
4 Commission is willing to offer or accept in
5 considering the purchase, sale, exchange, lease,
6 or market value of real property.

7 And after the motion is made, there will be a
8 second and a vote, and then you'll announce that
9 we will reconvene back in chambers afterwards.

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

12 COMMISSIONER JAMES E. (JEB) BALL:
13 Mr. Chairman, I make that motion, that we take
14 our attorney's advice to go into Executive
15 Session, and then after that, reconvene to our
16 regular meeting.

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

19 COMMISSIONER JOE DAVIS, III: Yes, sir.
20 And I'll second.

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)
22 GRUBER: I've got a motion made by Commissioner
23 Ball, second by Commissioner Davis that we go
24 into executive session, as stated by our
25 attorney, for approximately 20 minutes.

26 ATTORNEY BRAD HICKS: Yes, sir.

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)
28 GRUBER: And then we'll come back in. Is there

1 any other discussions?

2 (No response.)

3 COMMISSION CHAIRMAN CHARLES F. (SKIP)

4 GRUBER: Commissioners -- I mean, David Conner,
5 do you have anything for executive session?

6 ATTORNEY DAVID CONNER: I don't believe
7 I do, unless somebody here knows of one.

8 COMMISSION CHAIRMAN CHARLES F. (SKIP)

9 GRUBER: Okay.

10 ATTORNEY DAVID CONNER: I think we're
11 good for now.

12 COMMISSION CHAIRMAN CHARLES F. (SKIP)

13 GRUBER: Okay. Well, then we'll be good then.
14 All right. Hearing no discussion, all those in
15 favor, signify by saying aye.

16 (Commissioners say "aye" in unison.)

17 COMMISSION CHAIRMAN CHARLES F. (SKIP)

18 GRUBER: Opposed?

19 (No response.)

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)

21 GRUBER: Ayes have it. We will go into executive
22 session for about approximately 20 minutes. And
23 thank you very much.

24

25 (The Baldwin County Commission Work Session was recessed
26 into Executive Session at 8:38 a.m.)

27 (The Baldwin County Commission Work Session resumed at
28 9:05 a.m.)

A-1 - CORONER OFFICE - REVIEW PROPOSAL FOR FACILITY**ASSESSMENT**

COMMISSION CHAIRMAN CHARLES F. (SKIP)

GRUBER: All right. We're back in -- we're back in session and -- after executive session. So at this time, we'll address Item A-1, which is the Coroner's Office. Brian.

MR. BRIAN PIERCE: Yes, sir. I think I forwarded all y'all, déjà vu, forwarded everyone the proposal from Crime Lab Designs. I met them last -- a couple of weeks ago out in Las Vegas at the International Association of Coroner Medical Examiners.

We spoke. What they were willing to do or what they can do for us is assess our current facility, see if it's suitable to expand, compare that to a new facility to meet our needs in the future, or repurpose the existing building.

All right. So they can look at those things, give us some idea of what we're going to need twenty (20), thirty (30) years down the road. That's sort of the purpose of having them come do a facility assessment, to see if we're where we need to be.

As things progress in Baldwin County, we get more population growth. The standard national is two hundred fifty thousand (250,000) for medical examiner system. We are approaching that

1 rapidly. Any one weekend, I'm sure we exceed
2 that. Our numbers continue to grow,
3 unfortunately.

4 So staffing -- building is one part, staffing
5 and education is another. And we've been working
6 very diligent to get that education standard up
7 for my -- the people who work for me, Deputy
8 Coroner, as well as our staffing.

9 We're working on becoming accredited. And
10 really, the Commission needs to decide where we
11 need to be from a Coroner's Office standpoint.

12 Alabama is a little behind the times
13 nationwide, okay, as far as education for this
14 office. If you look at the standards, they're
15 very low.

16 If we want to meet national standards, which
17 we're working on this accreditation, we need to
18 bring everything up.

19 So from being just a body pickup service --
20 which everybody seems to think that all we do, is
21 show up and pick up the body -- to, you know --
22 we're not going be CSI Las Vegas, with all this
23 thirty (30) minute DNA. But we need to find out
24 where we want to be on the sliding scale.

25 We depend on the State a lot. I actually
26 have a meeting with the State in a couple weeks.
27 We're going to sit down and discuss that.

28 As we move forward, we need the proposal --

1 an idea of where we need to be in the future and
2 what we need to work toward. So that's the
3 purpose of the facility assessment, so they can
4 see if we have the tools we need to move forward.

5 COMMISSION CHAIRMAN CHARLES F. (SKIP)

6 GRUBER: All right. So this is -- is the cost of
7 it, the cost of that is ten thousand dollars
8 (\$10,000), and they will assess?

9 MR. BRIAN PIERCE: Current --

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)

11 GRUBER: -- the current building --

12 MR. BRIAN PIERCE: -- future, and
13 possible reassessment.

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)

15 GRUBER: -- possibly another building and
16 possibly, you know, even looking at -- Now, in
17 the thing, it says it's good for sixty (60) days.
18 So --

19 MR. BRIAN PIERCE: I called them back
20 and spoke to -- I understand I -- I misstepped
21 when I kind of scheduled --

22 COMMISSION CHAIRMAN CHARLES F. (SKIP)

23 GRUBER: Okay.

24 MR. BRIAN PIERCE: -- the appointment
25 with them. I needed to come to y'all, this group
26 first.

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)

28 GRUBER: Okay. That's fine. So they're going

1 to -- they'll -- they'll --

2 MR. BRIAN PIERCE: So they're good with
3 it. Yeah, they'll honor that.

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)
5 GRUBER: Okay. Okay. All right. Commissioners,
6 any other questions on this?

7 COMMISSIONER JOE DAVIS, III: Doc, is
8 there anybody more local? Where are they
9 located?

10 COMMISSIONER BILLIE JO UNDERWOOD:
11 Michigan.

12 MR. BRIAN PIERCE: This is a national
13 company. They do jails. They do crime labs.
14 I'm not sure if there's anyone more local. There
15 was no else that did the accreditation.

16 COMMISSIONER JOE DAVIS, III: Okay.
17 Just curious.

18 COMMISSIONER BILLIE JO UNDERWOOD: I got
19 a phone call, because someone saw it on our
20 agenda. And they were excited to see that. They
21 said that it's something that we do need to be
22 moving towards.

23 And I think the question I have is -- and if
24 you said this, I apologize. I was taking care of
25 a few things that had to be done.

26 Are we moving towards more of doing a medical
27 examiner, and is that something and accredit --
28 is that like a doctor?

1 MR. BRIAN PIERCE: Yeah, it would be a
2 forensic pathologist.

3 COMMISSIONER BILLIE JO UNDERWOOD: Okay.

4 MR. BRIAN PIERCE: They're the ones who
5 are qualified to do autopsies.

6 COMMISSIONER BILLIE JO UNDERWOOD: Is
7 that something that Baldwin County is looking for
8 in a long-range plan?

9 MR. BRIAN PIERCE: I think we have to.
10 Much like Tuscaloosa --

11 COMMISSIONER BILLIE JO UNDERWOOD: Okay.

12 MR. BRIAN PIERCE: -- much like Mobile
13 County, as our population grows, we're going to
14 meet that base floor of 250,000 --

15 COMMISSIONER BILLIE JO UNDERWOOD: That
16 it would be required? Is that --

17 MR. BRIAN PIERCE: Well, it is
18 recommended highly.

19 COMMISSIONER BILLIE JO UNDERWOOD: It's
20 highly recommended. Okay. All right. Well,
21 okay. I think that that's a move forward in the
22 right direction.

23 MR. BRIAN PIERCE: And the community
24 partners that benefit in this predominantly are
25 law enforcement and your District Attorney, as
26 well as your citizens.

27 COMMISSIONER BILLIE JO UNDERWOOD:
28 Well --

1 MR. BRIAN PIERCE: With staff --
2 Currently, we have no where for families to come
3 view a body, because that's not allowed.

4 COMMISSIONER BILLIE JO UNDERWOOD:
5 And -- and -- no -- this is just -- you talk
6 about, you know, that's just a body transport
7 thing. Well, a lot of people just think that
8 everybody dies of a heart attack.

9 MR. BRIAN PIERCE: That's right.

10 COMMISSIONER BILLIE JO UNDERWOOD: Okay.
11 Ultimately, your heart stops, but we want to make
12 sure --

13 MR. BRIAN PIERCE: Yeah, that's never a
14 cause of death.

15 COMMISSIONER BILLIE JO UNDERWOOD: --
16 that that's the case. Because it's not only
17 crime situations, it's for family history and all
18 that kind of stuff.

19 MR. BRIAN PIERCE: Right.

20 COMMISSIONER BILLIE JO UNDERWOOD: Okay.

21 MR. BRIAN PIERCE: Predominantly,
22 medically/legally speaking, we only do them for
23 cases that the State has an interest in. We
24 don't do them for medical curiosity. All right.

25 And if we were paying for them -- I think
26 that's always been the question. Who pays for
27 these autopsies?

28 I've asked the question across the state, and

1 nobody can tell me, because it's some type of
2 general fund. And we depend on the State to do
3 all this for us.

4 Well, when we depend on the State to do it
5 all for us, we're at their mercy. And that's why
6 it takes our District Attorney or me eight (8)
7 weeks to get an autopsy report back or ninety
8 (90) days, when we can get them adjudicated in
9 ten (10) days if we had someone -- if we were
10 doing it ourselves. Our toxicology is three (3)
11 months, easily.

12 COMMISSIONER JOE DAVIS, III: Doc, if
13 we're going to lessen the load on the State, is
14 there something you need that we can approach the
15 State to counteract that? I mean, we're the
16 fastest growing county. They need to acknowledge
17 that --

18 MR. BRIAN PIERCE: Well, actually, yes.
19 I'm working on that. That's why I'm meeting with
20 Scott Felton. There is an opportunity for us to
21 be more of a revenue generator than a suck on the
22 system.

23 COMMISSIONER JOE DAVIS, III: That's
24 right.

25 MR. BRIAN PIERCE: And I don't know if
26 I've got that ready to present to y'all today,
27 but it's a work --

28 COMMISSIONER JOE DAVIS III: As long as

1 you're working on it.

2 MR. BRIAN PIERCE: -- in progress. I'll
3 be happy to share it with you.

4 COMMISSIONER JOE DAVIS, III: That's
5 good.

6 COMMISSIONER JAMES E. (JEB) BALL: I'm
7 good. Do you want to get the Sheriff out here?

8 COMMISSION CHAIRMAN CHARLES F. (SKIP)
9 GRUBER: Sheriff, do you have anything that you
10 would add to this?

11 SHERIFF HUEY (HOSS) MACK: No, sir. I
12 can speak. But Dr. Pierce, obviously, is a great
13 partnership between law enforcement.

14 A lot of times while we're waiting on a cause
15 or manner of the death in a criminal
16 investigation, we actually get put on hold. We
17 may be dealing with a situation that is it a
18 suicide, or is it a homicide? Is it a drug
19 overdose, or is it a natural death?

20 So a lot of times, our criminal investigation
21 is impeded while we're waiting on the -- Mobile
22 Department of Forensic Science actually covers
23 thirteen (13) counties. It's just not Mobile and
24 Baldwin.

25 And so they're servicing thirteen (13)
26 counties now. We're -- Baldwin County is the
27 second largest contributor, only behind Mobile,
28 not only to the death investigation, but also to

1 all of their crime lab.

2 And that's why several years ago, when,
3 actually, forensic science discontinued about
4 half of this crime lab operations, and we started
5 our own, the Sheriff's Office.

6 We do all of our own blood spatter. We do
7 all of our own fingerprint. We do all of our own
8 crime scene reconstruction. We're out doing all
9 that in the Sheriff's Office now, because we
10 found we could be much more efficient and timely
11 about doing it than relying on the State to do
12 that.

13 So I think you're seeing a trend. Once
14 again, it's one of those things that is
15 comparable to our -- just our growth in Baldwin
16 County.

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

19 COMMISSIONER BILLIE JO UNDERWOOD: So
20 does this come out general fund?

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

23 MR. RON CINK: Yes.

24 COMMISSIONER BILLIE JO UNDERWOOD: And
25 it would be -- okay.

26 MR. RON CINK: I've got a budget
27 amendment following.

28 COMMISSIONER BILLIE JO UNDERWOOD:

1 Budget amendment, okay. So is this something we
2 can put on Consent?

3 COMMISSION CHAIRMAN CHARLES F. (SKIP)

4 GRUBER: Yeah.

5 COMMISSIONER BILLIE JO UNDERWOOD: Okay.
6 I consent.

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)

8 GRUBER: All right.

9 COMMISSIONER JAMES E. (JEB) BALL: I
10 consent.

11 COMMISSIONER JOE DAVIS, III: This is a
12 one-time expenditure at this point --

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)

14 GRUBER: At this point.

15 COMMISSIONER JOE DAVIS III: -- if we go
16 any further, we can address it later on.

17 MR. BRIAN PIERCE: That's correct. And
18 once that comes back, we can bring it back and
19 let y'all --

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)

21 GRUBER: Okay.

22 COMMISSIONER JOE DAVIS, III: I consent
23 as well.

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)

25 GRUBER: All right. Okay. Thank you.

26

27 **B-1 - COMPETITIVE BID #WG19-48 - PURCHASE OF ONE (1) NEW**
28 **POLICE INTERCEPTOR UTILITY K8A VEHICLE FOR THE BALDWIN**

COUNTY SHERIFF'S DEPARTMENT

MR. WAYNE DYESS: Mr. Chairman, next, we have Budget and Purchasing. I believe we have Wanda on the camera.

MS. WANDA GAUTNEY: Good morning. First up I have is Competitive Bid WG19-48, purchase of one (1) new police interceptor utility vehicle.

This is to award the bid to the lowest bidder, Moyer Ford Sales, Inc., in the amount thirty-two thousand, six hundred fifty dollars (\$32,650).

COMMISSIONER BILLIE JO UNDERWOOD:
Consent.

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

COMMISSIONER JOE DAVIS, III: Consent.

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

**B-2 - COMPETITIVE BID #WG19-52 - PROVISION OF ONSITE
DOCUMENT SCANNING/DIGITAL IMAGE AND INDEXING CONVERSION
SERVICES FOR THE BALDWIN COUNTY JUDGE OF PROBATE**

MS. WANDA GAUTNEY: Next item is Competitive Bid WG19-52, provisions of onsite document scanning/digital image and indexing conversion services for the Baldwin County Judge of Probate.

That is just to place on the agenda for

1 approval to scan the old marriage books and
2 marriage records, along with the deed books.

3 COMMISSION CHAIRMAN CHARLES F. (SKIP)

4 GRUBER: Consent.

5 COMMISSIONER JOE DAVIS, III: Consent.

6 COMMISSIONER BILLIE JO UNDERWOOD:
7 Consent.

8 COMMISSION CHAIRMAN CHARLES F. (SKIP)

9 GRUBER: All right. Next.

10
11 **B-3 - COPY MACHINE RENTAL FOR THE BALDWIN COUNTY SHERIFF**
12 **OFFICES LOCATED IN FOLEY, FAIRHOPE, AND ROBERTSDALE,**
13 **ALABAMA**

14 MS. WANDA GAUTNEY: Next item is copy
15 machine rental for the Baldwin County Sheriff
16 Offices located in Foley, Fairhope, and
17 Robertsdale.

18 This is approve the contract with Sharp
19 Electronics Corporation for the rental of three
20 (3) machines off of the Alabama State contract
21 for thirty-six (36) months. And the prices are
22 listed on the agenda.

23 COMMISSION CHAIRMAN CHARLES F. (SKIP)

24 GRUBER: Consent.

25 COMMISSIONER JAMES E. (JEB) BALL:
26 Consent.

27 COMMISSIONER JOE DAVIS, III: Consent.

28 COMMISSION CHAIRMAN CHARLES F. (SKIP)

1 GRUBER: Next.

2
3 **B-4 - PRE-QUALIFICATION OF CONTRACTORS FOR THE INTERIOR**
4 **BUILD-OUT OF THE SECOND FLOOR OF THE BALDWIN COUNTY**
5 **SATELLITE COURTHOUSE LOCATED IN FAIRHOPE, ALABAMA**

6 MS. WANDA GAUTNEY: Next item is
7 pre-qualification of contractors for the interior
8 build-out of the second floor of the Baldwin
9 County Satellite Courthouse Located in Fairhope.

10 We have two recommendations: Approve the
11 following seven (7) pre-qualification
12 applications, which is Witherington Construction;
13 Stuart Construction; FITZgerald Construction;
14 Rolin Construction; BayShore Construction; E-J
15 Builders, Inc.; and Thrash Commercial
16 Contractors.

17 Two, reject the applications of Thomas
18 Industrials, doing business as Thomas
19 Construction and Highland Wake Construction, LLC
20 as non-qualified.

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)

22 GRUBER: Okay. Consent?

23 COMMISSIONER JOE DAVIS, III: Yes, sir.
24 Mr. Chairman, if I could.

25 If you'll recall, we went through this
26 process. We had five submittals, and only one
27 qualified. Wanda and her team dug in again, and
28 we got nine responses, seven of whom qualified.

1 So we feel like it will be very competitive,
2 and that we will not only get good work, but
3 we've got people standing in the wings to pick up
4 the ball if something happens.

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

7 COMMISSIONER JOE DAVIS, III: Thank you,
8 Wanda, for moving this forward.

9 MS. WANDA GAUTNEY: You're welcome.

10 COMMISSIONER JOE DAVIS III: And we'll
11 all be able one day to meet in a meeting where we
12 don't have our backs to you in this building.
13 Thank you.

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

16
17 **B-5 - PURCHASE AND INSTALLATION OF TWO (2) NEW**
18 **COMPRESSORS ON THE HVAC CHILLER AT THE BALDWIN COUNTY**
19 **CORRECTIONS CENTER LOCATED IN BAY MINETTE, ALABAMA**

20 MS. WANDA GAUTNEY: Next item is the
21 purchase and installation of two (2) new
22 compressors on the HVAC chiller at the Baldwin
23 County Corrections Center.

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)
25 GRUBER: All right.

26 COMMISSIONER JOE DAVIS, III: Consent.

27 COMMISSIONER BILLIE JO UNDERWOOD:
28 Consent.

1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: Consent. Next.

3

4 **B-6 - RENTAL OF ONE (1) COPY MACHINE FOR THE BUILDING**
5 **INSPECTION DEPARTMENT LOCATED IN BAY MINETTE, ALABAMA**

6 MS. WANDA GAUTNEY: Next one is rental
7 of one (1) copy machine for the Building
8 Inspection Department located in Bay Minette.

9 This will be located in Mike Howell's new
10 office over there in the Annex I building. And
11 it's the contract for Sharp Electronics off the
12 State of Alabama contract in the amount of two
13 hundred seventeen (\$217) per month.

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)

15 GRUBER: Okay. Consent.

16 COMMISSIONER JOE DAVIS, III: Consent.

17 COMMISSION CHAIRMAN CHARLES F. (SKIP)

18 GRUBER: Next.

19 MR. RON CINK: Next item --

20 MS. WANDA GAUTNEY: And that's all I
21 have.

22

23 **B-7 - APPROPRIATION OF FUNDS TO THE GULF UNITED METRO**
24 **BUSINESS ORGANIZATION (GUMBO)**

25 MR. RON CINK: Next item, Mr. Chairman,
26 is request for appropriation of funds to the Gulf
27 United Metro Business Organization, the GUMBO
28 group.

1 In your packet is a request from GUMBO for
2 ten thousand dollars (\$10,000) for their Tourism
3 Economic Develop Summit to be held October 16th
4 through 18th.

5 COMMISSION CHAIRMAN CHARLES F. (SKIP)

6 GRUBER: Okay. Consent?

7 COMMISSIONER JOE DAVIS, III: I consent.

8 MR. RON CINK: There'll be a couple --
9 just to let you know, Commissioners, this has to
10 run through the paper as part of 750 --
11 Amendments 750 and 772. So it will come to a
12 subsequent meeting.

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)

14 GRUBER: Okay.

15 MR. WAYNE DYESS: And, Ron, this had to
16 be pre-cleared by the Commission; is that right?
17 Did I read that?

18 MR. RON CINK: (Indicates negatively.)

19 MR. WAYNE DYESS: No? Okay.

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)

21 GRUBER: So it'll be sometime in September before
22 this will actually --

23 MR. RON CINK: Right, right.

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)

25 GRUBER: It won't be on our next one.

26 MR. RON CINK: The advertisement's got
27 to run before you --

28 COMMISSION CHAIRMAN CHARLES F. (SKIP)

1 GRUBER: Okay.

2 MR. RON CINK: -- can --

3 COMMISSION CHAIRMAN CHARLES F. (SKIP)

4 GRUBER: So we're giving consent to go ahead do
5 that. Okay.

6 COMMISSIONER BILLIE JO UNDERWOOD: Is
7 this something we do every year, that we've done
8 every year?

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)

10 GRUBER: This is --

11 MR. RON CINK: Not -- well, this
12 appropriation is new, but anytime you appropriate
13 money to economic development, you have to
14 advertise 750 and 772.

15 On the budget appropriations that you'll make
16 this year or this coming up year, we'll run those
17 ads before you adopt the budget.

18 COMMISSIONER BILLIE JO UNDERWOOD: Okay.

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)

20 GRUBER: Okay. All right. Consent?

21 COMMISSIONER JOE DAVIS, III: Consent.

22 COMMISSION CHAIRMAN CHARLES F. (SKIP)

23 GRUBER: All right. Next.

24 MR. RON CINK: We'll move forward on
25 that.

26

27 **B-8 - FINANCIAL MANAGEMENT POLICY**

28 MR. RON CINK: Next, Mr. Chairman,

1 Commissioners, Commissioner Underwood and
2 Commissioner Davis have been working with staff
3 on the development of a Financial -- an
4 all-encompassing Financial Management Policy.
5 It's attached for your review.

6 We've -- we've had several meetings on this
7 policy. And it's been reviewed by our financial
8 advisors as well, or financial analysis
9 consultants.

10 And any comments, changes to it? I think
11 we've -- we've pretty well worked through any of
12 the issues that -- that arose. And this -- this
13 covers us from top to bottom on our Financial
14 Management Policy.

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)
16 GRUBER: Okay. Commissioners, any questions on
17 this?

18 COMMISSIONER JOE DAVIS, III: (Indicates
19 negatively.)

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)
21 GRUBER: I appreciate y'all really taking the
22 time to look over this and get this going.

23 COMMISSIONER BILLIE JO UNDERWOOD: And
24 just a note, our policy wasn't bad. We just kind
25 of --

26 COMMISSION CHAIRMAN CHARLES F. (SKIP)
27 GRUBER: Tweaked it.

28 COMMISSIONER BILLIE JO UNDERWOOD: --

1 tweaked a little bit and rearranged it a little
2 bit so it's all in the right areas. So we don't
3 have to go looking in different areas.

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)

5 GRUBER: Modernized it. Modernized it.

6 COMMISSIONER BILLIE JO UNDERWOOD: Yeah,
7 that's good.

8 COMMISSIONER JOE DAVIS, III: Well, and
9 if I could.

10 Everybody in this room that's responsible for
11 operating under a policy in your particular area,
12 I encourage you to -- And you probably already
13 do -- but, periodically, we need to look at it,
14 make sure it's current, and also what's next, and
15 what could be coming down the pike. So that's
16 part of what we're doing here. And I encourage
17 all of you to do that.

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)

19 GRUBER: Okay.

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

22 COMMISSION CHAIRMAN CHARLES F. (SKIP)

23 GRUBER: So this will be on the agenda.

24 MR. RON CINK: Yes, sir.

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)

26 GRUBER: Okay.

27 MR. RON CINK: To adopt -- to adopt this
28 policy.

1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: Policy. Okay.

3

4 **B-9 - FISCAL YEAR 2018-2019 BUDGET AMENDMENT -**
5 **COMMUNICATIONS AND INFORMATION SYSTEMS (CIS), JUVENILE**
6 **DETENTION CENTER (JDC), CORONER, AND BOARD OF REGISTRARS**
7 **(BOR)**

8 MR. RON CINK: Next item, Mr. Chairman,
9 Commissioners, is Item B-9, which is a budget
10 amendment. And this is what we -- we had been
11 doing per policy anyway, but we do a budget
12 amendment when we have to cross fences.

13 And those fences are compliance of
14 operations, compensation, and capital. So if we
15 move money on either side of the fence, we have
16 to have Commission approval.

17 And that's what this does on these items with
18 CIS, JDC, Board of Registrars, and with the
19 Coroner. And that's a new -- that's a completely
20 new movement of money. But these -- these
21 resolutions are -- is your authorization to move
22 and cross those fences.

23 COMMISSIONER BILLIE JO UNDERWOOD:
24 Consent.

25 COMMISSIONER JAMES E. (JEB) BALL:
26 Consent.

27 COMMISSIONER JOE DAVIS, III: Consent.

28 COMMISSION CHAIRMAN CHARLES F. (SKIP)

1 GRUBER: All right. Consent then. All right.

2 MR. WAYNE DYESS: Mr. Chairman, next, we
3 have the Highway Department.

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)

5 GRUBER: All right.

6 MR. JOEY NUNNALLY: Good morning. First
7 of all, I'm going to apologize. I've got a few
8 items on here. I think I've got like 16 or 18
9 items.

10 COMMISSIONER BILLIE JO UNDERWOOD: We
11 saw.

12 MR. JOEY NUNNALLY: I got two of them is
13 at the end. But I won't -- I won't -- I will be
14 brief, as brief as I can. There's nothing really
15 controversial. Matthew does have like five or
16 six of those in BRATS.

17 So I'm going to run through them.

18

19 **C-1 - BALDWIN COUNTY TRAILBLAZERS - COUNTYWIDE**

20 **BICYCLE-PEDESTRIAN PLAN**

21 MR. JOEY NUNNALLY: So the first one
22 I've got is going to be the Baldwin County
23 Trailblazers.

24 Ms. Nancy Johnson is here. She is -- here
25 she is, over here. We've met with her. She's
26 very interested in maybe trying to develop a
27 connectivity between the different municipalities
28 that have the sidewalks.

1 And, Ms. Johnson, I'm going to just kind of
2 turn over it to you and let you kind of tell them
3 what your ideas are and how the County is going
4 to be involved in -- in your ideas and your
5 plans.

6 MS. NANCY JOHNSON: Thank you so much.
7 I appreciate your time here. I'm Nancy Johnson.
8 I am a board member of the Baldwin County
9 Trailblazers. And I've had the pleasure of
10 working with your County Engineer and -- along
11 with Valerie Wiseman Smith. We've been talking
12 about this plan together.

13 Again, thanks for the opportunity to meet
14 with you face-to-face. I'm going to quickly
15 introduce the people here who care so much about
16 this.

17 Valery Wiseman Smith, she's is a former
18 president of the organization. And she
19 represents the legacy of Teko Wiseman. Do y'all
20 remember her? She almost single-handedly built
21 the 23-mile Eastern Shore Trail.

22 We have Jennifer Vestal over here, president
23 of Trailblazers. Jeremy Portillo you met at
24 another time. He is an architect at Watershed
25 and a board member. And Charlene Lee, who is the
26 director, executive director, of the Walking
27 School Bus, which is expanding by -- by double
28 this year. It's going to go to intermediate

1 school as well as the elementary school. It's a
2 program of the -- of Baldwin County Trailblazers.

3 We are respectfully requesting of you that
4 you consider a -- that the County lead an effort
5 among its municipalities by bringing all its
6 municipalities together to develop a countywide
7 bicycle/pedestrian plan.

8 And the plan would be twofold to identify
9 opportunities to network the -- the trails that
10 exist now, or I should say the routes -- Some are
11 trails, some are sidewalks, et cetera -- and to
12 identify the high-use corridors in the county
13 where bike and pedestrian paths would be
14 appropriate.

15 Before I tell you just a little more about
16 it, I'm going to have Valery tell what you what
17 we're not asking for.

18 MS. VALERY WISEMAN SMITH: What we're
19 not asking for is money. We just want a plan.
20 We realize that funding is probably not available
21 now for trails all over the county that my mother
22 would like to see -- would have liked to see.

23 We just would like the opportunity to get all
24 these municipalities together with a few key
25 cyclists to sit down at a table as big as this
26 one with a big ole county map and to figure out
27 the main corridors between all these
28 municipalities where cyclists routinely cycle now

1 already and often get killed because there's not
2 enough margin between the car and the cyclist. I
3 think somebody was kill last week, again.

4 So we're not trying to building anything,
5 yet. We hope one day we can. As highways are
6 resurfaced, there is the opportunity for paths,
7 to widen that edge of the highway so there's a
8 little bit more room for the cyclists.

9 And so the Highway Department is interested
10 to know which roads are most important to all of
11 these municipalities and to the cyclists
12 themselves.

13 And so we just want you all to sanction and
14 give us your leadership in helping us get these
15 people together, who -- who know these roads and
16 know who cycles where, and figure out what are
17 the priority roads.

18 25 years ago when the Trailblazers was
19 founded, there were almost no sidewalks or trails
20 in the county at all. And Teko Wiseman, my
21 mother, started the group and started the effort
22 to build the Eastern Shore Trail, which, of
23 course, is still here.

24 And the Trailblazer monitor it and help the
25 Highway Department maintain it by letting them
26 know what needs maintaining. And they jump right
27 to it and fix everything we need immediately.

28 But it is -- it's just a single trail that

1 serves the Eastern Shore. And since then, all of
2 these municipalities over the county are writing
3 their own grants and building their own trails
4 and putting long-range plans in their budgets to
5 increase their own recreational bike/ped
6 infrastructure.

7 So we think it's time now to get all those
8 people together and figure out where one day we
9 might like to expand those trails and connect the
10 cities.

11 Because, right now, there are people using
12 our roads as bike paths, and they're not really
13 ready for that yet, the roads aren't.

14 And we hope in the future that, with your
15 help and the Highway Department, we can make the
16 roads a little more amenable to cyclists and
17 connect these communities.

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)
19 GRUBER: I'd just like to -- you know, we were
20 working with a group with the -- we call them
21 Trails to Rail -- Rails to Trails. And I think
22 maybe that the Trailblazers need to connect with
23 that group. And that would, you know, help a
24 lot.

25 COMMISSIONER BILLIE JO UNDERWOOD: That
26 would bring the two different sides of the county
27 together.

28 COMMISSION CHAIRMAN CHARLES F. (SKIP)

1 GRUBER: Yeah.

2 COMMISSIONER BILLIE JO UNDERWOOD: So,
3 really, where I'm hearing that we need this gap
4 is not on this side and this side. We need to
5 bring the two sides together.

6 MS. VALERY WISEMAN SMITH: That is what
7 we're talking about.

8 COMMISSIONER BILLIE JO UNDERWOOD: And
9 we're -- we're embarking upon a strategic plan
10 and even a comprehensive plan. And I think that
11 those need to be components.

12 And I think that, Wayne, you correct me if
13 I'm wrong, but you guys need to be at the table
14 at public hearings --

15 MR. WAYNE DYESS: Absolutely.

16 COMMISSIONER BILLIE JO UNDERWOOD: --
17 giving us input whenever we start embarking on
18 the comp plan, essentially, and that -- because
19 that's just a guide for future growth and what we
20 want to do.

21 And like you said, I think that we all need
22 to be -- you know, have a collaborative effort
23 to connect the two. Because it's scares me when
24 I'm driving along 32 and I see a cyclist, even
25 though I try to watch out --

26 MS. VALERY WISEMAN SMITH: Right.

27 COMMISSIONER BILLIE JO UNDERWOOD: --
28 you know. It's just amazing people are going to

1 get out there. And we need to try to have some
2 designated areas where that we can give them a
3 little bit of extra space without it, you know,
4 taking a fortune or whatever to do that. But
5 just have to go out there and embark and add that
6 extra would be very expensive.

7 So I think that once we start that avenue --
8 And I know that the Rails to Trails Natural Park
9 Service is doing an free -- kind of an overall
10 for that. And I think --

11 MS. VALERY WISEMAN SMITH: For the
12 entire county?

13 COMMISSIONER BILLIE JO UNDERWOOD: No.

14 MS. VALERY WISEMAN SMITH: Was just for
15 Fairhope. Yeah.

16 COMMISSIONER BILLIE JO UNDERWOOD: This
17 was for the --

18 MR. WAYNE DYESS: The National Park
19 Services, they've been working with Fairhope --

20 COMMISSIONER BILLIE JO UNDERWOOD: With
21 Fairhope --

22 MR. WAYNE DYESS: -- Foley, Spanish
23 Fort, and a few other, I believe.

24 COMMISSIONER BILLIE JO UNDERWOOD: And
25 they've been working with them, too. So what we
26 need to do is we need to --

27 MS. VALERY WISEMAN SMITH: But within
28 those municipalities?

1 COMMISSIONER BILLIE JO UNDERWOOD:

2 They're actually -- this thing that they're
3 working on is going to be county/municipality.
4 And I think that's what we all agreed on in that
5 thing, was that the County was going to sort of
6 take the lead, because we've got the most --

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)

8 GRUBER: The gap.

9 COMMISSIONER BILLIE JO UNDERWOOD: --
10 gap.

11 COMMISSION CHAIRMAN CHARLES F. (SKIP)

12 GRUBER: Yeah, we're the --

13 COMMISSIONER BILLIE JO UNDERWOOD:

14 Foley, Summerdale, Robertsdale has -- Foley,
15 Summerdale, and Robertsdale already have most of
16 that old L&N Railroad bed. They have already got
17 it mostly in sidewalks or walking trails already.

18 But the County's got the biggest gap in
19 between. And there's a huge gap between Loxley
20 and Robertsdale and an even bigger gap between
21 Loxley and Bay Minette.

22 But -- but Foley is -- the National Park
23 Service wants them to connect all the way down to
24 Orange Beach through Graham -- what all that is,
25 Graham Creek.

26 COMMISSION CHAIRMAN CHARLES F. (SKIP)

27 GRUBER: Graham Creek to Bay Minette.

28 COMMISSIONER BILLIE JO UNDERWOOD: All

1 that area. But they even mentioned connecting --
2 you know, that the National Park Service -- so I
3 think what we just have is the right hand don't
4 know what the left hand is doing right now. And
5 we need to get together.

6 MS. NANCY JOHNSON: And that's exactly
7 what we're hoping that the County will take
8 leadership in doing. We can't network until we
9 know which corridors are mutually acceptable to
10 all the municipalities.

11 And this is something we can't do, but the
12 planners and the engineers are -- that's what
13 they do for the -- their Counties and Cities all
14 the time.

15 So that's what we're proposing, is that the
16 County get them all together and actually come up
17 with --

18 COMMISSIONER BILLIE JO UNDERWOOD: Well,
19 yeah. And this is a project that's going -- you
20 know, it's going to go beyond our elected
21 officials' probably lifetime and stuff.

22 So we really need to make sure that -- that,
23 you know, whoever is involved in these trail
24 programs have -- I think there needs to be like a
25 separate-type board or something that's not just
26 you guys and them. It needs to be something
27 together.

28 MS. VALERY WISEMAN SMITH: Which is why

1 we want you to spearhead it, to get all -- we
2 want the County to get --

3 COMMISSIONER BILLIE JO UNDERWOOD: Okay.

4 COMMISSIONER JAMES E. (JEB) BALL: Hey,
5 Billie Jo, this would be good for just a
6 presentation, I assume.

7 COMMISSIONER BILLIE JO UNDERWOOD: Okay.
8 Well, then I think --

9 MS. VALERY WISEMAN SMITH: Give us the
10 permission -- to give the Highway Department
11 permission to call the group together and to make
12 a plan for all --

13 COMMISSIONER BILLIE JO UNDERWOOD: I'm
14 fine with that. Then we do that first, and then
15 once y'all kind of get it together, then we can
16 do a presentation so that we can garner some
17 interest, how about?

18 MR. JOEY NUNNALLY: Yeah, I think that's
19 good.

20 COMMISSIONER BILLIE JO UNDERWOOD: All
21 right. Well, then I'm good to give the --

22 MR. JOEY NUNNALLY: I mean, when Nancy
23 and I met, I mean, there's -- there's things that
24 individuals are doing out there that I didn't
25 know about, like the local lady here in the bike
26 shop in Fairhope has got GPS -- is tracking all
27 her bicyclers -- or her avid bicyclers on GPS.

28 So she's going to know where the routes are,

1 where the majority of the -- the traffic --
2 bicycle traffic is. And then I thought, man,
3 that would be good, valuable data for us in order
4 to find out --

5 COMMISSIONER BILLIE JO UNDERWOOD: Well,
6 are you guys willing to take that on?

7 MR. JOEY NUNNALLY: Yeah, yeah.

8 COMMISSIONER BILLIE JO UNDERWOOD: Okay.

9 MR. JOEY NUNNALLY: We -- and, again,
10 there's going to be more of a planning thing --

11 COMMISSIONER BILLIE JO UNDERWOOD: It
12 needs to coordinate between --

13 MR. JOEY NUNNALLY: -- and Wayne and I
14 would be coordinating that.

15 COMMISSIONER BILLIE JO UNDERWOOD: I'm
16 okay with that. Do we need to --

17 COMMISSION CHAIRMAN CHARLES F. (SKIP)
18 GRUBER: You know, just start that dialogue maybe
19 together and try and get something, you know.
20 And if y'all are ready and y'all come back --

21 COMMISSIONER BILLIE JO UNDERWOOD: So
22 how does this need to be as -- is this a -- what
23 kind of official action do we need to do to make
24 that --

25 MR. JOEY NUNNALLY: I don't think any
26 official action. It was more of a discussion
27 item.

28 COMMISSIONER BILLIE JO UNDERWOOD: Okay.

1 MR. JOEY NUNNALLY: And then we will --
2 we will coordinate, me and Wayne --

3 COMMISSIONER BILLIE JO UNDERWOOD: And
4 then y'all could come back at a later time and
5 give us more of a --

6 COMMISSIONER JAMES E. (JEB) BALL: A big
7 presentation.

8 COMMISSIONER BILLIE JO UNDERWOOD: --
9 big presentation.

10 MR. JOEY NUNNALLY: We'll probably do a
11 presentation in the future.

12 MS. VALERY WISEMAN SMITH: Okay.

13 COMMISSIONER BILLIE JO UNDERWOOD: Okay.
14 I got it.

15 MR. WAYNE DYESS: Mr. Chairman, if I
16 could add, in the past month, Joe and I have been
17 meeting with the city engineers and planners
18 around the county on a unified stormwater plan.
19 And I think we have a meeting next week. And
20 we'll bring this up with the city engineers and
21 planners --

22 MR. JOEY NUNNALLY: Get -- get --

23 MR. WAYNE DYESS: -- and talk about it
24 as well.

25 COMMISSIONER BILLIE JO UNDERWOOD: And
26 also that plan meeting that Miriam spearheaded
27 down in Foley, which is -- a lot people are
28 invited to that. So you guys should --

1 MR. WAYNE DYESS: Talk about it there
2 as well?

3 COMMISSIONER BILLIE JO UNDERWOOD: Talk
4 about it there as well. I'm good.

5 COMMISSION CHAIRMAN CHARLES F. (SKIP)
6 GRUBER: All right.

7 COMMISSIONER BILLIE JO UNDERWOOD: Y'all
8 can move --

9 MS. NANCY JOHNSON: One quick thing that
10 I brought for y'all. I took the liberty of
11 making sure that the other Municipalities would
12 buy into this. And they -- two to a person.
13 They unequivocally said, we're in, we want to buy
14 in. And so I took one more step and I said, how
15 much do you want buy in, enough to write a letter
16 of commitment to the County?

17 And they have come up with letters to the
18 County to say that they want in. I copied them
19 all for y'all. They're saying such things as
20 this would be an invaluable tool, and we need to
21 do that, we're doing that now, it's our priority
22 to have connectivity.

23 They say, we will commit our resources to the
24 County if they do this. They say they will share
25 their -- their plans with the County.

26 So, at least, I've started that conversation
27 and --

28 COMMISSIONER JOE DAVIS, III: Good.

1 MS. NANCY JOHNSON: -- I've got enough
2 handouts for all the Commissioners and for --

3 COMMISSIONER BILLIE JO UNDERWOOD: Well,
4 that's good. Thank you for doing that.

5 MS. NANCY JOHNSON: -- our illustrious
6 Highway --

7 COMMISSIONER BILLIE JO UNDERWOOD: It's
8 good to have something in writing.

9 *****

10 ATTACHMENT 1 - LETTERS PROVIDED BY THE BALDWIN COUNTY
11 TRAILBLAZERS

12 *****

13 MS. NANCY JOHNSON: I hope it's a good
14 start. And I thank you so much for your time.

15 COMMISSIONER BILLIE JO UNDERWOOD: All
16 right.

17 MR. JOEY NUNNALLY: Just turned red.

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)
19 GRUBER: All right. Thank you very much. Next.
20 Next.

21
22 C-2 - 2019-2020 AGREEMENT FOR TRANSPORTATION SERVICES
23 BETWEEN BALDWIN COUNTY COMMISSION AND ALTAPOINTE HEALTH
24 SYSTEMS, INC.

25
26 C-3 - 2019-2020 AGREEMENT FOR TRANSPORTATION SERVICES
27 BETWEEN BALDWIN COUNTY COMMISSION AND ARC BALDWIN
28 COUNTY, INC.

C-4 - 2019-2020 AGREEMENT FOR TRANSPORTATION SERVICES
BETWEEN BALDWIN COUNTY COMMISSION AND BALDWIN COUNTY
COMMISSION COUNCIL ON AGING

C-5 - 2019-2020 AGREEMENT FOR TRANSPORTATION SERVICES
BETWEEN BALDWIN COUNTY COMMISSION AND COASTAL ALABAMA
COMMUNITY COLLEGE

MR. JOEY NUNNALLY: I'm sorry. C-2 --
thank you, Ms. Nancy.

C-2 is going to be -- this is going to be
BRATS. Matthew, I'm going to turn it over to
you. I think the next few items are going to be
BRATS.

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

MR. MATTHEW BROWN: Thank you,
Mr. Chairman and Commission. Items C-2 -- I'll
kind of lump these together, C-3, C-4, and C-5
are standard agreements that we enter every year.

One kind of -- one is C-3, which is a new
agreement with ARC. Of course, they've been --
always had an agreement in the past, but this
would be just as-needed services for ARC.

In this case, they would provide us the
driver and gasoline, and they would rent one of
our buses.

This money gets to use -- it uses match, so
it's a very beneficial agreement to the County if

1 it does go forward, and -- and then we can
2 continue to assist them with their needs.

3 And it's also assistance if we have the
4 resources available. So we're not obligated if
5 we don't have resources available, because we've
6 downsized our fleet or might not have enough
7 working buses that day.

8 So if there are any questions on C-2 through
9 C-5? But that's what those are.

10
11 **C-6 - BALDWIN REGIONAL AREA TRANSIT SYSTEM (BRATS) -**
12 **FIRST AMENDMENT TO PROFESSIONAL SERVICES CONTRACT WITH**
13 **MCNUTT & COMPANY, LLC, FOR MANAGEMENT OF BRATS**
14 **ADVERTISING PROGRAM**

15 MR. MATTHEW BROWN: C-6 is kind of a
16 little bit unique. We have an advertising broker
17 that handles our advertising with us, but we have
18 no computer advertising space.

19 And we've reached out to him. We've reached
20 out to ALDOT about amending that agreement to
21 allow BRATS to control the interior advertising
22 space.

23 And the reason we want to do this is to
24 possibly open up some kind of creative funding
25 opportunities or bundling with educational
26 institutions that we provide what we call
27 trip-per-services to. That might help reduce
28 their cost and, actually, slightly increase

1 revenue to the County.

2 This year we got a little bit more pushback.
3 They've all signed on, but a little bit more
4 pushback on the cost of providing those
5 trip-per-services for some of the schools in the
6 morning.

7 And this is something we can workout with
8 Wayne and Joey moving forward to see if there is
9 a program where we can kind of meet both ways.

10 We get a lot of -- we've got a lot of trips
11 that way, but it is getting very expensive for
12 the schools because of the way that money flows
13 through our system.

14 So that's that C-6.

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)

16 GRUBER: Okay.

17 COMMISSIONER BILLIE JO UNDERWOOD: That
18 sounds good.

19 COMMISSIONER JAMES E. (JEB) BALL: But
20 we're going to have to take these one at a time;
21 right?

22 COMMISSION CHAIRMAN CHARLES F. (SKIP)

23 GRUBER: Yeah. All right. C-2, y'all -- is that
24 all right?

25 COMMISSIONER JAMES E. (JEB) BALL:
26 Consent.

27 COMMISSIONER JOE DAVIS, III: Consent.

28 COMMISSIONER JOE DAVIS III: Consent.

1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: Okay. What about C-3?

3 COMMISSIONER JAMES E. (JEB) BALL:

4 Consent.

5 COMMISSIONER BILLIE JO UNDERWOOD:

6 Consent.

7 COMMISSIONER CHARLES "SKIP" GRUBER:

8 Consent. C-4?

9 COMMISSIONER JAMES E. (JEB) BALL:

10 Consent.

11 COMMISSIONER BILLIE JO UNDERWOOD:

12 Consent.

13 COMMISSIONER JOE DAVIS, III: Consent.

14 COMMISSIONER CHARLES "SKIP" GRUBER:

15 C-5?

16 COMMISSIONER JAMES E. (JEB) BALL:

17 Consent.

18 COMMISSIONER BILLIE JO UNDERWOOD:

19 Consent.

20 COMMISSIONER JOE DAVIS, III: Consent.

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)

22 GRUBER: And C-6?

23 COMMISSIONER BILLIE JO UNDERWOOD:

24 Consent. And good. Those two changes that are
25 different sound great. It starts establishing a
26 relationship with ARC again and also your
27 creative efforts to help alleviate the
28 educational one. All right. Thank you.

1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: Thank you.

3 MR. JOEY NUNNALLY: Thank you, Matthew.

4 COMMISSIONER JOE DAVIS, III: Thank you,
5 Matt.

6

7 **C-7 - AMERICANS WITH DISABILITIES ACT "ADA" SIDEWALK**
8 **CURB RAMP COMPLIANCE PHASE 2 PROJECT - PERMISSION TO**
9 **ADVERTISE**

10 MR. JOEY NUNNALLY: And Item C-7 is
11 going to be the Americans with Disabilities Act
12 sidewalk curb ramp compliance, Phase 2.

13 And this -- we're basically just asking for
14 permission to advertise. The staff
15 recommendation is twofold.

16 One would be to authorize the Purchase
17 Manager to advertise a competitive bid for the
18 Americans with Disabilities Act sidewalk curb and
19 ramp compliance, Phase 2 project; and then the
20 second would be for the Chairman to execute any
21 documents -- any project-related documents.

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

24 COMMISSIONER JOE DAVIS, III: Consent.

25 COMMISSIONER BILLIE JO UNDERWOOD:
26 Consent.

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)

28 GRUBER: That's consent. Okay. All right.

1 Next.

2
3 **C-8 - BRIDGE REPLACEMENT ON COUNTY ROAD 9 OVER BARNER**

4 **BRANCH - BID AWARD AND WARRANT PAYABLE**

5 MR. JOEY NUNNALLY: Item C-8 is going to
6 be the bridge replacement on County Road 9 over
7 Barner Branch.

8 This is going to be the bid award and warrant
9 payable. The action would be twofold, again.

10 One is to authorize the Chairman to send a letter
11 to the ALDOT in concurrence of awarding the
12 contract for the bridge replacement on County
13 Road 9 over Barner Branch to Newell & Bush,
14 Incorporated; and to authorize the
15 Clerk/Treasurer to process an interim check
16 issued to ALDOT for County funds due in the
17 amount -- now, when we did it, we didn't have the
18 amount, so the amount of that matching fund is
19 two hundred fifty-nine thousand, eighty-four
20 dollars and nine cents (\$259,084.09).

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

23 MR. JOEY NUNNALLY: So ALDOT sends this
24 to us very last minute, and they want a quick
25 turnaround. So we've got to get this check cut,
26 and then we wanted to physically hand-deliver
27 it -- have to hand-deliver it up to Montgomery.

28 COMMISSION CHAIRMAN CHARLES F. (SKIP)

1 GRUBER: After next Tuesday?

2 MR. JOEY NUNNALLY: Yeah. So --

3 COMMISSION CHAIRMAN CHARLES F. (SKIP)

4 GRUBER: Okay.

5 COMMISSIONER BILLIE JO UNDERWOOD: All
6 right.

7 COMMISSIONER JAMES E. (JEB) BALL:

8 Consent.

9 MR. JOEY NUNNALLY: Donna is aware of
10 that, so we will be working closely with her.

11 COMMISSIONER BILLIE JO UNDERWOOD:

12 Consent.

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)

14 GRUBER: Okay. Consent.

15 COMMISSIONER JOE DAVIS III: Good.

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)

17 GRUBER: All right. Next.

18

19 **C-9 - INTERGOVERNMENTAL SERVICE AGREEMENT BETWEEN**
20 **BALDWIN COUNTY AND THE BAY MINETTE MUNICIPAL AIRPORT**
21 **AUTHORITY FOR PARKING LOT RESURFACING**

22 MR. JOEY NUNNALLY: Item C-9 is the
23 Intergovernmental Service Agreement between
24 Baldwin County and the Bay Minette Municipal
25 Airport Authority for the parking lot
26 resurfacing. I'm going to ask to pull this one
27 temporarily.

28 COMMISSION CHAIRMAN CHARLES F. (SKIP)

1 GRUBER: Okay.

2 MR. JOEY NUNNALLY: Last minute change
3 on some design. And we've been communicating
4 with Mr. Conner about whether or not we need to
5 go through the Airport Authority or go through
6 the City of Bay Minette.

7 He thought it was supposed to go through the
8 City of Bay Minette on this -- on this request.
9 The request initially came to us from the
10 Airport -- Airport Authority, who is actually --

11 ATTORNEY DAVID CONNER: I think what it
12 was, it was created by the City, but the board
13 members are appointed by the City Council. So
14 they are a separate legal entity.

15 In the past, it's my understanding that y'all
16 have done some re-striping -- or previous
17 Commissions have done re-striping work for the
18 City, but it had been done through the City, as I
19 understand it.

20 MR. JOEY NUNNALLY: Yes.

21 ATTORNEY DAVID CONNER: And the only
22 real question I have, other than that, was who is
23 going to be paying for the materials?

24 MR. JOEY NUNNALLY: The City.

25 ATTORNEY DAVID CONNER: Okay. And
26 that's another reason to go through the City,
27 because we cannot supply the materials under our
28 bid --

1 MR. JOEY NUNNALLY: That's correct.

2 ATTORNEY DAVID CONNER: -- it has to be
3 under theirs. So if they're going to apply --
4 they at least need to be a part of it. It might
5 be a tri-party, but as long as the City is in
6 there, I feel better.

7 MR. JOEY NUNNALLY: Right. So we've --
8 we've got a letter from the City. They're
9 onboard with sponsoring the project. We got that
10 very late yesterday afternoon.

11 The agreement that goes along with all of
12 that has not been done yet, and I don't have that
13 to present to you or David. So that's why I'm
14 having to pulling it, so we can get the agreement
15 done. And then we'll move forward.

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

18 COMMISSIONER BILLIE JO UNDERWOOD: All
19 right.

20 MR. JOEY NUNNALLY: It will be coming
21 back --

22 COMMISSIONER BILLIE JO UNDERWOOD: All
23 right.

24 MR. JOEY NUNNALLY: -- in front of you.

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)

26 GRUBER: All right. Next.

27

28 **C-10 - MEGA-SITE SIGNAGE**

1 MR. JOEY NUNNALLY: So the next item is
2 C-10, is going to be the Mega-site signage.
3 Basically, it's another item just for discussion.
4 This is in -- Mr. Lee Lawson is here. I do have
5 a couple slides that Lisa will pull up.

6 Lee, you want to take it?

7 MR. LEE LAWSON: Yeah, thanks, Joey.
8 Morning, Commissioners. It's been two weeks
9 since the Alliance zoned the Mega-site. Weeds
10 have grown up a little bit, gonna need some
11 help -- I'm just kidding.

12 COMMISSIONER JOE DAVIS, III: You ain't
13 got a pothole --

14 MR. LEE LAWSON: Ready to give it
15 back -- I'm ready to give it back to you already.
16 But we -- we've been working on the signage here
17 at the site for several months now.

18 You know, it started as a simple sign
19 project. And now it's gotten into a very
20 detailed construction project.

21 And Joey and Jason Padgett, North Baldwin
22 Utilities, have been great partners and helped
23 through this, with Watkins -- WAS Design has been
24 helping us through this. And I think it's kind
25 of like it's been growing, growing, growing ever
26 since.

27 But we -- we recently got our final
28 construction plans set for the sign. And we sent

1 them to ALDOT to get basically guidance on where
2 we can place it, you know, where we wanted to
3 place it, and where we ended up getting --

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)

5 GRUBER: Permission.

6 MR. LEE LAWSON: -- constructive advice
7 from ALDOT on where we should place it are two
8 different places. But you can see here -- just
9 to give you some reference -- And I don't have a
10 pointer -- but this is our -- our entry point on
11 287.

12 And -- and most of our -- most of our project
13 design, when talking about entry road into the
14 Mega-site, truly this -- this is the path here.

15 So we'll -- by all accounts, we'll be coming
16 into the site and the main entry road, the
17 Industrial Parkway into the site will be coming
18 in at that point.

19 So what we -- what -- what we submitted to
20 ALDOT was three different locations. We kind of
21 said, you know, here, here, of course, in the
22 right-of-way, and then here are three options
23 where we can put the sign.

24 And you'll see in a minute the scope of the
25 sign and the size of it, the reason why we had to
26 kind of get some advice on -- on where we can put
27 it.

28 But we -- ALDOT came back to us, said, this

1 really is the place. We're -- this is behind the
2 fence line. The fence line is right in this
3 direction here, so right here, facing -- facing
4 north.

5 You'll still -- the way it will be angled,
6 you'll still be able to see it from a northbound
7 direction once you get up on the site. But,
8 really, our main purpose in this is to face the
9 sign north for southbound traffic, where the
10 majority of our traffic is on that roadway.

11 So we can go to the next slide. And that --
12 and this is -- this is a schematic of the actual
13 sign and how it will be constructed.

14 You can see this is your average-height
15 individual. So you can see the size and the
16 structure of the sign. And we had to go back for
17 some structural analysis with WAS Design. But
18 you can see the architecture of the sign there.

19 The -- this will be where the reading of the
20 sign is. You see the South Alabama Site -- South
21 Alabama Mega-site logo with the County Commission
22 seal there will be on the signage.

23 Joey, correct me, because I'm not reading the
24 specs right now. But this is about -- from a
25 height standpoint, it's about sixteen (16) feet
26 high.

27 MR. JOEY NUNNALLY: I think it's
28 eight-by-sixteen (8x16).

1 MR. LEE LAWSON: Eight-by-sixteen
2 (8x16), excuse me. Eight-by-sixteen (8x16) is
3 the sign of the size there. You've got about --
4 about a twenty (20) foot span there of the entire
5 length of the sign. So it's a substantial
6 sign --

7 COMMISSIONER BILLIE JO UNDERWOOD: Says
8 twenty-five (25) feet.

9 MR. LEE LAWSON: -- if you want to call
10 it that. Is it twenty-five (25) --

11 COMMISSIONER BILLIE JO UNDERWOOD: Yeah.

12 MR. LEE LAWSON: -- top to bottom?
13 Yeah.

14 COMMISSIONER BILLIE JO UNDERWOOD: No,
15 no. From side to side, but from top to bottom,
16 thirteen (13), the top of the sign to the ground.
17 So you are probably right that you're adding
18 another --

19 MR. LEE LAWSON: And we're doing it,
20 too -- we're also raising it up a little bit to
21 get over the -- the fencing that we have there.
22 So we -- we are raising just a hair to get over
23 the fencing.

24 We went back for some -- a revised structural
25 analysis with WAS and the structural team just to
26 make sure we were -- we had all the size of
27 the -- both the post and footings done correctly.

28 So is this my only -- my last slide? Yeah.

1 So -- so --

2 MR. JOEY NUNNALLY: I'm sorry, we've got
3 one more, just details.

4 MR. LEE LAWSON: Just details of
5 construction drawing. So we're set, ready to go
6 for construction. We're partnered with -- North
7 Baldwin Utilities is also partnering with Joey
8 and his team and us to get the sign built.

9 We've got it flagged, staked, ready to roll.
10 So we've got a contractor ready to go. Just
11 wanted to come before you today to say, here's --
12 here's our plan, here's what it will look like.

13 And -- before we press the green button and
14 go with it, we want to make sure that you --
15 you're okay with what it looks like and how
16 we're -- how we're moving forward, from a
17 location standpoint, and answer any questions you
18 might have.

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)
20 GRUBER: This is not in a zoned area; right?
21 It's not in a zone --

22 MR. LEE LAWSON: Zoned? No -- no --
23 yes, sir, un-zoned.

24 COMMISSIONER BILLIE JO UNDERWOOD: Well,
25 it sounds like to me ALDOT told you the only
26 place they're going to let you put it. So as
27 soon as you can get it up, I'll be happy.

28 COMMISSION CHAIRMAN CHARLES F. (SKIP)

1 GRUBER: Well, I could -- get us, you know --
2 this is about the size of a billboard basically?

3 MR. LEE LAWSON: Yeah, yeah.

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)

5 GRUBER: And y'all just want to make sure that
6 we're --

7 MR. LEE LAWSON: Yeah. I mean, it --
8 it's -- it'll -- it's a small -- smaller
9 billboard. It's not -- I mean, it won't be
10 billboard size from a -- the -- you know, the
11 skins of your -- your billboards are --

12 MR. JOEY NUNNALLY: It's more -- I
13 would -- I would compare it more to the big
14 interstate signs that you see on the interstate,
15 you know those big green-and-white signs?

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)

17 GRUBER: Yeah.

18 MR. JOEY NUNNALLY: It's probably more
19 along that line.

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)

21 GRUBER: Well, I just want to make sure that we
22 follow -- you know, following -- yeah, because,
23 you know, we get -- we get in trouble with
24 billboard, you know, people.

25 ATTORNEY DAVID CONNER: Well, I just --
26 let's just talk about it now, make sure we're
27 clear.

28 MR. VINCE JACKSON: I'll just answer it

1 rather than --

2 ATTORNEY DAVID CONNER: Yeah, I had sent
3 a text to Vince: Is this okay?

4 MR. VINCE JACKSON: The area is
5 un-zoned. The billboard requirements would only
6 kick in if the display area exceeded two hundred
7 (200) square feet. So I think we're good.

8 ATTORNEY DAVID CONNER: But is it in --
9 is it in Bay Minette's ETJ?

10 MR. VINCE JACKSON: It's in Bay
11 Minette's ETJ.

12 ATTORNEY DAVID CONNER: All right. So
13 under the statute --

14 MR. VINCE JACKSON: We would need to --
15 I think this area is subject to the
16 Beautification Act.

17 ATTORNEY DAVID CONNER: All right. I
18 would just suggest that since you own the
19 property now, it's not a government-owned
20 property, that you submit an application, let
21 them to review it real quick to make sure we're
22 clear. Because what we can't do is have a
23 situation where we're approving a sign here
24 that's illegal.

25 COMMISSIONER BILLIE JO UNDERWOOD: Good
26 point.

27 ATTORNEY DAVID CONNER: We've got to eat
28 from the same trough we make everybody else eat

1 from as it relates to a private a entity, which
2 the property is owned by them. So if you could
3 submit that to Vince and them. I think you may
4 be okay --

5 MR. VINCE JACKSON: Okay.

6 ATTORNEY DAVID CONNER: -- because like
7 Vince said, if it's the State Beautification
8 Highway, it's excluded from the regulations under
9 the local act. If it is not, then Bay Minette
10 signage regulations would apply, and we've got to
11 make sure we comply with that.

12 COMMISSION CHAIRMAN CHARLES F. (SKIP)
13 GRUBER: I hate to throw that curve, but
14 that's -- that's -- you know what I mean? We
15 want to make sure we do it right.

16 COMMISSIONER BILLIE JO UNDERWOOD: Do
17 you know Bay Minette? Does Bay Minette
18 exclude --

19 MR. LEE LAWSON: We want -- we want to
20 do it right as well.

21 COMMISSIONER BILLIE JO UNDERWOOD: --
22 billboard companies?

23 COMMISSIONER JAMES E. (JEB) BALL: I
24 don't think so.

25 MR. LEE LAWSON: So we'll -- we'll --
26 when we go through that process -- like we said,
27 North -- North Baldwin Utilities is -- is aiding
28 us in the construction of the sign.

1 So we'll -- we'll work with them to make sure
2 that we're adhering to any municipal regulations
3 that apply to the signage.

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)

5 GRUBER: Yeah.

6 COMMISSIONER BILLIE JO UNDERWOOD: Okay.
7 Well, now that you know where you can put it, now
8 you can find out if you put it, and then we'll
9 have a sign.

10 MR. LEE LAWSON: We know we can put it
11 there. It's -- it'll be just, you know -- and
12 WAS Design does work in all municipalities for
13 the municipal -- in Bay Minette. So we -- I'll
14 double-check with them to make sure they also
15 designed it to those specs and those standards.

16 COMMISSIONER BILLIE JO UNDERWOOD: Okay.

17 MR. LEE LAWSON: So we wanted to come
18 before you this morning and let you know.

19 And I'll talk with you, Vince, get with you
20 and make sure --

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)

22 GRUBER: Okay. Commissioner Davis?

23 MR. LEE LAWSON: -- we're crossing our
24 t's, dotting our i's.

25 COMMISSIONER JOE DAVIS, III: Yeah.

26 Does this -- does this have illumination? In
27 other words --

28 MR. LEE LAWSON: Yeah, so --

1 COMMISSIONER JOE DAVIS, III: -- at
2 midnight, when the sun's down, it's going to have
3 lighting?

4 MR. LEE LAWSON: -- WAS is -- is
5 designing illumination. When we met out there,
6 we did talk about illumination for up-lighting.

7 You know, we have distribution power out
8 there from Baldwin EMC. And we're checking in to
9 what that would look like from a standpoint of
10 taking power there for illumination.

11 COMMISSIONER JOE DAVIS, III: Good.
12 Thank you. Just wanted that to be noted.

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)
14 GRUBER: Okay. All right. So that'll be on
15 Consent. Okay. Next.

16 COMMISSIONER BILLIE JO UNDERWOOD: Is
17 it --

18 COMMISSIONER JAMES E. (JEB) BALL: Hang
19 on just a second.

20 MR. JOEY NUNNALLY: We want to -- we
21 want to make sure we can -- we're abiding by all
22 the rules before we put it on Consent.

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

25 COMMISSIONER JAMES E. (JEB) BALL: Yeah.
26 So we --

27 MR. JOEY NUNNALLY: So --

28 COMMISSION CHAIRMAN CHARLES F. (SKIP)

1 GRUBER: What --

2 ATTORNEY DAVID CONNER: I think -- I
3 think it's really pretty easy. If -- if they
4 submit it to Vince, Vince can give them a
5 determination of whether or not it's a State
6 Beautification Highway. If it is, then the
7 City's regulations do not apply, and it can be
8 permitted.

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)

10 GRUBER: Okay.

11 ATTORNEY DAVID CONNER: If it not, then
12 you have to make sure you meet the City of Bay
13 Minette's regulations, because it's in their ETJ.

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)

15 GRUBER: Okay. You want to just pull it until
16 the next meeting then?

17 COMMISSIONER BILLIE JO UNDERWOOD: Put
18 it on the Other --

19 MR. VINCE JACKSON: We can -- we can --

20 COMMISSIONER BILLIE JO UNDERWOOD: --
21 put it on Other.

22 COMMISSION CHAIRMAN CHARLES F. (SKIP)

23 GRUBER: Oh, just put it --

24 COMMISSIONER JAMES E. (JEB) BALL: Just
25 put it off on Other Staff.

26 MR. VINCE JACKSON: As soon as I get in
27 the office after this meeting, I'll have the
28 answer.

1 MR. JOEY NUNNALLY: If we run into a
2 problem from that standpoint, we'll just kind of
3 pull it from --

4 COMMISSIONER BILLIE JO UNDERWOOD: Okay.

5 COMMISSIONER JAMES E. (JEB) BALL: Thank
6 you.

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)

8 GRUBER: It'll be on Other Staff?

9 MR. VINCE JACKSON: I think it -- I'm
10 pretty sure it's going to be --

11 COMMISSIONER JOE DAVIS, III: Yeah,
12 Other Staff Recommendation, then we can move it
13 along.

14 COMMISSIONER BILLIE JO UNDERWOOD: Okay.

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)

16 GRUBER: Sorry about that.

17 MR. LEE LAWSON: No worries. Thank you.

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)

19 GRUBER: All right. All right. Next.
20

21 **C-11 - MORGANTOWN BOARDWALK EXTENSION PROJECT**

22 MR. JOEY NUNNALLY: Item C-11 is going
23 to be the Morgantown boardwalk extension project.
24 Staff recommendation on here is threefold.

25 One is to accept the grant award of fifteen
26 thousand, eight hundred seventy-five dollars
27 (\$15,875.00) from the U.S. Fish and Wildlife
28 Service to assist in the funding of a boardwalk

1 extension project at Morgantown Public Park at
2 Fort Morgan.

3 And two would be to transfer the additional
4 funds needed to complete the project from general
5 fund contingency, budget line item 51105.5290, in
6 the amount of fifty grand (\$50,000). And three
7 is to authorize the Chairman to sign any
8 project-related documents that may be required.

9 If you can remember, U.S. Fish and Wildlife
10 approached us about a grant that they had about
11 fifteen thousand dollars (\$15,000) that we could
12 tap into to help build this section of sidewalk
13 you see here in red to -- to extend over the
14 beach mice habitat that's down there.

15 And the fifteen thousand dollars (\$15,000) is
16 free money to us. And this is the grant that's
17 approving that.

18 The problem is when we started looking at the
19 cost, fifteen thousand dollars (\$15,000) is
20 probably not going to do it. But the fifty grand
21 (\$50,000) -- the additional fifty (\$50,000) is
22 going to be more than enough to do the project.
23 We'll get it done, and -- so we're just asking
24 for y'all to transfer the funds.

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)
26 GRUBER: And, basically, what this does, it takes
27 the old one that is buried right now -- It's
28 completely buried under the sand. And, you know,

1 so it's -- it's replacing the whole thing from
2 the existing out to where they say that, you
3 know, that we can go to, that last leg there, you
4 know. I think that other part's --

5 COMMISSIONER BILLIE JO UNDERWOOD:

6 It's -- I think it's good. It'll keep people on
7 the path and not --

8 COMMISSIONER JAMES E. (JEB) BALL: Yeah.
9 Consent.

10 COMMISSIONER BILLIE JO UNDERWOOD:
11 Consent.

12 COMMISSIONER JOE DAVIS III: Consent.

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)
14 GRUBER: And then we have -- the next thing we'll
15 have to -- we'll have to bid it out for --

16 MR. JOEY NUNNALLY: We'll -- we'll have
17 to get our -- our permits through U.S. Fish and
18 Wildlife and any other appropriate agencies. And
19 then we'll come up with those sub-plans, and
20 we'll bid it out. So, yes, that -- that will be
21 in the process.

22 COMMISSION CHAIRMAN CHARLES F. (SKIP)

23 GRUBER: Okay. Thank you.

24 COMMISSIONER BILLIE JO UNDERWOOD: All
25 right.

26 COMMISSION CHAIRMAN CHARLES F. (SKIP)

27 GRUBER: All right. Consent, then.

28 MR. JOEY NUNNALLY: Okay.

1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: All right. Next.

3

4 **C-12 - OLD MOBILE ROAD - REVISED AGREEMENT FOR DETOUR**

5 **ROAD USE AND RESURFACING**

6 MR. JOEY NUNNALLY: Item C-12 is going
7 to be the Old Mobile Road, revised agreement for
8 detour road use and resurfacing.

9 Again, take two actions. One is to rescind
10 the action taken by Baldwin County Commission
11 during the regularly scheduled meeting on
12 July 16, 2019, Agenda Item BM-6, which approved
13 this -- this agreement.

14 And then two would be to authorize the
15 Chairman to execute any revised agreement between
16 H.O. Weaver and Sons, Incorporated, and Baldwin
17 County for the following: A, use of Old Mobile
18 Road as a local traffic road detour during the
19 installation of a new drainage pipe under US 31;
20 B, to resurface the Old Mobile Road upon
21 completion of the project.

22 So I brought this to you before and explained
23 exactly what Weaver was wanting to do. And it's
24 widen the 31 and use Old Mobile Road as a detour.

25 And we executed it, sent it back to them. I
26 think their legal team started looking at it and
27 wanted to tweak a couple of little verbiages on
28 it, be a little more specific.

1 I have no problems with the tweaks. It was
2 very minor. But we've just got to come back to
3 you and -- and do it.

4 Basically, they -- we had put in there a rate
5 of asphalt placement to be determined by the
6 County Engineer. They wanted a specific rate.
7 So it's not a -- not a big deal.

8 COMMISSIONER JAMES E. (JEB) BALL:
9 Consent.

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)
11 GRUBER: Okay. All right. Just -- just some
12 updates. Okay.

13 MR. JOEY NUNNALLY: Just -- just a few
14 minor updates, that's --

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

17

18 **C-13 - ROAD ACCEPTANCE FOR S-16053b - THE VERANDAS,**

19 **PHASE 4**

20 MR. JOEY NUNNALLY: Item C-13 is going
21 to be the acceptance -- road acceptance for
22 S-16053b, The Verandas, Phase 4.

23 Staff recommendation will be to take the
24 following action regarding Subdivision Case
25 S-16053b, The Verandas, Phase 4 in Maintenance
26 Area 200.

27 One is to accept the following subdivision
28 roads, which is going to be Catania Avenue, Turin

1 Avenue, Atrium Avenue.

2 And two would be to approve and authorize the
3 Chairman to execute any subdivision roadway and
4 drainage improvement acceptance agreement and
5 accept the surety document from Fidelity and
6 Deposit -- Fidelity and Deposit Company of
7 Maryland on behalf of Ammons & Blackmon, LLC, in
8 the amount of one hundred fifty-three thousand,
9 four hundred nine dollars and eighty-six cents
10 (\$153,409.86) to guarantee the workmanship and
11 materials of the road and drainage improvements
12 for public right-of-way as shown on the approved
13 final plat as-built construction plans.

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

16 COMMISSIONER BILLIE JO UNDERWOOD:
17 Consent.

18 COMMISSIONER JOE DAVIS, III:
19 Mr. Chairman, if I could.

20 This grant includes acceleration lanes and
21 turns lanes into these areas, into that
22 subdivision in the future?

23 MR. JOEY NUNNALLY: In phase -- this one
24 is going to be Phase 4 of The Verandas.

25 MR. WAYNE DYESS: I think it does.
26 Mr. Chairman, this is in Fairhope's ETJ.

27 MR. JOEY NUNNALLY: Yeah.

28 COMMISSIONER JOE DAVIS III: Okay.

1 MR. WAYNE DYESS: And I believe it -- I
2 believe there is improvements planned on 104.

3 MR. JOEY NUNNALLY: It -- it -- you
4 know, it comes off of 104. And it's already
5 built. That would have been a State Highway
6 Department call, not a County call.

7 COMMISSIONER JOE DAVIS, III: Okay.

8 MR. JOEY NUNNALLY: So --

9 COMMISSIONER JOE DAVIS III: All right.
10 Just curious.

11 MR. JOEY NUNNALLY: The State -- the
12 State's already made those -- those turning lanes
13 are already built. And that was a State
14 requirement.

15 COMMISSIONER JOE DAVIS III: Okay.

16 MR. WAYNE DYESS: And, Joey, I guess,
17 pulling up their access permit from the State,
18 the State goes through that review process with
19 them --

20 MR. JOEY NUNNALLY: That's correct.

21 MR. WAYNE DYESS: -- on turn lanes?

22 MR. JOEY NUNNALLY: That's correct.

23 COMMISSIONER JOE DAVIS, III: Good. All
24 right.

25 MR. WAYNE DYESS: Decel lanes and such?

26 COMMISSIONER JOE DAVIS III: Got to plan
27 for all these folks.

28 MR. WAYNE DYESS: That's right.

1 MR. JOEY NUNNALLY: Yes.

2 COMMISSION CHAIRMAN CHARLES F. (SKIP)

3 GRUBER: Okay. Consent.

4 COMMISSIONER JAMES E. (JEB) BALL:

5 Consent.

6 COMMISSIONER JOE DAVIS III: Consent.

7 COMMISSIONER BILLIE JO UNDERWOOD:

8 Consent.

9

10 **C-14 - ROAD CONSTRUCTION AND REPAVING AGREEMENT FOR**
11 **SHAMBO ROAD**

12 MR. JOEY NUNNALLY: All right. Item
13 C-14 is going to be the road construction and
14 repaving agreement for Shambo Road.

15 The Staff recommendation is to approve and
16 authorize the Chairman to execute a road
17 construction and repaving agreement between
18 Baldwin County and Mullins, LLC, and Breland
19 Homes Coastal, LLC, for the repaving of Shambo
20 Road.

21 This agreement shall become effective upon
22 date of full execution of those parties. The
23 County may terminate this agreement, with or
24 without cause, upon written notice of the
25 Developer.

26 Termination shall be deemed effective seven
27 (7) days after the date such notice is mailed by
28 certified mail to the developer.

1 You've got a conflict on this?

2 ATTORNEY DAVID CONNER: Right.

3 MR. JOEY NUNNALLY: So --

4 ATTORNEY DAVID CONNER: Brad -- has Brad
5 reviewed it?

6 MR. JOEY NUNNALLY: Yes.

7 ATTORNEY DAVID CONNER: Okay. Perfect.
8 I just wanted to make sure.

9 MR. JOEY NUNNALLY: He has. So we -- we
10 have an agreement. I just kind of explained to
11 you what's going on here.

12 So this developer had came in and -- and did
13 another phase here. The City of Spanish Fort's
14 requirement for this developer -- This is all in
15 the City of Spanish Fort.

16 The requirement was for them to have a second
17 entrance. And the developer had to tie into
18 Shambo Road in order to meet City of Spanish
19 Fort's requirements.

20 When we started looking at Shambo Road and
21 the build-up and the condition of the asphalt
22 there. One of the requirements was for the
23 developer to resurface Shambo Road.

24 Okay. So through negotiations with myself
25 and the developer, we came to an agreement that
26 he's going to pay for the resurfacing of Shambo
27 Road, and we will -- we will do the resurfacing
28 with our in-house crews.

1 This has been ongoing for a long, long time.
2 Pretty much had to stand my ground pretty hard
3 with this guy.

4 COMMISSIONER JAMES E. (JEB) BALL: No
5 doubt.

6 MR. JOEY NUNNALLY: We'll leave it at
7 that.

8 COMMISSIONER JAMES E. (JEB) BALL: Have
9 you gotten a -- have we gotten the check yet on
10 that?

11 MR. JOEY NUNNALLY: That what this is,
12 is an agreement certifying --

13 COMMISSIONER JAMES E. (JEB) BALL: So
14 once we do this, then you'll ask him for the
15 money, and we'll start the process?

16 MR. JOEY NUNNALLY: That's correct.

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

18 COMMISSIONER BILLIE JO UNDERWOOD: Okay.
19 Consent.

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

22 COMMISSIONER JOE DAVIS III: Consent.

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

25

26 **C-15 - SPEED LIMIT ON COUNTY ROAD 32**

27 MR. JOEY NUNNALLY: Item C-15 is going
28 to be the speed limit on County Road 32.

1 This is going to be -- Again, staff
2 recommendation is twofold. Lower the speed limit
3 on County Road 32 from County Road 95 east for a
4 distance of half (.5) a mile from fifty-five (55)
5 to forty-five (45); and then raise the speed
6 limit on County Road 32 for half (.5) a mile east
7 of County Road 95 to CC Road from thirty-five
8 (35) to forty-five (45).

9 So we -- this road is actually one of the
10 ones we're proposing to resurface. We were doing
11 our ride-through and inspections and found that
12 we weren't in compliance and had a little issue
13 out there.

14 So we're just asking y'all to -- any --
15 anytime we do anything about the speed limit that
16 doesn't meet State statute, we have to get y'all
17 to approve it.

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

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

22 COMMISSIONER BILLIE JO UNDERWOOD:
23 Consent.

24 COMMISSIONER JOE DAVIS, III: Consent.

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)
26 GRUBER: All right. Next.

27
28 **C-16 - TOWN OF ELBERTA - REQUEST FROM MAYOR JIM HAMBY**

FOR ASSISTANCE WITH THE REPLACEMENT OF CULVERT PIPES ON
MAIN STREET IN THE TOWN OF ELBERTA

MR. JOEY NUNNALLY: Item C-16, Town of Elberta's request from Mayor Jim Hamby to assist -- for assistance with replacement culvert pipes on Main Street.

This item really is to discuss the request from Mayor Jim Hamby for assistance with the replacement of culvert pipes on Main Street in the Town of Elberta.

So attached in your packet you will see the letter from the Mayor. I think Commissioner Gruber has actually spoken with him about this project.

And you can see -- Again, this is right in the heart of Elberta, Main Street, or better known as County Road 87. This is a little -- this is Highway 98 here. So this section -- just that first little section.

Go to the next slide.

COMMISSIONER BILLIE JO UNDERWOOD:
That's it.

COMMISSION CHAIRMAN CHARLES F. (SKIP)
GRUBER: That's correct. And what -- what they did, the -- right there under -- right at the red light, the State's got two culverts that goes underneath 98.

And one of them is broken in. And they had

1 to come back and -- Matter of fact, they replaced
2 it Sunday night. They've got another one to do.

3 But what they have got is the culverts that
4 are going from there. They're old pipes.
5 They're falling in. And they just need some --
6 want us to give some -- I guess, a price on what,
7 you know, the County could do it for with our
8 services, basically, you know.

9 MR. JOEY NUNNALLY: So -- so we've
10 gotten a price. And, again, I just got this
11 yesterday. So I --

12 COMMISSIONER BILLIE JO UNDERWOOD: Okay.
13 That's fine. I didn't see any amount or anything
14 in here.

15 MR. JOEY NUNNALLY: Yeah. So --

16 COMMISSIONER BILLIE JO UNDERWOOD: Is
17 that what's standing here in our packets?

18 MR. JOEY NUNNALLY: So I -- no,
19 it's not. I just -- I mean, I probably should
20 have made copies, but I didn't.

21 COMMISSIONER BILLIE JO UNDERWOOD: Okay.
22 Go ahead.

23 MR. JOEY NUNNALLY: But, anyway, it's --

24 COMMISSIONER JAMES E. (JEB) BALL: What
25 we got?

26 MR. JOEY NUNNALLY: Equipment, labor,
27 and materials for a total of sixty thousand
28 dollars (\$60,000).

1 Typically, what our normal process is, is for
2 the -- Obviously, for the City to buy the
3 materials, which would be right at -- a little
4 less than fourteen thousand dollars (\$14,000),
5 and reimburse us for labor, which is around
6 twenty thousand dollars (\$20,000). And we donate
7 the equipment; okay? That -- the equipment cost
8 is about twenty-six thousand dollars (\$26,000).

9 So the total project is sixty (\$60,000). The
10 Cities -- Municipalities buy the materials. They
11 reimburse us for our labor. We donate the
12 equipment. That's typically what we do for a
13 Municipality or anybody else.

14 COMMISSIONER BILLIE JO UNDERWOOD: I'm
15 okay.

16 MR. JOEY NUNNALLY: So if y'all want
17 to --

18 COMMISSIONER JAMES E. (JEB) BALL: Yeah,
19 I'm good.

20 MR. JOEY NUNNALLY: -- stick with that
21 path, we will relay this back to them.

22 COMMISSIONER BILLIE JO UNDERWOOD: I'm
23 okay with that.

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)
25 GRUBER: If there is any way -- They have a
26 meeting tonight -- I can get a copy of that. I
27 know it's -- you know, it's preliminary, yet,
28 but, I mean, we could take it to them so that

1 they know that, you know, it's coming up.

2 COMMISSIONER BILLIE JO UNDERWOOD: It
3 was a consensus.

4 COMMISSIONER JOE DAVIS III: Moving
5 along.

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)
7 GRUBER: Because -- I mean, they're -- they're --
8 as a matter of fact, they're actually, you
9 know --

10 COMMISSIONER BILLIE JO UNDERWOOD:
11 They're in the process. They need to know.

12 COMMISSION CHAIRMAN CHARLES F. (SKIP)
13 GRUBER: They've got -- they've got a contractor
14 right now that's doing work. And they had to
15 rebuild boxes. And there's no sense in
16 rebuilding a box and then you got to tear it back
17 out.

18 COMMISSIONER BILLIE JO UNDERWOOD: Okay.

19 MR. JOEY NUNNALLY: It's a -- it's a
20 small project, but it's a complicated project
21 when you start dealing with all the drainage and
22 the boxes and the utilities and all that.

23 COMMISSIONER JAMES E. (JEB) BALL: So
24 what do we have to do with this item?

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)

26 GRUBER: Well, we can -- we can put it on
27 Consent.

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

1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: If that's what y'all want to do.

3 COMMISSIONER BILLIE JO UNDERWOOD:

4 Right. You just want to convey to them that
5 there was not any opposition.

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)

7 GRUBER: Yeah. And we can, you know, do
8 Consent --

9 COMMISSIONER BILLIE JO UNDERWOOD: It
10 won't be official until we have our meeting.

11 COMMISSION CHAIRMAN CHARLES F. (SKIP)

12 GRUBER: -- with them to, you know, make this
13 happen.

14 COMMISSIONER BILLIE JO UNDERWOOD: Sure.

15 ATTORNEY DAVID CONNER: Mr. Chairman, as
16 part of that agreement, just so we avoid any --
17 any questions, any cost overruns, they will be
18 their responsibility as it relates to any labor
19 and materials.

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)

21 GRUBER: And we -- we get an agreement with, you
22 know --

23 ATTORNEY DAVID CONNER: Because when you
24 do present to them today, I just don't want them
25 to walk away thinking that's the bottom line. It
26 could be -- could be less, could be more.

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)

28 GRUBER: Well, it's -- it'll be able to -- it's

1 in the red. So it's an estimate, you know.

2 MR. JOEY NUNNALLY: Okay. Okay. Okay.
3 You're good with that?

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)

5 GRUBER: Yeah. So we'll do Consent with that.

6 MR. JOEY NUNNALLY: We'll draw up an
7 agreement.

8 COMMISSION CHAIRMAN CHARLES F. (SKIP)

9 GRUBER: And draw up the agreement and
10 everything, okay.

11 MR. JOEY NUNNALLY: Okay.

12 ATTORNEY DAVID CONNER: Just our
13 standard agreement.

14

15 **Q-6 - REBUILD ALABAMA - BALDWIN COUNTY FISCAL YEAR 2020**

16 **COUNTY TRANSPORTATION PLAN**

17 MR. JOEY NUNNALLY: Okay. I've got --
18 I've got two addendums really quick.

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)

20 GRUBER: Okay. Yeah, yeah.

21 MR. JOEY NUNNALLY: One would be the --
22 the Rebuild Alabama. Again, I went through this
23 with you at the Road and Bridge.

24 This going to be the -- Baldwin County's
25 Fiscal Year 2020 County Transportation Plan.

26 There is one of the requirements. I'm sorry, I
27 should have waited on Lisa to hand it out.

28 This is one of the requirements that we went

1 through at Road and Bridge, that the new law, the
2 new gas tax law requires us to turn in.

3 This is our plan that we have to advertise
4 upfront and post and display in conspicuous
5 places amongst the Baldwin County.

6 So the action would be twofold. One is to
7 adopt Rebuild Alabama Plan Baldwin County Fiscal
8 Year 2020 County Transportation Plan, which
9 includes the following projects, which is County
10 Road 9, County Road 55, and Grantham Road.

11 And then two would be to display the County
12 Transportation Plan in conspicuous places at
13 Baldwin County Courthouse, Baldwin County
14 Commissioners' Office, Baldwin County Highway
15 Department, and the Baldwin County website, and
16 other places deemed appropriate by the Baldwin
17 County Commissioners.

18 COMMISSIONER JAMES E. (JEB) BALL: I
19 consent on it.

20 COMMISSIONER BILLIE JO UNDERWOOD:
21 Consent.

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

24 COMMISSIONER JOE DAVIS, III: Consent.

25
26 **Q-7 - ALABAMA TRANSPORTATION REHABILITATION AND**
27 **IMPROVEMENT PROGRAM II (ATRIP-II)**

28 MR. JOEY NUNNALLY: The last item I have

1 is going to be the Alabama Transportation
2 Rehabilitation Improvement Program, better known
3 as ATRIP-II.

4 Again, we -- I think we went over this a
5 little bit at Road and Bridge. This is -- action
6 would be twofold. And it's to approve Resolution
7 Number 20191378 in support of submitting the
8 application for Alabama Transportation
9 Rehabilitation Improvement Program; and approve
10 the Chairman to sign any project-related
11 documents, except for any project funding
12 agreement. That would be brought back to the
13 Commission for approval.

14 So this is basically just asking your
15 permission to submit for the grant. The project
16 that we're actually talking about doing is going
17 to be installing some offset left-hand turn lanes
18 at the intersection of the Baldwin Beach Express
19 and Highway 90.

20 So as you're coming south, going towards the
21 beach here, you've got traffic crossing here on
22 90. This is -- had a lot of accidents here.

23 Again, so if you -- if you're -- you want to
24 go east on 90, you would do offset left-turn
25 lane. To kind of give you a visual of what
26 that's like, ALDOT has been installing a lot of
27 those up on this Highway 98 corridor between
28 Fairhope and Daphne, where the left-hand turn

1 lanes are kind of slid over a little bit.

2 It requires the vehicle to -- taking that
3 left-hand movement to be in the intersection a
4 lot shorter time, which, obviously, means that
5 there's a less --

6 COMMISSIONER BILLIE JO UNDERWOOD: And
7 it is --

8 MR. JOEY NUNNALLY: -- potential for
9 accidents.

10 COMMISSIONER BILLIE JO UNDERWOOD: --
11 isn't that been that done at 20 and 53?

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

14 MR. JOEY NUNNALLY: 20 and the Beach
15 Express.

16 COMMISSIONER BILLIE JO UNDERWOOD: Going
17 south.

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)
19 GRUBER: City of Foley did the same thing.

20 MR. JOEY NUNNALLY: Oh, yeah. Okay.

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)

22 GRUBER: They did -- they did the same thing.
23 You got an -- actually, you've got a left turn
24 lane, and then you've got -- you still have your
25 other two lanes that are --

26 COMMISSIONER BILLIE JO UNDERWOOD: But
27 there is --

28 COMMISSION CHAIRMAN CHARLES F. (SKIP)

1 GRUBER: -- you know, one can go right and the
2 other can go straight, basically.

3 MR. JOEY NUNNALLY: Right. So this --
4 so we're talking about doing a left -- offset --
5 they call them offset left-turn lanes; one going
6 south, one going north, and also probably raising
7 the grade of this intersection a little bit.

8 Because when you're heading south and you get
9 the green light, there's a big bump. Okay. So
10 we're talking about maybe making that a smoother
11 transition there as well.

12 COMMISSIONER BILLIE JO UNDERWOOD: Okay.

13 MR. JOEY NUNNALLY: So the estimated
14 price for this is about one-point-five million
15 (\$1,500,000), because of the red lights that are
16 involved, the asphalt that's involved, the
17 transitions that are involved.

18 So ATRIP's limit is around two million
19 dollars (\$2,000,000). So we're under that limit.
20 So we feel that -- the ATRIP rules are the
21 project that you submit has to affect a state
22 route in some way, some form, some fashion.

23 COMMISSION CHAIRMAN CHARLES F. (SKIP)

24 GRUBER: Well, it does. This does effect it.

25 MR. JOEY NUNNALLY: We actually --

26 COMMISSIONER BILLIE JO UNDERWOOD:

27 Highway 90, yeah.

28 MR. JOEY NUNNALLY: -- got a support

1 letter. And it should be in your packet. I got
2 a support letter from the Division Engineer --

3 COMMISSIONER BILLIE JO UNDERWOOD: Yeah.

4 MR. JOEY NUNNALLY: -- or the Regional
5 Engineer, Matt Ericson from ALDOT, supporting
6 this project. I got a support letter from the
7 City Engineer of Robertsdale and the Chief of
8 Police of Robertsdale.

9 COMMISSIONER BILLIE JO UNDERWOOD: Okay.

10 COMMISSIONER JAMES E. (JEB) BALL:
11 You're good. Consent.

12 COMMISSIONER BILLIE JO UNDERWOOD: We're
13 good. Consent.

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)
15 GRUBER: All right. It's just pie-in-the-sky if
16 we can get it, you know. It's not guaranteed
17 that, you know, we'll get it.

18 COMMISSIONER JAMES E. (JEB) BALL:
19 Right.

20 COMMISSIONER JOE DAVIS III: That's
21 right. We can ask.

22 COMMISSIONER BILLIE JO UNDERWOOD: Need
23 to try.

24 MR. JOEY NUNNALLY: That's right. Now,
25 the matching funds for this project I've -- I've
26 asked for in budget.

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)
28 GRUBER: Okay. All right.

1 MR. JOEY NUNNALLY: That's it.

2
3 **Q-8 - EDWARD BYRNE MEMORIAL JUSTICE ASSISTANCE GRANT**
4 **(JAG) FISCAL YEAR 2019 LOCAL PROGRAM APPLICATION**

5 MR. WAYNE DYESS: Mr. Chairman, if we
6 can go back to Ron for the next item, for a grant
7 discussion.

8 MR. RON CINK: Yeah. Mr. Chairman, the
9 Sheriff spoke with me earlier about a JAG grant
10 that's become available he'd like to submit an
11 application on. It's for ten thousand, three
12 hundred ninety-five dollars (\$10,395).

13 He wants to buy a GRAYCO gas delivery system
14 and a breaching head for the SWAT vehicle. Those
15 costs are a little bit more than the grant, and
16 he will make up the difference.

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

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

21 COMMISSIONER BILLIE JO UNDERWOOD:
22 Consent.

23 COMMISSION CHAIRMAN CHARLES F. (SKIP)
24 GRUBER: All right. That would be for Consent.

25 COMMISSIONER JAMES E. (JEB) BALL:
26 Consent.

27 COMMISSIONER BILLIE JO UNDERWOOD:
28 Consent.

1 COMMISSIONER JOE DAVIS, III: Consent.

2 SHERIFF HUEY (HOSS) MACK: Mr. Chairman,
3 I apologize. We just got notified of this grant
4 a week ago. It is a Byrne Justice Assistance
5 Grant. That's a Federal grant that is rotated
6 around to different law enforcement agencies
7 throughout the state.

8 And we just received notice a couple weeks
9 ago that we would qualify for that. And we have
10 to submit the application for the grant on August
11 the 22nd, which is two days after your next
12 Commission meeting.

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)
14 GRUBER: Well, that's good. You know, once --
15 you know, we've entered -- we used to apply for
16 those Byrne grants, you know, and then they
17 stopped them for a while.

18 SHERIFF HUEY (HOSS) MACK: They have in
19 the --

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)
21 GRUBER: Now they're bringing them back.

22 SHERIFF HUEY (HOSS) MACK: -- in the
23 Prison Administration has brought those back.
24 And, in fact, we're actually working -- we'll be
25 bringing probably to a workshop in about another
26 month -- they're bringing back an additional
27 Federal grant for surplus equipment and on
28 discounts on a lot of law enforcement equipment.

1 And that was commonly referred to as the Federal
2 1033 Program. And we're currently processing
3 that as well.

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)

5 GRUBER: Okay. Sounds good.

6 COMMISSIONER JAMES E. (JEB) BALL:

7 Thanks, Sheriff.

8 COMMISSIONER BILLIE JO UNDERWOOD: All
9 right. Thank you, Sheriff.

10 COMMISSIONER JOE DAVIS III: Thanks.

11 COMMISSION CHAIRMAN CHARLES F. (SKIP)

12 GRUBER: Okay.

13 MR. WAYNE DYESS: Mr. Chairman, next, we
14 have Finance and Accounting.

15

16 **D-1 - BANKING SERVICES - DEPOSIT ACCOUNTS**

17 MS. DONNA BRYARS: I just have one item.
18 It's D-1, banking services, deposit accounts.

19 Take the following actions. Authorize the
20 Interim Clerk/Treasurer to open three (3) new
21 deposit accounts; two (2) for Solid Waste and one
22 (1) for the Baldwin County Animal Shelter with
23 United Bank with the following: No service
24 charges on accounts with a minimum daily deposit
25 of at least ten thousand (\$10,000). There is one
26 extra zero there that -- that's a typo Rachel
27 made. That's supposed to be ten thousand
28 (\$10,000) per account.

1 Each account must maintain a balance
2 requirement in order to not assessed any fees.
3 Number 2, accounts will earn point-two percent
4 (.2%) interest accrued daily and posted monthly.
5 And, 3, Baldwin County Commission will be
6 responsible for any costs related to deposit
7 tickets, checks, nightly depository bags,
8 endorsement stamps, etc.

9 This is going to save the County about --
10 between six (\$600) and seven hundred dollars
11 (\$700) a month, because we're no longer going to
12 need to Brinks service for those two locations.

13 This also could be -- make it way more
14 convenient for Terri's staff. They will be able
15 to use those -- United Bank, which is going to be
16 very close to Central Annex and to the Magnolia
17 landfill.

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)
19 GRUBER: Okay. All right. Consent?

20 COMMISSIONER BILLIE JO UNDERWOOD:
21 That's a win-win. Yeah.

22 COMMISSIONER JOE DAVIS, III:
23 Mr. Chairman, got a question on Number 2. It
24 makes reference to interest rate is subject to
25 change. Does that float by the amount or --

26 MS. DONNA BRYARS: I think it's just
27 whatever their rate is.

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

1 It don't change much from that.

2 MS. DONNA BRYARS: And that -- those
3 funds are going to be transferred from --

4 COMMISSIONER BILLIE JO UNDERWOOD: Can't
5 get much lower.

6 MS. DONNA BRYARS: -- because we've got
7 a -- you know, we've got a really good rate, and
8 we want to take advantage of that at Hancock.

9 COMMISSIONER JOE DAVIS III: Sure.

10 COMMISSIONER BILLIE JO UNDERWOOD: They
11 have been very accommodating to you, I think, to
12 you guys. Y'all have been using them and not --
13 you know --

14 MS. TERRI GRAHAM: We use Loxley and
15 Magnolia Springs.

16 COMMISSIONER BILLIE JO UNDERWOOD: --
17 you've been using them for change and stuff like
18 that already. And it just -- it just makes
19 sense. And it doesn't -- it's not in conflict
20 with our agreement.

21 COMMISSIONER JOE DAVIS, III: Don't
22 interpret my question as being opposed to it.

23 COMMISSIONER BILLIE JO UNDERWOOD: Oh, I
24 know you --

25 COMMISSIONER JAMES E. (JEB) BALL: Oh,
26 yeah.

27 COMMISSIONER JOE DAVIS, III: But
28 subject to change, you need to know frequency.

1 Is it driven by an amount, or just their rates?

2 COMMISSIONER BILLIE JO UNDERWOOD: Yeah.

3 COMMISSIONER JOE DAVIS III: That's my
4 point.

5 COMMISSIONER JAMES E. (JEB) BALL: Is it
6 driven -- is that interest rate driven by the
7 bank itself or something that --

8 COMMISSIONER JOE DAVIS, III: The
9 benchmark, did they tie it anything or -- I mean,
10 it's not a big deal --

11 MS. DONNA BRYARS: I'm sure --

12 COMMISSIONER JOE DAVIS III: -- but when
13 you see that, you need to know what the change
14 is.

15 MS. DONNA BRYARS: I'm sure it is --
16 sure it is tied to -- yeah. But, now, keep in
17 mind, that that money is not going to be there
18 but very short period of time.

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

21 COMMISSIONER JOE DAVIS III: Yeah, turn
22 it over.

23 MS. DONNA BRYARS: That money is going
24 to be moved. So it's just for convenient
25 purposes, more or less.

26 COMMISSIONER BILLIE JO UNDERWOOD: Yeah,
27 and I think, like -- didn't you say you're going
28 to sweep most of the --

1 MS. DONNA BRYARS: Yeah.

2 COMMISSIONER BILLIE JO UNDERWOOD: --
3 just keep the minimum in there to keep the -- you
4 know, to keep the -- yeah. Okay.

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

7 COMMISSIONER BILLIE JO UNDERWOOD:
8 Consent.

9 MR. RON CINK: And the saving on Brinks
10 makes up a lot.

11 COMMISSIONER JOE DAVIS, III: Yeah,
12 sure. No question.

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)
14 GRUBER: All right. Next.

15 MR. WAYNE DYESS: Mr. Chairman, next, we
16 have Solid Waste.

17

18 **E-1 - ALABAMA DEPARTMENT OF ENVIRONMENTAL MANAGEMENT**
19 **(ADEM) REGULATIONS - REQUIREMENTS FOR BENEFICIAL USE OF**
20 **BY-PRODUCT MATERIALS FOR THE PURPOSE OF LAND APPLICATION**

21 MS. TERRI GRAHAM: Good morning. The
22 first item I have, E-1 is regarding the
23 by-product regulations that ADEM has put out.

24 I kind of wanted to bring this to your
25 attention maybe this week -- this week's work
26 session and maybe we can talk about it at next
27 work session, too.

28 So I'm putting the regs out for you guys to

1 see. I just kind of want to say I like the fact
2 that in the regulations, that it considers it a
3 dump, if that's what they're doing.

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

5 MS. TERRI GRAHAM: It does put a lot of
6 permitting requirements on there. It actually
7 makes them have a comprehensive plan and an
8 operation plan for the site. I think all those
9 requirements are a good thing.

10 It's -- it's annual reporting as far as where
11 your site is, how much material you've dumped at
12 the site. It's -- there's a permitting
13 requirement for the generator, as well as for the
14 land application site itself.

15 I think all those things are good. The one
16 thing that is not in there that I wish maybe had
17 been in there was some kind of local approval of
18 the sites that are being requested for approval.

19 I don't know if we ever did that, but I think
20 that would be helpful for you guys, as a body.
21 Because then, you know, you would know where
22 these sites were going to be so that when you do
23 get the complaints -- you know, you know, just
24 more like a permitting process of a landfill that
25 goes for local government approval. You guys
26 know where they're going to be, and just kind of
27 makes everybody more aware of -- of the process,
28 but --

1 COMMISSIONER JAMES E. (JEB) BALL:

2 Terri, is it better than what we had in place?

3 MS. TERRI GRAHAM: Oh, yeah.

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

5 MS. TERRI GRAHAM: Much better, because
6 there was nothing in place.

7 COMMISSIONER JAMES E. (JEB) BALL:

8 That's what I thought.

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)

10 GRUBER: And this will also cover our biosolids,
11 correct?

12 MS. TERRI GRAHAM: No, sir.

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)

14 GRUBER: No?

15 MS. TERRI GRAHAM: So we're septic. So
16 this is going to be from a wastewater treatment
17 plant. This is going to be for sewer sludge
18 or -- and not septic. So our process landfill
19 will still be related by ADPH.

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)

21 GRUBER: Okay.

22 MS. TERRI GRAHAM: So this is a little
23 different. And there is requirements on as far
24 as, you know, thresholds. It's a hundred (100)
25 dry tons per year. That was -- that's when you
26 meet these regulations.

27 There is a public hearing in Montgomery on
28 September 5th. I would like to go to that public

1 hearing. I don't think you guys were going to be
2 in that area.

3 COMMISSIONER BILLIE JO UNDERWOOD: No.

4 MS. TERRI GRAHAM: But that's kind of
5 why I wanted to bring it up at this work session
6 and next work session, because if you have any
7 comments or anything that you specifically would
8 like to them know. I do want to thank them for
9 doing this, because --

10 COMMISSIONER JOE DAVIS, III: Sure.

11 MS. TERRI GRAHAM: -- more than
12 anything, we haven't we haven't had anything.

13 COMMISSIONER JAMES E. (JEB) BALL:
14 Right. It's something.

15 MS. TERRI GRAHAM: Yes.

16 COMMISSIONER JAMES E. (JEB) BALL:
17 Definitely some support.

18 COMMISSIONER BILLIE JO UNDERWOOD: Yeah,
19 I think it's good if you go. And if you have
20 anything you think we should consider to -- as --
21 just let us know. I think you should go. Thank
22 you for keeping up with that. Okay.

23 MR. WAYNE DYESS: That's Consent?

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

26 COMMISSIONER BILLIE JO UNDERWOOD:
27 Consent.

28 COMMISSIONER JAMES E. (JEB) BALL:

1 Consent.

2 COMMISSIONER JOE DAVIS, III: Consent.

3 MS. TERRI GRAHAM: I don't know if
4 there's anything to consent on.

5 COMMISSIONER JAMES E. (JEB) BALL: You
6 want to just bring it back for more discussions
7 at the next session?

8 MS. TERRI GRAHAM: Well, I was going to
9 let -- if you guys wanted to think about it, and
10 if you wanted me to say anything on your behalf
11 as a body at the public hearing, I can do that.

12 But I was just trying to give you the
13 opportunity to look at it over next couple weeks.
14 But if there's -- but if there's nothing more --

15 COMMISSIONER JAMES E. (JEB) BALL: We're
16 good.

17 COMMISSIONER JOE DAVIS, III: Sure.

18 MS. TERRI GRAHAM: Okay. All right.
19 Perfect. So then we're good.

20 COMMISSIONER JOE DAVIS, III: And if you
21 have things that you feel you need to say up
22 there, say them, and maybe just plug us in.

23 COMMISSIONER JAMES E. (JEB) BALL: Where
24 are we going to be?

25 COMMISSIONER BILLIE JO UNDERWOOD: We're
26 going to be in Montreal.

27 COMMISSIONER JAMES E. (JEB) BALL: Can
28 we get texts up there?

1 COMMISSIONER BILLIE JO UNDERWOOD: Yeah.

2 COMMISSIONER JAMES E. (JEB) BALL: Send
3 us a text if you've got a question.

4 COMMISSIONER JOE DAVIS, III: We'll be
5 in Canada.

6 COMMISSIONER JAMES E. (JEB) BALL: We'll
7 have to text back in French.

8 COMMISSION CHAIRMAN CHARLES F. (SKIP)
9 GRUBER: All right. Next.

10

11 **E-2 - BALDWIN COUNTY SOLID WASTE UNCOLLECTIBLE**
12 **RESIDENTIAL ACCOUNTS**

13 MS. TERRI GRAHAM: The second item I
14 have is E-2. This is the residential write-offs
15 for August.

16 And this is two hundred three thousand, three
17 hundred fifteen dollars (\$203,315), which is more
18 than normal. And so I wanted to just touch on
19 the high balance here for one thousand,
20 forty-five dollars and forty five cents
21 (\$1,045.45).

22 These are charges between 2006 and 2013. We
23 have had this one in court. They do have an
24 alias warrant. That property was burned, but
25 nobody knows when it was burned.

26 So it's -- it's just kind of one of those
27 that's gotten lost in the shuffle. There is
28 another account that we have that has restitution

1 on it. So we can't get rid of that balance.

2 We met with Judge Thompson about a year ago
3 now. She wanted us to kind of change our --
4 change the way we're doing things and bringing
5 them to court. So we've done that, I think
6 making some of these things a little bit more
7 easy to identify.

8 And so we have had contact with the momma,
9 but she says she hasn't talked to her daughter in
10 two years. She was in jail at some point, which
11 is --

12 COMMISSION CHAIRMAN CHARLES F. (SKIP)

13 GRUBER: Okay.

14 COMMISSIONER BILLIE JO UNDERWOOD: Okay.

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)

16 GRUBER: This is a -- this is basically a
17 contractor; correct?

18 MS. TERRI GRAHAM: No, this was just an
19 individual --

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)

21 GRUBER: An individual?

22 COMMISSIONER BILLIE JO UNDERWOOD: Over
23 a long period of time.

24 MS. TERRI GRAHAM: -- whose property was
25 burned.

26 COMMISSIONER BILLIE JO UNDERWOOD:
27 That's over a long period of time.

28 MS. TERRI GRAHAM: Yeah, it was just

1 some charges that we can't --

2 COMMISSIONER JAMES E. (JEB) BALL: I
3 ain't ever seen it --

4 MS. TERRI GRAHAM: Usually we would --
5 we would reverse those charges when we knew that
6 the property burned or when we knew it had become
7 vacant, but we didn't really know. We couldn't
8 really do that.

9 COMMISSIONER BILLIE JO UNDERWOOD: Okay.

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

12 COMMISSIONER JOE DAVIS, III:
13 Mr. Chairman, a question.

14 Terri, is -- are these all new people each
15 time this happens? I guess my concern is do we
16 have repeat offenders? And is there something we
17 can or should try to do, including getting them
18 help somewhere?

19 MS. TERRI GRAHAM: Most of these people
20 are going to be new each -- each time.

21 COMMISSIONER JOE DAVIS III: Okay.

22 MS. TERRI GRAHAM: If they had -- like
23 this account here, there is an account that is
24 still on our books for the restitution. So she
25 still owes the Court.

26 So she -- and she's still on the D999 docket
27 that staff goes to every month. If she shows
28 back up, we will -- we will try to get our money,

1 and the Courts will get their money also.

2 COMMISSIONER JOE DAVIS, III: Okay.

3 MS. TERRI GRAHAM: So probably more
4 information than you want to know. One -- one
5 thing we're trying do is -- so the repeat
6 offenders, like you're talking about, so every
7 time they become in violation again, so each
8 court case is going to be a different account for
9 us now.

10 So we're -- we're tracking each time they're
11 having that repeat offense. So one -- the first
12 one they have, you know, hopefully not, but they
13 could have eight or nine accounts that we know
14 specifically each time what the charge is and
15 what goes with what account.

16 So we would know that, because there is going
17 to a -- you're going to see like a -1 or -2 or
18 whatever.

19 COMMISSIONER JOE DAVIS III: Okay.

20 MS. TERRI GRAHAM: That way -- that way
21 you'll know how many.

22 COMMISSIONER BILLIE JO UNDERWOOD: I
23 know you've probably answered this before, but
24 once we do write these off, does that go away
25 completely on them, or is there still a lien
26 where if they get an Alabama refund or something
27 like that?

28 MS. TERRI GRAHAM: We -- we have her on

1 the -- we have her on the list, too.

2 MR. RON CINK: Right.

3 COMMISSIONER BILLIE JO UNDERWOOD: Okay.

4 So it's --

5 MR. RON CINK: Yeah.

6 COMMISSIONER BILLIE JO UNDERWOOD: It's
7 not -- it's just it's not on your receivables?

8 MR. RON CINK: Right.

9 COMMISSIONER BILLIE JO UNDERWOOD: Okay.
10 That's all I wanted to be sure of, make sure I --
11 that's what I had in my head, but, then again, I
12 forget things.

13 MR. RON CINK: Keep -- keep it on the
14 books.

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)
16 GRUBER: Yeah, it's still -- it's still owed to
17 us. And if there's any --

18 MS. TERRI GRAHAM: We're still going to
19 try, but this one --

20 COMMISSIONER JOE DAVIS III: Sure.

21 COMMISSIONER BILLIE JO UNDERWOOD: It
22 gets it off of your receivables.

23 MS. TERRI GRAHAM: That's right.

24 COMMISSIONER BILLIE JO UNDERWOOD: Okay.

25 MS. TERRI GRAHAM: And that's what the
26 auditors want.

27 COMMISSIONER BILLIE JO UNDERWOOD: All
28 right. Consent.

1 COMMISSIONER JOE DAVIS, III: Consent.

2 COMMISSION CHAIRMAN CHARLES F. (SKIP)

3 GRUBER: Consent then? All right.

4 MR. WAYNE DYESS: Mr. Chairman, next, we
5 have Planning and Zoning. We've got two
6 re-zoning cases.

7 MR. VINCE JACKSON: We do have two
8 re-zoning cases. We also have a short addendum
9 that I will need to do with the re-zoning
10 discussions. I'll have the first case and have
11 the second case.

12

13 **G-1 - CASE Z-19029 - MIDDLETON PROPERTY REZONING REQUEST**

14 MR. VINCE JACKSON: First case is
15 Z-19029, the Middleton property. This is a
16 request for re-zoning from RSF-E, Residential
17 Single-Family Estate District, to B-4, Major
18 Commercial.

19 The subject property is located on the west
20 side of State Highway 59, east of Rawls Road, and
21 north of Devine Road in Planning District 12.

22 And it actually involves two parcels, which
23 together consists of six-point-two-five
24 (6.25) acres. The purpose of this request is to
25 establish indoor and outdoor boat and RV storage
26 with the possibility of mini-storage units.

27 This was considered by the Planning
28 Commission at their July meeting. And they voted

1 to recommend approval to the County Commission.

2 A few things I would like to point out, this
3 potentially could also work under the B-3
4 designation. However, the presence of boat and
5 RV storage would raise it to need a conditional
6 use approval.

7 I did discuss this with the applicant prior
8 to the submission of their application. This is
9 also discussed in the staff report and then
10 discussed with the Planning Commission prior to
11 their motion and vote at the July meeting.

12 We felt that the B-4 designation would work
13 at this location. First of all, there is some
14 adjacent B-4 properties to the south. That's the
15 location of Powers Equipment, Incorporated.

16 Also, the subject property is located at a
17 principal arterial, which is a criteria for the
18 B-4 designation. And a number of uses throughout
19 the planning district, some that were existing,
20 some that have come about as a result of
21 re-zonings, have also involved major commercial
22 uses.

23 If the County Commission does not wish to
24 approve the B-4 designation but would consider
25 B-3, we would need to take this back to the
26 Planning Commission. And, you know, we would
27 be -- in that case, we would be supportive of
28 B-3.

1 But as I stated, the Planning Commission did
2 recommend approval to the County Commission, and
3 staff concurs with their recommendation. And I
4 will be happy to answer any questions you have.

5 COMMISSION CHAIRMAN CHARLES F. (SKIP)

6 GRUBER: All right. Any questions?

7 (No response.)

8 COMMISSION CHAIRMAN CHARLES F. (SKIP)

9 GRUBER: All right. Well, this will be a public
10 hearing then.

11 MR. VINCE JACKSON: Yes, sir.

12 COMMISSION CHAIRMAN CHARLES F. (SKIP)

13 GRUBER: Okay. Next. Okay. Next.
14

15 **G-2 - CASE Z-19028 - SILCOX PROPERTY REZONING REQUEST**

16 MS. CELENA BOYKIN: This is a request to
17 re-zone one-point-four-five (1.45) acres from
18 RSF-E, Estate Family, to B-3, General Business,
19 to allow retail store. The current parcel
20 contains three-point-three-six (3.36) acres, but
21 they are only asking for one-point-five (1.5).

22 In your packet, there was a letter for
23 approval of an exempt subdivision contingent upon
24 this getting re-zoned. Currently, it is zoned
25 residential.

26 The subject property is surrounded by Estate
27 Residential-2. And to the south, there is some
28 B-4, Major Commercial. Go to the next slide,

1 please.

2 Here is the aerial photography. Here's how
3 they plan to split the property. It would be
4 that southern piece. This slide right here shows
5 all the B-4 that is currently zoned along the
6 Beach Express in the area.

7 There's been quite a bit of commercial zoning
8 that is not developed. There are -- there is
9 only one parcel currently zoned B-4 that is
10 developed commercially, and it's a car lot. It's
11 just south of the subject property.

12 The dark gray areas are in the Town of
13 Loxley. Buc-ee's is now in the Town of Loxley.
14 And numerous parcels that are in Loxley are zoned
15 commercial, too.

16 Currently, there are -- it's about
17 ninety-five (95) acres that are zoned B-4. And
18 Loxley has about the same, one hundred (100)
19 acres that is commercially zoned.

20 Staff did recommend denial of this request
21 because of the numerous amount of commercial
22 already in that area that could be used for this
23 general store. Planning Commission also -- they
24 recommended approval, three to two.

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)

26 GRUBER: Okay. Questions?

27 COMMISSIONER JAMES E. (JEB) BALL: What
28 is -- what is this store?

1 MS. CELENA BOYKIN: It's submitted by
2 Broadway Group. They didn't state in their
3 application, but usually when they do submit,
4 it's going to be --

5 COMMISSIONER JAMES E. (JEB) BALL:
6 Dollar General?

7 MS. CELENA BOYKIN: -- Dollar General,
8 yes, sir.

9 COMMISSIONER JAMES E. (JEB) BALL: Well,
10 this is a public hearing; right?

11 COMMISSION CHAIRMAN CHARLES F. (SKIP)
12 GRUBER: It is a public hearing, yeah, isn't it?

13 MR. WAYNE DYESS: Mr. Chairman, can I
14 ask a quick question?

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)
16 GRUBER: Yes.

17 MR. WAYNE DYESS: This is the Beach
18 Express, the main -- one of the main corridors
19 coming into the county. Do we have any kind of
20 architectural standards on the Beach Expressway?

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

22 MR. WAYNE DYESS: And I noticed the
23 Dollar General built a very nice store in Bay
24 Minette, out by the Bay Minette Cemetery, that
25 looks very nice.

26 So if this does go forward, I hope we can
27 encourage them to maybe try to do a store that
28 looks similar to that. It looks -- it's a very

1 nice-looking store.

2 COMMISSIONER JAMES E. (JEB) BALL:
3 Celena, is there any public opposition to this?

4 MS. CELENA BOYKIN: No.

5 COMMISSIONER JAMES E. (JEB) BALL: None
6 at all; right?

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)

8 GRUBER: I've heard some. So --

9 COMMISSIONER JAMES E. (JEB) BALL: I
10 hadn't heard any. I just wanted to make sure.

11 COMMISSION CHAIRMAN CHARLES F. (SKIP)

12 GRUBER: I've heard a few people that I don't
13 represent, but that's beside the point. They'll
14 be at the meeting.

15 All right. Anyone else want to speak on
16 this?

17 (No response.)

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)

19 GRUBER: All right. Okay. Just a public
20 hearing. All right. Next.

21 MR. WAYNE DYESS: Mr. Chairman, next, we
22 have EMA. I'm sorry, Vince. We've got one
23 addendum.

24

25 **Q-1 - BALDWIN COUNTY PLANNING AND ZONING COMMISSION -**
26 **BOARD APPOINTMENT**

27 MR. VINCE JACKSON: We have a Planning
28 Commission appointment. It's included with your

1 addenda items.

2 COMMISSION CHAIRMAN CHARLES F. (SKIP)

3 GRUBER: Okay.

4 MR. VINCE JACKSON: It would be an
5 appointment to fill the seat formally held by
6 Mr. Dewane Hayes.

7 The nominee -- This is a District 3
8 nominee -- is Mr. Robert Davis. And he does meet
9 the requirements for appointment to Planning
10 Commission.

11 I had an opportunity to speak with him the
12 other day. And I had a good feeling about him as
13 a Planning Commission Member.

14 So we will have this on your agenda for
15 Monday. And if his appointment is approved, then
16 we'll go ahead and be able have this for the
17 September meeting.

18 Usually, we put these on Consent, if that's
19 okay with y'all.

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)

21 GRUBER: Now, this is a different Davis than
22 what's --

23 MR. VINCE JACKSON: Yes.

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)

25 GRUBER: -- right now?

26 MR. WAYNE DYESS: Yes.

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)

28 GRUBER: So we'll have two -- two Robert Davis's

1 basically?

2 MR. VINCE JACKSON: We'll have Robert
3 (Sam) and another Robert.

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)

5 GRUBER: Sam, yeah, Sam and then -- okay.

6 COMMISSIONER JOE DAVIS, III: There's a
7 bunch of them.

8 COMMISSION CHAIRMAN CHARLES F. (SKIP)

9 GRUBER: All right.

10 COMMISSIONER BILLIE JO UNDERWOOD: Oh,
11 wait. What?

12 COMMISSION CHAIRMAN CHARLES F. (SKIP)

13 GRUBER: So that'll be on Consent?

14 MR. RON CINK: Yes.

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)

16 GRUBER: That's on the Planning Commission --

17 COMMISSIONER JOE DAVIS, III: Planning
18 Commission appointments.

19 COMMISSIONER JAMES E. (JEB) BALL:
20 Dewane Hayes appointment.

21 COMMISSIONER JOE DAVIS III: The Robert
22 Davis.

23 COMMISSION CHAIRMAN CHARLES F. (SKIP)

24 GRUBER: Take -- take Dewane Hayes.

25 COMMISSIONER BILLIE JO UNDERWOOD: Oh.
26 Yeah, okay.

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)

28 GRUBER: Okay. All right. That will be on

1 Consent then.

2 MR. WAYNE DYESS: Mr. Chairman, next, we
3 have EMA.

4
5 **L-1 - CREATION OF A 2019-2020 INTERNSHIP PROGRAM FOR THE**
6 **BALDWIN COUNTY EMERGENCY MANAGEMENT AGENCY**

7 MR. ZACHARY HOOD: Good morning. I just
8 come before you to respectfully request the
9 opportunity to start an internship program
10 through EMA and partnerships with universities
11 locally and within our state.

12 Benefits us in various ways, one to include
13 academic review of some of our plans, especially
14 as they will be updated here in the next few
15 years; and, also, to bring in assistance with
16 some of our daily task and challenges as far as
17 updating contacts, call lists, and things of that
18 nature.

19 So it would be a supervised program. It's
20 not anything where they'd be left alone to attend
21 to the EOC or anything like that.

22 It's a behind-the-scenes type internship,
23 where they learn fundamentals of comprehensive
24 emergency management and we get assistance and
25 partnerships in return.

26 COMMISSION CHAIRMAN CHARLES F. (SKIP)
27 GRUBER: There's no cost to us?

28 MR. ZACHARY HOOD: No cost to us,

1 absolutely.

2 COMMISSION CHAIRMAN CHARLES F. (SKIP)

3 GRUBER: Okay. Consent.

4 COMMISSIONER JAMES E. (JEB) BALL: I

5 consent on that.

6 COMMISSIONER JOE DAVIS, III: Sure.

7 COMMISSIONER BILLIE JO UNDERWOOD:

8 Consent.

9 COMMISSIONER JOE DAVIS, III: We need to
10 encourage this process at every avenue. This is
11 the way you identify future leaders. This is the
12 way we help train our young people to move
13 forward in society. So I commend you and the
14 department.

15 COMMISSIONER JAMES E. (JEB) BALL: I
16 encourage all of the departments to do that as
17 well.

18 COMMISSIONER JOE DAVIS III: That's
19 exactly right.

20 COMMISSIONER JAMES E. (JEB) BALL: All
21 of them.

22 MR. ZACHARY HOOD: Commissioner Davis,
23 to that point, what we're finding is the interns
24 usually become volunteers after their internship.

25 COMMISSIONER JOE DAVIS III: There you
26 go.

27 MR. ZACHARY HOOD: Anyway, it just
28 strengthens and gives us a better community here

1 in Baldwin County.

2 COMMISSIONER BILLIE JO UNDERWOOD: I
3 had -- that's great, what you're asking. I want
4 to expound on that just a little bit.

5 I had an e-mail request. I just now sent a
6 message to Keri to find that e-mail for me, of a
7 young girl I met out at one of the marker things
8 that was done.

9 I think she was probably, maybe, early
10 college age or whatever, or high school, wanting
11 to know if we, the Commissioners, would allow her
12 to come job shadow us one day.

13 Is that something that you've ever done
14 before? I wasn't -- because we're so scattered
15 and not in one particular place, I didn't know --

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)
17 GRUBER: I don't think we've ever done it. That
18 doesn't mean if, you know, somebody wants to
19 shadow you, you know, I don't think there is a
20 problem with that.

21 COMMISSIONER BILLIE JO UNDERWOOD:
22 That's what I was just wondering. If that's --
23 how we would --

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)
25 GRUBER: I mean, that's, you know --

26 COMMISSIONER BILLIE JO UNDERWOOD: It
27 just really be to invite them to sit here with
28 us, that kind of stuff.

1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: I mean, it's not -- it's not going to
3 cost anything, and they're not -- they're not
4 doing any physical work.

5 COMMISSIONER BILLIE JO UNDERWOOD:

6 They're just wanting to learn what's going on,
7 whatever. Would that be something that you guys
8 would -- I mean, I really told her -- I said I'd
9 have to look into it, because I wasn't sure, you
10 know.

11 I mean, if I was at my accounting office all
12 day long and somebody wanted to job shadow me,
13 there's protocols to them, you know. I'm working
14 with confidential stuff. But these are open
15 meetings and stuff. Okay. All right.

16 Well, I think that sounds good, what you want
17 to do.

18 MR. ZACHARY HOOD: Thank you.
19 Appreciate it.

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)

21 GRUBER: All right. Next.

22 MR. WAYNE DYESS: Mr. Chairman, next, we
23 have Juvenile Detention. And Ron Ballard is
24 here.

25

26 **M-1 - MEMORANDUM OF AGREEMENT BETWEEN THE BALDWIN COUNTY**
27 **COMMISSION AND THE BALDWIN COUNTY BOARD OF EDUCATION**
28 **CONCERNING THE ALLOCATION OF THE EDUCATION TRUST FUND**

MONIES

MR. RON BALLARD: Good morning,
Mr. Chairman, Commissioners. I got three items.
The first item is M-1. And that's the Memorandum
of Agreement between the Baldwin County
Commission and the Baldwin County Board of
Education for allocation of the Education Trust
Fund monies. Basically, what that does is
provide educational services for us for this next
upcoming year.

COMMISSION CHAIRMAN CHARLES F. (SKIP)

GRUBER: Consent.

COMMISSIONER JAMES E. (JEB) BALL:

Consent.

COMMISSIONER JOE DAVIS III: Consent.

COMMISSIONER BILLIE JO UNDERWOOD:

Consent.

**M-2 - MEMORANDUM OF UNDERSTANDING BETWEEN THE BALDWIN
COUNTY COMMISSION AND THE BALDWIN COUNTY BOARD OF
EDUCATION FOR THE PROVISION OF FOOD SERVICES AT THE
BALDWIN COUNTY REGIONAL JUVENILE DETENTION CENTER**

MR. RON BALLARD: M-2, I have a
Memorandum of Understanding between the Baldwin
County Commission and the Board of Education for
the provision of food services for us. And
it's -- the prices stay the same. We're going to
get it from the high school. And it's been

1 working great.

2 COMMISSION CHAIRMAN CHARLES F. (SKIP)

3 GRUBER: Okay. Good, good. Consent?

4 COMMISSIONER JOE DAVIS III: Consent.

5 COMMISSIONER BILLIE JO UNDERWOOD:

6 Consent.

7

8 **M-3 - MEMORANDUM OF UNDERSTANDING BETWEEN THE BALDWIN**
9 **COUNTY COMMISSION AND THE BALDWIN COUNTY SHERIFF'S**
10 **OFFICE FOR THE PROVISION OF FOOD SERVICES AT THE BALDWIN**
11 **COUNTY REGIONAL JUVENILE DETENTION CENTER**

12 MR. RON BALLARD: Item M-3 is the
13 Memorandum of Understanding between the Baldwin
14 County Commission and the Baldwin County
15 Sheriff's Office for provision of food services
16 for the Juvenile Detention. And that provides us
17 weekend meals, holidays, summers.

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)

19 GRUBER: Consent.

20 COMMISSIONER BILLIE JO UNDERWOOD:

21 Consent.

22 COMMISSIONER JAMES E. (JEB) BALL:

23 Consent.

24 COMMISSIONER JOE DAVIS, III: Consent.

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)

26 GRUBER: All right. Next.

27 MR. RON BALLARD: Thank you.

28 COMMISSION CHAIRMAN CHARLES F. (SKIP)

1 GRUBER: Thank you very much.

2 COMMISSIONER JOE DAVIS, III: Thank you.

3 *****

4 *ATTACHMENT 2 - STEP PLACEMENT OPTION CHARTS*

5 *****

6 MS. DEIDRA HANAK: Good morning. I just
7 got this yesterday.

8 COMMISSIONER JAMES E. (JEB) BALL: I
9 didn't bring my magnifying glass. Let me know if
10 you can see that.

11 MS. DEIDRA HANAK: I know.

12 COMMISSIONER BILLIE JO UNDERWOOD:
13 That's even hard with readers. It's also blurry.

14 MS. DEIDRA HANAK: It is blurry. I
15 apologize for that.

16 COMMISSIONER BILLIE JO UNDERWOOD: You
17 messing with us.

18 MS. DEIDRA HANAK: I noticed that this
19 morning after -- I did it the very last thing
20 that I did before I ran out. Okay. I do have
21 two addenda items.

22 COMMISSION CHAIRMAN CHARLES F. (SKIP)

23 GRUBER: Okay.

24 MS. DEIDRA HANAK: Trying to get myself
25 straightened out here.

26

27 **Q-4 - COMMISSION ADMINISTRATION POSITION CHANGE**

28 MS. DEIDRA HANAK: First, we have Wayne

1 Dyess has asked to change the PIO position up,
2 add some more responsibilities, and upgrade the
3 position EC-08. And in your agenda packet, you
4 have an updated position discussion for you
5 there.

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)

7 GRUBER: Consent?

8 COMMISSIONER JAMES E. (JEB) BALL:
9 Consent.

10 COMMISSIONER BILLIE JO UNDERWOOD:
11 Consent.

12 COMMISSIONER JOE DAVIS, III: Sure.

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)

14 GRUBER: Yeah.

15

16 **Q-9 - PERSONNEL DEPARTMENT - BLUE CROSS BLUE SHIELD**

17 **ENROLLMENT AGREEMENT FOR 2020**

18 MS. DEIDRA HANAK: And then, I guess,
19 it's really not an addenda, just an informational
20 item for the Commission meeting next week. I
21 will have the renewal agreement that Chairman
22 will need to sign to renew our
23 BlueCross/BlueShield Insurance for the upcoming
24 year.

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)

26 GRUBER: Okay.

27

28 **N-1 - PERSONNEL DEPARTMENT - DISCUSSION OF SALARY SURVEY**

1 MS. DEIDRA HANAK: Okay. All right. So
2 what you have before you, we have to make some
3 decisions on what -- where we want to go with the
4 salary survey.

5 So in the work session packet, I have sent --
6 I sent the options that Evergreen sent us and
7 what we need to determine how to place employees
8 in the pay scale. And that is this attachment
9 here with all the different the colors. So what
10 they did is they gave us several different
11 options.

12 One is -- that's a five-star option to place
13 employees within a pay scale based on being on
14 top-of-the-market data, premier employer, where
15 they are, how long they have been with the County
16 and in their position. And that was an amount
17 for the Commission alone two-point-two million
18 dollars (\$2,200,000).

19 They gave us some other options on how to
20 base it within a class, how long they have been
21 in their current position, or how long they have
22 been with the County.

23 All of that being said, they were -- they're
24 suggesting to go to an open-range plan, which
25 means we would not have the steps anymore. And
26 if you -- it would be an employee evaluation.
27 And their raise would be based upon their score
28 and percentage.

1 So if you got a three (3), you could get a
2 three percent (3%). If you got an overall
3 average of four (4), you could get a four percent
4 (4%) increase and so on.

5 I did ask them to go back to see if they
6 could put that -- The range that they came up
7 with, they came up with about eight (8) more pay
8 ranges than we have right now. I asked them to
9 take those ranges and see if they could put that
10 in a step system with what we currently have now.

11 And so that is the information that I've
12 given you today. We got it yesterday afternoon.
13 And so, with that, they were able to come up with
14 a formula that would -- that would include a
15 person's time with the County and their time
16 within their -- their current position.

17 So, with that, that's that very blurry one,
18 the changes for that would be eight hundred --
19 about eight hundred ninety-one thousand dollars
20 (\$891,000) overall, which is definitely down from
21 two-point-two million (\$2,200,000). And other --
22 the next best option was the open-range plan,
23 would be about one-point-four million
24 (\$1,400,000).

25 With the open-range plan, it would affect
26 approximately five hundred five (505) employees.
27 With the maintaining the step program that we
28 have right now for us, it would affect six

1 hundred sixteen (616) employees.

2 Essentially, there's less than ten (10)
3 employees in the County that it would affect.
4 Some have higher percentages of increases than
5 others, which is what we expected.

6 The Sheriff's Department actually just
7 received their spreadsheet this morning. And the
8 approximate cost for theirs is a little over two
9 hundred thousand dollars (\$200,000), which would
10 result in a one-point-one million dollar
11 (\$1,100,000) increase in the budget.

12 COMMISSION CHAIRMAN CHARLES F. (SKIP)
13 GRUBER: Total? That's with -- that's with
14 the -- or is that just --

15 COMMISSIONER JAMES E. (JEB) BALL:
16 That's with the Sheriff.

17 COMMISSION CHAIRMAN CHARLES F. (SKIP)
18 GRUBER: That's with the Sheriff --

19 MS. DEIDRA HANAK: That's with them in a
20 step system.

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)
22 GRUBER: -- and everything.

23 SHERIFF HUEY (HOSS) MACK: Mr. Chairman,
24 due to the timeliness of this, we haven't
25 reviewed it at all. So I'm not for or against
26 anything at this point.

27 MS. DEIDRA HANAK: Right.

28 COMMISSION CHAIRMAN CHARLES F. (SKIP)

1 GRUBER: What we're -- what we're trying to do,
2 you know, we're trying to get it so that --

3 SHERIFF HUEY (HOSS) MACK: Right.

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)

5 GRUBER: -- you know, we can -- I'd like to see
6 this go into the budget this year. Because we've
7 been working on this and telling all our
8 employees that, you know, we're -- we're working
9 on a salary survey.

10 And with the results of this, when I see
11 that, you know, it's going to affect, on the
12 County side, six hundred sixteen (616) people,
13 that's tremendous.

14 COMMISSIONER JAMES E. (JEB) BALL: We
15 just -- Deidra, on that, we just need to make
16 sure that when the people were doing the -- like
17 you said -- talked -- when we talked about this
18 before, that the salary survey study, people
19 understood our job positions and -- and wasn't
20 comparing to something really crazy out here that
21 wasn't in comparison to that, but they were -- it
22 was similar in nature? You know what I'm saying?

23 MS. DEIDRA HANAK: Yes, sir. Yes, sir,
24 I do. And I -- I went back and I made a list of
25 the entities that did respond. Hold on a second.
26 We have -- from around here, we had the City of
27 Gulf Shores, the City of Foley. We had -- I knew
28 I was going to lose this piece of note somewhere

1 around here.

2 COMMISSIONER BILLIE JO UNDERWOOD: It's
3 on the back.

4 MS. DEIDRA HANAK: Here we go. City of
5 Daphne, Foley, Gulf Shores, City of Hoover,
6 Huntsville, City of Pensacola. We have Escambia
7 County, Lee County, and Tuscaloosa County
8 responded.

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)
10 GRUBER: That's a pretty good widespread. You
11 know, so I think we're getting -- I think the
12 results that they've given us are pretty good. I
13 mean, that lets us know that we're -- you know,
14 if we do this, we'll be in the -- we'll be in
15 the --

16 COMMISSIONER JAMES E. (JEB) BALL:
17 Competitive range.

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)
19 GRUBER: -- competitive range with everybody else
20 in the surrounding area. You know, so --

21 COMMISSIONER BILLIE JO UNDERWOOD: Well,
22 and it's good that we got some local entities,
23 because that's who we're in more competition
24 with.

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)

26 GRUBER: Yeah.

27 MS. DEIDRA HANAK: I agree. So one
28 thing that we have -- they really were gearing

1 toward open-range plan, which is fine. Staying
2 with the step -- my suggestion is to at least
3 stay with the step plan for now. So then we have
4 the next year to implement an open-range, if
5 that's the way that we want to go.

6 Staying with a step plan now would give us --
7 give us an approximate dollar amount for budge
8 versus an open-range plan, which I -- I don't
9 think we could even budget for at this point. If
10 we did, it would -- it would be all over the
11 place.

12 But the step plan, I'm all for change and
13 trying to find new and innovative ways to do
14 things. I do know that the step plan has really
15 saved us in the several instances of equal pay
16 claims that have come against the County, that we
17 show that we consistently do something, you know,
18 raises, promotions, et cetera. It's saved us
19 every time. And so I'd like to take a chance
20 to --

21 COMMISSIONER JAMES E. (JEB) BALL: I
22 think we -- I think we discussed that the step
23 plan, we could -- we could rework our step plan
24 to where -- is the one I the lowest, and then it
25 goes to a two II, and then it goes to a III,
26 however it works, that if -- that if -- that a II
27 would not have to leave for a one I to move up,
28 that you could have two II's --

1 MS. DEIDRA HANAK: Absolutely, yes.

2 COMMISSIONER JAMES E. (JEB) BALL: -- or
3 three III's you know, or something. I mean, we
4 wouldn't have to wait people for people to retire
5 for people to move up the ladder.

6 MS. DEIDRA HANAK: Correct.

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)

8 GRUBER: Well, that's just structure -- that's
9 just --

10 COMMISSIONER JAMES E. (JEB) BALL: It's
11 a structure thing.

12 COMMISSION CHAIRMAN CHARLES F. (SKIP)

13 GRUBER: -- redoing the structural --

14 COMMISSIONER JAMES E. (JEB) BALL:
15 Right.

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)

17 GRUBER: -- part of that, but, you know --

18 MS. DEIDRA HANAK: Right. And with the
19 addition of more scales within our pay scale,
20 more grades, that gives us even a broader range
21 of being able to -- to work with positions as
22 well.

23 COMMISSIONER JAMES E. (JEB) BALL:
24 Deidra, can I ask one more thing? On the six
25 hundred sixteen (616) employees affected by this,
26 what's the -- what's the average percent increase
27 for them?

28 MS. DEIDRA HANAK: That I don't -- I

1 don't have off the top of my head. This I got
2 yesterday afternoon.

3 COMMISSION CHAIRMAN CHARLES F. (SKIP)

4 GRUBER: Well, according to this, what the paper
5 says --

6 COMMISSIONER BILLIE JO UNDERWOOD: At
7 least ten percent (10%).

8 COMMISSION CHAIRMAN CHARLES F. (SKIP)

9 GRUBER: -- it's -- it's four-point-four percent
10 (4.4%).

11 MS. DEIDRA HANAK: Yeah.

12 COMMISSIONER JAMES E. (JEB) BALL: No,
13 it's more. It's going to be more than that, I
14 think.

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)

16 GRUBER: No, well -- it says the --

17 MS. DEIDRA HANAK: The average
18 percentage --

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)

20 GRUBER: -- average percentage adjustment is
21 four-point-four percent (4.4%).

22 MS. DEIDRA HANAK: And we had some with
23 the thirty-five percent (35%). And we had some
24 with a point-five percent (.5%).

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)

26 GRUBER: Yeah. I mean, it's -- it -- it
27 rearranges it to bring it up to what's, you know,
28 competitive in the market. Commissioner -- I

1 mean, David.

2 ATTORNEY DAVID CONNER: You alluded to a
3 question I have, just -- just for -- I know y'all
4 haven't landed on what method yet. But, say, you
5 went to the open method, what would be the review
6 process to determine that -- in the individual
7 department raises are being given on the same
8 standards, what would be the check on that?

9 MS. DEIDRA HANAK: Well, that's why I
10 would not want to implement that this fiscal year
11 and be able to work on that next fiscal year.

12 I had spoken with Sandra Pate with the City
13 of Foley. Because they -- they have the open-pay
14 plan. She gave me just a very simple outline.

15 They use an online performance management
16 tool that helps the supervisors and engages them
17 more electronically instead of paper.

18 But she did say that it was a lot to
19 implement. And it included a lot of training, a
20 lot of hand holding, which -- a lot of oversight,
21 which I do believe, you know, on our scale, with
22 how many people -- how many employees that we
23 service, it would take a lot of training and a
24 lot of oversight to implement it.

25 So that is something that if we want to do
26 it, we can look at that for the next fiscal year
27 and work towards that and work towards those
28 policies. Because there would have to be a lot

1 in place to make sure it's very fairly and evenly
2 distributed out.

3 COMMISSION CHAIRMAN CHARLES F. (SKIP)

4 GRUBER: All right. Where are we, Wayne?

5
6 **P-1 - ANNUAL ADVERTISING CONTRACT WITH GULF COAST**
7 **NEWSPAPERS FOR FISCAL YEAR 2019-2020**

8 MR. WAYNE DYESS: Mr. Chairman, next we
9 have the Administration Items. The first item is
10 P-1. It is the annual advertising contract with
11 Gulf Coast Newspapers for Fiscal Year 19 through
12 20. It's the routine contract.

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)

14 GRUBER: All right.

15 MR. WAYNE DYESS: Consent?

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)

17 GRUBER: Consent?

18 COMMISSIONER BILLIE JO UNDERWOOD:

19 Consent.

20 COMMISSIONER JOE DAVIS III: Consent.

21
22 **P-2 - BALDWIN COUNTY BOARD OF HUMAN RESOURCES - BOARD**
23 **APPOINTMENT**

24 MR. WAYNE DYESS: Mr. Chairman, next
25 one, we have a couple of board appoints on the
26 next two items.

27 This is P-2. This is for the Baldwin County
28 Board of Resources. The recommendation is to

1 reappoint Ms. Cindy Haber as a member for a
2 six-year term to commence on 2019, expires 2025;
3 Number 2, reappoint Ms. Virginia F. Chaudron,
4 six-year term; and reappoint Ms. Christi Zarr
5 King for a six-year term.

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)

7 GRUBER: Consent?

8 COMMISSIONER BILLIE JO UNDERWOOD:

9 Consent.

10 COMMISSIONER JOE DAVIS III: Consent.

11 COMMISSIONER JAMES E. (JEB) BALL:

12 Consent.

13
14 **P-3 - BALDWIN COUNTY LIBRARY BOARD - BOARD APPOINTMENT**

15 MR. WAYNE DYESS: Next we have the
16 Library Board. We have one appointment. Appoint
17 Dr. Theresa Hardy as a member of the board to
18 fill the placeseat formerly held by Mr. Joel --
19 Joe Coleman for a reduced term of four years to
20 commence August 20th, 2019, and expire 2022.

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)

22 GRUBER: Consent?

23 COMMISSIONER JAMES E. (JEB) BALL:

24 Consent.

25 COMMISSIONER BILLIE JO UNDERWOOD:

26 Consent.

27
28 **P-4 - DONATION OF VEHICLE FROM THE BALDWIN COUNTY**

COMMISSION ADMINISTRATION DEPARTMENT TO THE BALDWIN
COUNTY DISTRICT ATTORNEY'S OFFICE

MR. WAYNE DYESS: Next item, P-4, is a vehicle donation to the District Attorney's Office. The recommendation is to approve donation of 2010 Mercury Mariner to the -- to the District Attorney's Office for their use.

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

COMMISSIONER BILLIE JO UNDERWOOD: Consent.

COMMISSIONER JAMES E. (JEB) BALL: Consent.

COMMISSIONER JOE DAVIS III: Consent.

P-5 - MEMORANDUM OF UNDERSTANDING BETWEEN MOBILE
INFIRMARY ASSOCIATION, INC. D/B/A MOBILE INFIRMARY
MEDICAL CENTER AND BALDWIN COUNTY COMMISSION FOR THE
340B DRUG PRICING PROGRAM

MR. WAYNE DYESS: Next item is P-5, which is a Memorandum of Understanding between Mobile Infirmary, doing business as the Mobile Infirmary Medical Center, and the Baldwin County Commission for the 340B Drug Pricing Program.

This is for the indigent care, if I'm not mistaken. I talked to Mark Nix a couple of weeks ago regarding this. And they just need the County's permission to participate in this

1 program. No cost to the County.

2 ATTORNEY DAVID CONNER: Mr. Chairman, I
3 have a conflict on that item. You can run that
4 by Brad, just to make sure.

5 COMMISSION CHAIRMAN CHARLES F. (SKIP)

6 GRUBER: Okay. Consent?

7 COMMISSIONER JAMES E. (JEB) BALL:

8 Consent.

9 COMMISSIONER JOE DAVIS, III: Consent.

10 COMMISSIONER BILLIE JO UNDERWOOD:

11 Consent.

12

13 **Q-2 - REQUEST FOR ASSISTANCE FROM ELBERTA HIGH SCHOOL -**

14 **AUDITORIUM AND LOCKER ROOM RENOVATIONS**

15 MR. WAYNE DYESS: Mr. Chairman, we have
16 two addendums. The first one is a request for
17 assistance from Elberta High School for
18 auditorium and locker room renovations.

19 We have request from the Athletic Director,
20 Greg Seibert, in the amount of twenty-five
21 thousand dollars (\$25,000).

22 COMMISSION CHAIRMAN CHARLES F. (SKIP)

23 GRUBER: Commissioners?

24 COMMISSIONER JAMES E. (JEB) BALL: Is
25 this something that we talk about today, or can
26 we discuss this in our budget?

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)

28 GRUBER: You know, whatever, you know. I just

1 got this request, you know, the other day. And I
2 just forwarded it to y'all so that y'all would
3 have -- know what's going on.

4 COMMISSIONER BILLIE JO UNDERWOOD: Well,
5 there is -- I think there is a deadline in
6 there --

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)
8 GRUBER: I think so, yeah.

9 COMMISSIONER BILLIE JO UNDERWOOD: --
10 for September the 4th, due to a matching grant
11 from the Snook Foundation.

12 I had questions about this particular
13 request. I've heard that they're looking under
14 every rock for this matching money. And I didn't
15 understand, because I was told from someone else
16 that the School Board doesn't -- that -- that
17 only booster clubs and people like that provide
18 this type of equipment. And I wanted to know if
19 that was really the case.

20 But I felt like this is a -- a situation
21 where that we have like forty-something (40)
22 schools in Baldwin County. And if we start
23 giving twenty-five thousand dollars (\$25,000) to
24 every school, we would like be obligated almost
25 to give everybody twenty-five thousand dollars
26 (\$25,000).

27 And I just didn't know if that was something
28 that you guys want to travel down. I didn't know

1 what you felt with that. I understand sometimes
2 we help out with specific projects, but this is
3 kind of like equipping a --

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)

5 GRUBER: Well, they have actually got the
6 equipment and everything. This is actually, you
7 know, doing the -- the equipment he got from --

8 COMMISSIONER BILLIE JO UNDERWOOD:
9 Another school.

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)

11 GRUBER: -- another school. They got that. And
12 now what this is, is actually the flooring and
13 stuff like that.

14 COMMISSIONER JAMES E. (JEB) BALL: Is
15 this in the new high school?

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)

17 GRUBER: No. This is -- the new high school
18 didn't get -- they have no recreational stuff in
19 it. There is not even an office for the
20 principal.

21 COMMISSIONER BILLIE JO UNDERWOOD: This
22 is not something that the School Board would pay
23 for?

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)

25 GRUBER: Well, this is taking the old auditorium
26 that they have and converting that into this
27 thing, where the band -- or the band room that
28 they were using -- the band's got to move --

1 going to have a new room.

2 But so they're just trying -- they're just
3 trying to, you know, do -- be competitive, you
4 know, now that they're going from a Class 2A to a
5 Class 5A, which is a big step, you know. And
6 they just don't have -- they've got a lot to do
7 to get to that point.

8 So, I mean, it was just a request, you know.
9 And if we won't give it to them, I mean, they
10 understand it, you know. But it's just something
11 that they wanted to request us to look at.

12 Because if they get twenty-five thousand
13 (\$25,000), I think the Snook's Foundation would
14 match it. It's a matching -- it's a matching
15 thing, you know. It just gives them more money.

16 COMMISSIONER JOE DAVIS, III: Do we have
17 any communication with --

18 COMMISSIONER JAMES E. (JEB) BALL: Well,
19 it does say that they would be considered any
20 amount.

21 COMMISSIONER JOE DAVIS III: -- booster
22 clubs?

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

25 COMMISSIONER JAMES E. (JEB) BALL: So, I
26 mean, twenty-five thousand (\$25,000) is not --

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)
28 GRUBER: No, that's their -- that's just --

1 that's --

2 COMMISSIONER JOE DAVIS, III: That's the
3 ask.

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)
5 GRUBER: That's the ask.

6 COMMISSIONER JAMES E. (JEB) BALL: It
7 says they would greatly appreciate any amount.
8 So, I mean --

9 COMMISSIONER JOE DAVIS, III: Well, to
10 me, we've got a lot of schools, and we got a lot
11 of needs.

12 COMMISSIONER JAMES E. (JEB) BALL: A
13 lot.

14 COMMISSIONER JOE DAVIS, III: I'd also
15 like to know who else are they asking. I mean --

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)
17 GRUBER: The -- the Town of Elberta has given
18 some money. They've -- they're going to Snook
19 Foundation. And they're actually -- the -- the
20 booster --

21 COMMISSIONER BILLIE JO UNDERWOOD: They
22 asked Summerdale last night, and Summerdale said
23 they didn't have it.

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)
25 GRUBER: Yeah, they went to Summerdale, and
26 Summerdale told them to come to the County.

27 COMMISSIONER JAMES E. (JEB) BALL: Have
28 they asked the School Board --

1 COMMISSIONER BILLIE JO UNDERWOOD: Well,
2 they were there last night, is what I heard.

3 COMMISSIONER JAMES E. (JEB) BALL: Do we
4 know if --

5 COMMISSIONER BILLIE JO UNDERWOOD: They
6 didn't tell them to go to the County. They just
7 told them they didn't have it.

8 COMMISSIONER JAMES E. (JEB) BALL:
9 Mr. Chairman, do we know if they've asked the
10 School Board?

11 COMMISSION CHAIRMAN CHARLES F. (SKIP)
12 GRUBER: School Board does not do that. I mean,
13 they just -- they don't --

14 COMMISSIONER JOE DAVIS, III: They
15 expect us --

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)
17 GRUBER: You know what they did when, you know,
18 they had created one time, when they did the --
19 all the high schools, they gave seven million
20 dollars (\$7,000,000) -- I mean to each high
21 school.

22 This is a brand-new high school, brought in
23 on that program. And they're not funded right
24 now. So, you know, it's up for them to do it.
25 You know, they don't -- the School Board does
26 not -- they don't fund these types things.

27 COMMISSIONER BILLIE JO UNDERWOOD: Well,
28 there's a lot of new schools being built right

1 now all over the county.

2 COMMISSION CHAIRMAN CHARLES F. (SKIP)

3 GRUBER: And the rest of them -- all the rest of
4 your high schools have got all this equipment.
5 This is the only one that, you know, doesn't at
6 this point have this equipment.

7 COMMISSIONER BILLIE JO UNDERWOOD: Well,
8 I -- is Orange Beach funding Orange Beach's,
9 then?

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)

11 GRUBER: Yeah. Orange Beach has got --

12 COMMISSIONER BILLIE JO UNDERWOOD:
13 They've got money.

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)

15 GRUBER: -- they're putting millions and millions
16 of dollars. They've got -- they're doing their
17 own session down there with what they're doing
18 for the stores. They've got their own -- they're
19 actually building their own building and stuff,
20 you know.

21 COMMISSIONER JOE DAVIS, III: To me,
22 this falls under the realm of the booster clubs,
23 the organizations. You have a group of people
24 who may have kids playing, former players. And
25 then you go and present programs like they did to
26 the Snook Foundation.

27 COMMISSIONER BILLIE JO UNDERWOOD: Well,
28 Snook Foundation has committed.

1 COMMISSIONER JOE DAVIS, III: Oh, I
2 understand that.

3 COMMISSIONER BILLIE JO UNDERWOOD: But
4 they want to match. They want to match that.

5 COMMISSIONER JOE DAVIS, III: I
6 understand. And that -- that's a good way to
7 generate more money. We'll match anything you
8 raise from anybody else. I mean, that's the way
9 you grow dollars.

10 As many schools as we have, and dealing with
11 the educational committees in my city, trying to
12 generate resources to help all kids in reading
13 and math and those kinds of things, athletics is
14 an extracurricular.

15 I was blessed to have participated and
16 learned a lot, but a lot of people had to pitch
17 in to give us the opportunity to do that. I feel
18 uncomfortable --

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

21 COMMISSIONER JOE DAVIS, III: -- doing
22 this. I just --

23 COMMISSIONER JAMES E. (JEB) BALL: Put
24 it on Other Staff and talk about it? I mean, I
25 just -- I don't --

26 COMMISSION CHAIRMAN CHARLES F. (SKIP)
27 GRUBER: You know, we don't have to act on it.
28 If y'all don't, you know, bring it forward, you

1 know, it doesn't, you know -- it was just a
2 request, you know. It does not mean that, you
3 know -- it said we'd consider the request.

4 ATTORNEY DAVID CONNER: This is for what
5 facility they're looking at?

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)

7 GRUBER: Huh?

8 ATTORNEY DAVID CONNER: They're looking
9 at for which facility?

10 COMMISSIONER JAMES E. (JEB) BALL:
11 Elberta High School.

12 ATTORNEY DAVID CONNER: Elberta High
13 School. What are they asking you to build?

14 COMMISSIONER JAMES E. (JEB) BALL: The
15 gym --

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

18 COMMISSIONER JAMES E. (JEB) BALL: --
19 the locker room --

20 ATTORNEY DAVID CONNER: The locker room?

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)

22 GRUBER: They're doing -- yeah.

23 COMMISSIONER JAMES E. (JEB) BALL:
24 Twenty-five thousand dollars (\$25,000) in
25 matching funds, I guess, this -- over
26 fifty-something thousand dollars (\$50,000) to
27 help them finish their locker room.

28 I've never -- I've never been -- I've never

1 heard a request from a school --

2 COMMISSIONER BILLIE JO UNDERWOOD: For
3 a -- for a governmental entity outside of
4 their --

5 COMMISSIONER JAMES E. (JEB) BALL: --
6 from a school system to request from the County
7 Commission to help build a locker room in a
8 brand-new school.

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)
10 GRUBER: Yeah. Well, see, that's just it. The
11 new school -- they get -- when they built the
12 high school, all they built was classrooms. And
13 they got a classroom. They got a band room. And
14 they got -- stuff for the thing. They did not
15 create anything for athletics whatsoever.

16 COMMISSIONER JOE DAVIS, III: Well, I
17 mean --

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)
19 GRUBER: Now, I understand --

20 COMMISSIONER JOE DAVIS III: -- the most
21 important thing they did was build the
22 classrooms.

23 COMMISSIONER JAMES E. (JEB) BALL: Yeah,
24 but not for the County's burden, though.

25 COMMISSIONER JOE DAVIS, III: Other
26 people need to come forward for the
27 extracurriculars.

28 COMMISSION CHAIRMAN CHARLES F. (SKIP)

1 GRUBER: From what I understand, they have went
2 to the School Board. And they are going to do --
3 give them some money to upgrade their stadium,
4 which they have to be to be able to compete in 5A
5 stuff.

6 They have to have certain requirements. And
7 I think School Board is going to take care of
8 the -- from what I understand, now. It's just a
9 rumor. I have not, you know -- but I just heard
10 that they, you know -- the School Board was going
11 to help them with some of the stuff, as far as
12 the stadium, but that was it.

13 ATTORNEY DAVID CONNER: Is that an
14 existing stadium or one that's being built?

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)
16 GRUBER: Yeah, it's an existing stadium. It's
17 got bleachers on one side, the other side does
18 not have anything. It was just -- it was a
19 junior high school, and they created a high
20 school out of junior high school with no aspects
21 of doing anything for athletics at that point.

22 ATTORNEY DAVID CONNER: Well, the -- I
23 guess, Spanish Fort had to approach this years
24 ago when the new high school was built.

25 And, basically, what -- what they asked the
26 School Board to do at that point in time was come
27 up with basic facilities that any high school
28 would need to operate, just to get them started.

1 And then from there, let either the Cities or the
2 boosters or those kind of things build up from
3 there.

4 Basic facilities, in our mind, was, you know,
5 everybody does -- should have a high school -- if
6 they're going to be a real high school, should
7 have a football field.

8 This is -- this was us talking at the time,
9 this was the City talking at the time. The
10 School Board didn't necessarily agree with this.

11 You know, maybe they get a five hundred (500)
12 seats or thousand (1,000) seats on one side and
13 get a football field and get bathrooms to
14 accommodate all of that, because the bathrooms
15 are the most expensive things that you build,
16 especially with today's requirements.

17 Many of these football stadiums around the
18 county could never be built today because of just
19 having to meet ADA, having to meet bathroom
20 requirements, those kinds of things.

21 And so -- and then -- but once you got that,
22 then you get a gate. You get to sell tickets.
23 You get to raise money. And then you can use
24 those funds to add on.

25 But Spanish Fort was playing at McGill. They
26 were playing at the Ladd Stadium. They were
27 playing everywhere, playing in Daphne.

28 Daphne's getting the gate, those kind of

1 things. And they did some sharing. But as
2 simple as a -- as simple as a locker room for the
3 gym, I mean, that seems like that should be a
4 basic facility.

5 COMMISSION CHAIRMAN CHARLES F. (SKIP)
6 GRUBER: But it's not. That's what I'm saying.
7 The School Board has not done anything yet. And
8 they've went to them, from what I understand.
9 Now, you know -- I'm not going --

10 MR. WAYNE DYESS: Mr. Chairman --
11 Mr. Chairman --

12 ATTORNEY DAVID CONNER: And you were
13 exactly right. What happened was Spanish Fort
14 went and got the School Board to agree to give
15 them a million dollars (\$1,000,000) to help form
16 the basics of the program. And I think the City
17 put in another two-and-a-half (\$2,500,000) or two
18 (\$2,000,000) to make it happen.

19 But instead of addressing the one need that
20 was at that time, they gave seven million dollars
21 (\$7,000,000), a million dollars (\$1,000,000) to
22 every feeder pattern.

23 And so, hopefully, they're -- they're getting
24 away from that approach. I mean, if -- if
25 they're at home, I have a child that has a need,
26 that child gets something, not every other child.
27 You know?

28 And so there ought to be -- because there are

1 other schools coming, there ought to be a set of
2 basic -- very basic facilities to get them off
3 the ground. And that would seem like that would
4 be one.

5 COMMISSIONER JAMES E. (JEB) BALL: I
6 tell you something I learned at a Rotary
7 meeting -- And this is perfect for this kind of
8 project -- is that what the City of Spanish Fort
9 is doing with their -- what y'all are going to
10 vote on with the tax and what Fairhope's going to
11 vote on for the tax, that's a district-based vote
12 just for those specific projects that encompass
13 those.

14 So Elberta could exercise a letter to the
15 School Board and ask that they have a special
16 election to raise the millage. And then that
17 property millage would go to that building of
18 that thing. I mean, that's just one avenue that
19 they could try.

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)
21 GRUBER: That's a good point.

22 COMMISSIONER JAMES E. (JEB) BALL: So I
23 know that Spanish Fort's got it. And -- and I
24 think the terms on that thing kind of -- like
25 there's different terms with Fairhope's being
26 thirty (30) years and Spanish Fort's being like
27 fifteen (15) years. I mean, but other than
28 that --

1 ATTORNEY DAVID CONNER: The main -- the
2 main difference between those two is Spanish
3 Fort, the City itself, has made such an
4 investment --

5 COMMISSIONER JAMES E. (JEB) BALL:
6 That's right.

7 ATTORNEY DAVID CONNER: -- in the
8 athletics. Their district said that the money
9 could only be used for academic --

10 COMMISSIONER JAMES E. (JEB) BALL:
11 That's right.

12 ATTORNEY DAVID CONNER: -- enhancement
13 and life skills program. But that's not to say
14 that another area of the county could say, hey,
15 we really need this bad, and -- and do it for
16 that.

17 COMMISSIONER JAMES E. (JEB) BALL:
18 Right. You specifically -- yep.

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

21 COMMISSIONER JOE DAVIS, III: The City
22 of Daphne last night approved budgeting money for
23 the Educational Advisory Committee that they set
24 up to deal with improving reading skills and math
25 skills at various grades. That impacts every
26 student in that school.

27 Those are the kind of projects that I can
28 better defend to the -- to the citizens when I

1 say, here is what your tax money's for.

2 There are a lot of people that get their
3 hackles up when we're into the extracurriculars
4 and funding of that. I -- they need this, I'm
5 sure, but I would feel very uncomfortable --

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)

7 GRUBER: Okay. Let's table this.

8 ATTORNEY DAVID CONNER: Don't get me
9 wrong. I'm not -- I'm not saying that you can't
10 do it. Legally, you can. But it really is a
11 policy decision y'all have to make. Because once
12 you do it to one, then they're coming.

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)

14 GRUBER: All right. Well, we'll table this, you
15 know. It just won't go any further until we get
16 some more information or something. But, you
17 know, so let's just move on. All right.

18 COMMISSIONER BILLIE JO UNDERWOOD: Okay.
19 All right.

20

21 **Q-3 - APPROPRIATION OF FUNDS TO EYE HEART WORLD, INC.**

22 **FOR THE ROSE CENTER**

23 MR. WAYNE DYESS: Mr. Chairman, the next
24 request -- And this is the last item -- is a
25 request for an appropriation to the Rose Center,
26 which is Eye Heart World, Incorporated.

27 I believe you may recall, a couple of months
28 ago, they made a presentation to the Commission

1 regarding child trafficking and things like that.
2 So this is a request for a two thousand dollars
3 (\$2,000) appropriation.

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)

5 GRUBER: Okay. Questions?

6 COMMISSIONER BILLIE JO UNDERWOOD: I
7 consent.

8 COMMISSION CHAIRMAN CHARLES F. (SKIP)

9 GRUBER: Consent.

10 COMMISSIONER JOE DAVIS III: Consent.
11 All right.

12 COMMISSION CHAIRMAN CHARLES F. (SKIP)

13 GRUBER: Anything else?

14 MR. WAYNE DYESS: No, sir. That's all I
15 have.

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)

17 GRUBER: Anybody else have anything?
18 Commissioners?

19

20 **R - PUBLIC COMMENTS**

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)

22 GRUBER: Public comments?

23 (No response.)

24 COMMISSIONER BILLIE JO UNDERWOOD: Have
25 you already passed the Commissioners?

26 COMMISSION CHAIRMAN CHARLES F. (SKIP)

27 GRUBER: No, not yet. I haven't gotten to it
28 yet.

S - PRESS QUESTIONS

COMMISSION CHAIRMAN CHARLES F. (SKIP)

GRUBER: Press questions?

(No response.)

T - COMMISSIONER COMMENTS

COMMISSION CHAIRMAN CHARLES F. (SKIP)

GRUBER: Commission comments?

COMMISSIONER BILLIE JO UNDERWOOD: I have a question. I want to make sure I understand some things. I've been asking some various members of our staff.

But when we have items on our agenda, such as the very -- actually, B-1, where it's like the purchase of one (1) new police interceptor, it's already in the budget. Why do we have to review these particular -- I know the County buys things all the time that's on our payables. Is this something that is -- is a -- is a desire, or is it a requirement?

And that's what I wanted to know, if all these things that come before us -- and that's just an example. Because, I mean, they have to go by the bid law. It's already in the budget, doesn't require an amendment to the budget.

Is that something that we really need to hash out in the open, or is it a micromanagement-type issue, or is it just something that we're just

1 proceeding from because they've always done it
2 that way?

3 And I asked some of the staff to help me on
4 that. And they said it's really just the
5 Commissioners' preference.

6 So I wanted to bring that out in the open.
7 Because of the constraints of the Open Meeting
8 Act, I can't really talk to all of y'all. And I
9 wanted to know what y'all thought about that.

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)
11 GRUBER: Well, I think with the competitive bid,
12 you know, it's going out for bid. We authorize
13 it to go out for bid. And so we're approving the
14 expenditures, is what we're doing, is why it's
15 coming to us.

16 Right, Ron?

17 COMMISSIONER BILLIE JO UNDERWOOD: Ron,
18 could you help me out with what we talked about?
19 And maybe I'm on the wrong --

20 MR. WAYNE DYESS: I can tell you earlier
21 in my career, we didn't do that.

22 COMMISSIONER BILLIE JO UNDERWOOD: I
23 want to make sure -- I want to quit thinking
24 about this, if it's not something that we don't
25 want to, you know -- Ron?

26 MR. RON CINK: The Commissioners changed
27 several times on this. In the past, several
28 Commissions ago, they didn't have these; right,

1 Wayne?

2 MR. WAYNE DYESS: No.

3 MR. RON CINK: And -- and so it -- it
4 did not come before the Commission in this -- in
5 this format. The Commission took a more active
6 role in the bid process and the purchasing
7 process.

8 The main thing that the Commission has to be
9 cognizant of is whatever agreements that you're
10 entering into, okay, that requires the body --

11 COMMISSIONER BILLIE JO UNDERWOOD:
12 You're talking about like, for example, the
13 Coroner came before us with an agreement --

14 MR. RON CINK: Correct.

15 COMMISSIONER BILLIE JO UNDERWOOD: Those
16 are really things that we need to actually have,
17 you know, discussions about.

18 I just -- I just wanted to make sure that --
19 Sometimes we end up with a very, very long agenda
20 of things. And I just wanted to make sure
21 that -- that that is something that we want to
22 continue with, or is -- is it just something
23 that's always been done that way? And I don't
24 mean it in any kind of an -- it's open for
25 discussion.

26 COMMISSIONER JAMES E. (JEB) BALL: I
27 mean, I can understand why we might want to
28 authorize a competitive bid, but I don't

1 understand why we have to sit here and put
2 Consent on copy machine rentals. You know what
3 I'm saying?

4 ATTORNEY DAVID CONNER: Yeah. The
5 only -- the only reason that I can think of for
6 doing that is because it is a contract. Y'all
7 have to approve all contracts.

8 COMMISSIONER JAMES E. (JEB) BALL: Could
9 we do a lump-sum budget and purchasing instead of
10 Wanda going through each little, single thing? I
11 mean, is there a --

12 ATTORNEY DAVID CONNER: Well, I think
13 you could -- I think you could put every one of
14 those in the same agenda item, potentially, as
15 long as your approving each contract. Take it
16 from four or five agenda items down to one.

17 COMMISSIONER BILLIE JO UNDERWOOD: Well,
18 like when we do the paying the bills, we don't go
19 through every one of those.

20 COMMISSIONER JAMES E. (JEB) BALL:
21 Right. We just pay the bills.

22 COMMISSIONER BILLIE JO UNDERWOOD: We
23 pay the bills. So --

24 ATTORNEY DAVID CONNER: I think you
25 could definitely streamline your agenda process.

26 COMMISSIONER BILLIE JO UNDERWOOD: Would
27 you like to have --

28 ATTORNEY DAVID CONNER: And include it

1 in --

2 COMMISSIONER BILLIE JO UNDERWOOD: -- a
3 more streamlined agenda process? And, if so, if
4 staff will come back to us with a recommendation,
5 would you be considerate of looking at that?

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

8 COMMISSIONER BILLIE JO UNDERWOOD: Or is
9 that -- I don't want to step over --

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)
11 GRUBER: Well, I like to know what's going on,
12 personally, you know. You know, personally, it
13 let's me know what -- you know, what -- where we
14 stand, what we're doing.

15 COMMISSIONER JOE DAVIS, III: I don't
16 know what kind of questions y'all get, but the
17 questions I get constantly are about whether or
18 not we are spending the money wisely and we're
19 spending it on things that are essential, kind of
20 like your wants and your needs. We need this, we
21 got to have it. We want this.

22 Can we streamline it a little bit, put it all
23 in one thing? Certainly.

24 COMMISSIONER BILLIE JO UNDERWOOD: I
25 guess where I'm coming from is these are things
26 that are no amendment to the budget. They have
27 been approved in the budgeting process earlier
28 on, and they're just exercising that. Is that

1 right?

2 MR. RON CINK: No. And, for instance, I
3 don't know where Deidra went, but positions,
4 okay, positions used to be -- they were all
5 workshopped and then brought to a Commission
6 meeting. And now, unless there is particular
7 change in a position, they just come straight to
8 the regular meeting for approval.

9 COMMISSIONER BILLIE JO UNDERWOOD: Okay.
10 I guess what I was getting at is if we want to
11 leave it the way we're doing it or if we want to
12 look for a way to streamline a little bit.
13 Terri? I'm sorry -- I'm not --

14 MS. TERRI GRAHAM: So I feel like there
15 is a lot of that that you wouldn't see anyway.
16 Because, you know, we're ordering -- we're
17 ordering off national bids. We're doing all
18 these different things. So, I mean, this is just
19 like a -- this is just like a pinprick in the
20 whole big scheme of everything.

21 So, I mean, I just think you might want to
22 consider that, too, is like you're only -- you're
23 only getting the ones that you may need to sign.

24 Because the stuff like you're talking about,
25 that you've already approved in budget, like in
26 my -- usually, if I'm going to buy a big dozer or
27 something like that, I'm buying it off the
28 National Cooperative. You may not see that

1 again. And that's a huge expense for you guys.

2 I mean, you're going to see it when you pay
3 the bills and you pay five hundred thousand
4 dollars (\$500,000) for one vendor, of course.
5 But I don't know. It's just something else to
6 think about. I mean, you're -- this is just
7 the --

8 MR. JOEY NUNNALLY: But at that point,
9 when they see the bill, it's --

10 COMMISSIONER BILLIE JO UNDERWOOD:
11 Shouldn't there be --

12 MR. JOEY NUNNALLY: -- the purchases --

13 COMMISSIONER BILLIE JO UNDERWOOD: --
14 there could be a question about that?

15 MS. TERRI GRAHAM: That's right. And
16 you can ask it --

17 COMMISSIONER BILLIE JO UNDERWOOD: You
18 could always ask a question.

19 MS. TERRI GRAHAM: -- when you get to
20 that point, and you're going to do that. But
21 you're not -- you're not seeing it all.

22 COMMISSIONER BILLIE JO UNDERWOOD: I
23 don't want to waste a lot of time on it. I just
24 had a -- I just thought I'd bring it up. I
25 usually don't have any comments.

26 COMMISSIONER JAMES E. (JEB) BALL: I
27 have no comments, Mr. Chairman.

28 COMMISSION CHAIRMAN CHARLES F. (SKIP)

1 GRUBER: Okay.

2 COMMISSIONER JOE DAVIS, III: Nor do I.

3 COMMISSIONER BILLIE JO UNDERWOOD: I
4 take that as a no, though, that y'all don't want
5 to change anything?

6 COMMISSIONER JAMES E. (JEB) BALL: We
7 can just maybe look at it a little further.

8 COMMISSIONER JOE DAVIS, III: Yeah.

9 COMMISSIONER BILLIE JO UNDERWOOD: Okay.

10 COMMISSIONER JOE DAVIS III: I mean, if
11 there is ways to make it better, but to get less
12 information --

13 COMMISSIONER BILLIE JO UNDERWOOD: Well,
14 if you don't mind, I'd like to look into it --

15 COMMISSIONER JOE DAVIS III: Sure.

16 COMMISSIONER BILLIE JO UNDERWOOD: --
17 and then -- then if we come up with something and
18 then you guys --

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

21 COMMISSIONER BILLIE JO UNDERWOOD: --
22 still want to stay like we are, we can stay like
23 we are. Okay.

24 COMMISSIONER JOE DAVIS, III: Okay.
25 Less information would make it more difficult to
26 respond to some of the questions we get. So I
27 like getting the information.

28 How I use it or how much I spend on it, but

1 being able to have this done and people see it, I
2 think is good for the citizens.

3 COMMISSIONER BILLIE JO UNDERWOOD: Okay.
4 I -- I think I'm not being understood, so I'll
5 try to come back with a better -- a better way --

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

8 COMMISSIONER BILLIE JO UNDERWOOD: -- a
9 better understanding.

10 COMMISSIONER JOE DAVIS III: Yeah, so we
11 can better understand.

12 COMMISSIONER BILLIE JO UNDERWOOD: I'll
13 regroup. Thank you.

14 COMMISSIONER JAMES E. (JEB) BALL: Help
15 us understand better.

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

18 COMMISSIONER BILLIE JO UNDERWOOD: I
19 don't know if I can, but I'll try.

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)
21 GRUBER: Any other comments?

22 (No response.)

23

24 **U - ADJOURNMENT**

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)

26 GRUBER: All right. If there is nothing else to
27 come before the -- this body, then do I hear a
28 motion that we adjourn?

1 COMMISSIONER JAMES E. (JEB) BALL: I

2 make that motion.

3 COMMISSIONER BILLIE JO UNDERWOOD:

4 Second.

5 COMMISSION CHAIRMAN CHARLES F. (SKIP)

6 GRUBER: Got a motion made by Commissioner Ball,
7 second by Commissioner Underwood to adjourn at
8 11:00.

9 COMMISSIONER BILLIE JO UNDERWOOD:

10 11:01.

11 COMMISSION CHAIRMAN CHARLES F. (SKIP)

12 GRUBER: 11:01. Any further discussion?

13 (No response.)

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)

15 GRUBER: If not, all in favor, signify by saying
16 aye.

17 (Commissioners say "aye" in unison.)

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)

19 GRUBER: We are adjourned.

20

21 (The Baldwin County Commission Work Session was
22 adjourned at 11:01 a.m.)

23

24

25

26

27

28

Billie Jo Underwood

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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August 8, 2019

Karin Wilson
Mayor

Baldwin County Commission
Attn: Planning Department
22070 State Hwy 59
Robertsdale, AL 36567

Council Members

Kevin G. Boone

Robert A. Brown

Jack Burrell, A.C.M.O.

Jimmy Conyers

Jay Robinson

Lisa A. Hanks, M.M.C.
City Clerk

Kimberly Creech
City Treasurer

RE: Letter of Commitment

Dear Baldwin County Commission,

The City of Fairhope would welcome an opportunity to work with Baldwin County and other municipalities to develop a countywide bicycle-pedestrian plan.

Connectivity is a high priority for our city; we have a partnership underway already with the National Park Service to develop a similar plan for connecting the bike, pedestrian and water trails within our city.

A countywide network would leverage our individual efforts to promote healthy outdoor recreational opportunities for our citizens.

I appreciate your consideration of this vitally important endeavor.

Sincerely,

Mayor Karin Wilson
City of Fairhope

Option	Description	Total Implementation Cost	# Employees Receiving Adjustments	Avg Salary Adjustment for Employees who receive an Adjustment	Avg Percentage Adjustment	Considerations for Selecting Options	Pros/Cons for Each Option
Step Placement (Class Tenure)	A calculation is performed that places employees on a step based upon longevity in classification. One step for every 2 year(s) of tenure.	\$ 891,655.10	616	\$ 1,447.82	4.4%		

ATTACHMENT NO.

2

Option	Description	Total Implementation Cost	# Employees Receiving Adjustments	Avg Salary Adjustment for Employees who receive an Adjustment	Avg Percentage Adjustment	Considerations for Selecting Options	Pros/Cons for Each Option
Step Placement (Class Tenure)	A calculation is performed that places employees on a step based upon longevity in classification. One step for every 2 year(s) of tenure	\$ 891,855.10	616	\$ 1,447.82	4.4%		

suggested top range

49430

Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
313	44393.03	45502.86	46640.43	47806.44	49001.60	50226.64	51482.31	52769.37	54088.60	55440.81	56826.83	58247.51	59703.69	61196.29	62726.19	64294.35	65901.71	67549.25	69237.98	70968.93	72743.15
	21.34	21.88	22.42	22.98	23.56	24.15	24.75	25.37	26.00	26.65	27.32	28.00	28.70	29.42	30.16	30.91	31.68	32.48	33.29	34.12	34.97
Accounts Payable Supervisor Communications Technician III Collections Supervisor, SW Right-of-Way Technician III Senior Mechanic (was Master Mechanic) Transfer Station Supervisor Assistant Area Maint. Supervisor Assistant Records Manager Audit Compliance Officer Bridge Project Coordinator Business Manager Chief Deputy License Inspector County Humane Officer Customer Service Manager - Solid Was Deputy Solid Waste Officer GIS Coordinator Landfill Supervisor Logistics & Outreach Coordinator Parks Supervisor Permit/Subdivision Coordinator Planning & Grants Coordinator Software Developer Staff Accountant Training & Shelter Coordinator Probate Court Administrator III License Revenue Administrator Public Records Administrator Appraisal Clerk Coordinator																					
71029																					
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
314	47056.61	48233.03	49438.86	50674.83	51941.70	53240.24	54571.25	55935.53	57333.92	58767.26	60236.44	61742.36	63285.91	64868.06	66489.76	68152.01	69855.81	71602.20	73392.26	75227.07	77107.74
	22.62	23.19	23.77	24.36	24.97	25.60	26.24	26.89	27.56	28.25	28.96	29.68	30.43	31.19	31.97	32.77	33.58	34.42	35.28	36.17	37.07
Code Enforcement Officer Detention Coordinator Natural Resource Planner Planner Survey Manager Administrator of Collections Administrator of Assessment Administrator of Personal Property																					
75291																					
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
315	49880.01	51127.01	52405.19	53715.32	55058.20	56434.65	57845.52	59291.66	60773.95	62293.30	63850.63	65446.90	67083.07	68760.15	70479.15	72241.13	74047.16	75898.34	77795.79	79740.69	81734.21
	23.98	24.58	25.19	25.82	26.47	27.13	27.81	28.51	29.22	29.95	30.70	31.46	32.25	33.06	33.88	34.73	35.60	36.49	37.40	38.34	39.30
Administration/Records Manager Employee Training and Relations Assistant Purchasing Director Mapping Supervisor																					
79808																					
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
316	52872.81	54194.63	55549.50	56938.24	58361.69	59820.73	61316.25	62849.16	64420.39	66030.90	67681.67	69373.71	71108.05	72885.75	74707.90	76575.60	78489.99	80452.24	82463.54	84525.13	86638.26
	25.42	26.06	26.71	27.37	28.06	28.76	29.48	30.22	30.97	31.75	32.54	33.35	34.19	35.04	35.92	36.82	37.74	38.68	39.65	40.64	41.65
Archivist Area Maintenance Supervisor Audio Visual & Teleconference Admin Construction Development Manager Council on Aging Coordinator Customer Relationship Manager Physical Security Administrator Public Information Coordinator Senior Accountant Senior Planner Senior Systems Analyst Traffic Operations Manager Administrator of Mapping Real Property Appraisal Supervisor																					
843916																					
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
317	56045.18	57446.31	58882.47	60354.53	61863.39	63409.98	64995.23	66620.11	68285.61	69992.75	71742.57	73536.13	75374.54	77258.90	79190.37	81170.13	83199.39	85279.37	87411.35	89596.64	91836.55
	26.94	27.62	28.31	29.02	29.74	30.49	31.25	32.03	32.83	33.65	34.49	35.35	36.24	37.14	38.07	39.02	40.00	41.00	42.02	43.08	44.15
Assistant Director of Transportation Assistant EMA Director Assistant Personnel Director Chief Accountant Database Administrator Facilities Maintenance Coordinator Horticulturist MPO Coordinator Pre-Construction Manager Purchasing Director Risk Manager Sales Tax Coordinator Deputy Chief Clerk Probate																					
891672																					
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
318	59407.89	60893.09	62415.42	63975.80	65575.20	67214.58	68894.94	70617.31	72382.75	74192.32	76047.12	77948.30	79897.01	81894.43	83941.80	86040.34	88191.35	90396.13	92656.04	94972.44	97346.75
	28.56	29.28	30.01	30.76	31.53	32.31	33.12	33.95	34.80	35.67	36.56	37.48	38.41	39.37	40.36	41.37	42.40	43.46	44.55	45.66	46.80
Assistant Chief Appraiser Deputy Building Official																					
95053																					

Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
319	62972.36	64546.67	66160.34	67814.35	69509.71	71247.45	73028.64	74854.35	76725.71	78643.85	80609.95	82625.20	84690.83	86808.10	88978.30	91202.76	93482.83	95819.90	98215.40	100670.78	103187.55
	30.28	31.03	31.81	32.60	33.42	34.25	35.11	35.99	36.89	37.81	38.75	39.72	40.72	41.73	42.78	43.85	44.94	46.07	47.22	48.40	49.61
<div>Application/Database Svs Manager Construction Manager Deputy Development and Env Director</div> <div>Geospatial Operations Manager GIS Manager Information Systems Manager</div> <div>Network Administrator Systems Administrator Telephony Administrator</div> <div>100756</div>																					
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
320	67380.43	69064.94	70791.56	72561.35	74375.39	76234.77	78140.64	80094.16	82096.51	84148.92	86252.65	88408.96	90619.19	92884.67	95206.78	97586.95	100026.63	102527.29	105090.48	107717.74	110410.68
	32.39	33.20	34.03	34.89	35.76	36.65	37.57	38.51	39.47	40.46	41.47	42.50	43.57	44.66	45.77	46.92	48.09	49.29	50.52	51.79	53.08
<div>Building Official Chief Compliance Officer</div> <div>Director of Transportation Systems Engineer</div> <div>Telecom & Systems Services Manager</div> <div>111178</div>																					
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
321	72097.06	73899.49	75746.97	77640.65	79581.66	81571.21	83610.49	85700.75	87843.27	90039.35	92290.33	94597.59	96962.53	99386.59	101871.26	104418.04	107028.49	109704.20	112446.81	115257.98	118139.43
	34.66	35.53	36.42	37.33	38.26	39.22	40.20	41.20	42.23	43.29	44.37	45.48	46.62	47.78	48.98	50.20	51.46	52.74	54.06	55.41	56.80
<div>Assistant CIS Director/Chief Operation:</div> <div>118960</div>																					
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
322	77143.85	79072.45	81049.26	83075.49	85152.38	87281.19	89463.22	91699.80	93992.30	96342.10	98750.66	101219.42	103749.91	106343.66	109002.25	111727.30	114520.49	117383.50	120318.09	123326.04	126409.19
	37.09	38.02	38.97	39.94	40.94	41.96	43.01	44.09	45.19	46.32	47.48	48.66	49.88	51.13	52.40	53.72	55.06	56.43	57.85	59.29	60.77
<div>Assistant County Administrator Asst County Engineer (Operations Manager)</div> <div>Planning Director</div> <div>127287</div>																					
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
323	82543.92	84607.52	86722.71	88890.78	91113.05	93390.87	95725.65	98118.79	100571.76	103086.05	105663.20	108304.78	111012.40	113787.71	116632.40	119548.21	122536.92	125600.34	128740.35	131958.86	135257.83
	39.68	40.68	41.69	42.74	43.80	44.90	46.02	47.17	48.35	49.56	50.80	52.07	53.37	54.71	56.07	57.48	58.91	60.38	61.89	63.44	65.03
<div>Budget Director CIS Director</div> <div>Development Environmental Director EMA Director</div> <div>Juvenile Detention Center Director Personnel Director</div> <div>Admin of Motor Vehicle,Tags, Licenses Chief Clerk Probate</div> <div>Chief Appraiser</div> <div>136197</div>																					
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
324	88322.00	90530.05	92793.30	95113.13	97490.96	99928.24	102426.44	104987.10	107611.78	110302.07	113059.63	115886.12	118783.27	121752.85	124796.67	127916.59	131114.50	134392.37	137752.18	141195.98	144725.88
	42.46	43.52	44.61	45.73	46.87	48.04	49.24	50.47	51.74	53.03	54.36	55.71	57.11	58.54	60.00	61.50	63.04	64.61	66.23	67.88	69.58
<div>Clerk Treasurer</div> <div>145731</div>																					
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
325	94504.54	96867.15	99288.83	101771.05	104315.33	106923.21	109596.29	112336.20	115144.60	118023.22	120973.80	123998.14	127098.10	130275.55	133532.44	136870.75	140292.52	143799.83	147394.83	151079.70	154856.69
	45.43	46.57	47.74	48.93	50.15	51.41	52.69	54.01	55.36	56.74	58.16	59.61	61.10	62.63	64.20	65.80	67.45	69.13	70.86	72.63	74.45
<div>County Administrator</div> <div>County Engineer</div> <div>155931</div>																					

suggested top range

301	Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
		23800.00	24514.00	25126.85	25755.02	26398.90	27058.87	27735.34	28428.72	29139.44	29867.93	30614.63	31379.99	32164.49	32968.60	33792.82	34637.64	35503.58	36391.17	37300.95	38233.47	39189.31
		11.44	11.79	12.08	12.38	12.69	13.01	13.33	13.67	14.01	14.36	14.72	15.09	15.46	15.85	16.25	16.65	17.07	17.50	17.93	18.38	18.84
Custodian		Homebound Meals Driver																			36890	
302	Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
		24990.00	25739.70	26383.19	27042.77	27718.84	28411.81	29122.11	29850.16	30596.41	31361.33	32145.36	32948.99	33772.72	34617.03	35482.46	36369.52	37278.76	38210.73	39166.00	40145.15	41148.78
		12.01	12.37	12.68	13.00	13.33	13.66	14.00	14.35	14.71	15.08	15.45	15.84	16.24	16.64	17.06	17.49	17.92	18.37	18.83	19.30	19.78
Laborer		Office Assistant III Program Support Specialist																			38375	
303	Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
		26240.00	27027.20	27702.88	28395.45	29105.34	29832.97	30578.80	31343.27	32126.85	32930.02	33753.27	34597.10	35462.03	36348.58	37257.29	38188.73	39143.44	40122.03	41125.08	42153.21	43207.04
		12.62	12.99	13.32	13.65	13.99	14.34	14.70	15.07	15.45	15.83	16.23	16.63	17.05	17.48	17.91	18.36	18.82	19.29	19.77	20.27	20.77
Gate Attendant		Center Manager/Activities Coord.																			40671	
304	Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
		27551.48	28378.02	29087.47	29814.66	30560.02	31324.02	32107.12	32909.80	33732.55	34575.86	35440.26	36326.26	37234.42	38165.28	39119.41	40097.40	41099.83	42127.33	43180.51	44260.03	45366.53
		13.25	13.64	13.98	14.33	14.69	15.06	15.44	15.82	16.22	16.62	17.04	17.46	17.90	18.35	18.81	19.28	19.76	20.25	20.76	21.28	21.81
Bus Driver		Scale Attendant Collections Switchboard Operator																			42705	
305	Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
		28929.05	29796.92	30541.84	31305.39	32088.02	32890.22	33712.48	34555.29	35419.17	36304.65	37212.27	38142.58	39096.14	40073.54	41075.38	42102.27	43154.82	44233.70	45339.54	46473.03	47634.85
		13.91	14.33	14.68	15.05	15.43	15.81	16.21	16.61	17.03	17.45	17.89	18.34	18.80	19.27	19.75	20.24	20.75	21.27	21.80	22.34	22.90
Archives Specialist		Scheduler				License Revenue Officer I						Assessment Support Technician I				Personal Property Support Technician I						
Office Assistant IV		Solid Waste Technician				Public Records Officer I						Collections Support Technician I				Real Property Support Technician						
Operations Support Specialist I												Personal Property Appraiser Trainee										
306	Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
		30375.50	31286.77	32068.94	32870.66	33692.43	34534.74	35398.10	36283.06	37190.13	38119.89	39072.88	40049.71	41050.95	42077.22	43129.15	44207.38	45312.57	46445.38	47606.51	48796.68	50016.59
		14.60	15.04	15.42	15.80	16.20	16.60	17.02	17.44	17.88	18.33	18.79	19.25	19.74	20.23	20.74	21.25	21.78	22.33	22.89	23.46	24.05
Administrative Support Specialist I		Billing Account Specialist I				Purchasing and Budget Assistant				License Revenue Officer II				Assessment Support Technician II				Personal Property Appraiser I				
Animal Control Technician		Detention Technician				Revenue Clerk I				Public Records Officer II				Collections Specialist				Personal Property Specialist				
Animal Control Officer		Junior Dispatcher				Solid Waste Driver I								Collections Support Technician II				Real Prop Support Tech Spec				
Animal Placement Specialist		Office Manager				Traffic Control Technician I								Imaging Specialist I				Real Property Specialist I				
		Operator Technician I												Mapping Support Specialist								
307	Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
		31894.28	32851.10	33672.38	34514.19	35377.05	36261.47	37168.01	38097.21	39049.64	40025.88	41026.53	42052.19	43103.50	44181.08	45285.61	46417.75	47578.19	48767.65	49986.84	51236.51	52517.42
		15.33	15.79	16.19	16.59	17.01	17.43	17.87	18.32	18.77	19.24	19.72	20.22	20.72	21.24	21.77	22.32	22.87	23.45	24.03	24.63	25.25
Administrative Support Specialist II		Landscape Technician I				Senior Dispatcher																
Benefits Specialist		Landfill Equipment Operator II				Solid Waste Driver II																
Billing Account Specialist II		Operations Support Specialist II				Solid Waste Driver II/Trainer																
Buyer I		Operator Technician II				Traffic Control Technician II																
Customer Svc Representative I																						

Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
308	33488.99	34493.66	35356.00	36239.90	37145.90	38074.55	39026.41	40002.07	41002.12	42027.17	43077.85	44154.80	45258.67	46390.14	47549.89	48738.64	49957.10	51206.03	52486.18	53798.34	55143.30	
	16.10	16.58	17.00	17.42	17.86	18.31	18.76	19.23	19.71	20.21	20.71	21.23	21.76	22.30	22.86	23.43	24.02	24.62	25.23	25.86	26.51	
	Accounts Payable Technician			Inmate Supervisor			Payroll Technician			Probate Court Administrator I			Mapping Support Technician I			51908						
	Bookkeeper			Landscape Technician II			Purchasing Coordinator - SW (was OFFADM)						Personal Property Appraiser II									
	Customer Service Representative II			MPO Technician I			Rx Specialist (Case Worker)															
	Deputy License Inspector I																					
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
309	35163.44	36218.34	37123.80	38051.90	39003.19	39978.27	40977.73	42002.17	43052.23	44128.53	45231.75	46362.54	47521.60	48709.64	49927.39	51175.57	52454.96	53766.33	55110.49	56488.25	57900.46	
	16.91	17.41	17.85	18.29	18.75	19.22	19.70	20.19	20.70	21.22	21.75	22.29	22.85	23.42	24.00	24.60	25.22	25.85	26.50	27.16	27.84	
	Admin Support Specialist III			Mapper/Satellite Assistant			Senior Animal Control Officer			Probate Court Administrator II			Assesment Specialist I			Real Property Current Use Analyst			51503			
	Building Maintenance Engineer II			Operator Technician III			Senior Animal Control Technician						Collections Bookkeeper			Real Property Sales Analyst						
	Design Technician I			Planning Technician			Solid Waste Driver III						Mapper I			Real Property Specialist II						
	Landfill Equipment Operator III			Revenue Clerk II			Traffic Control Technician III						Real Property Appraiser Trainee									
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
310	37273.25	38391.44	39351.23	40335.01	41343.39	42376.97	43436.39	44522.30	45635.36	46776.25	47945.65	49144.29	50372.90	51632.22	52923.03	54246.10	55602.26	56992.31	58417.12	59877.55	61374.49	
	17.92	18.46	18.92	19.39	19.88	20.37	20.88	21.40	21.94	22.49	23.05	23.63	24.22	24.82	25.44	26.08	26.73	27.40	28.09	28.79	29.51	
	Building Inspector II			Design Technician II			Mechanic			Elections Coordinator			Assessment Specialist II			Personal Property Appraiser III			51637			
	Building Maintenance Engineer III			Detention Worker I			Right-of-Way Technician I						Imaging Coordinator			Real Property Appraiser I						
	Buyer II			Engineering Technician I			Senior Billing Account Specialist						Mapper II									
	Deputy License Inspector II			Hazard Mitigation Coordinator			Senior Revenue Clerk															
	Deputy Solid Waste Officer I			Landfill Equipment Operator IV																		
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
311	39509.64	40694.93	41712.30	42755.11	43823.99	44919.59	46042.58	47193.64	48373.48	49582.82	50822.39	52092.95	53395.27	54730.16	56098.41	57500.87	58938.39	60411.85	61922.15	63470.20	65056.96	
	19.00	19.56	20.05	20.56	21.07	21.60	22.14	22.69	23.26	23.84	24.43	25.04	25.67	26.31	26.97	27.64	28.34	29.04	29.77	30.51	31.28	
	Animal Resource Supervisor			Chief Administrative Assistant			Knowledgebase and Multi-Media Coordin			License Revenue Manager			Commercial Appraiser			63215						
	Assistant Accounts Payable Supervisor			CIMS Coordinator (was OSSP3)			Operator Technician IV			Public Records Manager			Real Property Analyst I									
	Assistant Collections Supervisor			Communications Technician II			Plumber Technician						Real Property Appraiser II									
	Building Inspector III			Design Technician III			Right-of-Way Technician II						Residential Analyst									
	Building Maintenance Engineer IV			Detention Worker II			Technical Assistant - EMA															
	Case Manager			Engineering Technician II			Traffic Control Technician IV															
				HVAC/ Technician																		
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
312	41880.22	43136.63	44215.04	45320.42	46453.43	47614.76	48805.13	50025.26	51275.89	52557.79	53871.73	55218.53	56598.99	58013.97	59464.31	60950.92	62474.70	64036.56	65637.48	67278.41	68960.37	
	20.13	20.74	21.26	21.79	22.33	22.89	23.46	24.05	24.65	25.27	25.90	26.55	27.21	27.89	28.59	29.30	30.04	30.79	31.56	32.35	33.15	
	Administrative Support Specialist IV			Equipment Manager			Scheduling Manager						Asst Administrator of Personal Property			67208						
	BRATS Driver Supervisor			Inmate Supervisor Coordinator			Workers Compensation Coordinator						Mapper III									
	Building Maintenance Supervisor			Junior Staff Accountant									Real Property Analyst I/Trainer									
	Engineering Technician III			Safety Coordinator																		

Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
313	44393.03	45724.82	46867.94	48039.64	49240.63	50471.65	51733.44	53026.78	54352.45	55711.26	57104.04	58531.64	59994.93	61494.80	63032.17	64607.98	66223.18	67878.76	69575.73	71315.12	73098.00
	21.34	21.98	22.53	23.10	23.67	24.27	24.87	25.49	26.13	26.78	27.45	28.14	28.84	29.56	30.30	31.06	31.84	32.63	33.45	34.29	35.14
Accounts Payable Supervisor Communications Technician III Collections Supervisor, SW Right-of-Way Technician III Senior Mechanic (was Master Mechanic) Transfer Station Supervisor																					
Assistant Area Maint. Supervisor Assistant Records Manager Audit Compliance Officer Bridge Project Coordinator Business Manager Chief Deputy License Inspector County Humane Officer Customer Service Manager - Solid Was Deputy Solid Waste Officer																					
GIS Coordinator Landfill Supervisor Logistics & Outreach Coordinator Parks Supervisor Permit/Subdivision Coordinator Planning & Grants Coordinator Software Developer Staff Accountant Training & Shelter Coordinator																					
Probate Court Administrator III License Revenue Administrator Public Records Administrator																					
Appraisal Clerk Coordinator																					
71029																					
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
314	47056.61	48468.31	49680.02	50922.02	52195.07	53499.95	54837.45	56208.38	57613.59	59053.93	60530.28	62043.54	63594.63	65184.49	66814.10	68484.46	70196.57	71951.48	73750.27	75594.03	77483.88
	22.62	23.30	23.88	24.48	25.09	25.72	26.36	27.02	27.70	28.39	29.10	29.83	30.57	31.34	32.12	32.93	33.75	34.59	35.46	36.34	37.25
Code Enforcement Officer Detention Coordinator Natural Resource Planner																					
Planner Survey Manager																					
Administrator of Collections Administrator of Assessment Administrator of Personal Property																					
75291																					
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
315	49880.01	51376.41	52660.82	53977.34	55326.78	56709.95	58127.69	59580.89	61070.41	62597.17	64162.10	65766.15	67410.30	69095.56	70822.95	72593.52	74408.36	76268.57	78175.29	80129.67	82132.91
	23.98	24.70	25.32	25.95	26.60	27.26	27.95	28.64	29.36	30.09	30.85	31.62	32.41	33.22	34.05	34.90	35.77	36.67	37.58	38.52	39.49
Administration/Records Manager Employee Training and Relations																					
Assistant Purchasing Director																					
Mapping Supervisor																					
79808																					
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
316	52872.81	54459.00	55820.47	57215.98	58646.38	60112.54	61615.36	63155.74	64734.63	66353.00	68011.82	69712.12	71454.92	73241.30	75072.33	76949.14	78872.86	80844.69	82865.80	84937.45	87060.88
	25.42	26.18	26.84	27.51	28.20	28.90	29.62	30.36	31.12	31.90	32.70	33.52	34.35	35.21	36.09	36.99	37.92	38.87	39.84	40.84	41.86
Archivist Area Maintenance Supervisor Audio Visual & Teleconference Admin Construction Development Manager																					
Council on Aging Coordinator Customer Relationship Manager Physical Security Administrator Public Information Coordinator																					
Senior Accountant Senior Planner Senior Systems Analyst Traffic Operations Manager																					
Administrator of Mapping Real Property Appraisal Supervisor																					
84546																					
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
317	56045.18	57726.54	59169.70	60648.94	62165.17	63719.29	65312.28	66945.08	68618.71	70334.18	72092.53	73894.85	75742.22	77635.77	79576.67	81566.08	83605.24	85695.37	87837.75	90033.69	92284.54
	26.94	27.75	28.45	29.16	29.89	30.63	31.40	32.19	32.99	33.81	34.66	35.53	36.41	37.32	38.26	39.21	40.19	41.20	42.23	43.29	44.37
Assistant Director of Transportation Assistant EMA Director Assistant Personnel Director Chief Accountant Database Administrator																					
Facilities Maintenance Coordinator Horticulturist MPO Coordinator Pre-Construction Manager Purchasing Director																					
Risk Manager Sales Tax Coordinator																					
Deputy Chief Clerk Probate																					
89672																					
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
318	59407.89	61190.13	62719.88	64287.88	65895.08	67542.45	69231.01	70961.79	72735.83	74554.23	76418.08	78328.54	80286.75	82293.92	84351.27	86460.05	88621.55	90837.09	93108.02	95435.72	97821.61
	28.56	29.42	30.15	30.91	31.68	32.47	33.28	34.12	34.97	35.84	36.74	37.66	38.60	39.56	40.55	41.57	42.61	43.67	44.76	45.88	47.03
Assistant Chief Appraiser																					
Deputy Building Official																					
95053																					

Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
319	62972.36	64861.54	66483.07	68145.15	69848.78	71595.00	73384.87	75219.50	77099.98	79027.48	81003.17	83028.25	85103.96	87231.55	89412.34	91647.65	93938.84	96287.31	98694.50	101161.86	103690.91	
	30.28	31.18	31.96	32.76	33.58	34.42	35.28	36.16	37.07	37.99	38.94	39.92	40.92	41.94	42.99	44.06	45.16	46.29	47.45	48.64	49.85	
Application/Database Svs Manager Construction Manager Deputy Development and Env Director				Geospatial Operations Manager GIS Manager Information Systems Manager			Network Administrator Systems Administrator Telephony Administrator					100750										
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
320	67380.43	69401.84	71136.89	72915.31	74738.19	76606.65	78521.82	80484.86	82496.98	84559.41	86673.39	88840.23	91061.23	93337.76	95671.21	98062.99	100514.56	103027.43	105603.11	108243.19	110949.27	
	32.39	33.37	34.20	35.06	35.93	36.83	37.75	38.69	39.66	40.65	41.67	42.71	43.78	44.87	46.00	47.15	48.32	49.53	50.77	52.04	53.34	
Building Official Chief Compliance Officer				Director of Transportation Systems Engineer			Telecom & Systems Services Manager					111,178										
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
321	72097.06	74259.97	76116.47	78019.38	79969.87	81969.11	84018.34	86118.80	88271.77	90478.57	92740.53	95059.04	97435.52	99871.41	102368.19	104927.40	107550.58	110239.35	112995.33	115820.21	118715.72	
	34.66	35.70	36.59	37.51	38.45	39.41	40.39	41.40	42.44	43.50	44.59	45.70	46.84	48.02	49.22	50.45	51.71	53.00	54.32	55.68	57.07	
Assistant CIS Director/Chief Operation																					118,960	
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
322	77143.85	79458.17	81444.62	83480.74	85567.76	87706.95	89899.63	92147.12	94450.80	96812.06	99232.37	101713.18	104256.01	106862.41	109533.97	112272.31	115079.12	117956.10	120905.00	123927.63	127025.82	
	37.09	38.20	39.16	40.13	41.14	42.17	43.22	44.30	45.41	46.54	47.71	48.90	50.12	51.38	52.66	53.98	55.33	56.71	58.13	59.58	61.07	
Assistant County Administrator Asst County Engineer (Operations Manager)				Planning Director			127,287															
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
323	82543.92	85020.24	87145.75	89324.39	91557.50	93846.44	96192.60	98597.42	101062.35	103588.91	106178.63	108833.10	111553.93	114342.77	117201.34	120131.38	123134.66	126213.03	129368.35	132602.56	135917.63	
	39.68	40.88	41.90	42.94	44.02	45.12	46.25	47.40	48.59	49.80	51.05	52.32	53.63	54.97	56.35	57.76	59.20	60.68	62.20	63.75	65.35	
Budget Director CIS Director				Development Environmental Director EMA Director			Juvenile Detention Center Director Personnel Director			Admin of Motor Vehicle, Tags, Licenses Chief Clerk Probate					Chief Appraiser							136,197
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
324	88322.00	90971.66	93245.95	95577.10	97966.53	100415.69	102926.08	105499.23	108136.72	110840.13	113611.14	116451.41	119362.70	122346.77	125405.44	128540.57	131754.09	135047.94	138424.14	141884.74	145431.86	
	42.46	43.74	44.83	45.95	47.10	48.28	49.48	50.72	51.99	53.29	54.62	55.99	57.39	58.82	60.29	61.80	63.34	64.93	66.55	68.21	69.92	
Clerk Treasurer																					145,731	
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
325	94504.54	97339.68	99773.17	102267.50	104824.18	107444.79	110130.91	112884.18	115706.29	118598.94	121563.92	124603.01	127718.09	130911.04	134183.82	137538.41	140976.87	144501.30	148113.83	151816.67	155612.09	
	45.43	46.80	47.97	49.17	50.40	51.66	52.95	54.27	55.63	57.02	58.44	59.91	61.40	62.94	64.51	66.12	67.78	69.47	71.21	72.99	74.81	
County Administrator				County Engineer			155,982															

suggested for range

Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
301	23800.00	24395.00	25004.88	25630.00	26270.75	26927.52	27600.70	28290.72	28997.99	29722.94	30466.01	31227.66	32008.35	32808.56	33628.78	34469.50	35331.23	36214.51	37119.88	38047.87	38999.07		
	11.44	11.73	12.02	12.32	12.63	12.95	13.27	13.60	13.94	14.29	14.65	15.01	15.39	15.77	16.17	16.57	16.99	17.41	17.85	18.29	18.75		
Custodian		Homebound Meals Driver																					
34890																							
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
302	24990.00	25614.75	26255.12	26911.50	27584.28	28273.89	28980.74	29705.26	30447.89	31209.09	31989.31	32789.05	33608.77	34448.99	35310.22	36192.97	37097.80	38025.24	38975.87	39950.27	40949.02		
	12.01	12.31	12.62	12.94	13.26	13.59	13.93	14.28	14.64	15.00	15.38	15.76	16.16	16.56	16.98	17.40	17.84	18.28	18.74	19.21	19.69		
Laborer		Office Assistant III				Program Support Specialist																	
34375																							
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
303	26240.00	26896.00	27568.40	28257.61	28964.05	29688.15	30430.36	31191.11	31970.89	32770.16	33589.42	34429.15	35289.88	36172.13	37076.43	38003.34	38953.43	39927.26	40925.44	41948.58	42997.30		
	12.62	12.93	13.25	13.59	13.93	14.27	14.63	15.00	15.37	15.75	16.15	16.55	16.97	17.39	17.83	18.27	18.73	19.20	19.68	20.17	20.67		
Gate Attendant		Center Manager/Activities Coord.																					
44671																							
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
304	27551.48	28240.26	28946.27	29669.93	30411.67	31171.97	31951.26	32750.05	33568.80	34408.02	35268.22	36149.92	37053.67	37980.01	38929.51	39902.75	40900.32	41922.83	42970.90	44045.17	45146.30		
	13.25	13.58	13.92	14.26	14.62	14.99	15.36	15.75	16.14	16.54	16.96	17.38	17.81	18.26	18.72	19.18	19.66	20.16	20.66	21.18	21.70		
Bus Driver		Scale Attendant				Collections Switchboard Operator																	
42705																							
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
305	28929.05	29652.27	30393.58	31153.42	31932.26	32730.56	33548.83	34387.55	35247.24	36128.42	37031.63	37957.42	38906.35	39879.01	40875.99	41897.89	42945.34	44018.97	45119.44	46247.43	47403.61		
	13.91	14.26	14.61	14.98	15.35	15.74	16.13	16.53	16.95	17.37	17.80	18.25	18.70	19.17	19.65	20.14	20.65	21.16	21.69	22.23	22.79		
Archives Specialist				Scheduler				License Revenue Officer I				Assessment Support Technician I				Personal Property Support Technician I							
Office Assistant IV				Solid Waste Technician				Public Records Officer I				Collections Support Technician I				Real Property Support Technician							
Operations Support Specialist I												Personal Property Appraiser Trainee											
44480																							
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
306	30375.50	31134.89	31913.26	32711.09	33528.87	34367.09	35226.27	36106.93	37009.60	37934.84	38883.21	39855.29	40851.67	41872.96	42919.79	43992.78	45092.60	46219.92	47375.42	48559.80	49773.80		
	14.60	14.97	15.34	15.73	16.12	16.52	16.94	17.36	17.79	18.24	18.69	19.16	19.64	20.13	20.63	21.15	21.68	22.22	22.78	23.35	23.93		
Administrative Support Specialist I				Billing Account Specialist I				Purchasing and Budget Assistant				License Revenue Officer II				Assessment Support Technician II				Personal Property Appraiser I			
Animal Control Technician				Detention Technician				Revenue Clerk I				Public Records Officer II				Collections Specialist				Personal Property Specialist			
Animal Control Officer				Junior Dispatcher				Solid Waste Driver I								Collections Support Technician II				Real Prop Support Tech Spec			
Animal Placement Specialist				Office Manager				Traffic Control Technician I								Imaging Specialist I				Real Property Specialist I			
				Operator Technician I												Mapping Support Specialist							
47082																							
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
307	31894.28	32691.63	33508.92	34346.65	35205.31	36085.45	36987.58	37912.27	38860.08	39831.58	40827.37	41848.05	42894.26	43966.61	45065.78	46192.42	47347.23	48530.91	49744.19	50987.79	52262.49		
	15.33	15.72	16.11	16.51	16.93	17.35	17.78	18.23	18.68	19.15	19.63	20.12	20.62	21.14	21.67	22.21	22.76	23.33	23.92	24.51	25.13		
Administrative Support Specialist II				Landscape Technician I				Senior Dispatcher															
Benefits Specialist				Landfill Equipment Operator II				Solid Waste Driver II															
Billing Account Specialist II				Operations Support Specialist II				Solid Waste Driver II/Trainer															
Buyer I				Operator Technician II				Traffic Control Technician II															
Customer Svc Representative I																							
49436																							

Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
308	33488.99 16.10	34326.21 16.50	35184.37 16.92	36063.98 17.34	36965.58 17.77	37889.72 18.22	38836.96 18.67	39807.89 19.14	40803.08 19.62	41823.16 20.11	42868.74 20.61	43940.46 21.13	45038.97 21.65	46164.94 22.19	47319.07 22.75	48502.04 23.32	49714.59 23.90	50957.46 24.50	52231.40 25.11	53537.18 25.74	54875.61 26.38
	Accounts Payable Technician Bookkeeper Customer Service Representative II Deputy License Inspector I			Inmate Supervisor Landscape Technician II MPO Technician I			Payroll Technician Purchasing Coordinator - SW (was OFFADM) Rx Specialist (Case Worker)			Probate Court Administrator I			Mapping Support Technician I Personal Property Appraiser II			51408					
309	35163.44 16.91	36042.53 17.33	36943.59 17.76	37867.18 18.21	38813.86 18.66	39784.20 19.13	40778.81 19.61	41798.28 20.10	42843.24 20.60	43914.32 21.11	45012.18 21.64	46137.48 22.18	47290.92 22.74	48473.19 23.30	49685.02 23.89	50927.15 24.48	52200.32 25.10	53505.33 25.72	54842.97 26.37	56214.04 27.03	57619.39 27.70
	Admin Support Specialist III Building Maintenance Engineer II Design Technician I Landfill Equipment Operator III			Mapper/Satellite Assistant Operator Technician III Planning Technician Revenue Clerk II			Senior Animal Control Officer Senior Animal Control Technician Solid Waste Driver III Traffic Control Technician III			Probate Court Administrator II			Assessment Specialist I Collections Bookkeeper Mapper I Real Property Appraiser Trainee			51503					
310	37273.25 17.92	38205.08 18.37	39160.20 18.83	40139.21 19.30	41142.69 19.78	42171.26 20.27	43225.54 20.78	44306.18 21.30	45413.83 21.83	46549.18 22.38	47712.91 22.94	48905.73 23.51	50128.37 24.10	51381.58 24.70	52666.12 25.32	53982.77 25.95	55332.34 26.60	56715.65 27.27	58133.54 27.95	59586.88 28.65	61076.55 29.36
	Building Inspector II Building Maintenance Engineer III Buyer II Deputy License Inspector II Deputy Solid Waste Officer I			Design Technician II Detention Worker I Engineering Technician I Hazard Mitigation Coordinator Landfill Equipment Operator IV			Mechanic Right-of-Way Technician I Senior Billing Account Specialist Senior Revenue Clerk			Elections Coordinator			Assessment Specialist II Imaging Coordinator Mapper II			51637					
311	39509.64 19.00	40497.38 19.47	41509.82 19.96	42547.56 20.46	43611.25 20.97	44701.53 21.49	45819.07 22.03	46964.55 22.58	48138.66 23.14	49342.13 23.72	50575.68 24.32	51840.07 24.92	53136.07 25.55	54464.48 26.18	55826.09 26.84	57221.74 27.51	58652.28 28.20	60118.59 28.90	61621.56 29.63	63162.09 30.37	64741.15 31.13
	Animal Resource Supervisor Assistant Accounts Payable Supervisor Assistant Collections Supervisor Building Inspector III Building Maintenance Engineer IV Case Manager			Chief Administrative Assistant CIMS Coordinator (was OSSP3) Communications Technician II Design Technician III Detention Worker II Engineering Technician II HVAC Technician			Knowledgebase and Multi-Media Coordinator Operator Technician IV Plumber Technician Right-of-Way Technician II Technical Assistant - EMA Traffic Control Technician IV			License Revenue Manager Public Records Manager			Commercial Appraiser Real Property Analyst I Real Property Appraiser II Residential Analyst			63215					
312	41880.22 20.13	42927.22 20.64	44000.41 21.15	45100.42 21.68	46227.93 22.22	47383.62 22.78	48568.21 23.35	49782.42 23.93	51026.98 24.53	52302.65 25.15	53610.22 25.77	54950.48 26.42	56324.24 27.08	57732.34 27.76	59175.65 28.45	60655.04 29.16	62171.42 29.89	63725.71 30.64	65318.85 31.40	66951.82 32.19	68625.62 32.99
	Administrative Support Specialist IV BRATS Driver Supervisor Building Maintenance Supervisor Engineering Technician III			Equipment Manager Inmate Supervisor Coordinator Junior Staff Accountant Safety Coordinator			Scheduling Manager Workers Compensation Coordinator			Asst Administrator of Personal Property Mapper III Real Property Analyst I/Trainer			67008								

Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
313	44393.03	45502.86	46640.43	47806.44	49001.60	50226.64	51482.31	52769.37	54088.60	55440.81	56826.83	58247.51	59703.69	61196.29	62726.19	64294.35	65901.71	67549.25	69237.98	70968.93	72743.15
	21.34	21.88	22.42	22.98	23.56	24.15	24.75	25.37	26.00	26.65	27.32	28.00	28.70	29.42	30.16	30.91	31.68	32.48	33.29	34.12	34.97
Accounts Payable Supervisor Communications Technician III Collections Supervisor, SW Right-of-Way Technician III Senior Mechanic (was Master Mechanic) Transfer Station Supervisor Assistant Area Maint. Supervisor Assistant Records Manager Audit Compliance Officer Bridge Project Coordinator Business Manager Chief Deputy License Inspector County Humane Officer Customer Service Manager - Solid Was Deputy Solid Waste Officer GIS Coordinator Landfill Supervisor Logistics & Outreach Coordinator Parks Supervisor Permit/Subdivision Coordinator Planning & Grants Coordinator Software Developer Staff Accountant Training & Shelter Coordinator Probate Court Administrator III License Revenue Administrator Public Records Administrator Appraisal Clerk Coordinator																					
71029																					
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
314	47056.61	48233.03	49438.86	50674.83	51941.70	53240.24	54571.25	55935.53	57333.92	58767.26	60236.44	61742.36	63285.91	64868.06	66489.76	68152.01	69855.81	71602.20	73392.26	75227.07	77107.74
	22.62	23.19	23.77	24.36	24.97	25.60	26.24	26.89	27.56	28.25	28.96	29.68	30.43	31.19	31.97	32.77	33.58	34.42	35.28	36.17	37.07
Code Enforcement Officer Detention Coordinator Natural Resource Planner Planner Survey Manager Administrator of Collections Administrator of Assessment Administrator of Personal Property																					
75291																					
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
315	49880.01	51127.01	52405.19	53715.32	55058.20	56434.65	57845.52	59291.66	60773.95	62293.30	63850.63	65446.90	67083.07	68760.15	70479.15	72241.13	74047.16	75898.34	77795.79	79740.69	81734.21
	23.98	24.58	25.19	25.82	26.47	27.13	27.81	28.51	29.22	29.95	30.70	31.46	32.25	33.06	33.88	34.73	35.60	36.49	37.40	38.34	39.30
Administration/Records Manager Employee Training and Relations Assistant Purchasing Director Mapping Supervisor																					
79808																					
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
316	52872.81	54194.63	55549.50	56938.24	58361.69	59820.73	61316.25	62849.16	64420.39	66030.90	67681.67	69373.71	71108.05	72885.75	74707.90	76575.60	78489.99	80452.24	82463.54	84525.13	86638.26
	25.42	26.06	26.71	27.37	28.06	28.76	29.48	30.22	30.97	31.75	32.54	33.35	34.19	35.04	35.92	36.82	37.74	38.68	39.65	40.64	41.65
Archivist Area Maintenance Supervisor AudioVisual&Teleconference Admin Construction Development Manager Council on Aging Coordinator Customer Relationship Manager Physical Security Administrator Public Information Coordinator Senior Accountant Senior Planner Senior Systems Analyst Traffic Operations Manager Administrator of Mapping Real Property Appraisal Supervisor																					
845916																					
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
317	56045.18	57446.31	58882.47	60354.53	61863.39	63409.98	64995.23	66620.11	68285.61	69992.75	71742.57	73536.13	75374.54	77258.90	79190.37	81170.13	83199.39	85279.37	87411.35	89596.64	91836.55
	26.94	27.62	28.31	29.02	29.74	30.49	31.25	32.03	32.83	33.65	34.49	35.35	36.24	37.14	38.07	39.02	40.00	41.00	42.02	43.08	44.15
Assistant Director of Transportation Assistant EMA Director Assistant Personnel Director Chief Accountant Database Administrator Facilities Maintenance Coordinator Horticulturist MPO Coordinator Pre-Construction Manager Purchasing Director Risk Manager Sales Tax Coordinator Deputy Chief Clerk Probate																					
891672																					
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
318	59407.89	60893.09	62415.42	63975.80	65575.20	67214.58	68894.94	70617.31	72382.75	74192.32	76047.12	77948.30	79897.01	81894.43	83941.80	86040.34	88191.35	90396.13	92656.04	94972.44	97346.75
	28.56	29.28	30.01	30.76	31.53	32.31	33.12	33.95	34.80	35.67	36.56	37.48	38.41	39.37	40.36	41.37	42.40	43.46	44.55	45.66	46.80
Assistant Chief Appraiser Deputy Building Official																					
95053																					

Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
319	62972.36	64546.67	66160.34	67814.35	69509.71	71247.45	73028.64	74854.35	76725.71	78643.85	80609.95	82625.20	84690.83	86808.10	88978.30	91202.76	93482.83	95819.90	98215.40	100670.78	103187.55	
	30.28	31.03	31.81	32.60	33.42	34.25	35.11	35.99	36.89	37.81	38.75	39.72	40.72	41.73	42.78	43.85	44.94	46.07	47.22	48.40	49.61	
Application/Database Svs Manager		Geospatial Operations Manager					Network Administrator															
Construction Manager		GIS Manager					Systems Administrator															
Deputy Development and Env Director		Information Systems Manager					Telephony Administrator															
DO756																						
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
320	67380.43	69064.94	70791.56	72561.35	74375.39	76234.77	78140.64	80094.16	82096.51	84148.92	86252.65	88408.96	90619.19	92884.67	95206.78	97586.95	100026.63	102527.29	105090.48	107717.74	110410.68	
	32.39	33.20	34.03	34.89	35.76	36.65	37.57	38.51	39.47	40.46	41.47	42.50	43.57	44.66	45.77	46.92	48.09	49.29	50.52	51.79	53.08	
Building Official		Director of Transportation					Telecom & Systems Services Manager															
Chief Compliance Officer		Systems Engineer																				
111,178																						
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
321	72097.06	73899.49	75746.97	77640.65	79581.66	81571.21	83610.49	85700.75	87843.27	90039.35	92290.33	94597.59	96962.53	99386.59	101871.26	104418.04	107028.49	109704.20	112446.81	115257.98	118139.43	
	34.66	35.53	36.42	37.33	38.26	39.22	40.20	41.20	42.23	43.29	44.37	45.48	46.62	47.78	48.98	50.20	51.46	52.74	54.06	55.41	56.80	
Assistant CIS Director/Chief Operation																						
118960																						
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
322	77143.85	79072.45	81049.26	83075.49	85152.38	87281.19	89463.22	91699.80	93992.30	96342.10	98750.66	101219.42	103749.91	106343.66	109002.25	111727.30	114520.49	117383.50	120318.09	123326.04	126409.19	
	37.09	38.02	38.97	39.94	40.94	41.96	43.01	44.09	45.19	46.32	47.48	48.66	49.88	51.13	52.40	53.72	55.06	56.43	57.85	59.29	60.77	
Assistant County Administrator		Planning Director																				
Asst County Engineer (Operations Manager)																						
121287																						
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
323	82543.92	84607.52	86722.71	88890.78	91113.05	93390.87	95725.65	98118.79	100571.76	103086.05	105663.20	108304.78	111012.40	113787.71	116632.40	119548.21	122536.92	125600.34	128740.35	131958.86	135257.83	
	39.68	40.68	41.69	42.74	43.80	44.90	46.02	47.17	48.35	49.56	50.80	52.07	53.37	54.71	56.07	57.48	58.91	60.38	61.89	63.44	65.03	
Budget Director		Development Environmental Director					Juvenile Detention Center Director				Admin of Motor Vehicle,Tags, Licenses				Chief Appraiser							
CIS Director		EMA Director					Personnel Director				Chief Clerk Probate											
136197																						
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
324	88322.00	90530.05	92793.30	95113.13	97490.96	99928.24	102426.44	104987.10	107611.78	110302.07	113059.63	115886.12	118783.27	121752.85	124796.67	127916.59	131114.50	134392.37	137752.18	141195.98	144725.88	
	42.46	43.52	44.61	45.73	46.87	48.04	49.24	50.47	51.74	53.03	54.36	55.71	57.11	58.54	60.00	61.50	63.04	64.61	66.23	67.88	69.58	
Clerk Treasurer																						
145731																						
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
325	94504.54	96867.15	99288.83	101771.05	104315.33	106923.21	109596.29	112336.20	115144.60	118023.22	120973.80	123998.14	127098.10	130275.55	133532.44	136870.75	140292.52	143799.83	147394.83	151079.70	154856.69	
	45.43	46.57	47.74	48.93	50.15	51.41	52.69	54.01	55.36	56.74	58.16	59.61	61.10	62.63	64.20	65.80	67.45	69.13	70.86	72.63	74.45	
County Administrator		County Engineer																				
155931																						

suggested top 'range

Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
301	23800.00	24514.00	25126.85	25755.02	26398.90	27058.87	27735.34	28428.72	29139.44	29867.93	30614.63	31379.99	32164.49	32968.60	33792.82	34637.64	35503.58	36391.17	37300.95	38233.47	39189.31		
	11.44	11.79	12.08	12.38	12.69	13.01	13.33	13.67	14.01	14.36	14.72	15.09	15.46	15.85	16.25	16.65	17.07	17.50	17.93	18.38	18.84		
Custodian		Homebound Meals Driver																					
36890																							
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
302	24990.00	25739.70	26383.19	27042.77	27718.84	28411.81	29122.11	29850.16	30596.41	31361.33	32145.36	32948.99	33772.72	34617.03	35482.46	36369.52	37278.76	38210.73	39166.00	40145.15	41148.78		
	12.01	12.37	12.68	13.00	13.33	13.66	14.00	14.35	14.71	15.08	15.45	15.84	16.24	16.64	17.06	17.49	17.92	18.37	18.83	19.30	19.78		
Laborer		Office Assistant III				Program Support Specialist																	
38375																							
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
303	26240.00	27027.20	27702.88	28395.45	29105.34	29832.97	30578.80	31343.27	32126.85	32930.02	33753.27	34597.10	35462.03	36348.58	37257.29	38188.73	39143.44	40122.03	41125.08	42153.21	43207.04		
	12.62	12.99	13.32	13.65	13.99	14.34	14.70	15.07	15.45	15.83	16.23	16.63	17.05	17.48	17.91	18.36	18.82	19.29	19.77	20.27	20.77		
Gate Attendant		Center Manager/Activities Coord.																					
40671																							
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
304	27551.48	28378.02	29087.47	29814.66	30560.02	31324.02	32107.12	32909.80	33732.55	34575.86	35440.26	36326.26	37234.42	38165.28	39119.41	40097.40	41099.83	42127.33	43180.51	44260.03	45366.53		
	13.25	13.64	13.98	14.33	14.69	15.06	15.44	15.82	16.22	16.62	17.04	17.46	17.90	18.35	18.81	19.28	19.76	20.25	20.76	21.28	21.81		
Bus Driver		Scale Attendant											Collections Switchboard Operator										
42705																							
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
305	28929.05	29796.92	30541.84	31305.39	32088.02	32890.22	33712.48	34555.29	35419.17	36304.65	37212.27	38142.58	39096.14	40073.54	41075.38	42102.27	43154.82	44233.70	45339.54	46473.03	47634.85		
	13.91	14.33	14.68	15.05	15.43	15.81	16.21	16.61	17.03	17.45	17.89	18.34	18.80	19.27	19.75	20.24	20.75	21.27	21.80	22.34	22.90		
Archives Specialist				Scheduler				License Revenue Officer I				Assessment Support Technician I				Personal Property Support Technician I							
Office Assistant IV				Solid Waste Technician				Public Records Officer I				Collections Support Technician I				Real Property Support Technician							
Operations Support Specialist I												Personal Property Appraiser Trainee											
44480																							
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
306	30375.50	31286.77	32068.94	32870.66	33692.43	34534.74	35398.10	36283.06	37190.13	38119.89	39072.88	40049.71	41050.95	42077.22	43129.15	44207.38	45312.57	46445.38	47606.51	48796.68	50016.59		
	14.60	15.04	15.42	15.80	16.20	16.60	17.02	17.44	17.88	18.33	18.79	19.25	19.74	20.23	20.74	21.25	21.78	22.33	22.89	23.46	24.05		
Administrative Support Specialist I				Billing Account Specialist I				Purchasing and Budget Assistant				License Revenue Officer II				Assessment Support Technician II				Personal Property Appraiser I			
Animal Control Technician				Detention Technician				Revenue Clerk I				Public Records Officer II				Collections Specialist				Personal Property Specialist			
Animal Control Officer				Junior Dispatcher				Solid Waste Driver I								Collections Support Technician II				Real Prop Support Tech Spec			
Animal Placement Specialist				Office Manager				Traffic Control Technician I								Imaging Specialist I				Real Property Specialist I			
				Operator Technician I												Mapping Support Specialist							
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
307	31894.28	32851.10	33672.38	34514.19	35377.05	36261.47	37168.01	38097.21	39049.64	40025.88	41026.53	42052.19	43103.50	44181.08	45285.61	46417.75	47578.19	48767.65	49986.84	51236.51	52517.42		
	15.33	15.79	16.19	16.59	17.01	17.43	17.87	18.32	18.77	19.24	19.72	20.22	20.72	21.24	21.77	22.32	22.87	23.45	24.03	24.63	25.25		
Administrative Support Specialist II				Landscape Technician I				Senior Dispatcher															
Benefits Specialist				Landfill Equipment Operator II				Solid Waste Driver II															
Billing Account Specialist II				Operations Support Specialist II				Solid Waste Driver II/Trainer															
Buyer I				Operator Technician II				Traffic Control Technician II															
Customer Svc Representative I																							
49436																							

Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20			
308	33488.99	34493.66	35356.00	36239.90	37145.90	38074.55	39026.41	40002.07	41002.12	42027.17	43077.85	44154.80	45258.67	46390.14	47549.89	48738.64	49957.10	51206.03	52486.18	53798.34	55143.30			
	16.10	16.58	17.00	17.42	17.86	18.31	18.76	19.23	19.71	20.21	20.71	21.23	21.76	22.30	22.86	23.43	24.02	24.62	25.23	25.86	26.51			
	Accounts Payable Technician			Inmate Supervisor			Payroll Technician			Probate Court Administrator I			Mapping Support Technician I			51908								
	Bookkeeper			Landscape Technician II			Purchasing Coordinator - SW (was OFFADM)						Personal Property Appraiser II											
Customer Service Representative II			MPO Technician I			Rx Specialist (Case Worker)																		
Deputy License Inspector I																								
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20			
309	35163.44	36218.34	37123.80	38051.90	39003.19	39978.27	40977.73	42002.17	43052.23	44128.53	45231.75	46362.54	47521.60	48709.64	49927.39	51175.57	52454.96	53766.33	55110.49	56488.25	57900.46			
	16.91	17.41	17.85	18.29	18.75	19.22	19.70	20.19	20.70	21.22	21.75	22.29	22.85	23.42	24.00	24.60	25.22	25.85	26.50	27.16	27.84			
	Admin Support Specialist III			Mapper/Satellite Assistant			Senior Animal Control Officer			Probate Court Administrator II			Assessment Specialist I			Real Property Current Use Analyst 54503								
	Building Maintenance Engineer II			Operator Technician III			Senior Animal Control Technician						Collections Bookkeeper			Real Property Sales Analyst								
Design Technician I			Planning Technician			Solid Waste Driver III						Mapper I			Real Property Specialist II									
Landfill Equipment Operator III			Revenue Clerk II			Traffic Control Technician III						Real Property Appraiser Trainee												
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20			
310	37273.25	38391.44	39351.23	40335.01	41343.39	42376.97	43436.39	44522.30	45635.36	46776.25	47945.65	49144.29	50372.90	51632.22	52923.03	54246.10	55602.26	56992.31	58417.12	59877.55	61374.49			
	17.92	18.46	18.92	19.39	19.88	20.37	20.88	21.40	21.94	22.49	23.05	23.63	24.22	24.82	25.44	26.08	26.73	27.40	28.09	28.79	29.51			
	Building Inspector II			Design Technician II			Mechanic			Elections Coordinator			Assessment Specialist II			Personal Property Appraiser III 59637								
	Building Maintenance Engineer III			Detention Worker I			Right-of-Way Technician I						Imaging Coordinator			Real Property Appraiser I								
Buyer II			Engineering Technician I			Senior Billing Account Specialist						Mapper II												
Deputy License Inspector II			Hazard Mitigation Coordinator			Senior Revenue Clerk																		
Deputy Solid Waste Officer I			Landfill Equipment Operator IV																					
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20			
311	39509.64	40694.93	41712.30	42755.11	43823.99	44919.59	46042.58	47193.64	48373.48	49582.82	50822.39	52092.95	53395.27	54730.16	56098.41	57500.87	58938.39	60411.85	61922.15	63470.20	65056.96			
	19.00	19.56	20.05	20.56	21.07	21.60	22.14	22.69	23.26	23.84	24.43	25.04	25.67	26.31	26.97	27.64	28.34	29.04	29.77	30.51	31.28			
	Animal Resource Supervisor			Chief Administrative Assistant			Knowledgebase and Multi-Media Coordinator			License Revenue Manager			Commercial Appraiser			63215								
	Assistant Accounts Payable Supervisor			CIMS Coordinator (was OSSP3)			Operator Technician IV			Public Records Manager			Real Property Analyst I											
Assistant Collections Supervisor			Communications Technician II			Plumber Technician						Real Property Appraiser II												
Building Inspector III			Design Technician III			Right-of-Way Technician II						Residential Analyst												
Building Maintenance Engineer IV			Detention Worker II			Technical Assistant - EMA																		
Case Manager			Engineering Technician II			Traffic Control Technician IV																		
			HVAC Technician																					
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20			
312	41880.22	43136.63	44215.04	45320.42	46453.43	47614.76	48805.13	50025.26	51275.89	52557.79	53871.73	55218.53	56598.99	58013.97	59464.31	60950.92	62474.70	64036.56	65637.48	67278.41	68960.37			
	20.13	20.74	21.26	21.79	22.33	22.89	23.46	24.05	24.65	25.27	25.90	26.55	27.21	27.89	28.59	29.30	30.04	30.79	31.56	32.35	33.15			
	Administrative Support Specialist IV			Equipment Manager			Scheduling Manager						Asst Administrator of Personal Property			67208								
	BRATS Driver Supervisor			Inmate Supervisor Coordinator			Workers Compensation Coordinator						Mapper III											
Building Maintenance Supervisor			Junior Staff Accountant									Real Property Analyst I/Trainer												
Engineering Technician III			Safety Coordinator																					

Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
313	44393.03	45724.82	46867.94	48039.64	49240.63	50471.65	51733.44	53026.78	54352.45	55711.26	57104.04	58531.64	59994.93	61494.80	63032.17	64607.98	66223.18	67878.76	69575.73	71315.12	73098.00
	21.34	21.98	22.53	23.10	23.67	24.27	24.87	25.49	26.13	26.78	27.45	28.14	28.84	29.56	30.30	31.06	31.84	32.63	33.45	34.29	35.14
Accounts Payable Supervisor		Assistant Area Maint. Supervisor		GIS Coordinator		Probate Court Administrator III		Appraisal Clerk Coordinator		71029											
Communications Technician III		Assistant Records Manager		Landfill Supervisor		License Revenue Administrator															
Collections Supervisor, SW		Audit Compliance Officer		Logistics & Outreach Coordinator		Public Records Administrator															
Right-of-Way Technician III		Bridge Project Coordinator		Parks Supervisor																	
Senior Mechanic (was Master Mechanic)		Business Manager		Permit/Subdivision Coordinator																	
Transfer Station Supervisor		Chief Deputy License Inspector		Planning & Grants Coordinator																	
		County Humane Officer		Software Developer																	
		Customer Service Manager - Solid Was		Staff Accountant																	
		Deputy Solid Waste Officer		Training & Shelter Coordinator																	
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
314	47056.61	48468.31	49680.02	50922.02	52195.07	53499.95	54837.45	56208.38	57613.59	59053.93	60530.28	62043.54	63594.63	65184.49	66814.10	68484.46	70196.57	71951.48	73750.27	75594.03	77483.88
	22.62	23.30	23.88	24.48	25.09	25.72	26.36	27.02	27.70	28.39	29.10	29.83	30.57	31.34	32.12	32.93	33.75	34.59	35.46	36.34	37.25
Code Enforcement Officer		Planner								Administrator of Collections		75291									
Detention Coordinator		Survey Manager								Administrator of Assessment											
Natural Resource Planner										Administrator of Personal Property											
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
315	49880.01	51376.41	52660.82	53977.34	55326.78	56709.95	58127.69	59580.89	61070.41	62597.17	64162.10	65766.15	67410.30	69095.56	70822.95	72593.52	74408.36	76268.57	78175.29	80129.67	82132.91
	23.98	24.70	25.32	25.95	26.60	27.26	27.95	28.64	29.36	30.09	30.85	31.62	32.41	33.22	34.05	34.90	35.77	36.67	37.58	38.52	39.49
Administration/Records Manager		Assistant Purchasing Director								Mapping Supervisor		79808									
Employee Training and Relations																					
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
316	52872.81	54459.00	55820.47	57215.98	58646.38	60112.54	61615.36	63155.74	64734.63	66353.00	68011.82	69712.12	71454.92	73241.30	75072.33	76949.14	78872.86	80844.69	82865.80	84937.45	87060.88
	25.42	26.18	26.84	27.51	28.20	28.90	29.62	30.36	31.12	31.90	32.70	33.52	34.35	35.21	36.09	36.99	37.92	38.87	39.84	40.84	41.86
Archivist		Council on Aging Coordinator		Senior Accountant						Administrator of Mapping		84546									
Area Maintenance Supervisor		Customer Relationship Manager		Senior Planner						Real Property Appraisal Supervisor											
Audio Visual & Teleconference Admin		Physical Security Administrator		Senior Systems Analyst																	
Construction Development Manager		Public Information Coordinator		Traffic Operations Manager																	
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
317	56045.18	57726.54	59169.70	60648.94	62165.17	63719.29	65312.28	66945.08	68618.71	70334.18	72092.53	73894.85	75742.22	77635.77	79576.67	81566.08	83605.24	85695.37	87837.75	90033.69	92284.54
	26.94	27.75	28.45	29.16	29.89	30.63	31.40	32.19	32.99	33.81	34.66	35.53	36.41	37.32	38.26	39.21	40.19	41.20	42.23	43.29	44.37
Assistant Director of Transportation		Facilities Maintenance Coordinator		Risk Manager		Deputy Chief Clerk Probate						89672									
Assistant EMA Director		Horticulturist		Sales Tax Coordinator																	
Assistant Personnel Director		MPO Coordinator																			
Chief Accountant		Pre-Construction Manager																			
Database Administrator		Purchasing Director																			
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
318	59407.89	61190.13	62719.88	64287.88	65895.08	67542.45	69231.01	70961.79	72735.83	74554.23	76418.08	78328.54	80286.75	82293.92	84351.27	86460.05	88621.55	90837.09	93108.02	95435.72	97821.61
	28.56	29.42	30.15	30.91	31.68	32.47	33.28	34.12	34.97	35.84	36.74	37.66	38.60	39.56	40.55	41.57	42.61	43.67	44.76	45.88	47.03
Assistant Chief Appraiser		Deputy Building Official																		95053	

Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
319	62972.36	64861.54	66483.07	68145.15	69848.78	71595.00	73384.87	75219.50	77099.98	79027.48	81003.17	83028.25	85103.96	87231.55	89412.34	91647.65	93938.84	96287.31	98694.50	101161.86	103690.91
	30.28	31.18	31.96	32.76	33.58	34.42	35.28	36.16	37.07	37.99	38.94	39.92	40.92	41.94	42.99	44.06	45.16	46.29	47.45	48.64	49.85
<div>Application/Database Svs Manager Construction Manager Deputy Development and Env Director</div> <div>Geospatial Operations Manager GIS Manager Information Systems Manager</div> <div>Network Administrator Systems Administrator Telephony Administrator</div> <div>100750</div>																					
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
320	67380.43	69401.84	71136.89	72915.31	74738.19	76606.65	78521.82	80484.86	82496.98	84559.41	86673.39	88840.23	91061.23	93337.76	95671.21	98062.99	100514.56	103027.43	105603.11	108243.19	110949.27
	32.39	33.37	34.20	35.06	35.93	36.83	37.75	38.69	39.66	40.65	41.67	42.71	43.78	44.87	46.00	47.15	48.32	49.53	50.77	52.04	53.34
<div>Building Official Chief Compliance Officer</div> <div>Director of Transportation Systems Engineer</div> <div>Telecom & Systems Services Manager</div> <div>111,178</div>																					
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
321	72097.06	74259.97	76116.47	78019.38	79969.87	81969.11	84018.34	86118.80	88271.77	90478.57	92740.53	95059.04	97435.52	99871.41	102368.19	104927.40	107550.58	110239.35	112995.33	115820.21	118715.72
	34.66	35.70	36.59	37.51	38.45	39.41	40.39	41.40	42.44	43.50	44.59	45.70	46.84	48.02	49.22	50.45	51.71	53.00	54.32	55.68	57.07
<div>Assistant CIS Director/Chief Operation</div> <div>118,960</div>																					
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
322	77143.85	79458.17	81444.62	83480.74	85567.76	87706.95	89899.63	92147.12	94450.80	96812.06	99232.37	101713.18	104256.01	106862.41	109533.97	112272.31	115079.12	117956.10	120905.00	123927.63	127025.82
	37.09	38.20	39.16	40.13	41.14	42.17	43.22	44.30	45.41	46.54	47.71	48.90	50.12	51.38	52.66	53.98	55.33	56.71	58.13	59.58	61.07
<div>Assistant County Administrator Asst County Engineer (Operations Manager)</div> <div>Planning Director</div> <div>127,287</div>																					
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
323	82543.92	85020.24	87145.75	89324.39	91557.50	93846.44	96192.60	98597.42	101062.35	103588.91	106178.63	108833.10	111553.93	114342.77	117201.34	120131.38	123134.66	126213.03	129368.35	132602.56	135917.63
	39.68	40.88	41.90	42.94	44.02	45.12	46.25	47.40	48.59	49.80	51.05	52.32	53.63	54.97	56.35	57.76	59.20	60.68	62.20	63.75	65.35
<div>Budget Director CIS Director</div> <div>Development Environmental Director EMA Director</div> <div>Juvenile Detention Center Director Personnel Director</div> <div>Admin of Motor Vehicle, Tags, Licenses Chief Clerk Probate</div> <div>Chief Appraiser</div> <div>136,197</div>																					
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
324	88322.00	90971.66	93245.95	95577.10	97966.53	100415.69	102926.08	105499.23	108136.72	110840.13	113611.14	116451.41	119362.70	122346.77	125405.44	128540.57	131754.09	135047.94	138424.14	141884.74	145431.86
	42.46	43.74	44.83	45.95	47.10	48.28	49.48	50.72	51.99	53.29	54.62	55.99	57.39	58.82	60.29	61.80	63.34	64.93	66.55	68.21	69.92
<div>Clerk Treasurer</div> <div>145,731</div>																					
Grade	EL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
325	94504.54	97339.68	99773.17	102267.50	104824.18	107444.79	110130.91	112884.18	115706.29	118598.94	121563.92	124603.01	127718.09	130911.04	134183.82	137538.41	140976.87	144501.30	148113.83	151816.67	155612.09
	45.43	46.80	47.97	49.17	50.40	51.66	52.95	54.27	55.63	57.02	58.44	59.91	61.40	62.94	64.51	66.12	67.78	69.47	71.21	72.99	74.81
<div>County Administrator</div> <div>County Engineer</div> <div>155,932</div>																					